

LINN  
BENTON



# Health Equity Alliance

*Working together to create healthy opportunities for everyone*

April 27, 2020

Dear President Ray,

Our universities are stronger when all faculty are taken care of so that they can provide the best service to their students and advisees while also being able to care for their families at home. We at the Linn Benton Health Equity Alliance, one of Oregon's Regional Health Equity Coalitions, believe in that message. Therefore, we are writing today to encourage you to reach a fair contract with the United Academics of Oregon State University (UAOSU) that honors the dedication and work of OSU faculty members and recognizes their contributions to the community and to the university. OSU's teaching, research, and extension faculty are an irreplaceable asset to the university, to our community, and to the state - and they deserve an agreement that values their essential role.

We know that higher education institutions in our country struggle with issues of diversity, equity, and inclusion, and OSU is no exception. Faculty members from underrepresented communities (including faculty members of color) are often asked to perform additional substantial work, such as mentoring and advising students of a similar background above and beyond their job responsibilities, which leads to high levels of burnout among faculty that are already disproportionately burdened by other inequities. We also know that gender-based discrepancies in pay and workload exist despite similar job descriptions, and that insufficient family leave policies make careers in higher education less accessible to women, who very often have to choose between their jobs and their families.

We believe that United Academics of OSU has worked diligently to address these inequities and to make OSU the best university it can be. Their proposals are the product of thousands of conversations among faculty members who are invested in the future of OSU. It is our hope that OSU will agree to a fair contract with UAOSU that provides faculty members across the state of Oregon with some greatly needed stability and support. An investment in the people that are behind OSU's biggest achievements will pay dividends for years to come. Now is the time for all Oregonians to stand together and support one another - and OSU can pave that way by being an example and reaching a fair agreement with its faculty.

Best,

A handwritten signature in black ink that reads "Clarice Amorim Freitas". The signature is fluid and cursive.

Clarice Amorim Freitas  
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cc: Oregon State University Board of Trustees