
HOUSE BILL 1875

State of Washington 60th Legislature 2007 Regular Session

By Representatives Kenney, Haigh, Sells, Moeller, McDermott, Appleton, Wallace, Lantz, Hasegawa, P. Sullivan, Ormsby, Conway, Roberts, O'Brien and Goodman

Read first time 01/31/2007. Referred to Committee on Higher Education.

1 AN ACT Relating to employment opportunities at institutions of
2 higher education; adding a new section to chapter 28B.52 RCW; and
3 adding a new section to chapter 41.76 RCW.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.52 RCW
6 to read as follows:

7 (1) It is the purpose of this section to address growing concerns
8 about the academic staffing crisis in higher education. Staffing
9 issues, including the economic exploitation of adjunct faculty along
10 with the shrinking ranks of full-time tenured faculty, limit the
11 ability of the state system of higher education to provide high quality
12 education, improve retention rates, conduct research, and provide
13 support for economic development.

14 (2)(a) It is the goal of this section to have at least seventy-five
15 percent of the full-time equivalent faculty positions be held by full-
16 time tenured and tenure-track faculty in each department that has at
17 least eight full-time equivalent faculty appointments, as defined in
18 RCW 28B.50.851, on each campus of each institution of higher education.

1 (b) It is further the goal of this section to have salaries in
2 institutions of higher education that will attract and retain the best
3 faculty possible to educate the citizens of Washington state. To
4 achieve this goal, salaries for full-time faculty should be increased
5 above a regular cost-of-living increase until by 2013 salaries are in
6 the sixtieth percentile for faculty of comparable rank in global
7 challenge states. In addition, to achieve this goal, each institution
8 of higher education should determine a salary standard for adjunct
9 faculty members employed in each academic, technical, basic studies, or
10 other department that, subject to collective bargaining with the
11 exclusive representatives of faculty, constitutes a pro rata salary
12 compared to the salaries of full-time tenured faculty members of
13 comparable qualifications doing comparable work.

14 (3) In 2008, each institution of higher education shall determine
15 the number of full-time equivalent faculty appointments held by part-
16 time, nontenured, tenure-track, and tenured faculty in each academic
17 department.

18 (4)(a) Each institution of higher education shall create a plan to
19 meet the goal in subsection (2)(a) of this section, subject to
20 collective bargaining with the exclusive representatives of the
21 faculty. In its plan, the institution shall state how it intends to
22 meet its goal not by eliminating positions for current employees but by
23 creating new full-time tenure-track appointments, by creating
24 opportunities for adjunct faculty to attain full-time positions, and by
25 converting work done by adjuncts to the greatest extent possible.

26 (b) Those departments with at least eight full-time equivalent
27 faculty appointments that do not meet the seventy-five percent goal in
28 subsection (2)(a) of this section shall, subject to the availability of
29 amounts appropriated for this specific purpose, beginning in September
30 2008, and in each succeeding year, plan to increase the share of
31 positions held by full-time tenured and tenure-track faculty so that by
32 2013 the legislature's goal of seventy-five percent is met.

33 (5) Each biennium, the governing boards of each institution of
34 higher education shall submit in their biennial budget request an
35 amount of funds sufficient to cover the projected costs of implementing
36 this section.

37 (6) Beginning in September 2008, subject to the availability of
38 amounts appropriated for this specific purpose, each institution of

1 higher education shall plan to increase faculty salaries by a
2 sufficient amount to raise the salaries to comparative global challenge
3 states' rates and to close the pro rata gap between adjunct faculty
4 salary and full-time faculty in each department, if a gap exists, so
5 that by September 2013, the legislature's goal is met.

6 (7)(a) Each institution of higher education shall establish a
7 process, subject to collective bargaining, under which adjunct faculty,
8 after successful completion of a probationary period, receive timely
9 notice of and priority consideration, consistent with other
10 institutional and state policies, for adjunct teaching assignments in
11 coming academic terms. The priority consideration shall include either
12 rights of first refusal for eligible classes or a continuing contract
13 with due process rights.

14 (b) Each institution of higher education shall create, subject to
15 collective bargaining, a process for ensuring that qualified internal
16 applicants receive priority consideration for attaining a tenure-track
17 position when one becomes available.

18 (c) The processes in this subsection shall be consistent with
19 institutional and state affirmative action and other personnel policies
20 and shall ensure that nontenure-track faculty: (i) Accumulate
21 seniority; (ii) are notified of job openings before the job is posted
22 outside of the institution of higher education; and (iii) have priority
23 consideration for appointments.

24 (8) Each institution of higher education shall establish a faculty
25 restoration and equity account.

26 (a) Subject to amounts appropriated for this specific purpose,
27 moneys in the account shall be used to advance one-fifth of the way
28 toward meeting the five-year goal of increasing the number of
29 undergraduate courses taught by tenure and tenure-track faculty members
30 to seventy-five percent in each department; and

31 (b) Subject to amounts appropriated for this specific purpose,
32 moneys in the account shall be used to advance one-fifth of the way
33 toward meeting the five-year goal of ensuring that full-time faculty
34 receive wages in the sixtieth percentile of global challenge states and
35 adjunct faculty receive fully comparable pay to full-time tenure and
36 tenure-track faculty.

37 (9) This section shall not be construed to either limit or reduce

1 salaries, benefits, or hiring rights in existence at an institution of
2 higher education on the effective date of this section or subsequently
3 established.

4 (10) As used in this section, "institution of higher education" has
5 the same meaning as in RCW 28B.10.016.

6 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.76 RCW
7 to read as follows:

8 (1) It is the purpose of this section to address growing concerns
9 about the academic staffing crisis in higher education. Staffing
10 issues, including the economic exploitation of adjunct faculty along
11 with the shrinking ranks of full-time tenured faculty, limit the
12 ability of the state system of higher education to provide high quality
13 education, improve retention rates, conduct research, and provide
14 support for economic development.

15 (2)(a) It is the goal of this section to have at least seventy-five
16 percent of the full-time equivalent faculty positions be held by full-
17 time tenured and tenure-track faculty in each department that has at
18 least eight full-time equivalent faculty positions with teaching
19 responsibilities, on each campus of each institution of higher
20 education.

21 (b) It is further the goal of this section to have salaries in
22 institutions of higher education that will attract and retain the best
23 faculty possible to educate the citizens of Washington state. To
24 achieve this goal, salaries for full-time faculty should be increased
25 above a regular cost-of-living increase until by 2013 salaries are in
26 the sixtieth percentile for faculty of comparable rank in global
27 challenge states. In addition, to achieve this goal, each institution
28 of higher education should determine a salary standard for adjunct
29 faculty members employed in each academic, technical, basic studies, or
30 other department that constitutes a pro rata salary compared to the
31 salaries of full-time tenured faculty members of comparable
32 qualifications doing comparable work. The salary standard shall be
33 subject to collective bargaining with the exclusive representatives of
34 the faculty, when such representation exists.

35 (3) In 2008, each institution of higher education shall determine
36 the number of full-time equivalent faculty positions held by part-time,

1 nontenured, tenure-track, and tenured faculty with teaching
2 responsibilities in each academic department.

3 (4)(a) Each institution of higher education shall create a plan to
4 meet the goal in subsection (2)(a) of this section, subject to
5 collective bargaining with the exclusive representatives of the
6 faculty, when such representation exists. In its plan, the institution
7 shall state how it intends to meet its goal not by eliminating
8 positions for current employees but by creating new full-time tenure-
9 track positions, by creating opportunities for adjunct faculty to
10 attain full-time positions, and by converting work done by adjuncts to
11 the greatest extent possible.

12 (b) Those departments with at least eight full-time equivalent
13 faculty positions with teaching responsibilities that do not meet the
14 seventy-five percent goal in subsection (2)(a) of this section shall,
15 subject to the availability of amounts appropriated for this specific
16 purpose, beginning in September 2008, and in each succeeding year, plan
17 to increase the share of positions held by full-time tenured and
18 tenure-track faculty so that by 2013 the legislature's goal of seventy-
19 five percent is met.

20 (5) Each biennium, the governing boards of each institution of
21 higher education shall submit in their biennial budget request an
22 amount of funds sufficient to cover the projected costs of implementing
23 this section.

24 (6) Beginning in September 2008, subject to the availability of
25 amounts appropriated for this specific purpose, each institution of
26 higher education shall plan to increase faculty salaries by a
27 sufficient amount to raise the salaries to comparative global challenge
28 states' rates and to close the pro rata gap between adjunct faculty
29 salary and full-time faculty in each department, if a gap exists, so
30 that by September 2013, the legislature's goal is met.

31 (7)(a) Each institution of higher education shall establish a
32 process, subject to collective bargaining when exclusive representation
33 exists, under which adjunct faculty, after successful completion of a
34 probationary period, receive timely notice of and priority
35 consideration, consistent with other institutional and state policies,
36 for adjunct teaching assignments in coming academic terms. The
37 priority consideration shall include either rights of first refusal for
38 eligible classes or a continuing contract with due process rights.

1 (b) Each institution of higher education shall create, subject to
2 collective bargaining when exclusive representation exists, a process
3 for ensuring that qualified internal applicants receive priority
4 consideration for attaining a tenure-track position when one becomes
5 available.

6 (c) The processes in this subsection shall be consistent with
7 institutional and state affirmative action and other personnel policies
8 and shall ensure that nontenure-track faculty: (i) Accumulate
9 seniority; (ii) are notified of job openings before the job is posted
10 outside of the institution of higher education; and (iii) have priority
11 consideration for appointments.

12 (8) Each institution of higher education shall establish a faculty
13 restoration and equity account.

14 (a) Subject to the availability of amounts specifically
15 appropriated for this purpose, moneys in the account shall be used to
16 advance one-fifth of the way toward meeting the five-year goal of
17 increasing the number of undergraduate courses taught by tenure and
18 tenure-track faculty members to seventy-five percent in each
19 department; and

20 (b) Subject to the availability of amounts specifically
21 appropriated for this purpose, moneys in the account shall be used to
22 advance one-fifth of the way toward meeting the five-year goal of
23 ensuring that full-time faculty receive wages in the sixtieth
24 percentile of global challenge states and adjunct faculty receive fully
25 comparable pay to full-time tenure and tenure-track faculty.

26 (9) This section shall not be construed to either limit or reduce
27 salaries, benefits, or hiring rights in existence at an institution of
28 higher education on the effective date of this section or subsequently
29 established.

30 (10) As used in this section, "institution of higher education" has
31 the same meaning as in RCW 28B.10.016.

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