
SUBSTITUTE HOUSE BILL 2528

State of Washington 60th Legislature 2008 Regular Session

By House Higher Education (originally sponsored by Representatives Nelson, Hasegawa, Roberts, Lantz, Sullivan, and Simpson)

READ FIRST TIME 02/04/08.

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

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

5 NEW SECTION. **Sec. 1.** It is the intent of the legislature to
6 provide faculty and college excellence for Washington citizens by
7 increasing the number of full-time, tenured academic employee positions
8 at community and technical colleges and by enabling academic employees
9 who hold part-time positions to have greater assurance of continuing
10 employment. Promoting faculty and college excellence will result in
11 better educational opportunities for our students, our communities, and
12 our economy.

13 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.52 RCW
14 to read as follows:

15 (1) It is the goal of the legislature that by 2014 the community
16 and technical colleges increase the numbers of full-time tenured
17 positions on their campuses by adding three hundred fifty full-time
18 academic employee positions.

1 (2) By December 1, 2008, each community and technical college, in
2 close collaboration with the exclusive bargaining representative for
3 faculty, shall determine the number of full-time academic employees it
4 plans to create each year through 2014 and shall report its findings to
5 the state board for community and technical colleges, its board of
6 trustees, and the exclusive representatives of the faculty.

7 (3)(a) Those community and technical colleges that determine a need
8 to increase the percentage of courses taught by tenured or tenure-track
9 academic employees shall create a plan by the end of summer quarter
10 2009 to meet the goals in the plan by 2014, subject to collective
11 bargaining with the exclusive representatives of the faculty. In its
12 plan, the college shall state how it intends to meet its goal by, but
13 not limited to, creating new full-time tenure-track appointments,
14 creating opportunities for adjunct faculty to attain full-time
15 positions or by converting classes or assignments left vacant by
16 attrition, but not by discharging currently employed part-time or
17 nontenure-track faculty who have taught in the college for more than
18 two years. Special attention should be paid to increasing the number
19 of full-time faculty in departments of mathematics, science, adult
20 basic education, early childhood education, and English. The plan
21 shall also include projected costs to reach the goal.

22 (b) Each biennium, the governing boards of each community and
23 technical college shall submit in its biennial budget request an amount
24 of funds sufficient to cover the projected costs of implementing this
25 section.

26 (c) The state board for community and technical colleges shall
27 review the submitted plans and work with the college districts to
28 ensure consistency with the legislature's goal.

29 (d) The state board for community and technical colleges shall
30 report to the higher education committees of the legislature, by
31 December 1, 2008, and every two years thereafter until December 1,
32 2014, regarding the board's progress in increasing the percentage of
33 full-time, tenure or tenure-track academic employees.

34 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.52 RCW
35 to read as follows:

36 (1) It is the goal of the legislature that part-time and nontenured

1 faculty in community and technical colleges receive consideration for
2 continuing employment and for new tenure-track positions.

3 (2) Each community and technical college shall establish a process,
4 subject to collective bargaining, under which part-time and full-time
5 nontenured faculty members, after successful completion of an
6 evaluation period, receive timely notice of and priority consideration,
7 consistent with other institutional and state policies, for academic
8 employment assignments for which they are qualified in their discipline
9 in coming academic terms.

10 (3) Each community and technical college shall create, subject to
11 collective bargaining, a process for ensuring that qualified internal
12 applicants receive priority consideration for attaining a tenure-track
13 position when one becomes available such as, but not limited to, a job
14 interview for positions where minimum requirements have been met or
15 notification of job openings before they are posted outside of the
16 institution.

17 (4) The processes in this section shall be consistent with
18 institutional and state affirmative action and other personnel
19 policies.

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