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**SUBSTITUTE HOUSE BILL 2615**

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**State of Washington**

**64th Legislature**

**2016 Regular Session**

**By** House Higher Education (originally sponsored by Representatives Pollet, Haler, Moscoso, Appleton, Fitzgibbon, Gregerson, Ormsby, Ortiz-Self, Lytton, Riccelli, Ryu, Reykdal, Cody, Tarleton, Frame, Van De Wege, Stanford, and Goodman)

READ FIRST TIME 02/05/16.

1       AN ACT Relating to improving student success at community and  
2 technical colleges by considering benefits of full-time faculty and  
3 staff; amending RCW 28B.50.850; and adding new sections to chapter  
4 28B.50 RCW.

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

6       NEW SECTION.   **Sec. 1.** A new section is added to chapter 28B.50  
7 RCW to read as follows:

8       (1) The legislature recognizes that student outcomes and success  
9 may be significantly improved by increasing the percent of full-time  
10 faculty and staff at community and technical colleges to provide  
11 instruction, provide counseling and advising, and perform other  
12 functions, and that such improvements should be guided by research.  
13 The legislature's goal is that over the next several years, community  
14 and technical colleges increase the numbers of full-time tenured  
15 positions by adding two hundred new full-time tenure track positions  
16 in each of the next three biennia. This goal is best accomplished by  
17 allowing the colleges to convert assignments currently held by  
18 nontenured part-time academic employees to full-time, tenured or  
19 tenure track assignments. If specific funding for the conversion  
20 assignments proposed in this section is not provided by the  
21 legislature, the conversion assignments proposed must be delayed

1 until such time as specific funding is provided. The legislature  
2 recognizes that efforts to increase access to higher education  
3 through tuition supports and aid may increase enrollment, and that  
4 student success may be improved if such expansions in access are  
5 accompanied by increased use of full-time faculty and staff. This  
6 will require careful, strategic planning between the colleges, the  
7 state board for community and technical colleges, and the  
8 legislature. Therefore, it is the intent of the legislature to  
9 develop a planning process through which the colleges and the college  
10 board develop a long-term strategic plan and timeline for faculty and  
11 student support staff conversions. In developing the strategic plan,  
12 the colleges and college board must use research support from the  
13 Evans School for Public Policy at the University of Washington and  
14 use and build upon the 2005 task force report on best employment  
15 practices for part-time faculty that was issued pursuant to chapter  
16 119, Laws of 2005.

17 (2)(a) To assist in creating the strategic plan and meeting the  
18 legislature's goal within six years, the college board and student  
19 achievement council must conduct a joint study on priorities and  
20 impacts of the overuse of part-time faculty in the community college  
21 system. The study must examine:

22 (i) Student success, including student access to faculty,  
23 advising, and counseling, in the community and technical college  
24 setting where there are full-time tenured faculty and part-time  
25 faculty;

26 (ii) The differences in certificate or degree programs and the  
27 differences in regions with regard to ability to hire well-qualified  
28 full-time faculty;

29 (iii) The need for increased compensation for faculty, and in  
30 particular the need for adjunct faculty to receive equal pay for  
31 equal work in comparison to the respective pay and work of their  
32 full-time tenured colleagues; and

33 (iv) The need for diversifying the faculty to better represent  
34 the students of color in the system.

35 (b) The study must be completed by October 1, 2017. The college  
36 board and student achievement counsel may use researchers from the  
37 Evans School for Public Policy at the University of Washington and  
38 enter into agreements for funding such research from funds  
39 appropriated for the study required by this section. Based on its

1 findings in the study, the college board and student achievement  
2 council may prioritize and revise goals for individual programs.

3 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.50  
4 RCW to read as follows:

5 (1) To implement the goal set forth in section 1 of this act, the  
6 plans developed by the colleges and college board must be used by  
7 each community and technical college to increase the number and  
8 percentage of full-time positions, if specific funding for conversion  
9 assignment as proposed in section 1 of this act is provided by the  
10 legislature.

11 (2) In addition, the legislature also has a goal of ensuring that  
12 part-time and nontenured faculty in community and technical colleges  
13 receive priority consideration for continuing employment and for new  
14 tenure track positions.

15 (3) Each community and technical college shall establish, in  
16 coordination with the appropriate collective bargaining  
17 representative, a process under which part-time and full-time  
18 nontenured faculty members, after successful completion of an  
19 evaluation period, receive timely notice of and priority  
20 consideration for academic employment assignments, especially tenure  
21 track positions, for which they are qualified in their discipline in  
22 coming academic terms. The process should take into consideration the  
23 value of a diverse faculty, and may include provisions such as, but  
24 not limited to, granting job interviews for positions where minimum  
25 requirements have been met and notifying faculty members of job  
26 openings before posting the openings outside of the institution.

27 (4) The processes in this section must be consistent with the  
28 terms of collective bargaining agreements and other institutional and  
29 state policies and other personnel policies.

30 **Sec. 3.** RCW 28B.50.850 and 2015 c 55 s 228 are each amended to  
31 read as follows:

32 It shall be the purpose of RCW 28B.50.850 through 28B.50.869 and  
33 section 2 of this act to establish a system of faculty tenure which  
34 protects the concepts of faculty employment rights and faculty  
35 involvement in the protection of those rights in the state system of  
36 community and technical colleges. RCW 28B.50.850 through 28B.50.869  
37 shall define a reasonable and orderly process for appointment of

1 faculty members to tenure status and the dismissal of the tenured  
2 faculty member.

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