
SUBSTITUTE SENATE BILL 5830

State of Washington

67th Legislature

2022 Regular Session

By Senate Higher Education & Workforce Development (originally sponsored by Senators Lias, Hasegawa, Nobles, and C. Wilson)

READ FIRST TIME 01/28/22.

1 AN ACT Relating to increasing tenure-track faculty at the public
2 baccalaureate institutions; adding a new section to chapter 28B.10
3 RCW; and providing an expiration date.

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.10
6 RCW to read as follows:

7 (1) The legislature recognizes that extensive research has shown
8 that student outcomes and success, especially for first generation,
9 underserved students, significantly improve by increasing the number
10 of tenure-track faculty at public four-year universities.

11 (a) The legislature's goal is that the state universities and
12 regional universities add 200 new full-time tenure-track positions in
13 the 2022-23 academic year. These positions shall be divided among the
14 five institutions with the most positions allocated to the
15 institutions with the highest student to faculty ratios:

- 16 (i) Thirty at the University of Washington;
17 (ii) Thirty at Washington State University;
18 (iii) Fifty at Central Washington University;
19 (iv) Fifty at Eastern Washington University; and
20 (v) Forty at Western Washington University.

1 (b) This goal is best accomplished through converting part-time
2 faculty positions to full-time tenure-track positions and by hiring
3 new full-time faculty through institutional search processes, with
4 special attention to diversity, equity, and inclusion. If specific
5 funding for the purpose of conversion assignments proposed in this
6 section is not provided in the omnibus operating appropriations act,
7 the conversion assignments proposed must be delayed until such time
8 as specific funding is provided.

9 (c) The state universities and regional universities shall
10 develop a model faculty diversity program designed to provide for the
11 retention and recruitment of faculty from all racial, ethnic, and
12 cultural backgrounds. The faculty diversity program must be based on
13 proven practices in diversity hiring processes. If the state
14 university or regional university have already developed a plan that
15 meets these requirements, then they are considered in compliance. Any
16 hires made under this section must be conducted in alignment with the
17 faculty diversity program.

18 (d) The state universities and regional universities shall report
19 on all hires made under this section including demographics of hires,
20 the department or program the hire was made in, and the numbers of
21 positions that were part-time conversions. The state universities and
22 regional universities shall submit the report to the governor and the
23 appropriate committees of the legislature in accordance with RCW
24 43.01.036 by December 15, 2024.

25 (e) The Washington student achievement council must collect data
26 and, with the assistance of experts in the field, assess the impact
27 of the 200 additional full-time tenure-track faculty on student
28 experiences and student success. The Washington student achievement
29 council must convene representatives of faculty, staff, and
30 administration to report on outcomes as a result of increasing full-
31 time tenure-track faculty. In consultation with representatives of
32 faculty, staff, and administration, the Washington student
33 achievement council must make recommendations about future steps to
34 increase full-time tenure-track faculty that incorporate faculty
35 diversity and historically underserved communities. The Washington
36 student achievement council must report the results of its
37 assessment, along with next step recommendations, to the governor and
38 the appropriate committees of the legislature in accordance with RCW
39 43.01.036 by December 15, 2029. The Washington student achievement
40 council shall conspicuously post on its website and include in the

1 report definitions for key terms including: Diversity, equity,
2 inclusion, culturally competent, culturally appropriate, historically
3 marginalized communities, communities of color, low-income
4 communities, and community organizations.

5 (2) This section expires July 1, 2030.

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