
SENATE BILL 5830

State of Washington

67th Legislature

2022 Regular Session

By Senators Lias, Hasegawa, Nobles, and C. Wilson

Read first time 01/12/22. Referred to Committee on Higher Education & Workforce Development.

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,
12 regional universities, and state college add 200 new full-time
13 tenure-track positions in the 2022-23 academic year. These positions
14 shall be divided among the six institutions with the most positions
15 allocated to the institutions with the highest student to faculty
16 ratios:

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

1 (vi) Twenty at The Evergreen State College.

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

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

19 (d) The Washington student achievement council must collect data
20 and assess the impact of the 200 additional full-time tenure-track
21 faculty on student completion rates. The Washington student
22 achievement council must convene representatives of faculty, staff,
23 and administration to report on outcomes as a result of increasing
24 full-time tenure-track faculty. In consultation with representatives
25 of faculty, staff, and administration, the Washington student
26 achievement council must make recommendations about future steps to
27 increase full-time tenure-track faculty that incorporate faculty
28 diversity and historically underserved communities. The Washington
29 student achievement council must report the results of its
30 assessment, along with next step recommendations, to the legislature
31 by December 15, 2024. The Washington student achievement council
32 shall conspicuously post on its website and include in the report
33 definitions for key terms including: Diversity, equity, inclusion,
34 culturally competent, culturally appropriate, historically
35 marginalized communities, communities of color, low-income
36 communities, and community organizations.

37 (2) This section expires July 1, 2025.

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