
HOUSE BILL 2615

State of Washington

64th Legislature

2016 Regular Session

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 01/15/16. Referred to Committee on Higher Education.

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 on their campuses and to eventually have seventy-five
16 percent of state-funded classes taught by faculty in full-time tenure
17 track positions by 2021. This goal is best accomplished by allowing
18 the colleges to convert assignments currently held by nontenured
19 part-time academic employees to assignments held by full-time,
20 tenured or tenure track academic employees. The legislature
21 recognizes that efforts to increase access to higher education

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

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

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

24 (ii) The impact on industry and professional instructors in high-
25 demand certificate programs and the ability to attract and retain
26 full-time faculty in those fields;

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

30 (iv) The need for increased compensation for faculty in high-
31 demand fields, or fields with high degrees of specialization, and the
32 impact on other faculty; and

33 (v) The need for diversifying the faculty of color to better
34 represent 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.

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

13 (3) Each community and technical college shall establish a
14 process under which part-time and full-time nontenured faculty
15 members, after successful completion of an evaluation period, receive
16 timely notice of and priority consideration for academic employment
17 assignments for which they are qualified in their discipline in
18 coming academic terms.

19 (4) Each community and technical college shall create a process
20 for ensuring that qualified internal applicants receive priority
21 consideration for attaining a tenure track position when one becomes
22 available. The process should take into consideration the value of a
23 diverse faculty, and may include provisions such as, but not limited
24 to, granting job interviews for positions where minimum requirements
25 have been met and notifying faculty members of job openings before
26 posting the openings outside of the institution.

27 (5) 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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