
HOUSE BILL 1888

State of Washington 65th Legislature 2017 Regular Session

By Representatives Doglio, Dolan, and Pollet

Read first time 02/02/17. 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 intends to allow colleges to convert assignments
14 currently held by nontenured part-time academic employees to full-
15 time, tenured or tenure track assignments. If specific funding for
16 the conversion assignments proposed in this section is not provided
17 by the legislature, the conversion assignments proposed must be
18 delayed until such time as specific funding is provided. The
19 legislature recognizes that efforts to increase access to higher
20 education through tuition supports and aid may increase enrollment,
21 and that student success may be improved if such expansions in access

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

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

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

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

25 (iii) The need for increased compensation for faculty, and in
26 particular the need for adjunct faculty to receive equal pay for
27 equal work in comparison to the respective pay and work of their
28 full-time tenured colleagues; and

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

31 (b) The study must be completed by October 1, 2018. The college
32 board and student achievement council may use researchers from the
33 Evans School for Public Policy at the University of Washington and
34 enter into agreements for funding such research from funds
35 appropriated for the study required by this section. Based on its
36 findings in the study, the college board and student achievement
37 council may prioritize and revise goals for individual programs.

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

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

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

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

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

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

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

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