
SUBSTITUTE SENATE BILL 5020

State of Washington

60th Legislature

2007 Regular Session

By Senate Committee on Labor, Commerce, Research & Development
(originally sponsored by Senators Jacobsen, McCaslin, Poulsen,
Delvin, Kilmer, Kline, Franklin, Murray and Kohl-Welles)

READ FIRST TIME 02/28/07.

1 AN ACT Relating to higher education; adding a new section to
2 chapter 28B.52 RCW; and creating a new section.

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

4 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.52 RCW
5 to read as follows:

6 (1) It is the purpose of this section to address growing concerns
7 about the academic staffing crisis in the state's public two-year
8 colleges. Staffing issues, including the overuse of adjunct faculty
9 along with the shrinking ranks of full-time tenured faculty, limit the
10 ability of the state system of higher education to provide high quality
11 education, improve graduation rates, conduct research, and provide
12 support for economic development.

13 (2)(a) It is the goal of this section to increase the number of
14 positions designated as full-time tenure-track faculty positions by ten
15 percent in each individual college by 2013. The base number shall be
16 the number of full-time tenure-track positions budgeted in fall quarter
17 2006, including those positions not currently filled.

18 (b) It is further the goal of this section to have salaries in
19 institutions of higher education that will attract and retain the best

1 faculty possible to educate the citizens of Washington state. Faculty
2 salaries are of particular concern because average salaries for
3 two-year faculty are substantially below average salaries in comparable
4 global challenge states. To achieve this goal, salaries for full-time
5 faculty should be increased above a regular cost-of-living increase
6 until by 2013 salaries are in the top quarter for faculty of comparable
7 rank in global challenge states. In addition, to achieve this goal,
8 each institution of higher education should determine a salary standard
9 for adjunct faculty members employed in each academic, technical, basic
10 studies, or other department that, subject to collective bargaining
11 with the exclusive representatives of faculty, constitutes a pro rata
12 salary compared to the salaries of full-time tenured faculty members of
13 comparable qualifications doing comparable work.

14 (c) It is further the goal of this section to improve the job
15 security of nontenure-track faculty.

16 (3) By December 2007, each institution of higher education shall
17 create a plan to meet its goals in subsection (2) of this section,
18 subject to collective bargaining with the exclusive representatives of
19 the faculty.

20 (a) In its plan, the institution shall state how it intends to meet
21 its goal of increasing full-time, tenure-track positions by converting
22 work done by adjuncts while making every effort to protect the
23 employment of currently employed adjuncts. The plan shall give
24 priority for increasing tenure-track positions in mathematics, science,
25 English, basic studies, early learning, and high demands fields but may
26 include other disciplines.

27 (b) In its plan, the institution shall create a process for
28 ensuring that qualified internal applicants receive priority
29 consideration for attaining a tenure-track position when one becomes
30 available consistent with institutional and state affirmative action
31 and other personnel policies.

32 (c) In its plan, the institution shall determine the level at which
33 the salaries for its full-time tenure-track faculty are below the
34 seventy-fifth percentile of comparable institutions in global challenge
35 states and the cost of increasing its salaries to the seventy-fifth
36 percentile with a method for equitably increasing individual salaries.

37 (d) In its plan, the institution shall determine the method by

1 which prorated salaries for adjuncts will be determined and the method
2 for equitably increasing individual salaries, taking into account
3 experience within the institution as well as qualifications.

4 (e) In its plan, the institution shall establish a process, subject
5 to collective bargaining, under which adjunct faculty, after successful
6 completion of a probationary period, receives timely notice of and
7 priority consideration for adjunct teaching assignments in coming
8 academic terms. The priority consideration shall include either rights
9 of first refusal for eligible classes or an annual contract with due
10 process rights.

11 (f) The individual college plans shall be reviewed by the state
12 board for community and technical colleges in determining its biennial
13 budget request.

14 (4) Each institution shall establish a faculty restoration and
15 equity account. To the extent funds are appropriated to the state
16 board for community and technical colleges in furtherance of the goals
17 of this section, moneys shall be allocated to the individual college
18 accounts on an equitable basis when full funds are not available;
19 however, colleges may use existing funds to supplement legislative
20 appropriations.

21 (5) This section shall not be construed to either limit or reduce
22 salaries, benefits, or hiring rights in existence at an institution of
23 higher education on the effective date of this section or subsequently
24 established.

25 (6) As used in this section, "institution of higher education" has
26 the same meaning as in RCW 28B.10.016.

27 NEW SECTION. **Sec. 2.** (1) It is the purpose of this section to
28 address growing concerns about the academic staffing crisis in higher
29 education. Staffing issues limit the ability of the state system of
30 higher education to provide high quality education, improve retention
31 rates, conduct research, and provide support for economic development.
32 Faculty salaries are of particular concern because the salaries for
33 four-year faculty are in the bottom quarter of comparable global
34 challenge states. The legislature finds that in order to attract the
35 highest quality faculty, the salaries should be in the top quarter of
36 global challenge states.

1 (2) The Washington state institute for public policy shall conduct
2 a study of the faculty employment practices of Washington state's
3 public four-year colleges and universities and comparable four-year
4 institutions in the top quartile global challenge states. The study
5 shall identify academic disciplines with significant staffing
6 challenges in Washington state, then compare the conditions of
7 employment of faculty in these disciplines with the faculty in similar
8 institutions in the top quartile global challenge states. The purpose
9 of the study is to guide the state in making future determinations on
10 funding and legislation on these issues.

11 (3) For the purpose of this study, the institute shall convene an
12 advisory committee. The committee shall include a representative from:
13 The higher education coordinating board, the council of presidents, the
14 administration of each four-year and research institution of higher
15 education, and the faculty of each four-year and research institution
16 of higher education. In selecting the faculty representatives for the
17 committee, the institute shall confer with the exclusive bargaining
18 representatives of faculty where they exist and the faculty governing
19 bodies where there is no bargaining representative. Before conducting
20 the study, the institute shall convene the advisory group to identify
21 academic disciplines with significant staffing challenges and to
22 develop the study methodology. In addition to offering advice on the
23 conduct of the study, the committee shall ensure the cooperation of
24 necessary staff at Washington state institutions and assist in seeking
25 the cooperation of out-of-state institutions.

26 (4) The Washington state institute for public policy shall report
27 its findings to the legislature, local governing boards, and other
28 interested parties by June 30, 2008. The report shall identify key
29 differences in faculty hiring and compensation practices of public
30 colleges and universities in Washington state and similar institutions
31 in the top quartile global challenge states, and describe the possible
32 outcomes and fiscal consequences associated with adopting those
33 practices. The report shall include but not be limited to comparisons
34 of salaries, benefits, and other tangible or intangible compensation
35 for tenured, nontenured, full-time, and part-time faculty, and the
36 effect of compensation on recruitment and retention. The report shall
37 also examine issues specifically related to nontenured and part-time

1 faculty, including but not limited to job security and the implications
2 of increased reliance on nontenured and part-time faculty.

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