

SENATE BILL REPORT

SB 5194

As of January 20, 2021

Title: An act relating to providing for equity and access in the community and technical colleges.

Brief Description: Providing for equity and access in the community and technical colleges.

Sponsors: Senators Liias, Hasegawa, Das, Hunt, Keiser, Nguyen and Wilson, C..

Brief History:

Committee Activity: Higher Education & Workforce Development: 1/21/21.

Brief Summary of Bill

- Requires development of a diversity, equity, and inclusion strategic plan.
- Requires implementation of student success programs including Guided Pathways and the Integrated Basic Education and Skills Training Program.
- Establishes a faculty diversity programs and sets minimum rations for tenure-track faculty.
- Modifies residency requirements.
- Removes the B&O tax cap on advanced computing businesses.

SENATE COMMITTEE ON HIGHER EDUCATION & WORKFORCE DEVELOPMENT

Staff: Alicia Kinne-Clawson (786-7407)

Background: Diversity, Equity, and Inclusion. The State Board for Community and Technical Colleges (SBCTC) has adopted a diversity, equity, and inclusion (DEI) work plan which includes developing hiring resources, analyzing cultural climate resources, creating

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professional development opportunities, and identifying opportunities for the SBCTC to act as a leader on DEI activities.

Integrated Basic Education and Skills Training Program. Washington's community and technical colleges (CTC) created the Integrated Basic Education and Skills Training Program (I-BEST) to teach students literacy, work, and college-readiness skills to help them move through remedial courses faster. The I-BEST program uses a team-teaching approach, in which there are two teachers in the classroom at a time. One provides job-training instruction and the other teaches basic skills. The I-BEST model allows students to work on remedial needs and college-level skills at the same time.

Guided Pathways. The Guided Pathways program is a research-based approach that simplifies higher education choices for students. Courses are grouped together to form clear paths within chosen fields to get students through college and into careers. Guided Pathways provides students with targeted advising to help them stay on their chosen path and evaluates learning outcomes as students progress down a path. The SBCTC is implementing Guided Pathways at CTCs as a pilot. Six colleges were chosen for the pilot, and five additional colleges will be selected this year.

Counselors. Counselors in the CTC system are considered academic employees and faculty appointments for purposes of tenure and collective bargaining. There is no statutory definition of counselor for purposes of CTC employees, and there are no statutorily prescribed minimum requirements for a person to be employed as a counselor at a CTC.

1079 Standard. The Legislature passed HB 1079 in 2003, allowing eligible undocumented students to pay in-state tuition at state universities and colleges if they meet all of the following criteria:

- received a diploma from a high school or the equivalent in Washington State;
- lived in the state for at least three calendar years prior to receiving their diploma or equivalent; and
- continuously lived in the state since receiving their high school diploma.

Eligible students must provide, to the institution, an affidavit indicating they will file an application to become a permanent resident at the earliest opportunity and are willing to engage in other activities necessary to acquire citizenship including, but not limited to, citizenship or civics courses.

Workforce Education Investment Surcharge. A three-tiered Workforce Education Investment surcharge is established. The first tier of surcharge is imposed on selected businesses based on their primary business activity. An activity is considered to be a business' primary activity if more than 50 percent of the business' cumulative gross income was generated from engaging in that activity in the entire current or preceding calendar year. Selected business activities include 44 categories of service and other activities, including, but not limited to, architecture and engineering services, legal services, insurance

carriers, financial services, medical services, software publishing, scientific research, electronic shopping, telecommunications services, and others.

Summary of Bill: Diversity, Equity, and Inclusion Strategic Plan. Beginning in 2022, all CTCs must submit to the SBCTC strategic plans for achieving diversity, equity, and inclusion on their campuses. The process must include stakeholders from diverse groups. CTCs may request funds from the SBCTC for implementing the plans.

Mentorship and Advising Programs. The CTCs must implement the following programs to improve student completion rates for financial aid eligible students:

- a student success support program;
- evidence-based remedial program such as the integrated basic education and skills training program;
- Guided Pathways;
- advising programs for financial aid eligible students; and
- dedicated program staff for tutoring or remedial learning.

Faculty Diversity Program. By December 1, 2023, CTCs must establish a faculty diversity program for retaining and recruiting faculty from diverse racial, ethnic, and cultural backgrounds. Subject to appropriations, the CTCs may receive an annual grant up to \$150,000 for developing and administering faculty diversity programs.

Tenure-Track Faculty. By December 31, 2023, SBCTC must create a plan to achieve a systemwide ratio of 70 percent full-time, tenure-track faculty and establish equal-pay-for-equal-work for all faculty members by the end of the 2030-31 academic year. The plan must be implemented in phases. Equal-pay-for-equal-work must be based on the instructional work of the faculty including student support, time in class, preparation for class, grading and assessment, and office hours equivalent to those required for full-time tenure-track faculty under the relevant collective bargaining agreement.

Counselor Staffing. Beginning in 2021, every CTC must have and maintain a faculty counselor ration of no more than 900 aid-eligible students to one full-time equivalent counselor. Minimum standards for counselors include a graduate degree and training.

Childcare Services. The SBCTC in consultation with the Washington Student Achievement Council and the Department of Children, Youth, and Families must design a program to help students access childcare services and qualify for child care subsidies.

Washington College Grant Stipend Program. Subject to appropriations, all Washington College Grant eligible students may also qualify for a stipend to support basic needs including housing, food, medical care, and supplies.

Undocumented Student Loan Program. Residency requirements are modified to require one year of Washington State residency.

Modifications to Residency Statute. The 1079 standard is modified to allow students to be resident students for the purposes of aid and tuition if they have lived in Washington for at least one year.

Workforce Education Investment Act Surcharge. The \$9 million cap on advanced computing businesses is removed.

Appropriation: The bill contains a section or sections to limit implementation to the availability of amounts appropriated for that specific purpose.

Fiscal Note: Requested on January 19, 2021.

Creates Committee/Commission/Task Force that includes Legislative members: No.

Effective Date: The bill contains several effective dates. Please refer to the bill.