
SUBSTITUTE SENATE BILL 5538

State of Washington

61st Legislature

2009 Regular Session

By Senate Higher Education & Workforce Development (originally sponsored by Senators McAuliffe, Kauffman, Hobbs, Shin, Keiser, Murray, Fraser, Kilmer, and Kohl-Welles)

READ FIRST TIME 02/25/09.

1 AN ACT Relating to employment opportunities at institutions of
2 higher education; adding new sections to chapter 28B.52 RCW; and
3 creating a new section.

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

5 NEW SECTION. **Sec. 1.** It is the intent of the legislature to
6 provide faculty and college excellence for Washington citizens by
7 increasing the number of full-time, tenured academic employee positions
8 at community and technical colleges and by enabling academic employees
9 who hold part-time positions to have greater assurance of continuing
10 employment. Promoting faculty and college excellence will result in
11 better educational opportunities for our students, our communities, and
12 our economy.

13 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.52 RCW
14 to read as follows:

15 (1) It is the goal of the legislature that over the next several
16 years, community and technical colleges increase the numbers of full-
17 time tenured positions on their campuses. This goal is best
18 accomplished by allowing the colleges to convert assignments currently

1 held by nontenured academic employees to assignments held by full-time,
2 tenured or tenure-track academic employees. This will require careful,
3 strategic planning between the colleges, the state board for community
4 and technical colleges, and the legislature. Therefore, it is the
5 intent of the legislature to develop a planning process through which
6 the colleges and board suggest a long-term strategic plan and timeline
7 for faculty conversions.

8 (2) By October 1, 2010, each community and technical college, in
9 close collaboration with the exclusive bargaining representative for
10 faculty, shall create a conversion plan to increase the number of full-
11 time tenured faculty positions. The goal of the plan shall be to have
12 seventy-five percent of state-funded classes taught by full-time
13 tenured positions by 2015.

14 (3)(a) In its plan, the college shall state how it intends to meet
15 its goal by, but not limited to, creating opportunities for adjunct
16 faculty to attain full-time positions or converting classes or
17 assignments left vacant by attrition. The plan should not include
18 discharging currently employed part-time or nontenure-track faculty who
19 have taught in the college for three or more years.

20 (b) Each community and technical college shall submit the plan by
21 October 1, 2010, and every two years thereafter until 2015, to the
22 state board for community and technical colleges. The plans submitted
23 in 2012 and 2014 shall include updated cost information related to
24 faculty conversions and information on colleges' progress in increasing
25 the percentage of full-time tenure-track teaching assignments.

26 (c) The state board for community and technical colleges shall
27 report to the higher education committees of the legislature by
28 December 1, 2010, and every two years thereafter until 2015, regarding
29 updated faculty conversion cost information and information regarding
30 the colleges' progress in increasing the percentage of full-time,
31 tenure or tenure-track academic employees.

32 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.52 RCW
33 to read as follows:

34 (1) Each community and technical college shall establish a process,
35 subject to collective bargaining, under which part-time and full-time
36 nontenured faculty members, after successful completion of an
37 evaluation period, receive timely notice of and priority consideration,

1 consistent with other institutional and state policies, for academic
2 employment assignments for which they are qualified in their discipline
3 in coming academic terms.

4 (2) Each community and technical college shall create, subject to
5 collective bargaining, a process for ensuring that qualified internal
6 applicants receive priority consideration for attaining a tenure-track
7 position when one becomes available such as, but not limited to prior
8 notification of job openings before they are posted outside of the
9 institution or a job interview for positions where minimum requirements
10 have been met.

11 (3) The processes in this section shall be consistent with
12 institutional and state affirmative action and other personnel
13 policies.

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