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SENATE BILL 6393

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State of Washington

60th Legislature

2008 Regular Session

By Senators Shin, Delvin, Murray, Sheldon, Fairley, Swecker, Jacobsen, Schoesler, Franklin, Rasmussen, Eide, Kohl-Welles, and McAuliffe

Read first time 01/16/08. Referred to Committee on Higher Education.

1 AN ACT Relating to faculty employment opportunities at community  
2 and technical colleges; and adding a new section to chapter 28B.52 RCW.

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 provide faculty and  
7 college excellence for its citizens by addressing growing concerns  
8 about the academic staffing crisis in higher education and its affect  
9 on student achievement and retention. Staffing issues, including the  
10 economic exploitation of adjunct faculty along with the shrinking ranks  
11 of full-time tenured faculty, limit the ability of the state system of  
12 higher education to provide high quality education, improve retention  
13 rates, conduct research, and provide support for economic development.  
14 Promoting faculty and college excellence will result in better service  
15 for students, communities, and the economy.

16 (2)(a) It is the goal of this section that at least seventy-five  
17 percent of the courses taught or academic assignments held in each  
18 department on each campus of a community and technical college

1 district, if the department has at least eight full-time equivalent  
2 academic workloads as described in RCW 28B.50.489, shall be taught or  
3 held by full-time tenured or tenure track faculty by 2014.

4 (b) It is a further goal that part-time and nontenured faculty in  
5 community and technical colleges receive consideration for continuing  
6 employment and for new tenure-track positions.

7 (3) By fall quarter 2008, each community and technical college  
8 shall determine the number of full-time equivalent faculty appointments  
9 held by part-time, nontenured, tenure-track, and tenured faculty in  
10 each academic department and shall report their findings to the state  
11 board for community and technical colleges, their boards of trustees,  
12 and the exclusive representatives of the faculty.

13 (4)(a) Those community and technical colleges that do not meet the  
14 goal in subsection (2)(a) of this section shall create a plan to meet  
15 the goal, subject to collective bargaining with the exclusive  
16 representatives of the faculty, by summer quarter 2009. In its plan,  
17 the institution shall state how it intends to meet its goal by, but not  
18 limited to, creating new full-time tenure-track appointments, creating  
19 opportunities for adjunct faculty to attain full-time positions, and  
20 converting classes or assignments left vacant by attrition, but not by  
21 discharging currently employed part-time or nontenure track faculty.  
22 Special attention should be paid to increasing the number of full-time  
23 faculty in departments of math, science, adult basic education, early  
24 childhood education, and English.

25 (b) Those departments that do not meet the seventy-five percent  
26 goal as described in subsection (2)(a) of this section shall, subject  
27 to the availability of amounts appropriated for this specific purpose,  
28 beginning in September 2009, and in each succeeding year, plan to  
29 increase the share of positions held by full-time tenured and tenure-  
30 track faculty so that by 2014 the legislature's goal of seventy-five  
31 percent is met.

32 (c) Each biennium, the governing board of each community and  
33 technical college shall submit in its biennial budget request an amount  
34 of funds sufficient to cover the projected costs of implementing this  
35 section.

36 (5)(a) Each community and technical college shall establish a  
37 process, subject to collective bargaining, under which part-time and  
38 full-time nontenured faculty members, after successful completion of an

1 evaluation period, receive timely notice of and priority consideration,  
2 consistent with other institutional and state policies, for academic  
3 employment assignments for which they are qualified in their discipline  
4 in coming academic terms. The priority consideration shall include  
5 either rights of first refusal for eligible classes and assignments or  
6 a continuing contract with due process rights.

7 (b) Each institution of higher education shall create, subject to  
8 collective bargaining, a process for ensuring that qualified internal  
9 applicants receive priority consideration for attaining a tenure-track  
10 position when one becomes available such as, but not limited to, a job  
11 interview for positions where minimum requirements have been met.

12 (c) The processes in this subsection shall be consistent with  
13 institutional and state affirmative action and other personnel policies  
14 and shall ensure that nontenured-track faculty: (i) Accumulate  
15 seniority; (ii) are notified of job openings before the job is posted  
16 outside of the institution of higher education; and (iii) have priority  
17 consideration for appointments.

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