

Multiple Agency Fiscal Note Summary

Bill Number: 1142 S HB	Title: Tenure-track faculty
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Estimated Cash Receipts

NONE

Estimated Operating Expenditures

Agency Name	2023-25				2025-27				2027-29			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
University of Washington	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Washington State University	30.0	10,373,544	10,373,544	10,373,544	30.0	7,858,906	7,858,906	7,858,906	30.0	7,918,906	7,918,906	7,918,906
Eastern Washington University	51.0	216,000	216,000	216,000	51.0	216,000	216,000	216,000	51.0	216,000	216,000	216,000
Eastern Washington University	In addition to the estimate above, there are additional indeterminate costs and/or savings. Please see individual fiscal note.											
Central Washington University	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Western Washington University	40.5	9,730,470	9,730,470	9,730,470	40.5	9,730,470	9,730,470	9,730,470	40.5	9,730,470	9,730,470	9,730,470
Total \$	121.5	20,320,014	20,320,014	20,320,014	121.5	17,805,376	17,805,376	17,805,376	121.5	17,865,376	17,865,376	17,865,376

Estimated Capital Budget Expenditures

Agency Name	2023-25			2025-27			2027-29		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
University of Washington	.0	0	0	.0	0	0	.0	0	0
Washington State University	.0	0	0	.0	0	0	.0	0	0
Eastern Washington University	.0	0	0	.0	0	0	.0	0	0
Central Washington University	.0	0	0	.0	0	0	.0	0	0
Western Washington University	Non-zero but indeterminate cost and/or savings. Please see discussion.								
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Estimated Capital Budget Breakout

Western Washington University	Non-zero but indeterminate cost and/or savings. Please see discussion.
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Prepared by: Ramona Nabors, OFM	Phone: (360) 742-8948	Date Published: Final 3/17/2023
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Individual State Agency Fiscal Note

Bill Number: 1142 S HB	Title: Tenure-track faculty	Agency: 360-University of Washington
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 01/23/2023
Agency Preparation: Lauren Hatchett	Phone: 2066167203	Date: 01/26/2023
Agency Approval: Charlotte Shannon	Phone: 2066858868	Date: 01/26/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/07/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

Compared to the original bill, the substitute provides additional clarification that the majority of new full-time tenure-track faculty must be assigned to departments with the highest percentages of non-tenure-track faculty, with the majority going to departments that teach high-demand programs of study and that the Washington State Opportunity Scholarship Program has listed as eligible majors for the baccalaureate scholarship (e.g., STEM and healthcare related majors). Based on this change, we have increased our anticipated faculty salary and benefits totals, as well as one-time start-up costs. STEM and healthcare faculty members have higher average salaries compared to average faculty salaries across the University. Overall fiscal estimates remain indeterminate, with anticipated costs surpassing \$50,000 in any given fiscal year.

S HB 1142 intends to increase the number of tenure-track faculty at public, four-year institutions.

Section 1(a) would require the University of Washington (UW) to add 30 new tenure-track faculty members during the 2023-24 academic year.

Section 1(d) would require the UW to contribute to two joint reports in FY25 and FY30, respectively.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

This bill presents several unknowns that make our fiscal impact estimations highly indeterminate. There are two components to this bill that would impact the UW: adding faculty and contributing to the joint reports. These requirements and the anticipated costs are described below.

ADDITIONAL FACULTY

The bill would require the UW to add 30 new tenure-track faculty members during the 2023-24 academic year by either converting part-time faculty positions or hiring new full-time faculty through institutional search processes. It should be noted that the UW must comply with equal opportunity laws which require open search processes in filling positions. Therefore, the UW would have to conduct open searches that may or may not result in hiring faculty that are “converted” from part-time to full-time employment. Additionally, the UW also hires on an annual cycle that is not entirely feasible under the timeline requirements described in the bill.

Due to the various unknowns, the costs associated with adding 30 new tenure-track faculty members cannot be accurately estimated. Additional considerations would be necessary to determine what academic departments and campuses had the need and capacity for new tenure-track faculty. Another compounding factor is that tenure-track salaries have a wide range (below 100,000 to well over \$150,000 per year) and are dependent on the rank in which they are hired (assistant, associate, full professor, etc.) and academic discipline. There are also significant costs incurred with hiring new faculty members (e.g., start-up, relocation, and moving costs). Each search process would also require time and support from existing UW faculty and staff.

On average, the hiring process for adding new tenure-track faculty members may result in the following costs:

- 1.5 FTE Faculty (annual salary: \$116,000; benefits rate: 24.1%) in FY24 for 30 searches. This would be divided among 90 search committee members (3 committee members per search) who would be charged with writing job descriptions, reviewing applications, and conducting interviews.
- 1.5 FTE Administrative Assistant (annual salary: \$52,000; benefits rate: 31.8%) in FY24 for 30 searches. This would be divided among 90 positions (3 per search) to post job descriptions, manage logistics of candidate first- and second-round interviews, including booking candidate travel and processing reimbursements.
- 0.5 Academic HR Specialist (annual salary: \$67,000; benefits rate: 31.8%) in FY24 to support the hiring and onboarding process for 30 new tenure-track members.
- 0.5 Academic HR Business Partner (annual salary: \$85,000; benefits rate: 31.8%) in FY24 to support the hiring and onboarding process for 30 new tenure-track members.
- 0.1 FTE International Scholars Advisor (annual salary: \$78,000; benefits rate: 31.8%) in FY24 per faculty member that requires a new or modified visa sponsorship. This position would process requests and ensure that visas are successfully obtained. Assuming 1/3 (10) of these positions are offered to individuals who are neither U.S. citizens nor permanent residents, we would need 1.0 FTE of this position, for a total salary/benefits cost of \$103,000.
- \$10,000 in fees for each faculty position that requires modified visa sponsorship. Fees vary and are difficult to estimate. Assuming 10 hires would require visas, we estimate \$100,000 in fees in FY24
- \$1,000 in goods and services in FY24 for advertising each position. For 30 positions we may expect \$30,000 in FY24.
- \$5,000 in travel in FY24 for in-person interviews for an average of 3 finalists per position. For 30 positions, we may expect \$150,000 in FY24.

Total cost for hiring process = \$700,000 - \$800,000 in FY24

Tenure-track faculty are typically offered relocation expenses and start-up packages in service of their research agenda. These can range from \$50,000 for some faculty members to over \$1 million for scientists requiring specialized lab equipment. Assuming an average of \$150,000 per hire, this results in a one-time expense of \$4,500,000 in FY25.

If we assume that the average total salary and benefits per new tenure-track faculty member is \$175,000 per year, to add 30 new tenure-track faculty positions would cost the UW \$5.25 million per fiscal year in salaries and benefits (30 FTE x \$175,000 salaries + benefits).

If, however, we convert 30 existing part-time faculty into 30 full-time tenure-track faculty, this would cost the UW \$4.1 million per fiscal year in salaries and benefits ((30 part-time faculty (15 FTE) x their salary and benefits (\$65,000 + 24.1% benefits = \$80,665) equals \$1.2 million. The cost of this conversion would be the \$5.25 million (calculation above) minus \$1.2 million in current costs for these existing part-time faculty, resulting in \$4.1 million in new costs per fiscal year)). It should be noted, that while part-time faculty conversions are possible, it is highly unlikely that every open search process would result in selecting a part-time faculty member.

In total, costs associated with hiring 30 new tenure-track positions range from:

- \$700,000 - \$800,000 in FY24
- \$8.6 million - \$9.75 million in FY25
- \$4.1 million - \$5.25 million in FY26 and each year thereafter

REPORTING

This bill would require the UW to contribute to two joint reports in FY25 and FY30, respectively. The first report must include data on all hires made (demographics, departments, and number of part-time conversions) and is due by December 15, 2025. Although the UW will have these data available, compiling this report will require additional labor which will be absorbed within existing resources.

The second report is due by December 15, 2030, and must assess the impact of the additional full-time, tenure-track faculty on student experiences and student success. The UW would be expected to convene representatives of faculty, staff, and

administrators to report outcomes as a result of increasing full-time, tenure-track faculty. With this second report, while it is outside the scope of the fiscal note, it should be noted that it is unknown what level of engagement will be needed from the UW. If extensive involvement is required, the UW may need to redeploy staff resources and would likely incur costs that exceed 100,000 in FY30.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1142 S HB	Title: Tenure-track faculty	Agency: 365-Washington State University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	30.0	30.0	30.0	30.0	30.0
Account					
General Fund-State 001-1	6,444,091	3,929,453	10,373,544	7,858,906	7,918,906
Total \$	6,444,091	3,929,453	10,373,544	7,858,906	7,918,906

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 01/23/2023
Agency Preparation: Emily Green	Phone: 5093359681	Date: 01/26/2023
Agency Approval: Chris Jones	Phone: 509-335-9682	Date: 01/26/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/27/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

S HB 1142 would increase the number of tenure-track faculty at Washington State University in the 2023-24 academic year by 30 positions. This can be done by converting existing faculty positions and /or new hires.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

To calculate new salaries, WSU based its numbers on recent hires, along with considering average salaries in rank.

Conversion amounts were based on average salaries of current faculty that might be converted, and paid at the recently hired assistant professor level in their discipline. WSU estimates it can convert up to 10 existing faculty to tenure-track roles; however, it would be difficult to convert more as not many career-track faculty do not have the level of research engagement necessary to transition to tenure-track faculty.

WSU would hire new tenure-track faculty across various disciplines and use evidence-based practices in recruitment, including thematic cluster hires that strategically advance WSU's scholarship/teaching/community engagement missions. WSU would continue to implement best practices in recruitment, mentoring, and retention.

The goods and services line includes \$1,500 per year for professional development (conferences/memberships). Faculty startup at \$75,000 per faculty member is included in FY24. Computers at \$2,000 per faculty are included in FY24, and then in FY28, due to anticipated equipment lifespan.

Relocation costs are included in the travel section in FY24 at an amount equivalent to 1 month's salary for the 20 new hires, and an annual professional development /travel allocation of \$2,500 is included for all faculty for each year.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	6,444,091	3,929,453	10,373,544	7,858,906	7,918,906
Total \$			6,444,091	3,929,453	10,373,544	7,858,906	7,918,906

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	30.0	30.0	30.0	30.0	30.0
A-Salaries and Wages	2,877,230	2,877,230	5,754,460	5,754,460	5,754,460
B-Employee Benefits	932,223	932,223	1,864,446	1,864,446	1,864,446
C-Professional Service Contracts					
E-Goods and Other Services	2,355,000	45,000	2,400,000	90,000	150,000
G-Travel	279,638	75,000	354,638	150,000	150,000
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	6,444,091	3,929,453	10,373,544	7,858,906	7,918,906

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Assistant/Associate Professor	122,783	20.0	20.0	20.0	20.0	20.0
Assistant/Associate Professor (Conversion)	42,158	10.0	10.0	10.0	10.0	10.0
Total FTEs		30.0	30.0	30.0	30.0	30.0

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1142 S HB	Title: Tenure-track faculty	Agency: 370-Eastern Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	51.0	51.0	51.0	51.0	51.0
Account					
General Fund-State 001-1	108,000	108,000	216,000	216,000	216,000
Total \$	108,000	108,000	216,000	216,000	216,000

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 01/23/2023
Agency Preparation: Keith Tyler	Phone: 509 359-2480	Date: 01/26/2023
Agency Approval: Alexandra Rosebrook	Phone: (509) 359-7364	Date: 01/26/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/07/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

A new section as added to the substitute bill. Section 1 (c) New positions will be assigned to departments with the highest percentage of nontenure-track faculty, with the majority going to departments that teach high demand programs of student as defined in RCW 28B.145.010 and that the opportunity scholarship program has listed as eligible majors for the baccalaureate scholarship.

RCW 28B.145.010 defines (3)"Eligible degree program" as a health professional degree program beyond the baccalaureate level and including graduate and professional degree programs. (5) "Eligible education programs" means high employer demand and other programs of study as determined by the board. (D) Has been accepted at an institution of higher education into an eligible advanced degree program that leads to credentials in health professions; (ii) Declares an intention to obtain a professional-technical certificate, professional -technical degree, baccalaureate degree, or an advanced degree;

SHB 1142 adds 200 tenure track faculty positions at public four-year institutions. Eastern is identified as adding fifty faculty positions. The goal is to convert part-time faculty positions to full-time tenure-track position and hire new full-time faculty through the institution search process. Institutions are required to issue two joint reports to the governor and the appropriate committees: (i) The preliminary report must include data on all hires due December 15, 2025. (ii) The final report must collect data and assess the impact of the 200 new tenure-track faculty members due December 15, 2030. Specific funding for the purpose of conversion assignment must be included in the operating appropriations act.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

SHB 1142 adds 50 tenure-track faculty to Eastern some of which will be adjunct faculty converted to tenure-track faculty and others will be new hires. New positions will be assigned to departments with the highest percentage of nontenure-track faculty with the majority going to departments that teach high-demand programs of study.

On average the estimated base salary for a Professor is approximately \$110,000 with a 30% benefit rate (Salary \$110,000 + \$33,000 benefits = \$143,000 per additional faculty member), Associated Professor average salary is \$78,300 with 35% benefits and an Assistant Professor \$72,100 with 36.6% benefit rate. The adjunct faculty members cost about \$32,600 per year.

The additional net salary and benefits for the faculty would range between \$5.6M (Professor \$112,000*50=\$5,600,000 with salary \$4.2M and benefits at \$1.4M) and \$3.3M (Assistant Professor \$66,000*50=\$3,300,000).

Salary and Benefits \$5M - \$7.4M

Additional costs related to faculty members include:

Professional Development at \$1,200 per year
Average faculty start-up costs \$30,000 one-time
Faculty Recruitment \$500 one-time
Faculty Computer costs \$1,800 every 5 years

Direct Expense impacts at \$500 per year per faculty

Expenditure impact was calculated using the average AY22-23 CUPA rate for a full professor at EWU (adjusted for AY23-24 COLA adjustment provided for in UFE CBA) under the following assumptions:

- a) Benefits are estimated between 30% and 36.6%.
- b) UFE CBA defines workload of tenure track faculty as 36 credit hours per academic year
- c) UFE CBA defines minimum PTOL rate as \$900/credit hour, and minimum adjunct faculty rate as \$752/credit hour (AY23-24)
- d) New TT lines replace credit hours taught by adjunct faculty (no replacement of PTOL) at a rate of 100% of FAP

Eastern would assume that all new positions would be funded as Professor's since they normally get promoted to a Professor throughout the tenure at Eastern.

The 50 new positions receiving funding from this bill will be tracked separately from other faculty lines in order to ensure that the funding remains with the position, as well as remain in compliance with the requirement to distribute positions to high demand programs of study, in departments that have the highest percentages of nontenure-track faculty. EWU faculty are paid at CUPA as part of the collective bargaining agreement with UFE. As CUPA codes change year over year, or position turnover occurs, the positions will have to remain identified as funding needs will change year to year. If a new position is filled and funded at an Associate Professor level for \$90,000 in 2023, but promoted to Professor in 2025 at \$110,000, we need be able to identify that difference to be funded. Conversely if a position is filled with a Professor who then leaves the position, we will need to track the difference in salary if it is subsequently filled with an Associate Professor. Likewise, if a new position is originally funded by this bill at 100%, but is later split funded with another source if they are pulled to other projects or departments, we would need to be able to track that difference.

Eastern estimates that tracking and reporting requirements added to this bill will require an additional 1 FTE budget analyst position, estimating a \$80,000 salary and 35% in related benefits.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	108,000	108,000	216,000	216,000	216,000
Total \$			108,000	108,000	216,000	216,000	216,000

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	51.0	51.0	51.0	51.0	51.0
A-Salaries and Wages	80,000	80,000	160,000	160,000	160,000
B-Employee Benefits	28,000	28,000	56,000	56,000	56,000
C-Professional Service Contracts					
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	108,000	108,000	216,000	216,000	216,000

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Budget analyst	80,000	1.0	1.0	1.0	1.0	1.0
Professor	110,000	50.0	50.0	50.0	50.0	50.0
Total FTEs		51.0	51.0	51.0	51.0	51.0

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1142 S HB	Title: Tenure-track faculty	Agency: 375-Central Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

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- Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 01/23/2023
Agency Preparation: Erin Sargent	Phone: 509-963-2395	Date: 01/26/2023
Agency Approval: Lisa Plesha	Phone: (509) 963-1233	Date: 01/26/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/07/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

S HB 1142 requires all new positions to be assigned to departments with the highest percentage of nontenure-track faculty, with the majority going to departments that teach high demand programs.

HB 1142 Provides guidance to support the legislative goal of adding 200 new full-time tenure-track positions in the 2023-24 academic year, with 50 allocated to CWU. These positions can be either new hires or conversions. In addition, the bill requires a preliminary report to be filed by December 15, 2025, including hiring data, and the second report, due December 15, 2030, which would include data as well as impact and outcomes of the bill.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

S HB 1142 requires the new tenure track faculty to be in high demand areas, with the majority allocated to the departments with the highest percentage of nontenure track faculty. The costs below represent the minimum annual salary per new hire but given that the bill requires these to be in high demand areas, we anticipate paying market rate salaries for many of these positions, which will be significantly higher. Ultimately the impact of the bill remains indeterminate, since we do not know what the actual number of new hires vs conversions will be.

Section 1(1)(a-b) of HB 1142 requires CWU to add 50 new full-time tenure-track positions in the 2023-24 academic year, and it is noted that CWU would best accomplish this goal through a combination of new full-time tenure track faculty hires and the conversion of existing part-time non-tenure track positions. An analysis of the increase in staffing levels leads to an indeterminate fiscal impact as it is not known exactly how many positions would be converted and how many would be new hires, but scalable costs for each type are provided below.

For a scalable example, we estimate that to convert one non-tenure track position to an Assistant Professor the cost would be \$40,133 per converted position (annual salary increase of \$21,754 +33% benefits; annual cost of CBA related development funding of \$1,200; one-time cost of \$10,000 for computer/office equipment, and faculty research funds).

The scalable costs to hire one new tenure track faculty position would be \$110,950 (annual salary of \$75,000+33% benefits; annual cost of CBA related development funding of \$1,200; one-time cost of \$10,000 for computer/office equipment, and faculty research funds).

In addition to the range of indeterminate costs outlined above, CWU expects to need .5 FTE of a Reporting Manager to fulfill the reporting requirements and track student outcomes. This individual would work in the assessment area and would be at an exempt manager salary estimated at \$48,412 (annual salary of \$36,400+33% benefits). Total costs for the increase in tenure track faculty ranges from \$2,055,053 (converting all 50 positions) to \$5,595,912 (hiring 50 new faculty).

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1142 S HB	Title: Tenure-track faculty	Agency: 380-Western Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	40.5	40.5	40.5	40.5	40.5
Account					
General Fund-State 001-1	4,865,235	4,865,235	9,730,470	9,730,470	9,730,470
Total \$	4,865,235	4,865,235	9,730,470	9,730,470	9,730,470

Estimated Capital Budget Impact:

Non-zero but indeterminate cost and/or savings. Please see discussion.

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Kate Henry	Phone: 360-786-7349	Date: 01/23/2023
Agency Preparation: Gena Mikkelsen	Phone: 3606507412	Date: 01/25/2023
Agency Approval: Kimberley Ayre	Phone: 3606503377	Date: 01/25/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/27/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

NEW Section added to the Substitute:

Section 1 (c) New positions will be assigned to departments with the highest percentage of nontenure-track faculty, with the majority going to departments that teach high demand programs of study as defined in RCW 28B.145.010 and that the opportunity scholarship program has listed as eligible majors for the baccalaureate scholarship.

From RCW 28B.145.010

(3) "Eligible advanced degree program" means a health professional degree program beyond the baccalaureate level and includes graduate and professional degree programs.)

(5) "Eligible education programs" means high employer demand and other programs of study as determined by the board

(D) Has been accepted at an institution of higher education into an eligible advanced degree program that leads to credentials in health professions;

(ii) Declares an intention to obtain a professional-technical certificate, professional-technical degree, baccalaureate degree, or an advanced degree;

Based on the Section 1 (c), WWU evaluated the differential of the NTTs in the high demand degrees mentioned in RCW 28B.50.030 and RCW 258B.145.010 to the 40 FTE Tenure Track added pursuant Section 1 (a).

The impact to WWU would increase because of the higher average salaries in the fields referenced in Section 1 (c), focusing the bill solely on the sciences including all sciences, engineering, health, IT, and high demand services.

These areas have WWU's highest paid tenure track faculty and therefore the change to the bill will raise the costs for adding 40 tenure track faculty. This increases costs for the university by an additional estimated \$541,194, totaling \$3,868,460 in additional salary/benefits for 40 tenure track.

WWU included the costs of goods and services and travel for each faculty member added to support their tenure position.

Section 1 (i, ii) - This section requires a report of data and assessment of the impact of adding 40 tenure track faculty to student experiences and student success. This will require extra personnel being staffed to do this report.

WWU will add a .50 positions. This position will also be responsible for transitioning paperwork and the tasks that follow from moving NTTs to Tenure Track faculty and recruitment for remaining open positions.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Section 1 (c) New positions will be assigned to departments with the highest percentage of nontenure-track faculty, with the majority going to departments that teach high demand programs of study as defined in RCW 28B.145.010 and that the opportunity scholarship program has listed as eligible majors for the baccalaureate scholarship.

From RCW 28B.145.010

(3) "Eligible advanced degree program" means a health professional degree program beyond the baccalaureate level and

includes graduate and professional degree programs.)

- (5) "Eligible education programs" means high employer demand and other programs of study as determined by the board
- (D) Has been accepted at an institution of higher education into an eligible advanced degree program that leads to credentials in health professions;
- (ii) Declares an intention to obtain a professional-technical certificate, professional-technical degree, baccalaureate degree, or an advanced degree;

Based on the new section, WWU are looking at the differential of the NTTs in the high demand degrees mentioned in RCW 28B.50.030 and RCW 258B.145.010 to the 40 FTE Tenure Track.

WWU Breakdown of expenses:

Hiring 40 new tenure-track faculty would require reallocating funding that currently supports 26.67 part-time faculty positions based on the relative teaching loads for the two different types of positions. Full-time tenure-track faculty typically teach six courses per year and the addition of 40 new positions would equate to replacing part-time faculty coverage for 240 courses. A 1.0 FTE part-time faculty would teach nine courses and coverage for 240 courses per year would be equivalent to 26.67 FTE. The estimated expenditures per tenure-track faculty position are modeled after WWU's Tenure-track Faculty decision package submitted with our 2022 Supplemental request. We estimate that converting 26.67 part-time faculty positions (average salary \$62,629 and 33% benefits) would result in \$2,221,520 that could be reallocated to support the new tenure-track positions. The estimated cost of hiring 40 new tenure-track positions would be \$6,089,980 based on an average starting salary of \$117,115 and 30% benefits. The annual fiscal impact would be a \$3,868,460 cost for tenure-track faculty salaries and benefits.

The proposed legislation would require an extra 0.5 FTE per year for a Office Support to support the program's on-going needs, recruitment outcome tracking, the volume of faculty searches required by this bill, and preparation of impacts and report due in 2030. We estimate the annual cost for this position at \$46,174 for salary and benefits (based on a 1.0 FTE annual salary of \$69,960 and 32% benefits).

Non-labor WWU costs that would be needed to implement the legislation, referencing bill sections as needed:

Each tenure-track position would have an estimated \$23,765 in associated operating expenses for travel and other direct support functions, including the purchase of subscriptions and academic materials by Western Libraries, and institutional and academic support services. These costs scaled to 40 tenure-track positions would require an additional \$950,565 annually.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	4,865,235	4,865,235	9,730,470	9,730,470	9,730,470
Total \$			4,865,235	4,865,235	9,730,470	9,730,470	9,730,470

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	40.5	40.5	40.5	40.5	40.5
A-Salaries and Wages	3,049,265	3,049,265	6,098,530	6,098,530	6,098,530
B-Employee Benefits	865,370	865,370	1,730,740	1,730,740	1,730,740
C-Professional Service Contracts					
E-Goods and Other Services	878,500	878,500	1,757,000	1,757,000	1,757,000
G-Travel	72,100	72,100	144,200	144,200	144,200
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	4,865,235	4,865,235	9,730,470	9,730,470	9,730,470

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Assistant Professor	117,115	40.0	40.0	40.0	40.0	40.0
Office Assistant/Compliance	34,980	0.5	0.5	0.5	0.5	0.5
Total FTEs		40.5	40.5	40.5	40.5	40.5

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

IV. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

Non-zero but indeterminate cost and/or savings. Please see discussion.

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Hiring 40 new tenure-track faculty positions would require additional office and research space and it is unlikely that conversion of part-time faculty positions into permanent positions would make additional space available because part-time faculty typically share office space. Providing a cost estimate with any accuracy would require Western Washington University’s capital planning team to determine if the new offices would require the construction of a new facility or renovation of existing space, which is not possible since the hiring departments are unknown.

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.