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**SENATE BILL 5830**

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**State of Washington**

**67th Legislature**

**2022 Regular Session**

**By** Senators Lias and Hasegawa

1 AN ACT Relating to increasing tenure-track faculty at the public  
2 baccalaureate institutions; adding a new section to chapter 28B.10  
3 RCW; and providing an expiration date.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.10  
6 RCW to read as follows:

7 (1) The legislature recognizes that extensive research has shown  
8 that student outcomes and success, especially for first generation,  
9 underserved students, significantly improve by increasing the number  
10 of tenure-track faculty at public four-year universities.

11 (a) The legislature's goal is that the state universities,  
12 regional universities, and state college add 200 new full-time  
13 tenure-track positions in the 2022-23 academic year. These positions  
14 shall be divided among the six institutions with the most positions  
15 allocated to the institutions with the highest student to faculty  
16 ratios:

- 17 (i) Thirty at the University of Washington;  
18 (ii) Thirty at Washington State University;  
19 (iii) Fifty at Central Washington University;  
20 (iv) Fifty at Eastern Washington University;  
21 (v) Twenty at Western Washington University; and

1 (vi) Twenty at The Evergreen State College.

2 (b) This goal is best accomplished through converting part-time  
3 faculty positions to full-time tenure-track positions and by hiring  
4 new full-time faculty through institutional search processes, with  
5 special attention to diversity, equity, and inclusion. If specific  
6 funding for the purpose of conversion assignments proposed in this  
7 section is not provided in the omnibus operating appropriations act,  
8 the conversion assignments proposed must be delayed until such time  
9 as specific funding is provided.

10 (c) The state universities, regional universities, and state  
11 college shall develop a model faculty diversity program designed to  
12 provide for the retention and recruitment of faculty from all racial,  
13 ethnic, and cultural backgrounds. The faculty diversity program must  
14 be based on proven practices in diversity hiring processes. If the  
15 state university, regional university, or state college have already  
16 developed a plan that meets these requirements, then they are  
17 considered in compliance. Any hires made under this section must be  
18 conducted in alignment with the faculty diversity program.

19 (d) The Washington student achievement council must collect data  
20 and assess the impact of the 200 additional full-time tenure-track  
21 faculty on student completion rates. The Washington student  
22 achievement council must convene representatives of faculty, staff,  
23 and administration to report on outcomes as a result of increasing  
24 full-time tenure-track faculty. In consultation with representatives  
25 of faculty, staff, and administration, the Washington student  
26 achievement council must make recommendations about future steps to  
27 increase full-time tenure-track faculty that incorporate faculty  
28 diversity and historically underserved communities. The Washington  
29 student achievement council must report the results of its  
30 assessment, along with next step recommendations, to the legislature  
31 by December 15, 2024. The Washington student achievement council  
32 shall conspicuously post on its website and include in the report  
33 definitions for key terms including: Diversity, equity, inclusion,  
34 culturally competent, culturally appropriate, historically  
35 marginalized communities, communities of color, low-income  
36 communities, and community organizations.

37 (2) This section expires July 1, 2025.

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