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**SUBSTITUTE SENATE BILL 5830**

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**State of Washington**

**67th Legislature**

**2022 Regular Session**

**By** Senate Higher Education & Workforce Development (originally sponsored by Senators Lias, Hasegawa, Nobles, and C. Wilson)

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 and  
12 regional universities add 200 new full-time tenure-track positions in  
13 the 2022-23 academic year. These positions shall be divided among the  
14 five institutions with the most positions allocated to the  
15 institutions with the highest student to faculty ratios:

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

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

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

18 (d) The state universities and regional universities shall report  
19 on all hires made under this section including demographics of hires,  
20 the department or program the hire was made in, and the numbers of  
21 positions that were part-time conversions. The state universities and  
22 regional universities shall submit the report to the governor and the  
23 appropriate committees of the legislature in accordance with RCW  
24 43.01.036 by December 15, 2024.

25 (e) The Washington student achievement council must collect data  
26 and, with the assistance of experts in the field, assess the impact  
27 of the 200 additional full-time tenure-track faculty on student  
28 experiences and student success. The Washington student achievement  
29 council must convene representatives of faculty, staff, and  
30 administration to report on outcomes as a result of increasing full-  
31 time tenure-track faculty. In consultation with representatives of  
32 faculty, staff, and administration, the Washington student  
33 achievement council must make recommendations about future steps to  
34 increase full-time tenure-track faculty that incorporate faculty  
35 diversity and historically underserved communities. The Washington  
36 student achievement council must report the results of its  
37 assessment, along with next step recommendations, to the governor and  
38 the appropriate committees of the legislature in accordance with RCW  
39 43.01.036 by December 15, 2029. The Washington student achievement  
40 council shall conspicuously post on its website and include in the

1 report definitions for key terms including: Diversity, equity,  
2 inclusion, culturally competent, culturally appropriate, historically  
3 marginalized communities, communities of color, low-income  
4 communities, and community organizations.

5 (2) This section expires July 1, 2030.

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