

Multiple Agency Fiscal Note Summary

Bill Number: 5507 SB	Title: Increasing tenure-track faculty at the public baccalaureate institutions
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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	In addition to the estimate above, there are additional indeterminate costs and/or savings. Please see individual fiscal note.											
Central Washington University	1.0	185,298	185,298	185,298	1.0	185,298	185,298	185,298	.0	185,298	185,298	185,298
Central Washington University	In addition to the estimate above, there are additional indeterminate costs and/or savings. Please see individual fiscal note.											
Western Washington University	40.5	6,950,048	6,950,048	6,950,048	40.5	6,950,048	6,950,048	6,950,048	40.5	6,950,048	6,950,048	6,950,048
Total \$	122.0	17,508,890	17,508,890	17,508,890	122.0	14,994,252	14,994,252	14,994,252	121.0	15,054,252	15,054,252	15,054,252

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/ 1/2023
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Individual State Agency Fiscal Note

Bill Number: 5507 SB	Title: Increasing tenure-track faculty at the public baccalaureate institutions	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: Alicia Kinne-Clawson	Phone: 360-786-7407	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: 03/01/2023

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.

SB 5507 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(c) would require the UW to develop a model faculty diversity program that is based in proven practices in diversity hiring processes.

Section 1(d) would require the UW to report to the Governor and appropriate legislative committees on all hires made under this section by December 15, 2025.

Section 1(e) would charge the Student Achievement Council (WSAC) with collecting data and assessing the impact of additional faculty hires on student completion rates. WSAC would also be required to convene and consult with representatives of faculty, staff, and administration.

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.

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 \$35,000 for some faculty members to over \$1 million for scientists requiring specialized lab equipment. Assuming an average of \$100,000 per hire, this results in a one-time expense of \$3,000,000 in FY25.

If we assume that an average total salary and benefits per new tenure-track faculty member is \$150,000 per year, to add 30 new tenure-track faculty positions would cost the UW \$4.5 million per fiscal year in salaries and benefits (30 FTE x \$150,000 salaries + benefits).

If, however, we convert 30 existing part-time faculty into 30 full-time tenure-track faculty, this would cost the UW \$3.3 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 \$4.5 million (calculation above) minus \$1.2 million in current costs for these existing part-time faculty, resulting in \$3.3 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
- \$6.3 million - \$7.5 million in FY25
- \$3.3 million - \$4.5 million in FY26 and each year thereafter

MODEL DIVERSITY PROGRAM

The bill states that the UW shall develop a model faculty diversity program that is based on proven practices in diversity hiring processes and is designed to support retention and recruitment of faculty of all racial, ethnic, and cultural backgrounds.

The UW, through the Office for Faculty Advancement (OFA), already promotes the hiring, retention, and success of a diverse and inclusive faculty. Retention and recruitment goals are articulated in the UW's Diversity Blueprint and are aligned to support provisions in the Faculty Code that recognize excellence in research, teaching, and service that promotes diversity and equal opportunity. We believe the UW would be considered compliant under this provision of the bill; thus, we do not anticipate any additional costs to meet this requirement.

REPORTING

The bill would require the UW to report to the Governor and appropriate legislative committees on all hires made under this

section by December 15, 2025. The report shall include demographics of hires, the department/programs hires were made in, and the number of positions that were part-time conversions. Although the UW will have these data available, compiling this report will require additional labor which will be absorbed within existing resources.

The bill would also require WSAC to consult and convene with representatives of faculty, staff, and administration. 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 some costs, but those costs are not likely to exceed \$50,000 in any given fiscal year.

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: 5507 SB	Title: Increasing tenure-track faculty at the public baccalaureate institutions	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: Alicia Kinne-Clawson	Phone: 360-786-7407	Date: 01/23/2023
Agency Preparation: Emily Green	Phone: 5093359681	Date: 01/25/2023
Agency Approval: Chris Jones	Phone: 509-335-9682	Date: 01/25/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/01/2023

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.

SB 5507 - Increasing tenure-track faculty at the public baccalaureate institutions relates to increasing tenure-track faculty at the public baccalaureate institutions.

SB 5507 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.

Section 1(1)(b) of this bill requires institutional search processes pay special attention to diversity, equity, and inclusion.

Section 1 (1) (c) of this bill states that state universities and regional universities shall develop a model faculty diversity program designed to provide for the retention and recruitment of faculty from all racial, ethnic, and cultural backgrounds.

Section 1(1) (d) of this requires state universities and regional universities to report demographic of hires made under this bill to the governor and appropriate legislative committees by December 15, 2025.

This bill would fiscally impact WSU.

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: 5507 SB	Title: Increasing tenure-track faculty at the public baccalaureate institutions	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	50.5	50.5	50.5	50.5	50.5
Account					
Total \$					

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: Alicia Kinne-Clawson	Phone: 360-786-7407	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: 03/01/2023

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.

SB 5507 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. SB 5507 requires the development of a model faculty diversity program designed to provide for the retention and recruitment of faculty from all racial, ethnic, and cultural backgrounds.

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.

SB 5507 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.

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 $\$112,000 \times 50 = \$5,600,000$ with salary \$4.2M and benefits at \$1.4M) and \$3.3M (Assistant Professor $\$66,000 \times 50 = \$3,300,000$).

Salary and Benefits \$3.3M - \$5.6M

Additional costs related to faculty members include:

Professional Development at \$1,200 per year
Average faculty start-up costs \$15,000 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:

- Benefits are estimated between 30% and 36.6%.
- UFE CBA defines workload of tenure track faculty as 36 credit hours per academic year
- UFE CBA defines minimum PTOL rate as \$900/credit hour, and minimum adjunct faculty rate as \$752/credit hour (AY23-24)
- 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.

Eastern estimates that development and maintenance of a model faculty recruitment and retention program would require an additional .5FTE in the Office of Diversity, Equity, and Inclusion at a salary of \$30,000.

Eastern will absorb the reporting costs within current resources.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

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	50.5	50.5	50.5	50.5	50.5
A-Salaries and Wages					
B-Employee Benefits					
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 \$	0	0	0	0	0

In addition to the estimates above, there are additional indeterminate costs 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: *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
Professor	110,000	50.0	50.0	50.0	50.0	50.0
Program Manager	30,000	0.5	0.5	0.5	0.5	0.5
Total FTEs		50.5	50.5	50.5	50.5	50.5

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: 5507 SB	Title: Increasing tenure-track faculty at the public baccalaureate institutions	Agency: 375-Central 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	1.0	1.0	1.0	1.0	0.0
Account					
General Fund-State 001-1	92,649	92,649	185,298	185,298	185,298
Total \$	92,649	92,649	185,298	185,298	185,298

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: Alicia Kinne-Clawson	Phone: 360-786-7407	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: 03/01/2023

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 SB 5830 Section 1 (1)(d) adds reporting requirements for the state and regional universities that include demographics of hires, the department or program the hire was made in, and the numbers of positions that were part-time conversions. The report shall be submitted to the governor and the appropriate committees by December 15, 2024. (2) updates the expiration date to July 1, 2030.

SB 5830 establishes the legislature's goal of adding 200 new full-time tenure-track positions in the 2022-23 academic year, with 50 of those positions allocated to Central. The bill suggests accomplishing this goal through a combination of new hires and the conversion of part-time faculty positions to full-time tenure track positions, with a focus on diversity, equity, and inclusion. The bill also requires the universities to develop a model faculty diversity program designed for retention and recruitment of individuals from all racial, ethnic, and cultural diverse backgrounds, or utilize a program that is already in place that meets the requirements of the bill. WASAC will collect data and assess the impact of the additional faculty members, and report on outcomes. The section expires July 1, 2025.

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 SB 5830 (1)(d) adds reporting requirements for the state and regional universities regarding all hires made under this section including demographics of hires, the department or program the hire was made in, and the numbers of positions that were part-time conversions. The report shall be submitted to the governor and the appropriate committees by December 15, 2024. These duties will be the responsibility of the proposed Retention Program Manager and the existing Diversity Outreach position.

Section 1(1)(a-b) of SB 5830 requires CWU to add 50 new full-time tenure-track positions in the 2022-23 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 \$37,113 per converted position (annual salary increase of \$19,483 +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 \$107,930 (annual salary of \$72,729+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).

Section 1(1)(c) requires CWU to develop and utilize a model faculty diversity program designed to provide for the retention and recruitment of faculty from all racial, ethnic, and cultural backgrounds. CWU has already spent a significant amount of resources developing the comprehensive Workplace Diversity Plan and has implemented the Diversity Advocacy Program that will advance the University's efforts to attract faculty and staff from underrepresented populations; equip current

employees with diversity/inclusivity-related skills; and provide oversight and guidance to the ongoing recruiting, hiring and retention efforts. The Comprehensive Retention Program has been developed and the cost for implementation is estimated at \$94,077 (annual salary for Program Manager of \$63,216 plus 33% benefits and \$8,572 in goods and services). This program includes a mentoring program developed by the staff and faculty of the Office of Diversity, Equity, and Inclusivity and their objectives include supporting employees of color in career development and advancement for greater retention, engagement, and satisfaction at CWU.

Due to the high demand for diverse faculty, this bill will likely create, it may become necessary to subscribe to outside resources such as the National Center for Faculty Development and Diversity for an additional cost of \$25,000 per year in order to comply with the hiring requirements.

While the costs related to the conversion/hire of new tenure track faculty remain indeterminate, the impact of the bill will be significant ranging from two to five million annually plus one-time costs of \$500,000.

We have provided the determinate costs to implement the Comprehensive Retention Program as explained above.

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	92,649	92,649	185,298	185,298	185,298
Total \$			92,649	92,649	185,298	185,298	185,298

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	1.0	1.0	1.0	1.0	
A-Salaries and Wages	63,216	63,216	126,432	126,432	126,432
B-Employee Benefits	20,861	20,861	41,722	41,722	41,722
C-Professional Service Contracts					
E-Goods and Other Services	8,572	8,572	17,144	17,144	17,144
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 \$	92,649	92,649	185,298	185,298	185,298

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
Retention Program Manager	61,224	1.0	1.0	1.0	1.0	
Total FTEs		1.0	1.0	1.0	1.0	0.0

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: 5507 SB	Title: Increasing tenure-track faculty at the public baccalaureate institutions	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	3,475,024	3,475,024	6,950,048	6,950,048	6,950,048
Total \$	3,475,024	3,475,024	6,950,048	6,950,048	6,950,048

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.

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OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/01/2023

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.

Section?1 (a) is added to chapter 28B.10 RCW which would add 200 new full-time tenure-track positions to state and regional four-year universities in the 2023-24 academic year with 40 of those positions allocated to Western Washington University.

(b) suggests the goal is best accomplished by converting part-time faculty positions to full-time tenure-track positions or by hiring new full-time faculty. Conversion assignments must be delayed until funded.

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

(d) The state universities and regional universities shall report on all hires made under this section including demographics of hires, the department or program the hire was made in, and the numbers of positions that were part-time conversions. The state universities and regional universities shall submit the report to the governor and the appropriate committees of the legislature in accordance with RCW 43.01.036 by December 15, 2025.

Section?2 states this section expires 7/1/31.

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.

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 \$64,900 and 33% benefits) would result in \$2,302,075 that could be reallocated to support the new tenure-track positions. The estimated cost of hiring 40 new tenure-track positions would be \$4,780,360 based on an average starting salary of \$91,930 and 30% benefits. The annual fiscal impact would be a \$2,478,285 cost for tenure-track faculty salaries and benefits.

The proposed legislation would require an extra 0.5 FTE per year for a Compliance 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).

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	3,475,024	3,475,024	6,950,048	6,950,048	6,950,048
Total \$			3,475,024	3,475,024	6,950,048	6,950,048	6,950,048

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	1,981,297	1,981,297	3,962,594	3,962,594	3,962,594
B-Employee Benefits	543,162	543,162	1,086,324	1,086,324	1,086,324
C-Professional Service Contracts					
E-Goods and Other Services	878,465	878,465	1,756,930	1,756,930	1,756,930
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 \$	3,475,024	3,475,024	6,950,048	6,950,048	6,950,048

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	91,930	40.0	40.0	40.0	40.0	40.0
Compliance Officer	69,960	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

Non-zero but indeterminate costs and/or savings.

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.