

STORAGE NAME: h0159.ccc

DATE: February 26, 1997

**HOUSE OF REPRESENTATIVES
COMMITTEE ON
COMMUNITY COLLEGES & CAREER PREP
BILL ANALYSIS & ECONOMIC IMPACT STATEMENT**

BILL #: HB 159

RELATING TO: Compact for Faculty Diversity Program

SPONSOR(S): Representative Dennis

STATUTE(S) AFFECTED: none

COMPANION BILL(S): none

ORIGINATING COMMITTEE(S)/COMMITTEE(S) OF REFERENCE:

- (1) COMMUNITY COLLEGES & CAREER PREP
- (2) EDUCATION (FISCAL)
- (3)
- (4)
- (5)

I. SUMMARY:

This bill intends to increase the pool of eligible ethnic and gender minority candidates available for employment by increasing the number of ethnic and gender minorities employed in faculty, executive, administrative, and managerial positions in Florida community colleges.

The bill would utilize existing human resources by contracting with the Southern Regional Education Board (SREB) to provide 10 scholarships, at \$17,000 per year, per candidate, for three consecutive years to community college employees selected by the State Board of Community Colleges. Operation of the scholarship program would be based on the goals, strategies, and program components associated with SREB's "Compact for Faculty Diversity Program" (hereafter referred to as the program), particularly its doctoral scholars program. The State Board of Community Colleges would be responsible for promulgating rules for the implementation of the section.

After completing the scholarship program, doctoral scholars would return to their position within the community college system to provide at least one full academic year of service for each year of funding in the program, or repay an amount equal to the total cost of state support provided by the program and the sponsoring community college.

An appropriation of \$510,000 from General Revenue to the Commissioner of Education for fiscal year 1997-98 would be sufficient to fund the program. Sponsoring community colleges would realize a recurring fiscal impact of up to one half of the salary and the corresponding benefits earned by a candidate during the length of the program. There would be a minimal non-recurring fiscal impact on the State Board of Community Colleges due to the promulgation of rules.

II. SUBSTANTIVE ANALYSIS:

A. PRESENT SITUATION:

SREB's "Compact for Faculty Diversity Program" is a program designed with the goal of increasing the number of minority Ph.D.s and faculty members. Strategies for realizing this goal include: building long-term state and university support; providing up to five years of financial support; changing the culture of graduate education; sponsoring the National Institute for Community Building/Networking and Teaching Excellence; and building coalitions among existing minority advancement programs.

The doctoral scholar program component includes a tuition and fee waiver or scholarship for five years, institutional support, and \$17,000 per year, per student, consisting of the following:

\$12,000	per year living stipend (at \$1,000 per month);
500	per year academic support (such as tutoring);
1,500	per year for travel and expenses associated with the annual meeting;
<u>3,000</u>	per year for coordinated student support (such as mentoring).
\$17,000	per year for total scholarship amount per student

Comparable programs in Florida are currently funded through the Florida Education Fund (s. 240.498, F.S.). The fund provides for income from an endowment grant from the McKnight Foundation to be used for specified programs. The programs are geared to enhance the quality of higher educational opportunity within the state, to enhance equity by providing access to effective higher education programs by minorities and economically disadvantaged individuals, and to increase the representation of minorities in faculty and administrative positions in higher education in Florida.

B. EFFECT OF PROPOSED CHANGES:

Increases the pool of eligible ethnic and gender minority candidates

This bill intends to increase the pool of eligible ethnic and gender minority candidates available for employment by increasing the number of ethnic and gender minorities employed in faculty, executive, administrative, and managerial positions in Florida community colleges.

Provides scholarship funds for minority candidates

The bill would utilize existing human resources by contracting with the Southern Regional Education Board to provide 10 scholarships, at \$17,000 per year, per candidate, for three consecutive years to community college employees selected by the State Board of Community Colleges. Operation of the scholarship program would be based on the goals, strategies, and program components associated with SREB's "Compact for Faculty Diversity Program", particularly its doctoral scholars program.

After completing the scholarship program, doctoral scholars would return to their position within the community college system to provide at least one full academic year of service for each year of funding in the program, or repay an amount equal to the total cost of state support provided by the program and the sponsoring community college.

Expands Opportunities for Community College Faculty

This program is similar to those listed in s. 240.498(3)(a-c), F.S., offered through the Florida Education Fund in conjunction with the McKnight Foundation. However, participation in the program proposed by this bill would be limited to current employees of Florida's community colleges. Additionally, unlike the McKnight Foundation programs, this proposed program would require the recipients to work at their respective community college once they have earned their advanced degree.

C. APPLICATION OF PRINCIPLES:

1. Less Government:

a. Does the bill create, increase or reduce, either directly or indirectly:

(1) any authority to make rules or adjudicate disputes?

No.

(2) any new responsibilities, obligations or work for other governmental or private organizations or individuals?

The Office of the Commissioner of Education and the State Board of Community Colleges would need to promulgate rules and policies for the selection of candidates, the benefits provided to recipients, and policies for repayment or forgiveness of benefits received.

(3) any entitlement to a government service or benefit?

No.

b. If an agency or program is eliminated or reduced:

(1) what responsibilities, costs and powers are passed on to another program, agency, level of government, or private entity?

NA.

(2) what is the cost of such responsibility at the new level/agency?

NA.

(3) how is the new agency accountable to the people governed?

NA.

2. Lower Taxes:

- a. Does the bill increase anyone's taxes?

Funds to support the program would be appropriated from General Revenue.

- b. Does the bill require or authorize an increase in any fees?

No.

- c. Does the bill reduce total taxes, both rates and revenues?

No.

- d. Does the bill reduce total fees, both rates and revenues?

No.

- e. Does the bill authorize any fee or tax increase by any local government?

No.

3. Personal Responsibility:

- a. Does the bill reduce or eliminate an entitlement to government services or subsidy?

No.

- b. Do the beneficiaries of the legislation directly pay any portion of the cost of implementation and operation?

Only if the scholarship recipient chooses not to work for the community college in repayment of the financial benefits received. In such an instance, the recipient would have to repay to the Office of the Commissioner of Education an amount equal to the total cost of state support provided by the program.

4. Individual Freedom:

- a. Does the bill increase the allowable options of individuals or private organizations/associations to conduct their own affairs?

The bill would increase opportunities for ten community college minority faculty and staff to earn doctoral degrees which could lead to career advancement.

- b. Does the bill prohibit, or create new government interference with, any presently lawful activity?

No.

5. Family Empowerment:

- a. If the bill purports to provide services to families or children:

- (1) Who evaluates the family's needs?

NA.

- (2) Who makes the decisions?

NA.

- (3) Are private alternatives permitted?

NA.

- (4) Are families required to participate in a program?

NA.

- (5) Are families penalized for not participating in a program?

NA.

- b. Does the bill directly affect the legal rights and obligations between family members?

No.

- c. If the bill creates or changes a program providing services to families or children, in which of the following does the bill vest control of the program, either through direct participation or appointment authority:

- (1) parents and guardians?

NA.

- (2) service providers?

NA.

(3) government employees/agencies?

NA.

D. SECTION-BY-SECTION ANALYSIS:

Section 1. Provides for an appropriation.

Section 2. Provides community college participation requirements.

Section 3. Provides program participation requirements.

Section 4. Provides requirements upon program completion.

Section 5. Provides administrative duties.

Section 6. Provides that the act will take effect upon becoming law.

III. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT:

A. FISCAL IMPACT ON STATE AGENCIES/STATE FUNDS:

1. Non-recurring Effects:

An appropriation of \$510,000 from General Revenue to the Commissioner of Education for fiscal year 1997-98 will be sufficient to fund 10 scholarships, at \$17,000 per year, per candidate, for three consecutive years.

Minimal impact on the State Board of Community Colleges due to the promulgation of rules.

2. Recurring Effects:

None.

3. Long Run Effects Other Than Normal Growth:

None.

4. Total Revenues and Expenditures:

None.

B. FISCAL IMPACT ON LOCAL GOVERNMENTS AS A WHOLE:

1. Non-recurring Effects:

Minimal fiscal impact on community colleges for the identification and nomination of program candidates.

2. Recurring Effects:

Sponsoring community colleges would realize a recurring fiscal impact of up to one half of the salary and the corresponding benefits earned by the candidate during the length of the program. According to the Division of Community Colleges, the estimated cost would be \$32,500 per candidate per year. The total approximate cost for the system would be \$325,000 per year and \$925,000 over the three years.

3. Long Run Effects Other Than Normal Growth:

Anticipated decrease in costs associated with employment searches for job vacancies since the availability of eligible minority candidates in Florida would be increased.

C. **DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:**

1. Direct Private Sector Costs:

None.

2. Direct Private Sector Benefits:

Ten community college employees would benefit from having expenses associated with the attainment of a doctoral degree paid for by the state.

3. Effects on Competition, Private Enterprise and Employment Markets:

The marketability of the ten recipients of the scholarship would be increased due to the receipt of the doctoral degree.

D. **FISCAL COMMENTS:**

IV. CONSEQUENCES OF ARTICLE VII, SECTION 18 OF THE FLORIDA CONSTITUTION:

A. **APPLICABILITY OF THE MANDATES PROVISION:**

This bill does not require counties or municipalities to spend funds or to take an action requiring the expenditure of funds.

B. **REDUCTION OF REVENUE RAISING AUTHORITY:**

This bill does not reduce the authority that municipalities or counties have to raise revenues in the aggregate.

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C. **REDUCTION OF STATE TAX SHARED WITH COUNTIES AND MUNICIPALITIES:**

This bill does not reduce the percentage of a state tax shared with counties or municipalities.

V. **COMMENTS:**

The foundation of this bill was drafted by staff of the Division of Community Colleges with input from the Southern Regional Education Board. It was intended for use as a vehicle for increasing the pool of eligible minority candidates.

The appropriation of \$510,000 has not been included in the Legislative Budget Requests for the Division of Community Colleges or the Commissioner of Education. The amount has not been designated in the Florida Education Fund either.

The substance of this bill has been filed in the past two legislative sessions; however, it died in House Appropriations Committee without a Senate companion in 1995 and was withdrawn from the Higher Education and Appropriations Committees in 1996.

VI. **AMENDMENTS OR COMMITTEE SUBSTITUTE CHANGES:**

VII. **SIGNATURES:**

COMMITTEE ON COMMUNITY COLLEGES & CAREER PREP:

Prepared by:

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