

1                   A bill to be entitled  
2           An act relating to community colleges;  
3           providing an appropriation to the Florida  
4           Education Fund to support the Community College  
5           Faculty Diversity Program to increase the  
6           number of minority personnel holding faculty or  
7           executive-level positions in community  
8           colleges; amending s. 240.498, F.S., relating  
9           to the Florida Education Fund; establishing the  
10          program; providing for fellowships; requiring  
11          service or repayment; providing an effective  
12          date.

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14           WHEREAS, the Florida Legislature recognizes the  
15          underrepresentation of ethnic and gender minorities as faculty  
16          and executive, administrative, and managerial personnel in  
17          Florida community colleges, and

18           WHEREAS, the Florida Legislature is interested in  
19          increasing the number of ethnic and gender minorities employed  
20          in these positions, and

21           WHEREAS, national availability statistics indicate a  
22          severe shortage of minorities holding the requisite degrees to  
23          enter the pool as faculty senior-level employees in Florida  
24          community colleges, and

25           WHEREAS, the Florida Legislature wishes to establish a  
26          means to develop, utilize, promote, and maintain human  
27          resources currently employed in the Florida Community College  
28          System, NOW, THEREFORE,

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30          Be It Enacted by the Legislature of the State of Florida:

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1           Section 1. The sum of \$500,000 is hereby appropriated  
2 for fiscal year 1997-1998 from the General Revenue Fund to the  
3 Florida Education Fund, as established in s. 240.498, Florida  
4 Statutes, to support the Community College Faculty Diversity  
5 Program of the Florida Education Fund. This appropriation  
6 shall provide for at least 20 master's and doctoral  
7 fellowships of \$25,000 each, per year, as a means to increase  
8 the number of ethnic minorities and women holding faculty and  
9 executive-level positions in the Florida Community College  
10 System.

11           Section 2. Subsection (9) is added to section 240.498,  
12 Florida Statutes, to read:

13           240.498 Florida Education Fund.--

14           (9) There is created the Community College Faculty  
15 Diversity Program of the Florida Education Fund, a  
16 collaborative effort of the State Board of Community Colleges  
17 and the Florida Education Fund, to provide the opportunity for  
18 ethnic minorities and women to attain greater representation  
19 as faculty, executive, administrative, and managerial  
20 personnel in the State Community College System. The faculty  
21 diversity program shall include, but not be limited to, a  
22 fellowship program to be administered by the board of  
23 directors of the Florida Education Fund for this purpose.

24           (a) The board of directors shall provide financial,  
25 academic, and other support to those selected for  
26 participation in this program from funds appropriated for this  
27 purpose.

28           (b) Selection of participants must be made in  
29 accordance with policies established by the Florida Education  
30 Fund and adopted by the board of directors for that purpose  
31 and must be based, at least in part, on an assessment of

1 potential for success, merit, and financial need. Such  
2 selection shall also consider representation of participants  
3 throughout the state. First preference shall be given to  
4 participants employed by institutions where ethnic minorities  
5 and women are underrepresented in faculty and executive-level  
6 positions.

7 (c) Funds for this program must be appropriated  
8 directly to the Florida Education Fund to be distributed  
9 appropriately between the sponsoring institution and the  
10 selected fellows.

11 (d) Participants must agree in writing to return to  
12 the employing community college for a period of time equal to  
13 the amount of time for which the participant received aid, up  
14 to 3 years, or repay the amount of aid received.

15 (e) During the period of participation, the employing  
16 community college must agree to continue the fellow on the  
17 payroll at full salary and benefits, based on the salary  
18 earned by the participant at the time of initial entry into  
19 the program.

20 Section 3. This act shall take effect July 1, 1997.  
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