

1                   A bill to be entitled  
2           An act relating to community colleges; amending  
3           s. 240.498, F.S., relating to the Florida  
4           Education Fund; establishing the Community  
5           Faculty Diversity Program; providing for  
6           fellowships; requiring service or repayment;  
7           providing an effective date.

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9           WHEREAS, the Florida Legislature recognizes the  
10          underrepresentation of ethnic and gender minorities as faculty  
11          and executive, administrative, and managerial personnel in  
12          Florida community colleges, and

13                  WHEREAS, the Florida Legislature is interested in  
14          increasing the number of ethnic and gender minorities employed  
15          in these positions, and

16                  WHEREAS, national availability statistics indicate a  
17          severe shortage of minorities holding the requisite degrees to  
18          enter the pool as faculty senior-level employees in Florida  
19          community colleges, and

20                  WHEREAS, the Florida Legislature wishes to establish a  
21          means to develop, utilize, promote, and maintain human  
22          resources currently employed in the Florida Community College  
23          System, NOW, THEREFORE,

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

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27                  Section 1. Subsection (9) is added to section 240.498,  
28          Florida Statutes, to read:

29                  240.498 Florida Education Fund.--

30                  (9) There is created the Community College Faculty  
31          Diversity Program of the Florida Education Fund, a

1 collaborative effort of the State Board of Community Colleges  
2 and the Florida Education Fund, to provide the opportunity for  
3 ethnic minorities and women to attain greater representation  
4 as faculty, executive, administrative, and managerial  
5 personnel in the State Community College System. The faculty  
6 diversity program shall include, but not be limited to, a  
7 fellowship program to be administered by the board of  
8 directors of the Florida Education Fund for this purpose.

9 (a) The board of directors shall provide financial,  
10 academic, and other support to those selected for  
11 participation in this program from funds appropriated for this  
12 purpose.

13 (b) Selection of participants must be made in  
14 accordance with policies established by the Florida Education  
15 Fund and adopted by the board of directors for that purpose  
16 and must be based, at least in part, on an assessment of  
17 potential for success, merit, and financial need. Such  
18 selection shall also consider representation of participants  
19 throughout the state. First preference shall be given to  
20 participants employed by institutions where ethnic minorities  
21 and women are underrepresented in faculty and executive-level  
22 positions.

23 (c) Funds for this program must be appropriated  
24 directly to the Florida Education Fund to be distributed  
25 appropriately between the sponsoring institution and the  
26 selected fellows.

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

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1           (e) During the period of participation, the employing  
2 community college must agree to continue the fellow on the  
3 payroll at full salary and benefits, based on the salary  
4 earned by the participant at the time of initial entry into  
5 the program.

6           Section 2. This act shall take effect July 1, 1997.

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