

By the Committee on Education and Senator Holzendorf

304-1240-98

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A bill to be entitled
An act relating to community colleges; amending
s. 240.498, F.S., relating to the Florida
Education Fund; establishing the Community
Faculty Diversity Program; providing for
awarding fellowships; requiring service or
repayment; providing requirements of
participants' employers; providing an effective
date.

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

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

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

WHEREAS, the Florida Legislature wishes to establish a
means by which to develop, use, promote, and maintain human
resources currently employed in the Florida Community College
System, NOW, THEREFORE,

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

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

240.498 Florida Education Fund.--

1 (9) There is created the Community College Faculty
2 Diversity Program of the Florida Education Fund, a
3 collaborative effort of the State Board of Community Colleges
4 and the Florida Education Fund, to provide the opportunity for
5 ethnic minorities and women to attain greater representation
6 as faculty, executive, administrative, and managerial
7 personnel in the State Community College System. The faculty
8 diversity program shall be limited to a fellowship program to
9 be administered by the board of directors of the Florida
10 Education Fund for this purpose.

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

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

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

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

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

8 Section 2. This act shall take effect July 1, 1998.

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10 STATEMENT OF SUBSTANTIAL CHANGES CONTAINED IN
11 COMMITTEE SUBSTITUTE FOR
12 Senate Bill 390

13 The Committee Substitute differs from SB 390 in that it would
14 limit the faculty diversity program to providing fellowships.