

**STORAGE NAME:** h0179.ccc

**DATE:** January 19, 1999

**HOUSE OF REPRESENTATIVES  
COMMITTEE ON  
COMMUNITY COLLEGES AND CAREER PREP  
ANALYSIS**

**BILL #:** House Bill 179

**RELATING TO:** Community College Faculty Diversity Program

**SPONSOR(S):** Committee on Community Colleges and Career Prep and Representative Dennis

**COMPANION BILL(S):**

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

- (1) COMMUNITY COLLEGES AND CAREER PREP
  - (2) COLLEGES AND UNIVERSITIES
  - (3) EDUCATION APPROPRIATIONS
  - (4)
  - (5)
- 

**I. SUMMARY:**

This bill would increase the pool of eligible ethnic and gender minority candidates available for senior-level employment in faculty, executive, administrative, and managerial positions in the state community college system.

This bill would utilize existing human resources by contracting with the Southern Regional Education Board (SREB) to provide 10 scholarships, at \$8,000 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 program, scholarship recipients 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 the amount equal to the cost of state support provided by the program and the sponsoring community college.

An appropriation of \$240,000 from General Revenue to the Commissioner of Education for fiscal year 1999-2000 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, and assisting graduates and higher education institutions in identifying employment opportunities. Florida State University is currently the only Florida institution that participates in the program.

The doctoral scholar program component includes a waiver of tuition and fees (in-state or out-of-state), a \$12,000 annual stipend for three years (awarded \$1,000 per month), a \$500 stipend for books and materials, and expenses to attend the doctoral scholars annual meeting.

Comparable programs in Florida are currently funded through the Florida Education Fund (s. 240.498, F.S.). Income from an endowment grant from the McKnight Foundation and other sources are used for specified programs. The programs are designed 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 would 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 \$8,000 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 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:

An agency or program is not eliminated or reduced.

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

N/A

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

N/A

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

N/A

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:

This bill does not purport to provide services to families or children.

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

N/A

- (2) Who makes the decisions?

N/A

- (3) Are private alternatives permitted?

N/A

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

N/A

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

N/A

- 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:

This bill does not create or change a program providing services to families or children.

- (1) parents and guardians?

N/A

(2) service providers?

N/A

(3) government employees/agencies?

N/A

**D. STATUTE(S) AFFECTED:**

None.

**E. 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 on July 1, 1999.

**III. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT:**

**A. FISCAL IMPACT ON STATE AGENCIES/STATE FUNDS:**

**1. Non-recurring Effects:**

An appropriation of \$240,000 from General Revenue to the Commissioner of Education for fiscal year 1999-2000 would be sufficient to fund 10 scholarships at \$8,000 per year, per candidate, for three consecutive years.

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

**2. Recurring Effects:**

None.

3. Long Run Effects Other Than Normal Growth:

None.

4. Total Revenues and Expenditures:

A one time appropriation of \$240,000 from general revenue.

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 an average of \$26,713 per candidate per year to pay for half of annual salary plus full benefits. The total approximate cost for the system would be \$267,130 per year and \$801,390 over 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:

None.

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.

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:

An appropriation of \$500,000 has been included in the 1999-2000 Legislative Budget request for the Division of Community Colleges to fund 20 scholarships of \$25,000 each for fiscal year 1999-2000. Scholarships could be used by employees to complete one year of masters or doctoral study. The requisite appropriations will be requested each year over the next two consecutive years.

The substance of this bill has been filed in previous legislative sessions. It died in House Appropriations Committee without a Senate companion in 1995 and was withdrawn from the Higher Education and Appropriations Committees in 1996. In 1997, the bill passed the House and was carried over to the 1998 session pursuant to House Rule 96 and placed on House Consent Calendar. The companion bill was withdrawn from the Senate Ways and Means Committee, but died on the Senate Calendar. In 1998, the bill died in House returning messages.

VI. AMENDMENTS OR COMMITTEE SUBSTITUTE CHANGES:

None.



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VII. SIGNATURES:

COMMITTEE ON COMMUNITY COLLEGES AND CAREER PREP:

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