

By the Committee on Community Colleges & Career Prep and  
Representatives Dennis, Harrington and Chestnut

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           College Faculty Diversity Program; providing  
6           for fellowships; requiring an annual  
7           accountability report; requiring service or  
8           repayment; establishing requirements; requiring  
9           the adoption of rules; providing an  
10          appropriation to the Division of Community  
11          Colleges; providing an effective date.  
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13          WHEREAS, the Florida Legislature recognizes the need  
14          for additional ethnic and gender minorities as faculty and  
15          executive, administrative, and managerial personnel in Florida  
16          community colleges, and  
17          WHEREAS, the Florida Legislature is interested in  
18          increasing the number of ethnic and gender minorities employed  
19          in these positions, and  
20          WHEREAS, national availability statistics indicate a  
21          severe shortage of minorities holding the requisite degrees to  
22          enter the pool of potential faculty and senior-level employees  
23          in Florida community colleges, and  
24          WHEREAS, the Florida Legislature wishes to establish a  
25          means to develop, utilize, promote, and maintain human  
26          resources currently employed in the Florida Community College  
27          System, NOW, THEREFORE,  
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29          Be It Enacted by the Legislature of the State of Florida:  
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1           Section 1. Subsection (9) is added to section 240.498,  
2 Florida Statutes, to read:

3           240.498 Florida Education Fund.--

4           (9) There is created the Community College Faculty  
5 Diversity Program of the Florida Education Fund, a  
6 collaborative effort of the State Board of Community Colleges  
7 and the Florida Education Fund, to increase the number of  
8 ethnic minorities and women holding doctoral degrees in the  
9 Florida Community College System. The Faculty Diversity  
10 Program shall include, but not be limited to, a fellowship  
11 program which shall receive funds from the Division of  
12 Community Colleges, in accordance with criteria adopted by the  
13 State Board of Community Colleges, to be administered by the  
14 Board of Directors of the Florida Education Fund for this  
15 purpose.

16           (a) The board of directors shall provide financial,  
17 academic, and other support to individuals selected for  
18 participation in the program from funds appropriated for this  
19 purpose. Administrative costs received by the board of  
20 directors shall not exceed 8 percent of the cost per fellow.

21           (b) The board of directors must appropriately  
22 distribute between sponsoring institutions and selected  
23 fellows the funds for the financial support of such fellows  
24 and submit to the State Board of Community Colleges an annual  
25 report of program expenditures and activities.

26           (c) The sponsoring community college must agree to  
27 grant the program participant release time for study and  
28 continue the fellow on the payroll at up to one-half salary,  
29 based on the salary earned by the fellow at the time of  
30 initial entry into the program, and with full benefits.

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1       (d) Selection of participants must be made in  
2 accordance with policies established by the Florida Education  
3 Fund, adopted by the board of directors for that purpose, and  
4 approved by the State Board of Community Colleges. Selection  
5 must be based, in part, on an assessment of potential for  
6 student success, merit, and financial need. Such selection  
7 shall consider representation of participants from throughout  
8 the state. First preference shall be given to ethnic  
9 minorities and candidates holding credentials to attain  
10 admission to, and to complete, doctoral programs. Preference  
11 shall also be given to participants employed by institutions  
12 where ethnic minorities and women are underrepresented in  
13 faculty and executive level positions. Selections shall also  
14 consider applicants pursuing fields of study consistent with  
15 the goals of the sponsoring institution.

16       (e) Each fellow must agree in writing to return to the  
17 sponsoring college in the term immediately following  
18 completion of the targeted degree to:

19           1. Render an amount of service equal to the cost of  
20 aid provided by the college; or

21           2. Repay the amount of aid, including salary and  
22 benefits, received from the institution and from the Florida  
23 Education Fund, pursuant to paragraph (f).

24       (f) Each fellow must agree in writing that, if the  
25 fellow fails to complete the targeted degree within the time  
26 approved by the sponsoring institution or if the fellow fails  
27 to meet the requirements of paragraph (e), the fellow must  
28 repay to the college and to the Florida Education Fund an  
29 amount equal to the amount of aid, including salary and  
30 benefits, received from each of these entities, including  
31 principal and applicable accrued interest. Repayment to the

1 Florida Education Fund must be consistent with policies and  
2 procedures established by the board of directors.

3 (g) The State Board of Community Colleges shall adopt  
4 rules for the implementation of this subsection, including  
5 procedures for repayment of funds to a community college by a  
6 fellow who fails to complete the doctoral degree as agreed or  
7 who, upon completing the degree, fails to serve the college as  
8 agreed. Such rules shall address applicable interest rates  
9 and provisions for the exemption of an individual from the  
10 requirements of paragraphs (e) and (f), based on a  
11 demonstration of hardship.

12 Section 2. The sum of \$250,000 is appropriated from  
13 the General Revenue Fund to the Division of Community Colleges  
14 for fiscal year 1999-2000 for the purpose of implementing this  
15 act. The State Board of Community Colleges must enter into an  
16 agreement with the Board of Directors of the Florida Education  
17 Fund to implement this act which shall provide for a minimum  
18 of 10 fellowships at a minimum of \$23,000 per fellow to defray  
19 the cost of doctoral study and replacement of community  
20 college employees granted educational leave pursuant to this  
21 act. At the discretion of the board of directors, as an  
22 additional means to increase the number of doctoral scholars  
23 in Florida community colleges, allowances may be made to  
24 provide partial fellowships, equivalent to 10 full  
25 fellowships, to candidates requiring less than full-time study  
26 in order to complete the doctoral degree. The Board of  
27 Directors of the Florida Education Fund is authorized to enter  
28 into agreements, at its discretion, with the Southern Region  
29 Education Board (SREB) to support community college fellows  
30 requiring doctoral study in institutions outside of Florida  
31 that participate in the SREB Doctoral Scholars Program. Funds

1 for the fellowship program shall be transmitted to the Florida  
2 Education Fund by the Division of Community Colleges in  
3 semiannual payments in July and January of the fiscal year.

4 Section 3. This act shall take effect July 1, 1999.  
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