

SENATE STAFF ANALYSIS AND ECONOMIC IMPACT STATEMENT

(This document is based only on the provisions contained in the legislation as of the latest date listed below.)

BILL: CS/SB 1840

SPONSOR: Education Committee and Senator Holzendorf

SUBJECT: Community College/Faculty Diversity

DATE: April 18, 1999 REVISED: _____

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>White</u>	<u>O'Farrell</u>	<u>ED</u>	<u>Favorable/CS</u>
2.	<u>Woodruff</u>	<u>Hadi</u>	<u>FP</u>	<u>Favorable</u>
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____
5.	_____	_____	_____	_____

I. Summary:

This proposed committee substitute will create a fellowship program to increase the representation of ethnic minorities and women holding doctoral degrees in the Florida Community College System.

This bill amends s. 240.498, F.S. It creates an undesignated section of law.

II. Present Situation:

As of fall 1996, the representation of African-Americans, Hispanic-Americans, and women employed by the state's 28 community colleges was:

Employee Classification	Total #	Afc-American		Hispanic		Women	
		#	%	#	%	#	%
Exec., Admin., Mgr.	591	78	13.2	27	4.6	241	40.8
Instructional	17,364	1,520	8.8	1,405	8.1	8,292	47.8
Professional	3,261	405	12.4	214	6.6	1,902	58.3
All Employees (Includes Clerical, Service, etc.)	33,412	4,856	14.5	3,490	10.4	18,073	54.1

Note: The classifications do not add up to the totals because some classifications are omitted.

Section 240.498, F.S., creates the Florida Education Fund, a not-for-profit statutory corporation created from a challenge endowment grant from the McKnight Foundation to operate on income derived from the investment of gifts and matching funds from the state. The state appropriates \$1 for each \$2 in private contributions.

Among the programs under the Florida Education Fund is a legal education component that is supposed to increase by 200 the number of minority students enrolled in the state's law schools. Students who receive scholarships from the fund agree to sit for the Florida Bar examination and practice law in the state for at least as long as they received aid. Otherwise they must repay the amount earned in scholarships.

The Florida Education Fund is directed by law to use the fund income to:

- Enhance the quality of higher education opportunity in the state.
- Enhance equality of access to effective higher education programs for minority and economically disadvantaged individuals, particularly African-Americans and women.
- Increase minority representation in positions of leadership in the state's higher education institutions, business, and professional enterprises.

III. Effect of Proposed Changes:

The proposed committee substitute will create a faculty diversity program to increase the number of ethnic minorities and women holding doctoral degrees in the Florida Community College System. It will be administered by the Florida Education Fund and will be limited to a fellowship program funded from moneys appropriated for that purpose.

The minimum amount of a fellowship is \$23,000 per fellow. Part of the fellowship may be given to the fellow to defray the cost of study and part to replace community college employees who are given educational leave to prepare for their doctorate degrees.

The board of directors of the fund may provide allowances or partial fellowships to candidates who require less than full-time study to complete the doctoral degree. The board may also enter into agreements with the Southern Regional Education Board to support community college fellows enrolled in out-of-state institutions that participate in the board's Doctoral Scholars Program.

Criteria for selecting participants will include an assessment of potential for success, merit, financial need, and geographic representation. Selection must be according to established policies approved by the State Board of Community Colleges. First preference must be given to candidates who are ethnic minorities and others with credentials to enroll in and complete doctoral programs. Preference must also go to participants employed by institutions in which ethnic minorities and women are underrepresented in faculty and executive-level positions.

The sponsoring community college must agree to continue the fellow on the payroll at up to one-half salary and full benefits. The Florida Education Fund's Board of Directors will provide financial, academic, and other support to the fellows and will distribute the scholarship funds appropriately between the sponsoring community colleges and the fellows. The fund may use not more than 8 percent of the cost per fellow on administrative costs.

The fellow must agree in writing to return to the sponsoring college after obtaining the degree and either remain employed for an amount of time equal to the cost of aid, or repay the amount of aid, including salary and benefits. The State Board of Community Colleges must adopt rules for the

repayment of funds for fellows who fail to complete the doctoral program or to return to the college as agreed.

The bill appropriates \$250,000 from the General Revenue Fund for 1999-2000.

IV. Constitutional Issues:

A. Municipality/County Mandates Restrictions:

None.

B. Public Records/Open Meetings Issues:

None.

C. Trust Funds Restrictions:

None.

V. Economic Impact and Fiscal Note:

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

About 10 employees of community colleges who are ethnic minorities or women who are eligible for entry into a doctoral program will receive a leave of absence and some financial assistance toward the cost of pursuing a doctoral degree. They will maintain full benefits of their former employment and may receive a portion of their former salary. They will be required to repay the amount in aid and salary if they do not complete the program or do not return to the community college for employment after completing it.

C. Government Sector Impact:

The bill appropriates \$250,000 from the General Revenue Fund for 1999-2000.

VI. Technical Deficiencies:

None.

VII. Related Issues:

None.

VIII. Amendments:

None.

This Senate staff analysis does not reflect the intent or official position of the bill's sponsor or the Florida Senate.
