

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: SB 1320

SPONSOR: Senator Holzendorf

SUBJECT: Community College Faculty Diversity

DATE: April 14, 2000 REVISED: _____

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

I. Summary:

This legislation 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., and creates an undesignated section of law.

II. Present Situation:

As of fall 1998, the representation of African-Americans, Hispanic-Americans, and women employed by the state's 28 community colleges was:

| Employee Classification | Total # | Afk-American | | Hispanic | | Women | |
|--|---------|--------------|------|----------|------|--------|------|
| | | # | % | # | % | # | % |
| Exec., Admin., Mgr. | 1,074 | 135 | 12.6 | 59 | 5.5 | 497 | 46.3 |
| Instructional | 4,586 | 437 | 9.5 | 290 | 6.3 | 2,287 | 49.9 |
| All Employees (Includes Clerical, Service, etc.) | 34,719 | 5,317 | 15.3 | 3,873 | 11.1 | 19,027 | 54.8 |

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 legislation under consideration 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. At least ten fellowships will be awarded. 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 2000-2001. The Division of Community Colleges will transmit the funds to the Florida Education Fund semiannually, in July and January.

The bill takes effect July 1, 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:

At least 10 employees of community colleges who are ethnic minorities or women and 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 committee substitute appropriates \$250,000 from the General Revenue Fund for 2000-2001. This amount will fund 10 scholarships at \$23,000 each. The remaining sum of \$20,000 would be used for administrative costs.

According to an analysis by staff of the State Board of Community Colleges, each fellowship of \$23,000 would fund:

| | |
|---|----------|
| Tuition, fees, books, travel, and research support for the fellow | \$4,000 |
| Staff replacement for the community college | \$15,000 |
| Expenses for recruitment, orientation advisement and support (FEF) | \$2,155 |
| Coordinator, fringe benefits, office expenses, printing, and annual reporting | \$1,845 |

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.
