

By Senator Holzendorf

2-11B-00

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 Executive and Faculty Diversity  
6           Program; providing for fellowships; requiring  
7           an annual accountability report; requiring  
8           service or repayment; establishing  
9           requirements; requiring the adoption of rules;  
10          providing an appropriation to the Division of  
11          Community Colleges; providing an effective  
12          date.

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14           WHEREAS, the Florida Legislature recognizes the need  
15          for additional ethnic and gender minorities as faculty and  
16          executive, administrative, and managerial personnel in Florida  
17          community colleges, and

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

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

25           WHEREAS, the Florida Legislature wishes to establish a  
26          means to develop, utilize, promote, and maintain human  
27          resources currently employed in the Florida Community College  
28          System, NOW, THEREFORE,

29  
30          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 Executive  
5 and Faculty 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 and  
9 holding executive and faculty positions in the Florida  
10 Community College System. The Executive and Faculty Diversity  
11 Program shall include, but need not be limited to, a  
12 fellowship program that receives funds from the Division of  
13 Community Colleges, in accordance with criteria adopted by the  
14 State Board of Community Colleges, to be administered by the  
15 Board of Directors of the Florida Education Fund for this  
16 purpose.

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

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

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

1 Furthermore, the sponsoring institution must submit to the  
2 Florida Education Fund a plan for the promotion and hiring of  
3 the candidates upon their completion of the doctoral degrees.

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

19 (e) Each fellow must agree in writing to return to the  
20 sponsoring college in the term immediately following  
21 completion of the targeted degree to:

22 1. Render an amount of service equal in value to the  
23 cost of aid provided by the college; or

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

27 (f) Each fellow must agree in writing that, if the  
28 fellow fails to complete the targeted degree within the time  
29 approved by the sponsoring institution or if the fellow fails  
30 to meet the requirements of paragraph (e), the fellow must  
31 repay to the college and to the Florida Education Fund an

1 amount equal to the amount of aid, including salary and  
2 benefits, received from each of these entities, including  
3 principal and applicable accrued interest. Repayment to the  
4 Florida Education Fund must be consistent with policies and  
5 procedures established by the board of directors.

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

16 Section 2. The sum of \$250,000 is appropriated from  
17 the General Revenue Fund to the Division of Community Colleges  
18 for fiscal year 2000-2001 for the purpose of implementing this  
19 act. The State Board of Community Colleges must enter into an  
20 agreement with the Board of Directors of the Florida Education  
21 Fund to implement this act which shall provide for a minimum  
22 of 10 fellowships at a minimum of \$23,000 per fellow to defray  
23 the cost of doctoral study and to replace community college  
24 employees granted educational leave pursuant to this act. At  
25 the discretion of the board of directors, as an additional  
26 means to increase the number of doctoral scholars in Florida  
27 community colleges, allowances may be made to provide partial  
28 fellowships, equivalent to 10 full fellowships, to candidates  
29 who need less than full-time study in order to complete the  
30 doctoral degree. The Board of Directors of the Florida  
31 Education Fund may enter into agreements, at its discretion,

1 with the Southern Region Education Board (SREB) to support  
2 community college fellows who desire to complete their  
3 doctoral study in institutions outside of Florida which  
4 participate in the SREB Doctoral Scholars Program. Funds for  
5 the fellowship program shall be transmitted to the Florida  
6 Education Fund by the Division of Community Colleges in  
7 semiannual payments in July and January of the fiscal year.

8 Section 3. This act shall take effect July 1, 2000.

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11 SENATE SUMMARY

12 Relates to the Florida Education Fund. Establishes the  
13 Community College Executive and Faculty Diversity  
14 Program. Provides for fellowships. Requires an annual  
15 accountability report. Requires service or repayment.  
16 Establishes requirements. Provides for rulemaking.  
17 Provides an appropriation to the Division of Community  
18 Colleges.