

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.)

Date: March 30, 1998 Revised: _____

Subject: Community College Faculty Diversity

	<u>Analyst</u>	<u>Staff Director</u>	<u>Reference</u>	<u>Action</u>
1.	<u>White</u>	<u>O'Farrell</u>	<u>ED</u>	<u>Favorable/CS</u>
2.	<u>Woodruff</u>	<u>Smith</u>	<u>WM</u>	<u>Favorable</u>
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____
5.	_____	_____	_____	_____

I. Summary:

This bill would create a fellowship program to increase the representation of ethnic minorities and women employed by Florida community colleges.

This bill amends section 240.498, Florida Statutes.

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 #	Afk-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.

III. Effect of Proposed Changes:

The Committee Substitute would create a faculty diversity program to increase the number of ethnic minorities and women employed by Florida community colleges. It would be administered by the Florida Education Fund and would be limited to a fellowship program funded from moneys appropriated for that purpose.

Criteria for selecting participants would include an assessment of potential for success, merit, financial need, and geographic representation. First preference would be given to candidates who are employed by institutions in which ethnic minorities and women are under represented in faculty and executive-level positions.

The sponsoring community college would agree to continue the fellow on the payroll at full salary and benefits. The Florida Education Fund's Board of Directors would provide financial, academic, and other support to the fellows and would distribute the scholarship funds appropriately between the sponsoring community colleges and the fellows.

IV. Constitutional Issues:

A. Municipality/County Mandates Restrictions:

None.

B. Public Records/Open Meetings Issues:

None.

C. Trust Funds Restrictions:

None.

D. Other Constitutional Issues:

The bill states that the purpose of the program is to address under representation of minorities in community college senior-level positions and to improve the number who hold

degrees that would allow them to enter those positions. This purpose is one of the conditions that has been upheld in court as authorizing such a targeted program under the Constitution.

V. Economic Impact and Fiscal Note:

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

The participants in the program would receive support of various kinds specified by the Board of Directors of the Florida Education Fund. Fellows would receive an unspecified amount of financial support.

C. Government Sector Impact:

The bill does not specify an amount for the fellowships. In general, full support of a doctorate-level fellowship is \$25,000 annually. If the Legislature wished to fund 20 fellowships, \$500,000 would be sufficient.

VI. Technical Deficiencies:

None.

VII. Related Issues:

None.

VIII. Amendments:

None.