

professional degrees. Accordingly, the division calculated that women represent 42.80 percent of all persons in the U.S. holding baccalaureate, masters, doctorate, or professional degrees; African Americans holding these credentials represent 6.07 percent; Hispanics holding these credentials represent 3.37 percent; and other minorities accounted for 5.20 percent of persons holding the requisite credentials.

The division reported that as of fall 2001, women occupy 47.09 percent of the executive, administrative, and managerial positions in the community colleges; African Americans hold 12.62 percent; Hispanics hold 5.71 percent; and other minorities hold 1.43 percent of these senior level positions.

The division reported that as of fall 2001, faculty positions for women represent 50.95 percent, African Americans represent 8.88 percent, Hispanics represent 7.16 percent, and other minorities represent 2.32 percent of all faculty employees.

According to the 2002 Florida Community College System's Annual Equity Progress Report, the following changes were noted from fall 2000 to fall 2001:

Executive, Administrative, and Managerial Positions

- Women increased by 7.5 percent from 400 to 429
- African Americans increased by 5.5 percent from 109 to 115
- Hispanics decreased by 13.3 percent from 60 to 52
- Other Minorities did not change and remained at 13.

Faculty Positions

- Women increased by 2.67 percent from 2,357 to 2,420
- African Americans increased by 0.24 percent from 421 to 422
- Hispanics increased by 7.94 percent from 315 to 340
- Other Minorities increased by 4.76 percent from 105 to 110

Continuing Contracts

- Women decreased by 0.77 percent from 1,693 to 1,680
- African Americans decreased by 5.71 percent from 315 to 297
- Hispanics increased by 4.18 percent from 239 to 249
- Other Minorities increased by 2.67 percent from 75 to 77

The numbers may dramatically change in 2005 when it is expected that 25 percent of the senior-level employees and 15 percent of faculty employees are expected to retire.

III. Effect of Proposed Changes:

The bill clarifies that the goals and objectives to be met in the community college employment equity accountability program for diversity among persons in executive, administrative, managerial, and faculty positions shall be based on meeting or exceeding comparable national standards. Based on the Division of Community Colleges' interpretation of comparable national standards and using the 1990 census figures, the community colleges would have a 42.80 percent goal for women, 6.07 percent goal for African Americans, 3.37 percent goal for Hispanics, and a 5.20 percent goal for other minorities. The community college system currently meets all of the

goals for senior level positions with the exception of other minorities such as Asians, Pacific Islanders, Native Americans, and Alaskans. Individual community colleges may not meet all of the goals and objectives.

This bill requires that the goals and objectives for diversity of community college faculty with continuing contract status must mirror the pool of persons hired in eligible continuing-contract faculty positions four years prior to the goals assessment date. Accordingly, in 2005 the goal for full-time faculty on continuing contract status would be the following: (1) Women occupying 1680 positions or approximately 49 percent of the full-time continuing contract faculty, (2) African Americans occupying 297 positions or approximately nine percent, (3) Hispanics occupying 249 positions or approximately seven percent, and (4) other minorities occupying 77 positions or approximately two percent. It is possible in later years that the mirroring of the prior four years may result in a goal below the national averages.

It should be noted that community colleges are employing a greater number of adjunct faculty in order to meet their faculty needs. These positions would not be classified as full-time continuing contract status.

The bill takes effect upon becoming a law.

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:

None.

C. Government Sector Impact:

Each community college is required to develop a budgetary incentive plan to support and ensure achievement of the equity goals established under s. 1012.86, F.S. Subject to available funding, the Legislature may provide an annual appropriation to the State Board

of Education to be allocated to the community colleges to enhance equity initiatives. The Senate Appropriations Bill does not specifically provide for funding the community college employment equity accountability program.

VI. Technical Deficiencies:

None.

VII. Related Issues:

It is possible in later years that the mirror of positions for the prior four years may fall below the national averages. Accordingly, it may be advisable to designate the mirror for the four prior years for full-time faculty on continuing contracts as the minimum goal.

VIII. Amendments:

None.

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