

# TCCTA MESSENGER

[www.tccta.org](http://www.tccta.org)

A Publication of the TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION

5113 Southwest Parkway, Suite 185 Austin, Texas 78735  
Toll-Free 1-800-288-6850 In Austin (512) 328-2044 Fax (512) 328-1086



DECEMBER 2008

NUMBER 2

Copyright © 2008, Texas Community College Teachers Association. All rights reserved. Permission is granted to reprint articles provided they are reprinted in their entirety and appropriate credit is given to the author and to the TCCTA Messenger. Brief quotations and statistical data may be reproduced provided that the TCCTA Messenger is cited as the source.

## TCCTA Launches Online Faculty Salary Survey

For the second time, the annual TCCTA Survey of Faculty Salaries is offered totally online, allowing more features and information than printed previously in the *Messenger*.

The survey includes the same important data as always, plus responses to many new questions. Most importantly, the 2008-09 survey asked colleges to report supplemental benefits such as release time, sabbatical leave, on-site child care, and paid dependent insurance coverage. College officials had requested this opportunity, allowing their schools to explain benefits that do not lend themselves to quantification and ranking.

The components of the survey can be downloaded and printed conveniently.

TCCTA began conducting the annual Survey of Faculty Salaries in 1976. Since 2002, the association has collected and tabulated salary figures from Texas community colleges using four distinct "ranges," from "lowest quarter" to "highest quarter" paid. The lowest and highest actual salaries for bachelor's, master's, and doctoral degrees are presented for each range.

Ranges were based on the total salary range for each degree, subtracting the lowest salary from the highest, then dividing the result into four equal monetary quarters.

In addition, each school's average salaries are reported and ranked with other colleges in Texas. Significantly, the TCCTA study of full time faculty salaries measures actual salaries paid instead of a sample or hypothetical model.

The study assumes a nine-month contract, with 12-month contracted salaries adjusted accordingly, at 75 percent. Colleges were asked not to include teaching overloads, administrative stipends, or grant-funded positions in their calculations.

The association has been increasingly challenged to report valid salary data, since colleges have adopted widely divergent methods of awarding salaries. Valid comparisons are difficult, since many schools have abandoned schedules showing "steps" at precise educational levels. An unfortunate result of these local changes is that it became impossible to collect accurately the salaries paid to faculty at exact levels of chronological experience holding specific professional degrees or credentials.

In recent years, another problem surfaced as colleges with salary schedules, or tables, showing years of service and educational achievements, failed to provide for advancement on the schedules. Therefore, in practices followed today at many colleges, a faculty member's step placement is no longer equivalent to consecutive years of service.

Members are urged to view the ranking in the context of the entire survey. Factors beyond average salary, including the breakouts into ranges, should be considered in making comparisons. Readers should weigh a host of other factors, such as the "additional" benefits reported by the schools in narrative form. Many of these benefits cannot be measured in dollars and cents. A link providing a "cost of living" calculator is also offered at the site.

Faculty salary studies commonly calculate mean or "average" salaries. Such analyses tend inadvertently to give an advantage to "older" colleges over schools formed more recently, since large numbers of veteran faculty members are found at the higher end of reported earnings. Although the TCCTA study also employs the mean as a measurement tool, it is hoped that, when segregated into four internal "ranges," with designations for academic degrees, the result enables a more valid interpretation than what is otherwise available.

"No study will be perfect for everyone," said TCCTA Executive Director Richard Moore. "But we think this method of calculating and reporting faculty salaries and supplemental benefits allows comparisons to be made with more authority." ☆

*Most importantly, the 2008-09 survey asked colleges to report supplemental benefits such as release time, sabbatical leave, on-site child care, and paid dependent insurance coverage. Visit [www.tccta.org](http://www.tccta.org).*

### Also In This Issue...

State President Revis Bell gives a preview of the coming Legislature—and the 2009 TCCTA Program. .... Page 2

Read Mr. Bell's testimony—and a special message from Beaman Floyd, TCCTA Lobbyist. .... Page 3

"Dr. K" wins Professor of the Year—plus information about the Roundup and Leading from the Middle. .... Page 4

News Briefs and Links. .... Page 5

Get ready for Community College Day at the Capitol, during the annual TCCTA Convention. .... Page 6

Convention Preview is ready for inspection! .....Pages 7-9

Meet the Keynote Speaker—get banquet tickets. .... Page 10

If you have not made your hotel reservation, it's time to get it done. Find out what you need to know! ..... Page 11

The Candidates for TCCTA Executive Committee and online voting information are now available. .... Page 12



A Publication of the  
TEXAS COMMUNITY COLLEGE  
TEACHERS ASSOCIATION

5113 Southwest Parkway  
Suite 185  
Austin, Texas 78735  
Toll-Free 1-800-288-6850  
In Austin (512) 328-2044  
Fax (512) 328-1086  
<http://www.tccta.org>

REVIS BELL  
President

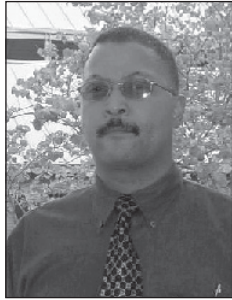


RICHARD MOORE  
Executive Director



TCCTA Messenger (ISSN 1091-398X) is published four times annually, in September, December, January, and April, by the TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735. Annual dues \$45, \$5 of which is for subscription to TCCTA Messenger. TCCTA Messenger is abstracted and indexed in the ERIC monthly abstract journal, Resources in Education. Periodicals Postage Paid at Austin, Texas. POSTMASTER: Send address changes to TCCTA Messenger, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735.

## PRESIDENT'S MESSAGE



As you can see on the opposing page of this issue of the *Messenger*, it has been my privilege to testify before legislative committees, representing our vital interests. Obviously, this is only part of our strategy—which also includes informal visits with lawmakers

by our lobbyist, Beaman Floyd, coordination of efforts with other organizations, and timely communications from our state office to the membership. Also, on February 19, you are invited to come to Austin a bit early for our annual convention to participate in our Community College Day. Volunteers from our Legislative Committee, chaired by Mark Jordan of Odessa College, will be at the Capitol (at 15th and Congress) to hand out material to guide you through face-to-face communications with lawmakers and staffers. TCCTA will provide bus transportation from the headquarters hotel. Check our Web site at [www.tccta.org/convention](http://www.tccta.org/convention) frequently for the latest updates.

Mr. Floyd will be there to provide his wise counsel. You don't have to be an expert to participate, but it would also be helpful to familiarize yourself with the various issues affecting us. A convenient way to do this is to review the "Talking Points" that are organized by subject, and available under "Legislative Resources" on our Web site.

I can't recall a session with more potential problems—and opportunities.

First and foremost, of course, is appropriations. Texas community and technical colleges must have a greater share of state revenue in order to fulfill their mission. It's that simple. You can forget about the goals of the Closing the Gaps initiative without two-year schools, since the vast majority of freshmen and sophomores are enrolled there. Commissioner Paredes and the Coordinating Board have endorsed major increases in funding. Now it's our job to help convey this urgency to the Texas Legislature.

An important component of this effort is to convince senators and representatives that proportionality in funding health benefits is an idea that should be buried for good. I'll let you refer to the "Talking Points" for the details on this complicated issue. We intend to work closely with the Texas Association of Community Colleges to shape new legislation to avoid the crisis atmosphere surrounding Gov. Perry's veto of health insurance funds in 2007. If the "restoration" of the veto taught us anything, it is that policy makers listen when we amplify—

and coordinate—our efforts.

Incentive funding presents abundant challenges. TCCTA does not oppose accountability, transparency, or valid measurement of what we do. We do draw a line, however, when such efforts potentially jeopardize the ability of faculty members to maintain academic integrity and standards in their classes. We will work very hard to convey this message during the forthcoming session.

Those who teach developmental education should pay particular attention these days. Commissioner Paredes has proposed a "complete overhaul" of the way under prepared students are brought up to "college readiness." This initiative potentially affects all course-based developmental instruction in Texas.

There are other issues, of course: retirement security under TRS and ORP, textbook selection, and others that are likely impossible to forecast.

TCCTA will be there, working for you. Please help us by urging colleagues to join the association, staying informed, responding to our e-mail please for help, and attending our annual convention in February—including Community College Day!

### TCCTA Legislative Program 2009

1. Support the funding goals of the Texas Association of Community Colleges, including the New Community College Compact with Texas.
2. Support approaches to incentive funding that are based upon valid measures, recognize the primary role of faculty in upholding academic standards, and do not diminish base formula appropriations or penalize workforce training.
3. Support the Legislature's historical commitment to full participation of community college educators in the Group Benefits Program for state and higher education employees under the Employees Retirement System of Texas, including adjustments for rising costs.
4. Support efforts to improve funding and benefits for community and technical college employees and retirees in TRS and ORP.
5. Support institution-based funding for developmental education while encouraging review and implementation of successful programs.
6. Support efforts to address the cost of textbooks that do not restrict the professional judgment of faculty in selecting academically appropriate materials for students.



## TCCTA President Testifies on Budget

TCCTA President Revis Bell, St. Philip's College, testified October 3 before a joint hearing of the Division of Budget, Planning and Policy of the Office of the Governor and the Legislative Budget Board staff.

The hearing signaled the advent of the appropriations process for the forthcoming Regular Session of the Legislature, which convenes January 13. Mr. Bell addressed a host of funding issues of vital concern to community and technical college educators.

His remarks, in part, are included below:

"On matters of state funding for community colleges, we are in full accord with the Texas Association of Community Colleges. Two-year schools are expected to enroll over 70 percent of new students. They now enroll 75 percent of the state's freshmen and sophomores and 78 percent of minority freshmen and sophomores.

We agree with the Coordinating Board that funding must increase dramatically if community colleges are to achieve state objectives under the Closing the Gaps initiative. Also, the state's financial commitment must rise in order to mitigate the effect of local tuition increases. High tuition hampers community college enrollment, since many of our students are in precarious financial situations.

In terms of Performance Funding, our association welcomes all valid documentation of institutional accountability, such as the measures reported under current law to the Coordinating Board. It is important to note, however, that directing extra revenue to "successful transfers," as well as to degrees and certificates awarded, could inadvertently harm an important mission of two-year colleges, since many students enroll in courses for workforce training only, and return to their jobs with enhanced skills. This role of community colleges should not be penalized.

No one wants students to succeed academically more than faculty. The Coordinating Board's proposal to reward "completers" assumes that a new funding mechanism will create a novel motivation. We see no empirical evidence to suggest such a correlation. If the state wishes to pursue such a course, it should do so carefully and with ample opportunity for all stakeholders to provide insights.

Funding must also be maintained at a robust level for group health benefits for community colleges under the Group Benefits Program with the Employees Retirement System of Texas. We are in complete agreement with the Texas Association of Community Colleges that applying proportionality in funding health insurance would constitute bad public policy. To attract and retain talented faculty, a secure package of health benefits is paramount, and each state dollar lost subtracts from the instructional mission of the school.

Lastly we also believe that—especially in these uncertain financial times—funding for the Optional Retirement Program and Teacher Retirement System should be maintained at the highest level possible. Our association is grateful for the increased level of state funding provided during the 2007 Regular Session. We urge lawmakers to continue the good work on these vital programs." ☆

## "I've Got My Rights!" Let's Use Them

by Beaman Floyd  
TCCTA Lobbyist

With the 81st Legislative Session upon us, those who work in public affairs are gearing up for the long season of public hearings, office walking, elbow throwing in the lobby, and everything else that goes with democracy in our State Capitol. Even now, I'm buying comfortable shoes, shopping for a new phone battery, and preparing for five good hard months of working with policy makers on legislation.

Several issues vital to community college faculty members are already under discussion, including base funding of community colleges, course transfer, employment benefits, instructional materials, and various incentive and efficiency proposals. Certainly, there will be ample need for those comfortable shoes.

Even though the issues are many and serious, they are seldom the first thing I discuss with legislators and staff. Instead, when I walk into a legislative office on behalf of TCCTA, the first things I do is describe TCCTA and its members. I talk about more than sixty years of hard work to improve the community college faculty in our state. I talk about 6,000 voluntary members spread across every legislative district in the state. I talk about our activities, positions on legislation, and communications structure.

When describing TCCTA, I am describing an outstanding grass-roots structure with real experience and expertise in the challenges and opportunities being encountered by community colleges on a daily basis. By being a member of TCCTA, you are exercising both your freedom of speech and freedom of assembly in a very real way. I get to see the initial effect of your exercise of these rights when, as I describe the size and staying power of TCCTA, those I'm speaking with sit up and take notice.

But our visits to the Capitol on your behalf are only a small part of TCCTA's potential. The real power comes when you represent the organization as its constituent members by discussing important issues with your legislators. My best visits start with me mentioning a subject, and a legislator replying that he or she has already learned of the issue from a constituent, allowing us to proceed straight to potential solutions.

One of the best values of TCCTA is in informing you of the issues in real time and helping you make positive contact with policy makers. Please pay attention to the Web site's "News" and Blog entries, as well as any e-mail *Legislative Updates* that come your way. Read the *Guide to Political Participation* under the "Legislative Resources" portion of the site.

And—this is very important—plan to attend the Community College Day event at the Capitol, on February 19. More information is available on page six of this issue of the *Messenger*.

You, in turn, become TCCTA's most valuable resource in affecting public policy at the Capitol by communication with your government and being part of the assembled voice of community colleges. When done well, we get to see democracy at its best, and can say with confidence that not only do we have our rights, we are using them. ☆



For the latest bulletins on the most urgent developments, please visit the "News and Announcements" section of the TCCTA Web site at [www.tccta.org](http://www.tccta.org).

## Tyler Educator Named Professor of the Year



**Manoucher Khosrowshahi**

Manoucher Khosrowshahi, professor of political science at Tyler Junior College, has been named a national Professor of the Year for 2008. Known as “Dr. K” to his students and colleagues, Dr. Khosrowshahi is an active TCCTA member and frequent presenter at association events.

The award is presented by the Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education. Dr. Khosrowshahi was in competition with nearly 300 nominees in the United States.

The U.S. Professors of the Year program salutes the most outstanding undergraduate instructors in the country—those who excel in teaching and positively influence the lives and careers of students.

CASE and the Carnegie Foundation have been partners in offering Professors of the Year since 1981. TIAA-CREF, one of America’s leading financial services organizations, became the primary sponsor for the awards ceremony in 2000. Additional support for the program is received from a number of higher education associations, including Phi Beta Kappa.

This year, there are winners in 44 states, the District of Columbia and Guam. CASE assembled two preliminary panels of judges to select finalists. The Carnegie Foundation then convened the third and final panel, which selected four national winners. CASE and Carnegie select state winners from top entries resulting from the judging process. Dr. Khosrowshahi was selected from faculty members nominated by colleges and universities throughout the country.

The Council for Advancement and Support of Education is the largest international association of education institutions, serving more than 3,400 universities, colleges, schools, and related organizations in 61 countries.

More information on the program is available at [www.usprofessorsoftheyear.org](http://www.usprofessorsoftheyear.org).

## TCCTA Plans Fourth “Leading from the Middle”

Plans are underway for the fourth annual “Leading from the Middle” seminar, directed toward deans, division chairs, and other mid-level administrators—and faculty thinking about moving into such positions.

Topics in the 2008 conference included: “Ethical Leadership and Social Responsibility,” “Using Emotional Intelligence to Navigate Critical and Key Administrator Skills,” “How Texas Works,” “Legal Issues in Higher Education,” and “Programs to Increase Student Participation and Success.”

Educators from community colleges all over Texas participate in the conference, reporting that the sessions are practical and extremely relevant.

“Obviously we have struck a nerve,” said TCCTA Executive Director Richard Moore. “Attendance at the Leading from the Middle seminar confirms that there is a need for such programs.”

The 2009 seminar is tentatively scheduled for July. For details and updates please consult the TCCTA Web site frequently, under “Events,” at [www.tccta.org](http://www.tccta.org).

## Great Teaching Roundup Set for May

Community college faculty members typically come away from the TCCTA Great Teaching Roundup saying it was one of the most rewarding experiences of their careers. Always held in a scenic, laid-back atmosphere, the Roundup is designed by teachers, for teachers. The format is lively and intentionally unstructured, to encourage an honest appraisal of what it means to be an educator.

The dates are May 11-14, at the beautiful Canyon of the Eagles in Burnet, Texas—not far from Austin. Roundup check-in time is 4:00-6:00 p.m. on Monday, May 11. Dinner is served at 6:00 p.m., followed by orientation at 7:30 p.m. Check-out is 11:00 p.m. on Thursday, May 14. Details and registration information are available at [www.tccta.org/roundup](http://www.tccta.org/roundup).

Facilitators this year include: Tim Gill, Tyler Junior College; Helen Jackson, Houston Community College; David Lydic, Austin Community College; and Laurie Passmore, Lone Star College System.

Many schools recognize and reward their distinguished faculty by sponsoring their participation in the Roundup. Likewise, some faculty organizations have used a portion of their budgets to honor a deserving colleague.

“The interaction and learning that occurs at these retreats offers faculty a meaningful respite from the ongoing demands of academic work,” says Terry Mouchayleh, Austin Community College, “as well as a rich mine of ideas and inspiration.”

### United States Postal Service Statement of Ownership, Management, and Circulation (PS Form 3526)

1. Publication Title: TCCTA MESSENGER (ISSN 1091-398X)
  2. Publication No.: 0081-530
  3. Filing Date: Oct. 3, 2008
  4. Issue Frequency: 4 times annually, in Sept., Dec., Jan., and April
  5. No. Issues Published Annually: 4
  6. Annual Subscription Price: \$5.00
  7. Complete Mailing Address of Known Office of Publication: 5113 Southwest Parkway, Suite 185, Austin, Travis County, Texas 78735
  8. Complete Mailing Address of Headquarters of Publisher: 5113 Southwest Parkway, Suite 185, Austin, Texas 78735
  9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor: Publisher: Texas Community College Teachers Association, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735  
Editor and Managing Editor: Richard Moore, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735
  10. Owner: Texas Community College Teachers Association, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735
  11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities: None
  12. The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes: Has Not Changed During Preceding 12 Months
  13. Publication Name: TCCTA MESSENGER
  14. Issue Date for Circulation Data Below: September 2008
  15. Extent and Nature of Circulation
- |  | Average No. Copies Each Issue During Preceding 12 Months | Actual No. Copies of Single Issue Published Nearest to Filing Date |
|--|--|--|
| a. Total No. Copies                          | 6,220  | 6,612  |
| b. Paid Circulation                          |  |  |
| (1) Paid/Requested Outside-County            |  |  |
| Mail Subscriptions                           | 5,779  | 6,370  |
| (2) Paid In-County Subscriptions             | 203  | 218  |
| (3) Sales Through Dealers                    | 0  | 0  |
| (4) Other Classes Mailed                     | 0  | 0  |
| c. Total Paid Circulation                    | 5,982  | 6,588  |
| d. Free Distribution by Mail                 |  |  |
| (1) Outside County                           | 0  | 0  |
| (2) In-County                                | 0  | 0  |
| (3) Other Classes Mailed                     | 0  | 0  |
| e. Free Distrib. Outside the Mail            | 0  | 0  |
| f. Total Free Distribution                   | 0  | 0  |
| g. Total Distribution                        | 5,982  | 6,588  |
| h. Copies Not Distributed                    | 0  | 0  |
| i. Total                                     | 5,982  | 6,588  |
| j. Percent Paid and/or Requested Circulation | 100%   | 100%   |
16. This Statement of Ownership will be printed in the December 2008 issue of this publication.

Opportunities for Professional Development are available on the “Blog” feature and under “Events” on the TCCTA Web site.

# News Briefs and Links

## Faculty-Driven Professional Development Now Online

TCCTA members who have not seen the new, free online resources available through The Network should have a look.

The Network is a powerful, new online resource created for the unique professional development needs of career and technical education faculty, counselors and administrators across Texas. By connecting people to people, institutions, resources and ideas, this visionary site establishes an innovative, centrally located network of past and future professional development programs free of charge. From live training events to on-demand training modules, The Network pulls together programs from across the country in one central, easily accessible clearinghouse for professional development coordinators and faculty. TCCTA helped spearhead the program.

For an overview video, visit [www.txpod.org](http://www.txpod.org).

The first site of its kind nationally, this Perkins-funded project was created with the help of the following partners: Austin Community College, Dallas County Community College District, Lone Star College System, Del Mar College, Midland Community College, the Foundation for Professional Excellence in the Community College, STAR LINK, the Northeast Texas Network (NETnet), the Texas Leadership Alliance, and the Texas Collaborative for Teaching Excellence.

## High Standards Point to Low Attrition

The latest annual Community College Survey of Student Engagement—known as “Cessie”—contains a number of interesting findings. As with all such surveys, it is subject to interpretation, but at least one commentator sees a link between high expectations of student performance and their success in college. There are those, of course, who might posit exactly the opposite.

Kevin Carey, a research and policy manager at Education Sector in Washington, writes in the *Chronicle of Higher Education* (November 28, 2008) that the survey indicates a strong pedagogical advantage in setting standards high:

*Cessie has carefully tracked the progress of thousands of students who took the survey. And there turns out to be a significant, positive relationship between academic challenge and the likelihood of students' getting good grades, earning credits, and graduating—even after controlling for students' income, prior test scores, and other factors. The same is true for things like student-faculty interaction and student support. The more colleges ask of—and give to—students, the better students perform.*

Another interesting quote from Dr. Carey:

*The idea that lots of students are necessarily washing out of college because faculty members are bravely adhering to high standards, come what may, is mostly a myth. Instead, students are leaving because colleges and faculty members don't ask enough, and don't provide the kind of high-quality teaching and support services that students need to meet the challenge.*

## National College “Report Card” Released

A new national “report card” found that high tuition is one of the biggest barriers to higher education in Texas and elsewhere.

Texas and 48 other states received an “F” for college affordability on the report issued by an influential think tank. Only California passed—and then only because the state’s community colleges are relatively inexpensive. And, of course, California is in the midst of a major financial crisis and currently considering tuition hikes statewide.

The report, *Measuring Up 2008: The National Report Card on Higher Education*, is the fifth released since 2000 by the National Center for Public Policy and Higher Education, a nonpartisan organization covered widely in the media. Individual states are rated in five categories, based on their public and private colleges: affordability, preparing students for college, participation rates, college completion rates and the economic benefit derived from the educational level of residents.

Here are the results pertaining to Texas, as summarized by the *Houston Chronicle* (December 3, 2008):

- Affordability: F — Texas families spend 26 percent of income for one year at a four-year public college, even after financial aid. (One state scored higher.)
- Preparation: B — 85 percent of Texans earn a high school diploma or GED by age 24; more than half of high school students take upper-level math and science classes. (Seven states scored higher.)
- Participation: D- — 30 percent of Texans ages 19-24 are in college. (44 states scored higher.)
- Completion: C- — Half of college students earn a bachelor’s degree within six years. (43 states scored higher.)
- Benefits: C+ — Too few Texans have college degrees to provide more than a modest benefit to the economy. (20 states scored higher.)

Source: *National Center on Public Policy and Higher Education*

## TCCTA Launches Social Responsibility Web Project

TCCTA has launched a new feature on its Web site devoted to efforts at social responsibility on campus.

The project focuses on three main issues: Green Building (green campus construction, instructional programs like certificates for LEED building inspectors), Citizen Building (civic engagement, service learning, or community service opportunities that equip students to function as citizens in a democracy), and Bridge Building (diversity programs, international programs, cultural exchange and awareness programs).

As part of this effort, members are invited you to submit information about specific programs and initiatives at each campus. As the association receives submissions, the information will be posted on the site. TCCTA leaders plan to select outstanding examples to acknowledge at the annual convention in February. Visit [www.tccta.org/SR](http://www.tccta.org/SR) for more information.

Stay informed with the

latest developments at

[www.tccta.org](http://www.tccta.org).

# TCCTA Community College Day

State Capitol

Thursday, February 19, 2009

In conjunction with the 62nd Annual convention, TCCTA will sponsor a unique opportunity for community and technical college educators to communicate directly with lawmakers during the crucial 81st Legislative Session.

A chartered bus from the convention site to the Capitol will be provided, from approximately 10:00 a.m. until 4:00 p.m. Those with their own transportation are encouraged to visit the Capitol as well on this day.

Plans are underway for TCCTA volunteers to greet colleagues in the Rotunda area, to distribute ribbons and information for educators to share with representatives, senators, and staffers while visiting their offices.

TCCTA Lobbyist Beaman Floyd will also provide practical advice to members during the event.

More information will be added to the Web site as plans are finalized.

[www.tccta.org](http://www.tccta.org)

*“It’s the model*

*for how such*

*events should be*

*conducted.”*

—TCCTA Lobbyist

*Beaman Floyd*

## Come to the Convention Early!



BEAMAN FLOYD, TCCTA Lobbyist, will provide personal advice to faculty on how best to approach legislators in asking their support for community college issues.



TCCTA will provide bus transportation from the convention site at the Renaissance Austin Hotel. The Legislative Committee will provide information and “Talking Points” for distribution to lawmakers.

# 2009 Convention Preview

## Technology Seminars

The TCCTA Professional Development Committee will sponsor a number of technology seminars in conjunction with the 62nd Annual Convention.

The seminars, which will cover many aspects of the use of new technology in the classroom, are designed to provide practical instruction on the latest teaching innovations. All seminars will be held on Friday afternoon, February 20, at the Renaissance Austin Hotel. No pre-registration or fees are necessary, but seating may be limited.

Room locations will be published in the program, which is distributed at convention registration. Attendees who have laptop computers may wish to bring them for any “hands on” training or software that may be available at some sessions.

### **“Introduction to SoftChalk LessonBuilder”**

**2:30-3:45**

**Presenter:** April Zimmerman, Technical Support Supervisor, Alamo Community College District

Discover the power of SoftChalk LessonBuilder! SoftChalk is an easy-to-use Web lesson editor for which every public, two-year college in Texas holds a perpetual site license. Colleges that didn’t already have a license at the start of this school year were provided one by the Virtual College of Texas. With SoftChalk, you create engaging, interactive Web lessons without knowing any HTML or programming. You spend your time developing content, not learning complex software. And the results are impressive: polished, professional-looking online lessons with interactive learning games, multiple types of questions, pop-up text annotations, friendly navigation, and other student-engaging features.

### **“Millennials: Reaching and Teaching Digital Natives with Web 2.0”**

**2:30-3:45**

**Presenter:** Manoucher R. Khosrowshahi, Professor of Government, Tyler Junior College

The Millennials (born after 1980) are bringing more to the colleges than tattoos, flip flops, low hanging saggy pants that expose body parts or undergarments, iPhones and iPods. They have new ways of learning, communicating, collaborating and getting things done via new technology. This presentation will explore the millennial generation and Web 2.0, identify their unique characteristics, and provide some strategies for teaching and working with these students. Furthermore, we will talk about evolution of Web 2.0, related concepts and technologies, and Web 2.0 applications to teach and reach millennial students.

**Watch for Updates  
on Convention Additions!**  
[www.tccta.org](http://www.tccta.org)  
**Click on “Events”**

### **“The Texas Network for Teaching Excellence in CTE: Everything You’ve Been Looking For—and More!”**

**2:30-3:45**

**Presenters:** Terry Mouchayleh, Director of Professional Development and Evaluation, Austin Community College, Marcos Molina, Technical Support Manager, Fund for Professional Excellence in the Community College, and Richard Moore, Executive Director, Texas Community College Teachers Association

Join this session to learn about this Perkins-funded project, The Network, which is the result of a unique partnership between community colleges, statewide professional development consortia, and TCCTA. Now in its second year, The Network provides online modules, webinars, a portfolio system, a variety of resources, and a robust search function, all at no cost to the user. The session will provide a demonstration of the site content and capabilities.

### **“Hybrid How-To: Effective Strategies for Creating and Enhancing Hybrid Courses”**

**4:00-5:15**

**Presenter:** Carol Barbay, Professor of Psychology, Lamar State College—Port Arthur

Dr. Barbay will discuss recent developments in creating and enhancing hybrid courses. After a brief discussion of hybrid course model designs, the presentation will explore strategies you can take back to campus and use immediately. Whether you are just getting started or looking for ideas to bring your hybrid course up to A+ level, this presentation will offer action ideas that you and your students can use right away.

### **“Introduction to the Dallas Digital Resources Repository”**

**4:00-5:15**

**Presenter:** Becky Stinson, Academic Partnership Manager, LeCroy Center for Educational Telecommunications

Imagine that you have access to 2,500-plus short video clips that can be included in a variety of courses—online, hybrid, or classroom. That’s what the Digital Resources Repository offers—plus more: graphics, interactive tutorials, and other Web-based content. All Texas two-year colleges have access to this repository through a collaborative license provided by the Virtual College of Texas.

### **“Mathematics Software: What’s the Difference?”**

**4:00-5:15**

**Presenter:** Merideth Kolaski, Technical Sales Representative, Hawkes Learning Systems

The need for and use of technology in the classroom has become increasingly prevalent in mathematics courses. But with all the software options available, it can be difficult to determine the differences from one system to another. Hawkes Learning Systems (HLS) is a unique program that stands out from the rest. Not only is it different from any other software system available, it has also been proven to be more effective in helping students learn and retain mathematics skills. Curious about the differences that HLS has to offer? Come and discover how HLS is the perfect technology solution for student success!



TCCTA Technology Seminars

# 2009 Convention Preview

## Seminar to Focus on Legal Issues



Lynn Lieber

In these litigious times when the fear of legal difficulties is paramount for faculty, administrators, and trustees, getting relevant and reliable information is essential. Prevention is the key.

All community and technical college educators will want to attend the TCCTA Professional Development Seminar, on Friday, February 20, at 1:00 p.m. Speaking will be Lynn Lieber, an attorney who specializes in workplace issues.

Ms. Lieber founded Workplace Answers in 1999 to fulfill her goal of providing consistently superior—and scalable—Web-based ethics and compliance training to employees and supervisors across the country and around the world. Workplace Answers is the culmination of her nearly two decades of employment-law practice, and it is the product of her passion for fresh and effective preventive workplace education.

The speaker is a seasoned employment-law attorney and a nationally recognized expert on harassment and discrimination law. As a Partner at Fisher & Phillips and an Associate at Littler Mendelson, she conducted hundreds of in-person training sessions for public and private organizations. She understands the serious and difficult challenges organizations face when they attempt to train what is often a disparate workforce in the absolutes and “gray areas” of ever-evolving local, state and federal guidelines.

Workplace Answers is recognized by California’s Fair Employment and Housing Commission (FEHC) as a leader in the Web-based training field. The FEHC consulted Workplace Answers when it needed information regarding Web-based sexual harassment training, and Ms. Lieber actively participated with the commission in the creation of proposed regulations following the adoption of AB1825 (California Government Code §12950.1). Workplace Answers was one of only two training vendors nationwide asked by the FEHC to provide each commissioner with access to its Web-based harassment course during the drafting of the commission’s regulations.

Workplace Answers’ Web-based *Sexual Harassment Prevention for Supervisors* training course was written by employment lawyers and sexual harassment prevention experts and is fully compliant with the finalized AB 1825 training mandate. This course is also endorsed by Jackson Lewis LLP, a leading employment law firm, who deploys it internally to over six hundred attorneys and supervisory personnel around the country.

Ms. Lieber graduated *cum laude* from the University of the Pacific in California. She earned a J.D. from Santa Clara University School of Law, where she served as the Technical Editor of the Computer and High Technology Law Journal. Lynn joined Littler Mendelson—the nation’s largest employment-law firm—in 1987 and practiced management-side employment law exclusively. Later, as an equity partner with Fisher & Phillips, LLP, she became an expert litigator, bringing dozens of cases to trial. She also gained extensive experience in mediating workplace disputes, as well as serving as an expert witness in sexual harassment cases.

## Emotional Intelligence Forum and Certification Slated

The Institute for Emotional Intelligence invites all TCCTA members to participate in a one-day certification forum on developing emotionally intelligent students, employees, and organizations.

“Building Healthy People, Organizations, and Communities,” will be held Thursday, February 19, from 9:00 a.m. to 4:00 p.m., in conjunction with the TCCTA annual convention at the Renaissance Austin Hotel.

Established in 2004, the annual Institute for Emotional Intelligence provides opportunities for educators, researchers, practitioners, and leaders to share research and practical applications in emotional intelligence (EI) for primary-secondary education, higher education, and business, government, or organizational settings. This one day pre-conference certification opportunity is also offered to foster study of the *Education and Transformational Theory of EI* with its authors, Darwin Nelson and Gary Low.

## Special Meetings Join TCCTA Annual Convention

Many organizations consisting of community and technical college educators hold meetings in conjunction with the TCCTA annual convention. The following is a list of those groups (in alphabetical order) that have made arrangements so far. For a complete menu, including any recent changes or additions, please visit the “Events” section of the TCCTA Web site, under “Annual Convention.”

Room assignments will be listed in the official convention program, available at registration.

- Foundation for Professional Excellence in the Community College Board Meeting—Saturday, February 21, 9:00 a.m.–12:00 p.m.
- Junior/Community College Student Personnel Association of Texas (J/CCSPAT) Executive Committee Meeting—Thursday, February 19, 10:00 a.m. - 3:00 p.m.—LaRonda Ashford, President
- Phi Theta Kappa Reception for Advisors—Friday, February 20, 4:00–5:15 p.m.—Mary Hood, Coordinator
- Texas Common Course Numbering System Board Meeting—Friday, February 20, 1:00-5:00 p.m.—William Fannin, Chair
- Texas Mathematical Association of Two-Year Colleges (TexMATYXC) Board Meeting—Friday, February 20, 7:30 - 9:30 a.m.—Paula Wilhite, President
- Texas Organization for Associate Degree Nursing (TOADN) Board Meeting—Wednesday, February 18, 1:00-5:00 p.m.—Bonnie Higgins, President
- Two-Year College English Association-Southwest Board Meeting—Saturday, February 21, 10:30-11:45 a.m.—Joan Mathis, Chair

Updates and any changes

will be posted online.

Click on “Events” at

[www.tccta.org](http://www.tccta.org).

# 2009 Convention Preview

## Virtual College of Texas to Discuss New Directions

At 11:00 a.m., on Thursday, February 19, an important session in conjunction with the TCCTA annual convention will provide an update on current activities by the Virtual College of Texas, plus a discussion of future aspirations by the agency to support the Texas Student Success Initiative.

According to Ron Thomson, VCT director, "The Virtual College of Texas is typically thought of as the place to go when students need courses that aren't available at the home college. This VCT mission to enhance access to higher education continues—and it has also evolved. The mission now includes increasing student success."

He adds: "To address this new mission element, VCT is using the power of collaboration to negotiate state licenses to Web-based services that support the two important pillars of student success: courses and student support."

To date, VCT has provided statewide, collaborative licenses for:

- *READI* (a tool for assessing readiness for distance learning).
- *SoftChalk* (a powerful, instructor-friendly online lesson builder).
- Dallas Telelearning's Digital Resource Repository (2,500+ short video clips from Telelearning-produced telecourses, plus more than 1,500 learning objects from other sources).

Presenters will include director Thomson and Lee Sloan, chair of the Texas Two-Year College eLearning Council, and dean of business, professional and technology education at Del Mar College.

Additional features are currently being arranged or are under consideration. Members are urged to attend this session for a complete overview.

## Faculty Senate "Best Practices" Session Planned

Faculty organizations are very effective on many campuses, but less so on others. One of the most popular sessions at TCCTA conferences has consistently involved faculty leaders in consultation with each other on Best Practices.

These interactive sessions are designed by faculty, for faculty, and moderated by faculty. All members are invited to attend and participate.

## GIFTS Sessions Slated for Friday Morning

The Great Ideas for Teaching Students (GIFTS) Sessions are now a popular fixture of the annual TCCTA convention. These brief ten-minute workshops are presented by campus practitioners, allowing faculty members an eclectic menu of programs to sample during a brief period of time.

The GIFTS will be presented at 8:00 a.m., on Friday, February 20, at the Renaissance Austin Hotel.

## Section Programs Now Online

The list grows daily for over 100 discipline-specific section programs at the TCCTA annual convention in Austin. These sessions are the backbone of the convention for faculty members—offering valuable professional development at a fraction of the cost of similar programs nationwide. The list of meetings finalized so far is available at [www.tccta.org/convention](http://www.tccta.org/convention).

## Financial Planning Sessions Needed Now More than Ever

TCCTA members, whether they have chosen TRS or ORP as their retirement plan will want to attend the Financial Planning Seminars at this year's convention in Austin.

On Friday, February 20, at 8:00 a.m., a representative from the Social Security Administration will discuss recent developments, as well as the Government Pension Offset and Windfall Elimination Provision.

Later that day, at 1:00 p.m., members will learn about "TRS, ORP, Social Security and 403-b (TSA)" with financial advisors Jay Allen Finn and Tim Webster. Mr. Finn is a Certified Public Accountant and former IRS agent.

According to the speakers, they will explore "How to invest your ORP, Partial Lump Sum and 403(b) with current maximums to maximize your nest egg utilizing a proven approach for retirement planning, including the most important changes to 403(b) in 50 years."

## TCCTA Committees to Meet

Most TCCTA committees will hold their customary pre-convention meetings on Thursday afternoon, February 19, in conjunction with the annual convention at the Renaissance Austin Hotel. Details concerning each meeting will be distributed by the chairs of the committees.

The Foundation for Professional Excellence in the Community College board will meet at 9:00 a.m., Saturday, February 21.

## Resolutions Committee Invites Suggestions

The TCCTA Resolutions Committee invites individual members and campus faculty organizations to submit ideas and suggestions for proposed resolutions to be considered at the 2009 convention at the Renaissance Austin Hotel.

Suggestions should be received soon, so the committee can give ample consideration to the proposals prior to the annual convention. In the meeting, set for February 19, priority consideration will be given to proposals submitted in advance. Proposals should be sent to:

TCCTA Resolutions Committee  
5113 Southwest Parkway  
Suite 185  
Austin, Texas 78735

**The TCCTA annual convention offers quality professional development at a fraction of the cost of other conferences in the United States.**

**Noted Digital “Guru,” Professor, Author, and  
Humorist to Present Keynote Address**



**David  
Weinberger**

The banquet  
begins at 6:30 p. m.  
The General Session  
begins at 7:15.

TCCTA members are urged to make a special effort to attend the general session and banquet at the 62nd Annual State Convention at the Renaissance Austin Hotel.

Speaking will be David Weinberger, a Fellow at the Berkman Center for Internet and Society at Harvard University.

Dr. Weinberger began his career in the late ‘70s teaching philosophy at New Jersey’s Stockton State College for five years. He holds a Ph.D. in philosophy from the University of Toronto. While teaching he maintained his steady freelance writing of humor, reviews, and intellectual and academic articles, publishing in places as diverse as the *New York Times*, *Harvard Business Review*, *Smithsonian*, *Alfred Hitchcock’s Mystery Magazine*, and *TV Guide*.

In 1985 he became a junior marketing staffer at *Interleaf*, an innovative start-up with new ideas on how to create and structure documents. Dr. Weinberger next founded the one-person strategic marketing company, Evident Marketing. In late 1995, he joined Open Text. After helping to take the company public, he returned to consulting, writing and speaking. In 2000, he co-authored *The Cluetrain Manifesto*, which became a national best-seller. In 2002 he published *Small Pieces Loosely Joined* to enthusiastic reviews, followed by *Everything Is Miscellaneous: The Power of the New Digital Disorder*. Dr. Weinberger currently “writes too much,” including Weblogs and articles for *Wired*, *Salon*, *USAToday*, *Harvard Business Review*.

Commenting about his remarks at the TCCTA convention, Dr. Weinberger writes: “As the Internet connects ideas to ideas, and people to people, the riverbanks of knowledge are overflowing. That abundance is changing the nature of knowledge itself. Our old assumptions—that knowledge is a mental content, that it is singular and unchanging, that it is ever certain and done—are reflections of the paper-based media by which we have communicated and preserved knowledge. The digitizing of information is undoing each one of these assumptions. Knowledge is becoming social. Transparency is functionally replacing objectivity in many instances. Knowledge has outstripped the reach of experts. This new ecology demands new skills and new models of thought, sociality, and learning.”

Tickets for the Thursday banquet may be ordered using the form below. Only current TCCTA members may order tickets. Tickets will be held at the convention desk, attached to the member’s registration card. Other important information is included on the form below. Seating will be available for those who are unable to attend the banquet but wish to attend the general session, which will begin at 7:15 p.m.

**REQUEST FOR BANQUET TICKETS**

Please reserve \_\_\_\_\_ ticket(s) at \$35 each for the TCCTA banquet scheduled for 6:30 p.m., Thursday, February 19, 2009, at the Renaissance Austin Hotel.

- My check in the amount of \$\_\_\_\_\_, payable to TCCTA, is enclosed.
- Please charge my credit card in the amount of \$\_\_\_\_\_.
- MasterCard     Visa    Account Number \_\_\_\_\_ Expires \_\_\_\_/\_\_\_\_

I understand that full refunds will be made if reservations are cancelled before 12:00 Noon, Friday, February 13, and that no refund will be made for reservations cancelled after that time. (Banquet tickets are transferrable.)

PRINT NAME: \_\_\_\_\_

COLLEGE: \_\_\_\_\_

**Ticket(s) will be held at the convention registration desk under your name.**

*NOTE: TICKET ORDER SHOULD BE RECEIVED IN STATE OFFICE BY FEB. 13 TO ALLOW TIME FOR PROCESSING. MAIL TO: TCCTA, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735. (If paying by credit card, you may fax the form to Area Code 512, 328-1086.)*

# AUSTIN IS AWESOME

Shop The Arboretum at Great Hills, featuring over 40 of Austin's finest shops and restaurants in a relaxed outdoor environment. You'll love the tranquility of the surrounding landscape and sculptures as you stroll from store to store. The Arboretum at Great Hills offers great shopping in a beautiful environment!

## ATTRACTIONS AT THE ARBORETUM

### Restaurants

Cozymel's  
Dan McCluskey's  
T.G.I. Friday's  
Macaroni Grill  
The Cheesecake Factory  
Wiki Wiki Teriyaki

### Specialty Shops

Bath & Body Works  
Pottery Barn  
Sharper Image  
Salon 505 The Day Spa

### Fashions

Ahead of the Curve  
April Cornell  
Banana Republic  
C. Kirk Root Designs  
Chico's  
Express  
Gap  
GapKids  
Gymboree  
Jos. A. Bank  
Just Add Water  
Mimi Maternity  
St. Thomas  
Tommy Bahama  
Victoria's Secret  
Victoria's Secret Beauty  
Zoltan David Jewelry Gallery

## RESTAURANT GUIDE

- ★ - INEXPENSIVE
- ★★ - MODERATE
- ★★★ - EXPENSIVE

### — ARBORETUM AREA —

Z Tejas Grill ★★  
Southwestern  
9400 Arboretum Blvd  
(512) 346-3506

Brick Oven ★  
Italian  
10710 Research Boulevard  
(512) 345-6181

### — DOWNTOWN —

La Taverna ★★  
Italian  
258 E. Second  
(512) 477-1001

Driskill Grill ★★ ★  
American  
604 Brazos  
(512) 474-5911

Scholz Garten ★  
German, Hamburgers, Barbecue  
1607 San Jacinto Boulevard  
(512) 474-1958

Shoreline Grill ★★ ★  
Seafood  
1st and San Jacinto Streets  
(512) 477-3300

Threadgill's ★  
Home Cooking  
301 West Riverside Drive  
(512) 472-9304



## TCCTA CONVENTION HEADQUARTERS HOTEL SOLD OUT

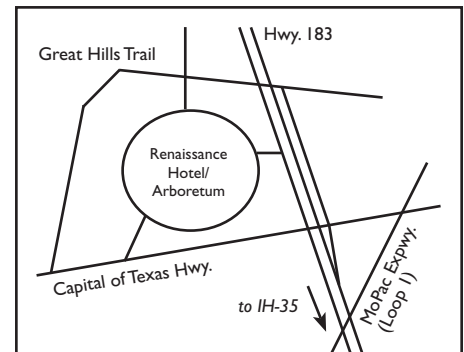
## HOTEL UPDATE

TCCTA members planning to attend the 61st Annual Convention, February 19-21, 2009, at the Renaissance Austin Hotel, are urged to reserve accommodations near the site immediately.

**PLEASE NOTE:** *The block of rooms reserved for the TCCTA Convention at the Renaissance Hotel has been filled.*

TCCTA has arranged for quality hotel space nearby at very favorable rates. These hotels may be contacted by visiting the TCCTA Web site, at [www.tccta.org/convention](http://www.tccta.org/convention). Transportation to the convention site from the "overflow" hotels will be provided.

With the exception of a few special functions, all TCCTA convention activities will be held at the Renaissance Hotel.



*The Renaissance Hotel is located in the Arboretum shopping complex, in northwest Austin, near the intersection of U.S. Highway 183 and Capital of Texas Highway.*

# Candidates Announced For 2009-10

for President-Elect



**Fred G. Newbury**  
Richland College

for Vice President



**Annie J. Benifield**  
Lone Star College-  
Tomball

for Secretary



**B. Jane England**  
North Central Texas  
College

for Treasurer



**Carol A. Lowe**  
McLennan Community  
College

Paula A. Wilhite, Northeast Texas Community College, chair of the TCCTA Nominating Committee, has announced the names of candidates for state office for 2009-10.

Nominated for the office of president-elect was Fred G. Newbury. He has taught economics at Richland College for 34 years.

Annie J. Benifield was nominated for the office of vice president. She has taught political science at Lone Star College-Tomball for ten years.

B. Jane England was nominated for the

office of secretary. She has taught in the department of social sciences at North Central Texas College for 26 years.

Carol A. Lowe was nominated for the office of treasurer. She has taught English at McLennan Community College for 26 years.

Detailed background information and platform statements from the candidates will appear in the convention issue of the *Messenger* and are now available on the TCCTA Web site at [www.tccta.org](http://www.tccta.org). Under provisions of the TCCTA bylaws, candidates could have been nominated by petitions. The

December 1 deadline for "nominations-by-petition" passed with no filed petitions.

The bylaws provide that candidates may also be nominated from the floor during the general session of the TCCTA annual convention, scheduled to begin at 7:15 p.m., Thursday, February 19, at the Renaissance Austin Hotel.

Members of the Nominating Committee this year also include: Larry C. Allen, Panola College; Brian K. Dille, Odessa College; Judy S. Hart, Frank Phillips College; and Lola A. King, Trinity Valley Community College. ☆

## Members Encouraged to Vote Using Online Balloting System

Pursuant to 2004 amendments to the TCCTA bylaws, Executive Committee elections will be conducted online. Members are allowed to vote at their convenience using the Internet.

No paper absentee ballots or mailing will be necessary.

A computer will be provided at the convention, on Friday, February 20, at the Renaissance Austin Hotel, from 8:00 a.m., until 5:00 p.m., for professional members who have not had the opportunity to vote.

To tabulate the results and guarantee

security and confidentiality, TCCTA has contracted with *Harris Connect*, a company with vast experience in providing secure communications and data collection. Professional members will vote using their name, college, and e-mail addresses.

Under provisions of the TCCTA bylaws, candidates could have been nominated by petitions. The December 1 deadline for "nominations-by-petition" passed with no petitions being filed, according to Paula A. Wilhite, Northeast Texas Community College, chair of the Nominating Committee.

Provision is made also in the TCCTA

bylaws for candidates to be nominated from the floor during the general session of the convention, scheduled to begin at 6:30 p.m., Thursday, February 19.

Only professional members are eligible to vote in the election. Voting privileges are not extended to associate, student, and unaffiliated members under the bylaws.

To vote at the secure site, visit [www.tccta.org](http://www.tccta.org), under "News/Announcements" and follow the instructions. Background information, photographs, and platform statements are provided at the site. This material will also be published in the convention issue of the *Messenger*.