

TCCTA MESSENGER

A Publication of the TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION

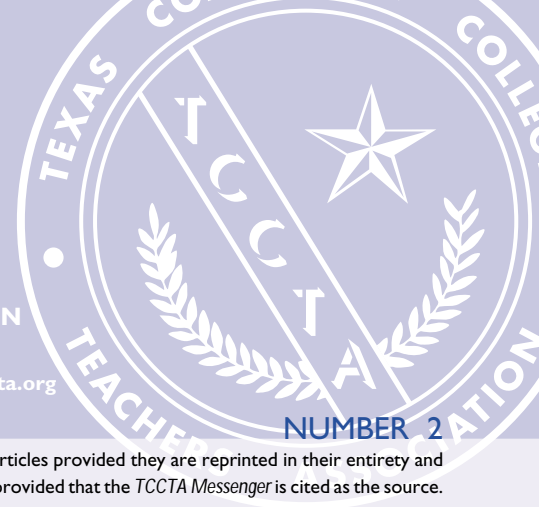
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Salary Study Reflects State Budget Crunch

The TCCTA annual survey of faculty salaries is in its second year of transformation.

After extensive consultation with members and other authorities from around the state, TCCTA leaders in 2002 decided to change the way comparative salary information is gathered and presented by the association. The survey has been reformulated using a different statistical framework and appears on page ten of this issue of the *Messenger*.

The study also appears in a Web-based version using Excel format, allowing members to make selective comparisons and calculations online.

TCCTA 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.

In addition, each school’s average salaries are reported and ranked with other colleges in Texas. Significantly, this 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.

Over the years, the association has been increasingly challenged to report valid salary data, since colleges have adopted widely divergent methods of calculating and awarding faculty salaries. Mean-

ingful studies and realistic comparisons among the colleges have become difficult as well, since many schools have abandoned traditional schedules showing experience “steps” at precise educational levels. An unfortunate result of these local policy changes is that it becomes impossible to determine 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 that employ faculty 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 several colleges, a faculty member’s step placement is no longer equivalent to consecutive years of service.

In the 2001 survey, for instance, 12 of the 50 schools surveyed reported no “fixed” schedule of automatic increases based on years of service. Consequently, those wishing to make comparisons were compelled to do so with almost a quarter of the colleges “missing” from the study. By contrast, the new TCCTA analysis reports salary figures from a far greater number of schools.

Faculty salary studies commonly report 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 salary schedules. Although the TCCTA study also employs the mean as a measurement tool, it is hoped that, when segregated into four internal “ranges,” with accompanying designations for academic degrees, the information will enable 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 will allow comparisons to be made with more authority. The previous method worked well for many years, but we became convinced that a new approach was necessary.”

A discussion of supplemental benefits is on page three. The TCCTA survey on the use and compensation of part-time instructors is on page 12. ☆

See the TCCTA

Web site at

“Publications”

for the salary study

in Excel format.

www.tccta.org

SALARY INCREASES LAG BEHIND CONSUMER PRICE INDEX

The table below shows the changes in purchasing power for Texas community college teachers, as reflected by the average faculty salaries reported in the TCCTA survey.

The national inflation rate is based on an increase in the Consumer Price Index of 1.8 percent for 2003 over 2002, as projected in December by the U.S. Bureau of Labor Statistics.

State Average Reported Faculty Salaries		Rate of Change	
2002-2003	2003-2004	Salary Increase	CPI Increase
\$42,798	\$43,535	1.72%	1.80%

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PRESIDENT'S MESSAGE



In an earlier message to you, I promised:

"TCCTA will not allow the current budget crisis to stifle our fundamental activities."

Sometimes life makes it impossible to keep all our promises, but in this case I am pleased to announce that we are proudly "Facing the Future...Together," as our theme for this year proclaims.

I'll have more to say about the annual convention in the next issue of the *Messenger*, but I can't resist urging you to visit the TCCTA Web site (www.tccta.org) for the latest information about this vital and unique gathering of community and technical college educators. Join us in Fort Worth!

As a matter of fact, the Web site is an excellent place to explore many activities of our great association. A new feature is the "Digest" section—a valuable and entertaining source of news for two-year college professionals. Let me urge you also to contribute to the "Forum" feature, which allows statewide digital "conversations" with colleagues on professional development, college governance, and legislative issues.

Our new Foundation for Excellence in the Community College recently applied for its first grant to provide professional development programs for educators all over Texas—programs that may go well beyond anything TCCTA has ever attempted before. For this progress, we are indebted to the hard work and skill of our Foundation board, especially Patsy Lemaster of Amarillo College and Mike Clark of Kingwood College.

Thanks to the Professional Development Committee, the Fall Conference for Faculty Leaders in October was a huge success. Attendees went back to their campuses with a wealth of information on funding issues, *Closing the Gaps*, faculty rights and responsibilities, and the recent turbulent changes in health insurance. As usual, our lobbyist Beaman Floyd was a big hit, as he related the practical side of political activism. We plan to enhance our combined efforts even more, prior to the next regular session of the Legislature.

The state office is engaged in negotiating contracts with companies to offer discount purchasing of equipment and technology for our colleges. Adobe, Epson, and *Turnitin.com* corporations are now on board, with more to follow. Thanks to the Membership Services Committee, we are now offering a whole range of new services, including the Educator's Auto Network, which is our most recent success in utilizing the "collective" power of the marketplace to our common advantage.

This is just the beginning. Join us as we "Face the Future...Together."

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 Fort Worth Convention Center.

Details concerning each meeting will be distributed by the chairs of the committees.

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 2004 convention at the Fort Worth Convention Center.

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:

Brian K. Dille
 TCCTA Resolutions Committee Chair
 Odessa College
 201 West University Boulevard
 Odessa, Texas 79764

EDITORIAL POLICY

1. The *TCCTA Messenger* provides a forum for TCCTA members to address professional issues and subjects of interest to educators in the two-year college. Prospective authors are invited to submit articles dealing with the theory, practice, history, and politics of two-year colleges in Texas. Topics should be of general interest to members and not limited to a single teaching discipline. Articles normally should be six to ten typed, double-spaced pages.

2. Longer articles may be published when their substance and likely reader-interest justify greater length. Shorter pieces of one to two pages intended as guest editorials, letters to the editor, or personal perspectives on problems, issues, or concepts related to the two-year college are also accepted. No excerpts from grant proposals, dissertations, theses, or research papers written for course work should be submitted.

3. Submissions should be original (not previously published or being considered for publication). Authors should limit the use of specialized terminology. Authors' names and titles of key sources should be included within the text, with page numbers in parentheses. The editor reserves the right to edit submissions so that their usage conforms with the editorial practices of the *Messenger*. Publicity accorded to a particular point of view does not imply endorsement by TCCTA, except in announcement of policy, when such endorsement is specified clearly.

4. Submissions are reviewed by an editorial review board, though the editor maintains responsibility for final selection. An author should send a high-contrast original of the manuscript with the author's name only on a separate cover sheet.

5. Articles published in the *Messenger* may be reproduced provided they are reprinted in their entirety and that 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.

6. Manuscripts should be sent to: Chair, TCCTA Publications Committee, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735. Authors should retain copies of their manuscripts for their files.



COLLEGES PROVIDE ADDITIONAL BENEFITS

An important—and often overlooked—benefit provided employees at many Texas community colleges is Social Security coverage under the Federal Insurance Contributions Act (FICA).

Employees at the remaining public community college districts “elected” years ago not to participate in the Social Security program, when participation was optional for governmental entities covered by other pension plans.

“Old age, survivors, and disability” insurance is financed by a Social Security tax of 12.4 percent of compensation up to a wage base of \$87,900 in 2004. One-half of the tax (6.2 percent) is withheld from each employee’s pay, with the college contributing the remaining 6.2 percent. The employer’s Social Security tax for an employee earning \$50,000 is \$3,100, for example. Hence the benefit becomes a substantial budget item, both for colleges and for employees experiencing the reduction in take-home pay.

Based on reports from the schools, the following colleges provide Social Security coverage for their employees:

- Alamo Community College
- Blinn College
- Del Mar College
- Galveston College
- Grayson County College
- Howard College
- Lee College
- Odessa College
- Panola College
- Paris Junior College
- South Plains College
- South Texas Community College
- Tarrant County College
- Temple College
- Texas Southmost College
- Trinity Valley Community College
- The Victoria College
- Wharton County Junior College

At six colleges, employees participate in private pension plans in lieu of Social Security. Those schools and the contribution rates are listed below:

- Amarillo College (9.15%)
- Central Texas College (7%)
- Frank Phillips College (1-4% matching)
- Midland College (7%)
- Navarro College (8%)
- Western Texas College (to 3% of base salary)

College contributions to Social Security and to other retirement plans besides the state’s Teacher Retirement System and the Optional Retirement Program, while representing a significant financial commitment on the part of the employing institutions, are not factored in the salaries and ranking reported in this issue of the *Messenger*. ☆

48 COLLEGES SUPPLEMENT ORP CONTRIBUTIONS

Forty-eight community college districts are supplementing state contributions to employees’ Optional Retirement Programs this year.

In 1991, the Legislature reduced the state’s ORP contribution from 8.5 percent to 7.31 percent, but authorized colleges to use “local and other funds” to make up the 1.19 percent to bring the total state-employer contribution rate to 8.5 percent.

In the 1995 legislative session, the state ORP contribution rate was lowered to 6 percent, but an additional 1.31 percent was appropriated for employees hired prior to September 1, 1995, in effect continuing the state contribution rate at 7.31 percent for these employees.

Since 1997 the Legislature has funded the state contribution rate at 6 percent and appropriated additional funds to the colleges and universities to offset a 1.31 percent local supplement to the ORP contribution (for employees hired prior to September 1, 1995). However, although money for the ORP supplement is included in the institutions’ state appropriations, there is no mandate that the funds be used for this purpose.

The state’s four-year and upper-level colleges and universities (including the health science centers and medical schools) provide the combined 2.5 percent ORP supplement for eligible (pre-September 1, 1995) employees. All components of the Texas State Technical College also provide the 2.5 percent supplement.

Most eligible community college participants in ORP (see the lists below) receive a supplement from their colleges as well, along with a variety of local options and programs.

It is unclear how educators hired since 1995 will be helped by a new statute affecting all of Texas higher education, HB 264, passed by the Legislature during its most recent regular session. The new law took effect September 1, undoubtedly after schools had formulated their budgets for the school year. The law allows, but does not require, institutional supplements to 8.5 percent for those hired since September 1, 1995. Importantly, no state revenue was appropriated to directly pay for these contributions.

TCCTA plans to include this new factor in future surveys.

The following community college districts pay 2.5 percent ORP supplements for eligible employees:

- Alamo Community College
- Alvin Community College
- †Angelina College
- Austin Community College
- Blinn College
- Central Texas College
- College of the Mainland
- Collin County Community College
- Dallas County Community College
- Del Mar College
- El Paso Community College
- Galveston College
- Hill College
- Lee College
- McLennan Community College
- *Navarro College
- North Central Texas College
- North Harris Montgomery Community College
- Northeast Texas Community College
- Panola College
- San Jacinto College
- South Texas Community College
- Tarrant County College
- Texarkana College
- Texas Southmost College
- Trinity Valley Community College
- Tyler Junior College
- *The Victoria College
- Wharton County Junior College

(Navarro College and The Victoria College pay the 2.5 percent differential for employees hired prior to Sept. 1, 1991.

†Angelina College pays the 2.5 percent differential for employees hired prior to Sept. 1, 1993.)

The following districts supplement the state’s ORP contribution by 1.31 percent for employees hired prior to Sept. 1, 1995:

- Amarillo College
- Brazosport College
- Clarendon College
- Grayson County College
- Houston Community College
- Howard College
- Kilgore College
- Midland College
- Odessa College
- Paris Junior College
- Ranger College
- South Plains College
- Southwest Texas Junior College
- *Temple College
- Vernon College
- Weatherford College
- Western Texas College

(*Temple College raised the rate for all ORP employees this year by 1 percent.)

Two districts do not provide any supplement for employees participating in ORP:

- Cisco Junior College
- Frank Phillips College

These schools previously reported that they elected to use the appropriated 1.31 percent to augment salaries rather than direct those funds to eligible ORP participants, stating that employees desiring to do so could use a portion of their additional income to open individual retirement accounts. ☆

Interim Panel Examines Higher Education

The Joint Interim Committee on Higher Education of the Texas Legislature has begun its work. The committee is charged with evaluating a number of very important policy areas that can affect Texas community and technical colleges, and will issue recommendations before the next general session, which convenes in January, 2005.

Last summer Lt. Gov. David Dewhurst appointed Senators Florence Shapiro (R-Plano), co-chair, Robert Duncan (R-Lubbock), Kip Averitt (R-Waco), Kyle Janek (R-Lake Jackson), Royce West (D-Dallas), and Judith Zaffirini (D-Laredo) to the committee. In addition, House Speaker Tom Craddick appointed State Representatives Geanie Morrison (R-Victoria), co-chair, Tony Goolsby (R-Dallas), Fred Brown (R-College Station), Roberto Gutierrez (D-McAllen), Lois Kolkhorst (R-Brenham) and Sylvester Turner (D-Houston).

Governor Rick Perry in September appointed the four public members. Named to the committee are: Jerry Farrington of Dallas, Martin Basaldua, M.D., of Kingwood, Jodie Lee Jiles of Houston, and Robert W. Shepard of Harlingen. All four appointees either serve, or have previously served, on the Texas Higher Education Coordinating Board.

Jerry Farrington is current chair of the THECB, and chair *emeritus* and board member of Texas Utilities Company.

Martin Basaldua is a physician. His term on THECB expired in August 2003. He is a former member of the North Harris Montgomery Community College District Board of Trustees. Dr. Basaldua formerly attended San Antonio College before earning a bachelor's degree from Trinity University and a medical degree from the University of Texas Health Science Center.

Jodie Lee Jiles is senior vice president for public finance of First Albany Corporation. He is a member of the University of Texas at Austin Development Board and chair of the Houston Community College System Performance Audit Committee.

Robert W. Shepard is board chair of Shepard Walton King Insurance Group and Shepard and Walton Life Insurance Agency. Mr. Shepard also served as a member of THECB until August 2003. He is a past chair of the Pan American University Board of Regents and past president of the University of Texas at Brownsville Development Board. He is a graduate of the University of Texas at Austin.

At its initial meeting on October 23, Sen. Shapiro provided a list of ten "focus areas" for the joint committee's review of higher education. The list includes a number of important issues for community and technical education, including: financial aid, relationships between higher education and public education, workforce development, the Coordinating Board, community relations, and funding formulas.

The scope of this agenda will likely involve all components of the community college mission. Indeed, included in the "official" charges to the committee are the identification of opportunities for

student success, accountability measures, and performance incentives.

At its November 18 meeting, the committee heard testimony on economic and demographic trends. Also, Rey Garcia, executive director of the Texas Association of Community Colleges, told the committee about a new strategic planner, which will use elements from 20 different data bases to allow two-year schools to forecast future demand by occupation, industry, and county. ☆

Turnitin.com Joins TCCTA Discount Program

The Texas Community College Teachers Association has made arrangements with *Turnitin.com* to provide special pricing consideration to two-year colleges in Texas. *Turnitin.com* offers a suite of Web-based services, including a tool for detecting and preventing plagiarism.

Under the Association's special pricing agreement, institutions would receive a 30 percent discount off the regular per-student fee and be allowed unlimited paper submissions, unlimited classes, and unlimited originality reports. This plan also includes unlimited telephone and e-mail help desk support for IT administrators.

Information about this offer is available on the TCCTA Web site, at www.tccta.org, or by contacting Jeff Lorton, at jlorton@turnitin.com, or at (510) 287-9720, ext. 247. Information describing the services is available at www.turnitin.com. ☆

ANNOUNCEMENTS

Call for Papers.

The TCCTA Publications Committee is soliciting articles for possible publication in the *Messenger*. Articles should be of general interest to educators in Texas two-year colleges.

For further information, refer to the Editorial Policy of TCCTA on page 2. Articles should be submitted to:

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

"Members Speak."

TCCTA members are invited to send in comments, suggestions, and opinions for potential publication in the *Messenger*. Letters (or e-mails) should be under 200 words, and may be edited for space and content. Topics should be of general interest and sample letters may be chosen to avoid repetition.

Submissions must be accompanied by the author's name, college, and telephone number or e-mail address, and sent to publications@tccta.org, or by regular mail to: Letters to the Editor, TCCTA *Messenger*
5113 Southwest Parkway
Suite 185
Austin, Texas 78735

The scope of the interim committee's agenda will likely involve all components of the community college mission.

A Pre-Convention Work\$hop on Grant-Writing

**Thursday, Feb. 19, 2004
1:00 – 5:00 p.m.
Room 200
Fort Worth Convention Center**

The Membership Services Committee of TCCTA will sponsor a grant-writing seminar, Thursday, Feb. 19, 2004. Three highly successful grant writers—Lillian Cook, Barbara Buchanan, and Ann Morris, will lead the workshop.

Reservations will be processed on a first-come, first-serve basis. Seating may be limited.

Cost of the seminar:

\$100 per person if paid by Feb. 2

\$125 after Feb. 2

\$150 at the door

This four hour afternoon seminar is designed for those who want training in writing a winning grant proposal. The program includes:

- an overview of identifying funding sources,
- practical tips on writing a good proposal,
- suggestions for writing a budget and implementing a workable evaluation plan,
- handouts including Internet and other resources, as well as helpful instructions on how to get funded.

Time will be also be allotted for questions from the group.

REGISTRATION FOR GRANT-WRITING WORKSHOP

Please reserve _____ ticket(s) at the **above rates** for the TCCTA **Grant-Writing Pre-Conference Workshop** scheduled for 1:00 to 5:00 p.m., Thursday, Feb. 19, 2004, at the Fort Worth Convention Center.

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 ____ / ____

Name _____

College _____

Address _____

City _____ ZIP _____

FAX _____ Phone _____

E-Mail _____

Registration may be accomplished by sending this form by fax to **903-572-6712**, or by mail to:

TCCTA Pre-Conference Grant-Writing Workshops
ATTN: Kevin P. Rose
Northeast Texas Community College
P.O. Box 1307
Mt. Pleasant, TX 75456-1307
College Phone: (903) 572-1911, ext. 360
EMail: krose@ntcc.edu

Full refunds will be made if reservations are cancelled before 12:00 Noon, Friday, Feb. 5.

Grant-Writing Workshop

Fall Conference Highlights



TCCTA President **Lola King**, Trinity Valley Community College–Terrell, and **Peggy Lambert**, Kingwood College, Chair of the Professional Development Committee, make some final preparations for the conference.



Ellen Brennan, San Antonio College, Chair of the TCCTA Nominating Committee, informs the group of deadlines approaching for potential candidates for the Executive Committee.

The TCCTA Fall Conference for Faculty Leaders is an annual event held in Austin.



Frank Hill, TCCTA Attorney, speaks to the group on the “Rights and Responsibilities of Community College Faculty.”



Don Brown, Texas Commissioner of Higher Education (center), **Glenda Barron**, Assistant Commissioner for Community and Technical Colleges (left), and **Lola King**, TCCTA State President, appear before the Conference for Faculty Leaders in Austin.



Ray Hymel, director of government affairs for the Employees Retirement System of Texas, informs conferees about the latest changes in health insurance for community and technical college educators.



TCCTA Membership Committee Chair **Andrea Zabel**, Midland College, addresses the group about the importance of joining and participating in the association. Shown also is **Peggy Lambert**, who chairs the Professional Development Committee.



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Capitol and Campus

by Beaman Floyd
TCCTA Lobbyist



Beaman Floyd speaks to the audience at the TCCTA Fall Conference for Faculty Leaders in October.

To find out "Who represents me?" visit the TCCTA Web site at www.tccta.org under "State Agencies."

I want to concentrate on what is probably the most important—and frustrating—aspect of your professional life today: health insurance. To some of you, the recent session of the Texas Legislature was more than frustrating. It was, and remains, *frightening*.

It's not much help to tell you something you probably already know: The U.S. is in a genuine health insurance crisis. Medical inflation far exceeds the annual rise in the cost of all other commodities. Simultaneously, states—*all states*—have witnessed their source of income (*i.e., tax revenue*) dwindle, while resistance to tax increases has never been stronger. The good news is that the Texas economy seems to be improving and may start to crank out more funds from sales taxes. The bad news is that every cent will be needed (and more), just to pay for "current services."

As I see it, my job as your professional lobbyist is to tell you the truth, and to help you make the best case possible for your interests.

The truth is, the health insurance situation is not going to get better soon. In fact, I fear we haven't seen the worst yet. I fully expect to be "camped out" on this issue for the foreseeable future, and I already spend much of my time at the Capitol these days reminding lawmakers and their staff members of your deep concern on this issue.

Here is how you can help. Get to know your representative and senator. It is a fact of contemporary politics that incumbents almost always win re-election. So perhaps make a personal campaign contribution, however small. And, yes, thank them for their dedication.

TCCTA can provide ample "talking points," including the information on copayment increases found on this page. But more important is the "human face" of politics. If you or your dependents have suffered because of cost increases or the exodus of a medical provider, tell your lawmakers about it—politely and professionally, of course.

TCCTA's theme for this year is great: "*Facing the Future... Together.*" If we keep it in mind, we'll be ready when the Legislature convenes again. ☆

Prescription Copayment Hikes Can Harm Patients

A study released December 4 by the respected *New England Journal of Medicine* suggests that nationwide trends toward raising copayments for prescription drugs can be harmful to the health of patients. When faced with high copayments, many people simply quit taking the medication altogether, according to the study.

As all community and technical college educators are aware, recent budget cuts by the 78th Texas Legislature prompted the Employees Retirement System of Texas to raise copayments for higher education employees and retirees.

The study was conducted by the Harvard Medical School and determined that significant percentages of patients ceased taking medicine for high blood pressure, heartburn, and high cholesterol. These drugs are especially noteworthy since they have been shown to prevent more serious (and presumably more expensive) health problems.

Pharmacological data from Medco Health Solutions (which is also a prescription provider for the Texas Employees Group Benefits Plan under ERS) was used in the study.

The Web site for the *New England Journal of Medicine* is www.nejm.org.

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16. This Statement of Ownership will be printed in the December 2003 issue of this publication.

Financial Planning for Key Life Events

by Cass Grange

Senior Advisor Associate

Lucien, Stirling, and Gray Advisory Group, Inc.

Austin, Texas

Life is an incredible journey—exciting, challenging, stressful, and full of surprises. When you experience a major life event, your financial needs may change. It is important to fully consider how these new opportunities will affect you. How will occasions like birthdays, marriage, or inheritance affect your financial future?

Turning 45

Studies have shown that people can't visualize retirement until they turn 45. That is the time many decide to hire a financial adviser. As children are heading off to college, and people see their own folks struggle with planning issues, most people get serious about their own retirement planning by age 45.

Marriage

Without question, this is one of the most exciting times in your life. You've joined your lives—and your pocketbooks. Though there are not set rules for joining your accounts, it is important that you and your partner come to a mutual agreement about your financial future. Look at how investments will be managed, what assets you each bring to the table and how much debt is involved. You may have had a budget in place for yourself that can now apply to your marriage. Developing a budget as a couple will allow you to make a list of current debts, upcoming purchases and short and long-term needs in order to craft a plan for paying them off and saving towards your goals.

One of the first decisions you will make involves how you will file your taxes—either jointly or separately. Because a married couple's income is combined and treated as one, most are forced into a higher tax bracket. One way to offset the penalty is to take advantage of tax-deferred solutions to help lower your taxable income. It may be helpful to seek out the recommendation of a professional the first time you file your taxes as a married couple. Finally, as you start to merge your finances and set financial goals as a couple, you should keep retirement in mind. Every decision you make will affect when, how, and how well you will retire.

Money is power in a relationship. Working with a planner can defuse some of the tension of negotiating roles in marriage and the budget. Couples who can talk openly about goals and work together are much more successful financially than those locked in power struggles.

Inheritance

Many of you have received or will receive an inheritance at some point in your life. It is estimated that the "Baby Boomers" will inherit approximately \$40 trillion from previous generations.

It is important to decide how you will manage this money in order to get the most benefit from it. You should consider your immediate needs, your approaching needs, and your long-term goals. For some, receiving the inheritance may be the catalyst to evaluating (or re-evaluating) your financial goals, investment style, and risk tolerances.



Inheriting money is very loaded emotionally. Often the money seems to come with guilt or obligation. Many people keep Dad's favorite stock because it was a gift from him and selling it seems somehow disloyal. It is important to recognize that strong feelings come with inherited money. Sometimes it helps to do something meaningful with the money, such as set up a scholarship in Mom's name at her old high school. Another idea is to fund a family reunion, to keep alive the traditions and values the parents espoused.

Before you can decide how you will use, invest, and manage your inheritance, however, you must first consider how the inheritance is structured and how receiving the money will affect you from a financial standpoint. You will need to determine what taxes are associated with your inheritance and how it is packaged or sheltered. In order to access, allocate, and invest the money, you will need to find out what type of funds you have received. I highly recommend that you talk to your financial advisor during this process. Not only can this person help you with the technical aspects in the design of the inheritance, but you can also have a conversation about your concerns and hopes for what this money can accomplish for you and your family.

Major life events compel us to make planning decisions that will influence our financial future. Developing a long-term plan and savings strategy can help minimize the impact of these events as you work towards your retirement goals. It is important to be aware of the monetary and emotional effects that these major events can have on you. I am happy to meet with you to discuss your personal situation and the major events that you are facing. ☆

Cass Grange is a Senior Advisor Associate with Lucien, Stirling & Gray Advisory Group, Inc. She can be reached by phone at (512) 458-2517 or by e-mail at cgrange@lsggroup.com. Please visit www.lsggroup.com for more information.

Ms. Grange was the featured speaker at the Financial Planning Seminar at the 2003 TCCTA convention in Austin.

TEXAS COMMUNITY COLLEGE SURVEY OF FACULTY SALARIES — TEXAS PUBLIC

(SOURCE: Institutional responses)

ACTUAL SALARY —

COLLEGE DISTRICT	TOTAL SALARY RANGE					SALARY RANGE 1									SALARY RANGE 2					
	Total Number of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	AVERAGE ACTUAL SALARY	Rank (1 to 45)	Bachelor's Degree			Master's Degree			Doctoral Degree			Bachelor's Degree			Master's Degree		
						LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty
Alamo Community College Dist.	850	32,256	70,344	46,932	9	32,256	33,426	3	34,596	42,156	250	39,996	48,420	37	34,011	35,766	12	44,712		
Alvin Community College	90	33,330	52,674	45,181	19	—	—	—	33,330	39,832	23	—	—	—	—	—	—	40,391		
Amarillo College	223	30,510	57,083	42,478	30	30,510	34,050	6	35,079	39,971	41	42,075	45,032	7	34,758	35,824	6	39,997		
Angelina College	113	32,376	58,380	45,378	18	32,376	33,564	5	33,204	39,084	32	42,983	45,984	6	35,328	35,904	3	39,492		
Austin Community College	418	36,329	69,540	53,707	2	36,329	42,504	8	37,608	44,154	43	44,204	44,204	1	49,635	49,635	2	44,824		
Blinn College	260	30,000	60,274	41,410	32	30,000	31,500	12	34,100	39,752	106	39,900	44,850	37	32,400	33,775	5	39,975		
Brazosport College	58	36,301	65,503	46,696	10	38,500	40,840	4	36,301	42,072	10	—	—	—	—	—	—	39,249		
Cisco Junior College	65	29,223	47,394	34,372	44	29,223	32,573	13	29,223	33,634	23	33,746	33,746	1	37,208	37,208	1	33,801		
Clarendon College	30	30,150	45,882	36,817	42	—	—	—	30,150	33,953	8	—	—	0	—	—	—	34,254		
College of the Mainland	84	34,208	87,084	50,843	4	—	—	—	34,208	36,827	14	—	—	—	—	—	—	37,034		
Collin Co. Comm. College Dist.	200	33,250	69,521	46,269	12	34,125	41,919	4	33,250	41,711	49	38,885	41,840	13	42,926	49,575	5	42,371		
Dallas Co. Comm. College Dist.	680	38,026	77,090	55,589	1	—	—	—	38,026	46,725	216	44,169	52,075	33	—	—	—	46,863		
Del Mar College	285	34,240	59,818	48,079	7	34,240	35,965	8	36,211	40,263	51	41,245	53,045	14	36,043	38,610	8	40,581		
El Paso Community College	347	34,672	76,647	45,732	17	34,678	37,537	8	34,672	39,827	78	40,671	45,803	17	39,053	43,980	5	40,624		
Frank Phillips College	29	25,921	55,294	35,264	43	25,921	27,000	2	27,350	29,542	5	40,209	40,209	1	31,500	31,500	1	29,949		
Galveston College	51	30,704	61,761	46,262	13	30,704	34,631	3	35,795	38,242	4	40,186	41,401	2	—	—	—	38,879		
Grayson County College	80	31,038	56,695	43,843	21	32,191	32,191	1	31,039	36,045	3	33,742	39,336	2	36,045	37,769	3	37,769		
Hill College	57	31,827	53,941	42,884	26	31,941	33,622	7	32,563	37,908	19	40,767	43,191	1	33,623	35,303	1	37,909		
Houston Comm. Coll. System	772	31,410	83,335	49,643	5	31,410	39,984	54	35,100	39,938	156	40,140	42,172	6	40,676	45,592	26	40,107		
Howard College	124	26,396	52,796	40,754	35	29,760	32,539	15	30,807	35,903	25	42,091	42,091	1	33,002	35,319	12	36,366		
Kilgore College	136	30,155	54,140	39,731	37	30,155	32,755	6	31,100	36,893	23	36,210	38,485	4	33,430	34,755	5	37,003		
Lee College	155	34,397	64,622	46,451	11	34,397	39,053	11	35,061	39,719	23	—	—	—	40,464	42,702	2	40,463		
McLennan Community College	159	32,657	61,330	48,420	6	35,327	36,498	4	32,657	43,955	27	40,522	50,055	6	37,235	38,890	4	44,078		
Midland College	115	32,508	60,525	43,760	22	32,508	37,093	14	34,182	38,590	6	40,074	44,148	3	39,200	41,250	13	39,861		
Navarro College	97	29,974	52,357	40,976	33	29,974	32,258	2	31,758	36,181	10	39,807	42,945	2	32,259	34,541	4	36,182		
North Central Texas College	90	32,100	48,616	37,420	41	32,100	33,144	2	34,100	37,412	32	38,305	40,883	6	33,145	34,188	1	37,413		
N. Harris Mont. Comm. Coll. Dist.	568	34,647	73,474	47,655	8	34,647	43,842	41	35,133	43,992	218	41,187	48,964	49	44,219	52,275	11	44,415		
Northeast Texas Community Coll.	51	34,175	55,780	43,297	23	34,175	39,313	7	34,246	37,699	6	—	—	—	—	—	—	39,380		
Odessa College	109	25,245	57,880	40,806	34	25,245	27,030	2	32,205	38,000	26	38,880	43,630	7	31,907	34,225	9	38,510		
Panola College	60	31,021	52,925	40,454	36	32,574	36,773	5	33,296	37,770	10	36,684	36,684	1	37,806	41,182	5	38,235		
Paris Junior College	84	31,827	48,587	42,780	27	31,827	34,482	3	33,885	34,582	3	—	—	—	35,312	35,312	1	35,279		
Ranger College	26	15,188	41,681	28,112	45	15,188	15,188	1	22,200	25,433	4	29,641	30,608	2	22,200	22,200	1	26,138		
San Jacinto College	449	33,036	66,016	46,118	14	33,598	35,556	21	33,036	36,261	36	40,228	44,030	20	35,566	39,676	21	36,676		
South Texas Community College	357	30,151	47,656	37,793	40	29,737	33,982	15	30,758	34,182	25	—	—	—	34,551	38,235	19	34,569		
Southwest Texas Junior College	91	31,216	53,650	42,433	31	31,216	31,377	4	33,809	36,209	16	37,331	40,095	1	31,538	31,699	1	37,739		
Tarrant County College District	461	41,700	72,230	52,641	3	43,758	49,175	30	41,700	49,266	163	44,574	49,184	26	50,062	56,050	6	49,497		
Temple College	75	31,154	61,604	42,660	29	31,154	31,707	2	34,736	39,440	21	41,409	45,496	8	32,749	34,133	6	40,009		
Texarkana College	82	37,750	56,092	45,932	16	35,917	37,138	3	37,750	42,340	15	47,840	48,757	3	37,750	38,364	3	42,496		
Trinity Valley Comm. College	120	31,807	51,375	42,972	25	31,807	36,145	9	33,089	35,499	9	—	—	—	38,555	41,447	10	36,945		
Tyler Junior College	239	31,235	65,675	42,773	28	31,450	37,500	19	31,235	39,818	58	36,834	42,790	9	37,971	43,780	13	39,966		
Vernon College	51	28,190	55,287	38,313	39	28,190	31,580	9	30,865	31,325	4	—	—	—	32,713	32,713	1	31,795		
Victoria College	112	31,210	63,258	43,042	24	32,077	33,542	4	34,084	40,952	25	39,205	43,502	8	35,047	35,047	2	41,557		
Weatherford College	84	35,749	54,500	45,125	20	35,749	41,750	6	32,000	37,000	24	—	—	—	—	—	—	38,000		
Western Texas College	32	29,248	48,069	38,658	38	29,248	30,411	2	30,258	34,167	11	—	—	—	30,412	31,575	3	34,168		
Wharton County Junior College	124	30,050	70,733	45,996	15	33,050	38,050	8	31,050	40,550	43	39,550	44,050	10	38,051	46,142	5	40,551		
<i>Average Salary</i>		<i>31,734</i>	<i>59,745</i>	<i>43,535</i>		<i>31,146</i>	<i>34,287</i>		<i>33,232</i>	<i>38,241</i>		<i>31,832</i>	<i>34,732</i>		<i>34,325</i>	<i>36,589</i>		<i>38,667</i>		

TEACHERS ASSOCIATION PUBLIC COMMUNITY COLLEGES — 2003-2004

(Responses to TCCTA questionnaire)

— NINE - MONTH CONTRACT

SALARY RANGE 2				SALARY RANGE 3									SALARY RANGE 4									
Bachelor's Degree		Doctoral Degree		Bachelor's Degree			Master's Degree			Doctoral Degree			Bachelor's Degree			Master's Degree			Doctoral Degree			
HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	
49,842	190	48,438	54,180	46	36,351	36,351	1	49,986	56,826	146	56,502	63,432	23	39,276	41,616	5	57,330	64,494	113	64,584	70,344	24
44,858	19	42,363	44,957	4	—	—	—	44,858	49,928	23	—	—	—	—	—	—	49,928	49,928	5	52,674	52,674	16
41,633	43	46,448	49,988	7	36,062	37,096	9	41,725	44,439	41	50,375	53,528	7	37,422	38,563	4	44,627	52,396	44	54,236	57,083	8
45,252	32	47,892	50,340	2	—	—	—	45,492	51,240	17	—	—	—	40,728	40,728	1	51,768	57,588	12	58,380	58,380	3
52,607	131	45,198	52,986	40	—	—	—	53,152	61,138	82	53,975	61,194	37	—	—	—	62,071	66,418	37	62,226	69,540	37
45,401	42	45,315	50,154	6	35,179	35,438	3	45,634	49,502	17	51,287	54,705	6	37,049	37,766	2	51,323	59,321	18	56,284	60,724	6
45,504	13	38,110	42,899	6	—	—	—	47,813	50,730	3	46,409	46,409	1	53,257	58,202	3	50,200	65,503	15	58,202	58,202	2
37,598	12	35,752	37,524	2	—	—	—	38,534	40,934	12	—	—	—	—	—	—	—	—	—	47,394	47,394	1
37,269	13	—	—	—	—	—	—	38,390	41,775	4	41,108	41,108	1	—	—	—	42,894	45,882	4	—	—	—
38,577	15	—	—	—	—	—	—	39,163	42,453	15	41,579	41,579	1	—	—	—	42,621	60,909	18	41,716	65,313	21
50,870	43	42,685	51,028	25	—	—	—	51,591	50,404	28	52,158	60,400	18	—	—	—	61,154	61,154	1	61,641	69,521	8
55,614	96	53,371	60,665	30	—	—	—	55,973	64,344	91	60,980	68,740	30	—	—	—	64,661	72,328	101	69,196	77,090	83
47,806	50	53,646	58,616	14	39,211	44,237	6	47,838	54,784	59	59,217	59,818	3	44,838	49,869	7	54,895	57,634	41	59,818	59,818	24
46,664	32	48,606	52,613	4	45,757	47,606	4	47,597	53,602	10	54,738	62,877	11	62,815	62,815	1	55,768	65,341	27	66,726	76,647	11
33,826	5	44,641	44,641	1	33,780	33,780	1	34,500	36,660	5	50,330	50,330	1	34,200	34,200	1	40,637	55,294	4	—	—	—
43,918	12	41,536	41,530	1	45,524	45,524	1	45,116	47,737	5	50,649	50,649	1	49,330	59,167	5	50,023	58,902	13	53,224	61,762	2
41,066	12	41,538	43,820	2	40,351	41,066	2	43,208	48,365	25	47,270	47,270	1	45,602	45,136	13	48,688	54,164	11	51,982	56,695	5
43,253	6	43,192	45,615	1	35,304	36,984	1	43,254	48,598	6	45,616	48,039	1	36,985	38,665	1	48,599	53,943	3	48,040	50,463	1
44,928	115	40,140	44,881	74	46,218	49,770	11	45,007	49,966	126	45,022	49,939	61	50,785	62,994	5	50,006	74,159	82	50,236	62,501	56
41,214	30	—	—	—	35,429	37,845	7	43,067	47,286	4	—	—	—	38,308	40,878	2	47,532	52,796	2	45,981	46,724	2
40,285	23	38,485	41,360	4	34,940	36,465	5	40,370	44,665	23	42,370	44,390	4	37,010	42,470	5	44,743	54,130	21	45,555	54,140	3
44,527	24	40,525	44,527	8	44,936	45,683	4	44,594	50,671	22	44,594	48,324	8	52,491	52,491	1	51,078	62,995	21	55,735	52,298	13
50,576	27	52,679	57,640	6	39,442	40,895	4	50,627	53,907	27	57,640	58,870	6	41,353	60,305	5	53,923	61,298	27	58,870	61,330	5
45,120	27	47,402	49,514	7	42,938	46,354	4	45,928	50,572	11	53,658	55,946	2	52,338	52,338	1	51,088	56,633	8	57,470	60,525	9
40,605	19	42,946	46,082	1	34,543	36,826	3	40,606	45,029	24	46,083	49,220	2	36,827	39,110	3	45,030	49,252	22	49,221	52,357	4
40,724	18	40,884	43,461	4	34,189	35,232	4	40,725	44,036	1	43,462	46,039	1	35,233	36,276	3	44,037	47,351	4	46,040	48,616	5
53,301	89	49,259	57,242	36	53,455	61,590	7	44,415	53,301	39	49,424	57,242	20	66,091	71,516	2	62,918	71,516	37	57,376	73,474	19
41,804	12	39,808	39,808	1	45,588	45,588	1	42,232	48,507	9	42,089	48,364	3	—	—	—	52,071	52,071	1	50,075	55,780	11
44,547	30	44,200	48,000	5	36,470	39,397	5	44,960	50,281	7	51,040	51,040	1	39,872	44,431	8	51,040	57,120	3	53,320	57,880	6
41,965	13	—	—	—	—	—	—	43,071	46,997	14	44,732	44,732	1	52,925	52,925	1	48,022	51,612	4	45,470	45,470	1
39,228	8	—	—	—	39,162	43,809	2	40,224	43,941	16	42,713	42,713	1	41,983	46,330	11	44,206	48,587	29	46,065	47,293	2
29,450	4	34,826	34,826	1	25,317	25,317	1	29,671	32,025	4	35,881	35,881	1	—	—	—	34,380	34,380	2	41,681	41,681	1
41,132	36	44,231	50,270	20	39,794	46,721	21	41,278	45,725	36	50,327	57,021	20	47,406	53,119	22	46,025	55,812	36	57,081	66,016	20
38,711	124	37,014	37,732	5	39,335	42,157	6	39,042	42,957	68	40,290	42,975	23	—	—	—	43,337	44,112	6	43,647	47,656	26
40,139	21	41,746	44,510	1	31,860	32,663	1	41,669	43,393	11	46,161	48,229	2	32,981	32,981	2	44,754	48,210	26	49,706	53,650	5
56,794	71	49,492	56,876	36	62,717	64,527	2	62,717	64,527	53	57,024	64,465	13	65,620	66,767	2	64,630	71,827	48	65,787	72,230	11
44,378	12	47,559	51,079	4	—	—	—	45,260	49,525	6	54,150	54,812	3	34,856	37,393	3	51,134	54,982	8	56,954	61,404	2
45,857	13	50,588	52,428	2	38,974	40,504	5	46,006	49,522	15	—	—	—	41,422	43,255	2	50,287	53,957	17	55,174	56,092	4
41,109	18	—	—	—	41,929	43,375	4	41,601	45,919	30	43,663	43,484	1	—	—	—	46,575	49,775	25	46,555	51,375	14
48,275	57	43,031	49,131	9	44,043	49,439	11	48,500	56,742	20	50,203	54,033	5	50,037	56,213	5	57,325	65,675	9	57,768	61,599	4
37,453	12	—	—	—	38,720	41,095	5	38,015	43,688	5	37,460	42,831	3	45,611	52,661	3	47,541	55,287	6	48,491	53,031	3
46,588	25	46,161	50,464	4	36,312	37,410	3	47,044	52,469	15	56,152	56,152	1	38,730	39,901	4	54,001	58,609	5	57,795	63,258	6
43,000	16	38,000	42,500	6	—	—	—	43,500	48,250	15	—	—	—	—	—	—	49,000	53,799	11	43,000	54,500	6
38,077	10	—	—	—	31,576	32,738	1	38,078	41,987	1	—	—	—	32,739	33,902	1	41,988	45,897	1	48,069	48,069	1
51,550	25	44,051	49,050	3	46,162	52,733	4	51,551	61,892	8	49,051	53,050	3	52,731	58,067	2	61,893	70,733	4	53,051	57,638	3
43,706		38,618	41,921		35,423	37,496		52,054	48,737		47,076	49,905		39,710	42,818		50,196	56,727		53,046	57,807	

COMPENSATION AND UTILIZATION OF PART-TIME INSTRUCTORS TEXAS PUBLIC COMMUNITY JUNIOR COLLEGES 2002-2003 and 2003-2004

(Source: Institutional responses to TCCTA questionnaire)

Compensation for part-time instructor teaching one 3-semester hour course in U. S. History (assuming instructor holds Master's Degree with no hours toward doctorate and is in the first year as a part-time faculty member)

College District	Compensation for One Three-Hour Course 2002-2003	2003-2004 2003-2004	2003-2004 Rank (1-46)	Percent Increase 2003-2004 Over 2002-2003	Additional Pay for Advanced Hours or Degrees	Additional Pay for Teaching Experience	Number of Full-Time Faculty	Number of Part-Time Faculty	Percent of Sections Taught By Part-Time Faculty
Alamo Community College District	2,032	2,032	3	—	Yes	No	900	1,398	36%
Alvin Community College	1,350	1,500	18	11.11%	No	No	91	160	25%
Amarillo College	1,275	1,275	33	—	Yes	Yes	223	200	28%
Angelina College	1,500	1,500	18	—	No	No	113	187	33%
Austin Community College	2,025	2,160	1	6.67%	Yes	Yes	318	1,100	58%
Blinn College	2,150	2,150	2	—	Yes	No	273	286	33%
Brazosport College	1,500	1,500	18	—	No	No	68	107	36%
Central Texas College	1,425	1,425	27	—	Yes	No	148	355	36%
Cisco Junior College	1,110	1,110	43	—	No	No	68	81	74%
Clarendon College	1,050	1,050	46	—	No	No	30	33	27%
College of the Mainland	1,530	1,530	14	—	Yes	Yes	84	209	35%
Collin County Community College	1,575	1,629	11	3.43%	No	No	200	600	56%
Dallas County Comm. College District	1,650	1,675	7	1.52%	No	No	680	2,454	48%
Del Mar College	1,894	1,894	5	—	Yes	No	290	312	26%
El Paso Community College	2,017	2,017	4	—	No	No	347	1,027	51%
Frank Phillips College	1,125	1,155	40	2.67%	No	No	30	50	45%
Galveston College	1,505	1,505	17	—	No	No	51	92	45%
Grayson County College	1,320	1,335	31	1.14%	No	No	80	170	22%
Hill College	1,050	1,100	44	4.76%	No	No	57	74	22%
Houston Community College	1,518	1,518	16	—	No	No	772	1,878	41%
Howard College	1,152	1,152	41	—	Yes	No	124	77	18%
Kilgore College	1,325	1,325	32	—	Yes	No	136	113	23%
Lee College	1,650	1,650	8	—	No	No	155	218	25%
McLennan Community College	1,668	1,701	6	1.98%	No	No	177	163	26%
Midland College	1,500	1,500	18	—	No	No	115	100	27%
Navarro College	1,260	1,260	35	—	No	No	97	294	55%
North Central Texas College	1,395	1,440	25	3.23%	No	No	90	165	42%
North Harris Montgomery Comm. College	1,632	1,632	10	—	No	No	568	1,286	50%
Northeast Texas Community College	1,100	1,200	36	9.09%	No	Yes	51	75	31%
Odessa College	1,400	1,401	29	0.07%	No	No	120	117	20%
Panola Junior College	1,500	1,525	15	1.67%	No	No	60	20	15%
Paris Junior College	1,200	1,200	36	—	No	No	85	109	33%
San Jacinto College	1,440	1,440	25	—	No	No	449	981	39%
South Plains College	1,272	1,272	34	—	No	Yes	232	135	11%
South Texas Community College	1,620	1,620	12	—	Yes	No	357	209	19%
Southwest Texas Junior College	1,390	1,418	28	2.01%	Yes	Yes	91	113	32%
Tarrant County Junior College District	1,582	1,582	13	—	Yes	Yes	461	880	56%
Temple Junior College	1,641	1,641	9	—	Yes	No	75	137	30%
Texarkana College	1,350	1,350	30	—	No	No	108	85	21%
Trinity Valley Community College	1,150	1,150	42	—	No	No	120	115	24%
Tyler Junior College	1,200	1,200	36	—	No	Yes	239	208	25%
Vernon Regional Junior College	1,200	1,200	36	—	No	No	69	91	30%
The Victoria College	1,500	1,500	18	—	Yes	No	112	76	16%
Weatherford College	1,320	1,500	18	13.64%	No	No	84	152	48%
Western Texas College	950	1,100	44	15.79%	Yes	No	32	37	18%
Wharton County Junior College	1,500	1,500	18	—	No	No	124	141	30%
Mean Salary	\$1,437	\$1,468			Yes=15	Yes=8	9,154	16,870	34%
Median Salary	\$1,425	\$1,440			No=31	No=38			

News Briefs and Links

Faculty Evaluations: Are You Hot Enough?

The October 15 online issue of the *Chronicle of Higher Education* describes a recent study at the University of Texas at Austin, purportedly demonstrating that physically attractive professors consistently and significantly outscore their “less comely colleagues” on student evaluations. The results of the study by UT economics professor Daniel Hamermesh and his student, Amy Parker, were presented in an academic paper: “Beauty in the Classroom: Professors’ Pulchritude and Putative Pedagogical Productivity.”

Instructors who are “Baldwins” or “Bettys” (appellations from the movie “Clueless” cited in the article for “hot” males and females) are presumably more likely to receive favorable institutional evaluations, to the degree that student surveys are a factor. Such instruments have become commonplace components of college faculty appraisal.

“After I went on a crash diet, my evaluations went up,” says psychology professor Judith Waters of Fairleigh Dickinson University.

“It’s a little known fact,” noted Rocky Kolb, a professor of astronomy and astrophysics at the University of Chicago, “that the Royal Swedish Academy of Sciences has a swimsuit competition for the Nobel Prize.” Dr. Kolb posed for a calendar in 1996 called “Studmuffins of Science.”

The article also raises the serious issue of Web sites such as *ProfessorPerformance.com* and *RateMyProfessors.com*, where unflattering anonymous student comments about college teachers can be found alongside ratings on “coolness,” “easiness,” and “hotness.”

Is PowerPoint Evil?

Edward Tufte, in the September online issue of *Wired* Magazine, takes on Microsoft’s PowerPoint “slideware” program as a medium of communication. The author of “PowerPoint is Evil,” is professor *emeritus* of political science, computer science, statistics, and graphic design at Yale University.

“Imagine,” Professor Tufte begins, “a widely used and expensive prescription drug that promised to make us beautiful but didn’t. Instead the drug had frequent side effects: It induced stupidity, turned everyone into bores, wasted time, and degraded the quality and credibility of communication. These side effects would rightly lead to a worldwide product recall.”

“Particularly disturbing,” the author notes, is the PowerPoint “cognitive style” now seen in education. In elementary school, for example, PowerPoint exercises typically consist of ten to 20 words, along with clip art on each slide, in a presentation of three to six slides—for a grand total of 80 words. This adds up, he calculates, to “15 seconds of silent reading for a week of work.”

He concludes, “The PowerPoint style routinely disrupts, dominates, and trivializes content.”

Commissioner of Higher Education Don Brown to Retire

Don Brown, Texas Commissioner of Higher Education, has announced his retirement, effective April 2004. He has served in that post since 1997, and began working for the Higher Education Coordinating Board in 1983.

Under Dr. Brown’s leadership, the Coordinating Board and Legislature launched the *Closing the Gaps* program, an effort to catch up with other populous states in higher education and to enroll 500,000 new students by 2015. He intends to remain active in this initiative after retirement.

Given the state’s financial situation, some have predicted that *Closing the Gaps* would meet the same dismal fate as many other noble but expensive programs proposed in the Capitol. “Don has made sure that will not happen,” Sen. Royce West (D-Dallas), chair of the higher education subcommittee of the Senate Education Committee, told the *Dallas Morning News*. “That particular initiative in itself will be a legacy for Don.”

Abolishing Late Registration Seen as Positive Step

An article in the December 2003 issue of *Learning Abstracts*, published by the League for Innovation in the Community College, may reveal new information about the common practice of allowing students to register late for classes. The report, by Hank Dunn and Anna Mays, analyzes the impact of abolishing late registration at one school, Sinclair Community College, in Dayton, Ohio.

The Sinclair study validated a frequently cited correlation between the date of registration and academic success (with later registrants faring poorly). Importantly, however, the school’s experience also revealed that students complied with the new policy and registered on time, following an informational campaign about the changes. If applicable elsewhere, this information may ease the fears of educators who are concerned that abolishing late registration could harm enrollments.

A link to the printable online edition of the abstract is in the “Community College Digest” section of the TCCTA Web site (www.tccta.org).

Fulbright-Hays Seminar in Turkey Announced

Contingent upon funding by the Fulbright - Hays Group Projects Abroad program of the U.S. Department of Education, Tyler Junior College will sponsor a five week faculty professional development seminar in Turkey during the summer of 2004. Fifteen educators from various levels will be selected to participate.

The director of the project is Manoucher R. Khosrowshahi, Tyler Junior College. More information is available in the “Community College Digest” section of the TCCTA Web site.

See these and other
timely developments

in the new

“Community College

Digest”

feature of the TCCTA Web

site at www.tccta.org.

Issues raised by these news

items can be discussed

further in the “Forum”

section or through

“Members Speak.”

G R E A T I D E A S F O R T E A C H I N G S T U D E N T S

“10 Things Faculty Can Do To Keep Students from Plagiarizing”

Peggy Whitley
Dean of Educational Services
Kingwood College

Either plagiarism is increasing or else we are just better equipped to catch it. Do your part to help students avoid the “Big P.” This session will provide ten helpful suggestions that faculty can use to prevent student plagiarism.

“GITT: Great Ideas For Teaching and Traveling”

Carrie Pritchett
Instructor of History
Northeast Texas Community College

This session will focus on the classroom dynamics of a travel-study class, teaching “on the road” using site visits as learning tools, and the grading system involved. The session will also discuss the logistics of planning a trip (funding, grants, transportation, etc.).

“Managing the Classroom” (Back By Poplar Demand!)

Lola King
Professor of English
Trinity Valley Community College

Find out about strategies that instructors can use to deal with disruptions, in a quick, consistent, respectful way with clearly defined consequences. The session is designed to help create an environment in which students are free to learn—and teachers are free to teach.

“Turning Trash into Teaching Treasures”

Debbi Cook
Assistant Chair, Fine Arts Division
Blinn College

This assignment combines recycling with creative and critical thinking, cooperative learning, persuasive strategies, audience analysis, and presentation skills. Students also learn about societal issues involving the environment, aging, access to services, cultural biases, etc.—all from some household trash!

“The Magic of Math”

Jackie Johnston
Associate Faculty
Northeast Texas Community College

Using games and everyday items can make math more realistic and fun. The session will also incorporate strategies to decrease the level of anxiety in the classroom.

“Online Re-TEN-tion: A Prescription for Avoiding Curricularmortis”

Mark Butland
Associate Professor of Communication
Austin Community College

Lack of class killing you? Student status: dropping? Don't worry over rank retention! Enhance your distant-student standing (and add grade-A swagger) through the “Top 10 High Class” strategies.

The TCCTA Professional Development Committee has arranged for a number of “GIFTS” sessions to be held from 8:00-9:15 a.m. on Friday, February 20, at the TCCTA convention in Fort Worth. These brief programs offer specific ideas for teaching and are designed to be of practical use to educators. Each session will last approximately 10 minutes, allowing participants to sample a variety of useful teaching techniques.

“Good-bye TASP...Hello TSI”

Gail Platt
Director, Teaching and Learning Center, Title III
South Plains College

A look at the new Texas Success Initiative, which is replacing the Texas Academic Skills Program. The session will include a brief overview of state policies, some sample institutional plans, and open discussion.

Dr. Platt is co-chair of the Texas Success Initiative Advisory Committee of the Coordinating Board.

“The First Class”

Doug Richey
Professor of Mathematics
Northeast Texas Community College

Do you miss the opportunity to make a good first impression? Many teachers lose potentially successful students because they fail to get the semester off to a good start. Share with others about starting a class successfully and maintaining it for the whole semester.

“Connecting Students Online”

Lisa Volle McQueen
Instructor of Anthropology and Spanish
Central Texas College

This session provides an overview of how to combine traditional and online students for collaborative projects, how to foster ideas to engage students in course participation, and how to help retain students for the duration of the course. It also offers attendees free tools to create such collaboration.

“Make It Sizzle, Make It Hot! What Teaching Is —And What It's Not!”

Deann Merchant
Professor of Psychology
Amarillo College

What is our role in the classroom? What does our role *not* include? Some candid interviews with award-winning instructors reveal some interesting answers. Attend and add your own answers to ongoing research!

“Cyberplagiarism 101: Deterrence and Detection”

Patricia Cearley
Professor of English and Technical Writing
South Plains College

With the proliferation of Web pages, students have found new ways to plagiarize. Sometimes these ways are so new that professors have difficulty proving it.

This session will cover ways to deter and to detect student plagiarism by using Web resources.

Coordinators of the GIFTS

sessions are Danny Moss,

Northeast Texas

Community College

and Christina Michura,

Central Texas College.

Visit the TCCTA Web site

at www.tccta.org

for updated information.

Texas Community College
Teachers Association
Technology Seminars



Friday, February 20
2:30 to 5:15 p.m.

The Professional Development Committee of the Texas Community College Teachers Association will sponsor a number of seminars in conjunction with the 57th annual TCCTA convention in Fort Worth. The ten 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 at the Fort Worth Convention Center.

No pre-registration is necessary, but seating may be limited. Please check the convention program upon arrival for precise meeting sites.

“What’s New at WebCT?”

2:30 - 3:45

Estelita Young of WebCT will present the newest developments in *Campus Edition* and *Vista* and provide information on the new *PowerLinks* program.

“Preview...Select...Publish”

2:30 - 3:45

Patrick Boles and Don Golini of Pearson Custom Publishing will help you learn how to create a custom reader, anthology, lab manual, or case-book online. Attendees will be shown how to access *BookBuild*, a comprehensive database of content and to add personal material, request an examination copy, and receive an ISBN. Pearson will publish and ship the book to the bookstore in time for classes.

“Using Digital Video Conferencing and Other Web-Based Technology to Enhance Online Learning”

2:30 - 3:45

Learn from experienced classroom practitioners! Carol Barbay, associate professor of psychology at Lamar State College–Port Arthur and Irene Doo, adjunct instructor of mathematics at Austin Community College and Joliet (Illinois) Junior College, will present the latest techniques in on-line instruction.

“Effective Course Media”

2:30 - 3:45

Dan Rinn of Prentice Hall will demonstrate new media-driven course materials to help you and your students efficiently and effectively reach your course goals.

“CourseCompass, TestGen and Research Navigator”

4:00 - 5:15

Elizabeth Garza, Terry Harris, and Kristen Sommerfeld of the Addison Wesley Higher Education Group present exciting instructional instruments for online education, course management, testing, and research across all teaching disciplines.

“Portals to Today’s Students: Digital Natives and Digital Immigrants”

4:00 - 5:15

Danita McAnally and Mark Hanna of Amarillo College explore the differences between digital “natives” and digital “immigrant” students and the capabilities of portals in fulfilling expectations for information at any time and any place.

“Simplifying Classroom Chores Using Technology”

4:00 - 5:15

Noted author and historian David M. Oshinsky and Laura Matysek Wood of Tarrant County College demonstrate how Thomson’s *WebTutor* course supplement can lessen faculty “paper overload” and allow more student interaction.

“Teaching Face-to-Face and Online with e-Learning Technology”

4:00 - 5:15

Jim Riley of Palo Alto College, a veteran user of *WebCT*, will demonstrate how to use publisher-developed content to support your textbook, whether teaching online or face-to-face. South-Western’s *WebTutor*, *Personal Trainer*, and *General Ledger* products will be featured.

“Using Technology to Move into Leadership Roles”

4:00 - 5:15

Join Bernadette Hence of Galveston College to learn how to use Web-based modules to assist current and aspiring administrative leaders with best practices in administering technical education with state-of-the-art technology.

“Plagiarism: Technology’s Response to a Growing Problem”

4:00 - 5:15

Learn how *Turnitin* answers the needs of educators. Jeffrey Lorton will discuss how *Turnitin* supports educators as a teaching tool, and how the service works to help all instructors prevent and detect plagiarism. (TCCTA has also arranged for special pricing consideration for all two-year colleges in Texas. See page 4.)

— 2004 Convention Preview —

Election Reforms Considered by General Session

The general session of the 57th annual convention will consider as “unfinished business” several previously proposed amendments to the Constitution and Bylaws pertaining to TCCTA officer election reforms.

Motions will be presented regarding potential further steps in the process at the business meeting, following the banquet and other speakers.

The meeting begins at 7:15 p.m., on Thursday, February 19, at the Fort Worth Convention Center. All professional members are urged to attend and participate.

A seven-page explanation and summary of the proposals (put forth at the 2003 convention in Austin by the *Ad Hoc* Committee on Election Reform) can be accessed at the TCCTA Web site (www.tccta.org) by clicking on “Publications,” or may be requested from the state office. Copies will also be distributed at the general session.

Session for New Faculty Planned

Newcomers (as well as veterans) to Texas community colleges are encouraged to attend and participate in a lively interactive session called “Passing the Torch.” The session will be offered on Friday afternoon, February 20, during the 2004 annual TCCTA convention at the Fort Worth Convention Center.

Previous sessions were well attended by teachers from all over the state, at virtually all stages of their careers. The event offers a chance for sharing experiences and addressing questions about the community college environment.

Coordinator of “Passing the Torch” for the 2004 TCCTA Convention is Karin Kinson, Blinn College.

Faculty Teaching in Prison Units to Meet Again

Faculty at 14 community and technical colleges who also teach in units of the Texas Department of Criminal Justice will get another opportunity to share information and concerns with colleagues at the TCCTA annual convention at the Fort Worth

Convention Center on February 20, at 2:30 p.m.



Ronald Bradford

Speaking at this year’s meeting will be Ronald Bradford, Superintendent of the Windham School District, which has jurisdiction over correctional education. More information about Dr. Bradford is available by clicking on “Convention” at the TCCTA Web site (www.tccta.org).

All interested educators at community and technical colleges are invited to attend. Coordinator for the session is Sam Hurley, Trinity Valley Community College.

TCCTA and STARLINK Present “Lessons That Last”

The Professional Development Committee, in cooperation with STARLINK, has arranged for an inspiring presentation devoted to teachers at all levels. The event will be broadcast live to campuses across the U.S. and Canada, at 1:00 p.m., Friday, February 20.



David M. Shribman

Speaking will be noted author and journalist David M. Shribman. His topic will be “Lessons that Last: The Teachers Students Remember.”

David M. Shribman is executive editor of the *Pittsburgh Post-Gazette*. He was awarded the Pulitzer Prize in journalism in 1995 for his coverage of Washington and the American political scene. His column, “National Perspective,” is syndicated to more than 50 newspapers nationally through Universal Press Service and he is a contributing editor of *Fortune* magazine.

Mr. Shribman served for ten years as the Washington bureau chief of the *Boston Globe*, and also as national political correspondent for the *Wall Street Journal*. Prior to these positions, he covered Congress and national politics for the *New York Times* and was a member of the national staff of the *Washington Star*. Mr. Shribman is a regular panelist on the PBS television show “Washington Week in Review,” a frequent analyst for BBC radio, and has appeared on the CBS program “Face the Nation.”

I Remember My Teacher, published in 2002, is Mr. Shribman’s collection of reminiscences about America’s greatest teachers. The book includes recollections of people from all walks of life—from Secretary of Defense Donald H. Rumsfeld to a West Virginia coal miner, from flight attendants to governors and senators. It was featured recently on National Public Radio and in several national publications. A daily calendar version has also been published.

Committee to Operate Job Placement Center

The TCCTA Membership Services Committee will operate a placement center during the annual convention at the Fort Worth Convention Center. Committee members will take turns staffing the booth. Wendy Gunderson, Collin County Community College—Preston Ridge, is coordinator.

As an extra attraction, the committee will be selling the popular TCCTA lapel pins for \$5.00 each.

This will be the twenty-eighth consecutive year that a placement center has been operational during the annual TCCTA convention. In past years, as many as 125 job listings have been posted. The convention is also an excellent place to inquire informally about employment opportunities at community and technical colleges.

The TCCTA Art Section

is featuring

tours of the fantastic

Fort Worth arts scene.

Click on “Convention” and

“Section Programs”

for details

at www.tccta.org.

— 2004 Convention Preview —

Seminars to Address Social Security and Health Insurance

Issues on the minds of all Texas community and technical college educators will be explored in detail by a pair of “inside” experts during two important Financial Planning Seminars at the TCCTA annual convention in Fort Worth.

The first seminar will feature Tom Clark, Social Security public affairs specialist. Mr. Clark will speak at 8:00 a.m., on Friday, February 20. Among other Social Security issues, he will address the Windfall Elimination Provision and Government Pension Offset—two components of federal law with a potentially devastating effect on retirees from schools that do not participate in Social Security.

Mr. Clark has been with the Social Security Administration since 1978. He will also address other issues related to Social Security and respond to questions from the audience.

All members are encouraged to attend this session, especially those contemplating retirement. A similar presentation at the 2003 TCCTA convention in Austin was extremely popular.

Later on Friday, at 1:00 p.m., in another timely session, Ray Hymel, government affairs director of the Employees Retirement System of Texas, will speak on “Recent Changes in Health Insurance.” Mr. Hymel also spoke at the fall TCCTA Conference for Faculty Leaders in October.

ERS administers health insurance coverage for most Texas higher education employees, including community and technical college educators.



Ray Hymel

Ray Hymel, Jr. was born in New Orleans, Louisiana. He attended high school in San Antonio and received his B.A. in history in 1974 and his M.A. in government in 1980 from the University of Texas at Austin.

His background includes positions with the Texas Legislature and state government, work as a probation officer, and in the private sector. He was also a consultant conducting research and writing reports for public entities, such as the Governor’s Committee on Occupational Health.

Mr. Hymel began his career with the Texas Legislature in 1979, as legislative assistant, first to Representative Senfronia Thompson and subsequently to Senator Carlos Truan. These positions involved administrative responsibilities, constituent relations, legislative development, policy research, and public presentations.

In 1994, Mr. Hymel came to work for the Employees Retirement System of Texas, where his primary responsibilities involve legislative relations, with a focus on the Finance and Appropriations Committees. He serves as liaison to the various groups representing ERS participants and represents ERS at state and national conferences. Time for questions from attendees will be allowed.

Programs Now on Web

Members wishing to preview over 100 discipline-specific section programs and special meetings for the annual convention in Fort Worth are urged to visit the “Convention” page of the TCCTA Web site (www.tccta.org).

Fitness, Refreshments, Music, and Raffle Set for Exhibit Area

In addition to some exciting new technology exhibits, a number of activities are planned for the exhibit area at the Fort Worth Convention Center. Plans include a 5:30 p.m. raffle with valuable prizes, refreshments, and music.

The activities are sponsored by the TCCTA Membership Services Committee, chaired by Mary L. Page, Houston Community College.

The exhibit area will also be the site for a reprise of the highly popular Great Ideas For Fitness (GIFF) sessions. These brief presentations will be found at convenient stations in the Exhibit Hall, allowing TCCTA members the opportunity for a quick “lesson” in wellness, including diet and stress relief.

The coordinator of the GIFF sessions is Janna Holt-Day, South Plains College, member of the TCCTA Membership Services Committee. Details about the sessions will be printed in the convention program.

Organizational Meeting on Teacher Education Planned

On Friday, February 20, at 4:00 p.m., a special meeting of those interested in community college teacher preparation will be held in conjunction with the TCCTA annual convention.

This meeting will open a critical dialogue involving Texas community colleges that are either currently offering a teacher preparation program or may offer such a program in the future. Attendees will discuss successes and concerns, as well as the Associates of Arts degree in education now under discussion in the Coordinating Board’s “fields of study” process.

The group will also explore the possibility of officially developing a Teacher Education Section for future TCCTA conventions, beginning with the 2005 convention in Austin.

The coordinator of this meeting is Dan Porter, Amarillo College.

Panel on International Education Planned

The Gulf Coast Consortium Committee on International Education will present a panel discussion on “The Challenges and Rewards of International Education” at 2:30 p.m., on Friday, February 20. Click on “Convention” at www.tccta.org for more information. The coordinator is Sue Poor, Wharton County Junior College.

For ground transportation information, maps, a free Visitors Guide, and valuable coupons, click on “Convention” at the TCCTA Web site (www.tccta.org).

“FACING THE FUTURE...TOGETHER”

The TCCTA annual convention at the Fort Worth Convention Center offers a unique opportunity to demonstrate the potential of this year's theme.

There is simply nothing like this particular convention in bringing two-year college professionals together for a common purpose.

TCCTA has not been to Fort Worth for its annual convention in over three decades. Members who have not visited this exciting city lately will be amazed at its vibrancy. Within easy walking distance of the Convention Center, in downtown's Sundance Square, are scores of restaurants, shops, clubs, theaters, and cultural venues. The Stockyards area, with its traditional “Cowtown” atmosphere, is also not far away.



And notice the amazing hotel rates—the lowest in many years! Convention registration will remain at \$50—just a fraction of the cost of other professional conferences. Over 100 discipline-specific section meetings provide the best bargain, by far, for professional development anywhere. The Technology Seminars alone would be worth the trip! Great Ideas for Teaching Students (GIFTS) offer practical, brief, lessons in pedagogical techniques that work—presented by those who know best, the teachers themselves. The Financial Planning Seminars have never been more timely, with presentations on Social Security and health insurance.

The exhibit area will feature the latest in software, computer technology, and textbooks. It's also the place to relax with a Great Ideas for Fitness (GIFF) session, and to enjoy refreshments and music in the company of other educators.

State President Lola King encourages members and friends of the Association to attend the opening session. As always, it will be a great opportunity to hear from the Regional President of Phi Theta Kappa, to recognize our volunteer leadership, and to discuss proposed amendments to the TCCTA Constitution and Bylaws (see page 16 for details). Come and participate!

Tickets for the Thursday banquet may be ordered using the form on this page. *Only current TCCTA members may order tickets.* Tickets will be held at the convention registration desk, attached to the member's registration card. Members may also reserve tickets by telephone by calling the state office (1-800-288-6850, Ext. 11) and charging tickets to their Visa or MasterCard accounts.

Other important information is included on the form below.

REQUEST FOR BANQUET TICKETS

Please reserve _____ ticket(s) at \$25 each for the TCCTA banquet scheduled for 6:30 p.m., Thursday, February 19, 2004, at the Fort Worth Convention Center.

- My check in the amount of \$_____, payable to TCCTA, is enclosed.
- Please charge my credit card in the amount of \$_____.
- MasterCard Visa AccountNumber _____ 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* transferable.)

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. 16 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.)

Be sure to visit the
TCCTA Web site at
www.tccta.org
for updates and other
important information.

"Facing the Future...Together"

MAKE HOTEL RESERVATIONS EARLY

TCCTA members planning to attend the 57th annual convention, February 19-21, 2004, in Fort Worth, are encouraged to reserve hotel accommodations early—members who wait until the last minute to make reservations will be disappointed.

All convention activities will be held at the Fort Worth Convention Center.

Hotel accommodations must be made directly with the hotel, using the contact information below.

The Fort Worth Convention Center is located at 1111 Houston Street, downtown, within easy walking distance of the two convention hotels and other attractions.

For convenient maps and valuable information on ground transportation and attractions in the area, visit the TCCTA Web site (www.tccta.org) and click on "Convention."

VISIT THE TCCTA WEB SITE FOR LATEST INFORMATION

The TCCTA annual convention—offering professional development opportunities comparable to those of national organizations at a fraction of the cost—will be in Fort Worth for the first time in over 30 years!

Visit the TCCTA Web site to find out more about schedules and programs, as well as useful information on transportation to and from the Fort Worth Convention Center, valuable coupons, and a Visitors Guide to the fantastic cultural, dining, entertainment, and shopping opportunities within easy walking distance of the meeting site. We'll see you in Fort Worth!

LOWEST HOTEL RATES IN YEARS!

Radisson Plaza

815 Main Street

\$90 single

\$100 double

\$110 triple

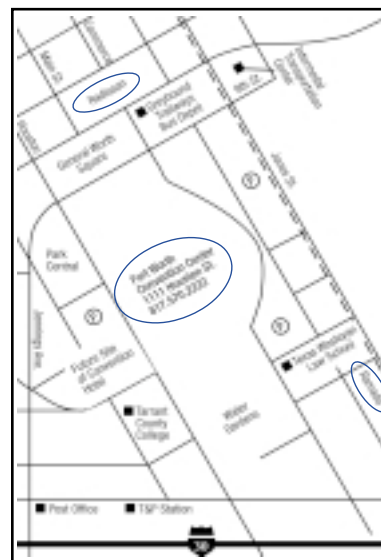
\$120 quad

Fort Worth Plaza (formerly Ramada)

1701 Commerce St.

\$89 single/double

\$99 triple/quad



Rates do not include taxes. Convention hotels accept all major credit cards. Hotels are unable to grant direct billing for room or incidental accounts. In the absence of an approved credit card, hotels request payment by cash or traveler's checks. Credit information will be required at check-in. Hotels will not accept personal or institutional checks unless approved at time of check-in. Consult hotel about late cancellation deadline or penalty.

TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION 57th Annual Convention — Fort Worth, Texas — February 19-21, 2004 HOTEL RESERVATION FORM

Check ONE:

RADISSON PLAZA
815 Main Street
Fort Worth Texas 76102
Phone: (817) 870-2100
Fax: (817) 335-3408

**FORT WORTH PLAZA
(FORMERLY RAMADA)**
1701 Commerce Street
Fort Worth, Texas 76102
Phone: (888) 808-8388
Fax: (817) 882-8888

ACCOMMODATIONS DESIRED:

(Room type requested is not guaranteed.)

- Single Room(s) (1 room, 1 person, 1 bed)
 Double Room(s) (1 room, 2 persons, 2 beds)
 Triple Room(s) (1 room, 3 persons, 2 beds)
 Quad Room(s) (1 room, 4 persons, 2 beds)

Handicapped Accessible

Smoking Preference: Smoking Non-Smoking

Deposit Information: Hotels will require a deposit or a credit card number for rooms to be considered guaranteed. Check your confirmation materials very carefully to ensure compliance with hotel policies.

Credit Card Type _____

Number _____

Expiration Date _____

ARRIVAL DATE: Feb. _____ HOUR: _____ M.

DEPARTURE DATE: Feb. _____

CONFIRMATION will be made by hotel.

CONFIRM RESERVATIONS TO: Name _____

College or Company Name _____ Phone: A/C _____

Address _____ City _____ State _____ ZIP _____

E-mail: _____ Fax:A/C _____

ROOM(S) WILL BE OCCUPIED BY:

Name (please print)

Address

CANDIDATES ANNOUNCED FOR 2004-2005

for President-Elect

for Vice President

for Secretary

for Treasurer



Larry C. Allen
Panola College



Danita L. McAnally
Amarillo College



Terry Stewart Mouchayleh
Austin Community College



Jeff D. Edwards
Cy-Fair College



Roy N. Tucker
Palo Alto College

Ellen M. Brennan, San Antonio College, chair of the TCCTA Nominating Committee, has announced the names of candidates for state office for 2004-2005. Five candidates were selected by the committee on November 1.

Larry C. Allen was nominated for president-elect. Mr. Allen has taught accounting

and economics at Panola College since 1988.

Nominated for the office of vice president was Danita L. McAnally. Ms. McAnally taught radio and television at Amarillo College for fourteen years, and currently serves as director of institutional effectiveness and advancement.

Nominated for the office of secretary was Terry Stewart Mouchayleh. Ms. Mouchayleh is director of professional development programs at Austin Community College and taught previously in the English department at Amarillo College.

Jeff D. Edwards and Roy N. Tucker were nominated for the office of treasurer. Mr. Edwards taught economics at Collin County Community College for sixteen years and currently teaches at Cy-Fair College. Dr. Tucker has taught mathematics at Palo Alto College for fifteen years.

Detailed background information on each of the nominees and platform statements from the candidates will appear in the convention issue of the *Messenger* and will also be available on the TCCTA Web site at www.tccta.org.

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 7:30 p.m., Thursday, February 19, at the Fort Worth Convention Center.

Members of the Nominating Committee this year are: Ellen M. Brennan, San Antonio College, chair; David J. Ligon, Tyler Junior College, vice chair; Barbara A. Blair, Southwest Texas Junior College; Richard L. Elam, Hill College-Johnson County Campus; Judy S. Hart, Frank Phillips College; Deann C. Merchant, Amarillo College; and Hal Lee Ward, Temple College.

PROCEDURES FOR ABSENTEE VOTING

TCCTA members who wish to do so may vote for 2004-2005 officer candidates by casting absentee ballots. The association's constitution provides for "no excuse" absentee voting by professional members.

In order to vote absentee, a member must complete the Request for Absentee Ballot below (or a reasonable facsimile thereof) and send it to the TCCTA state office in Austin. After verifying eligibility for voting, the state office will

send the member an official ballot, which must be returned in the carrier envelope provided for that purpose "at least three days immediately preceding the opening session of the general convention." Absentee ballots received after that deadline may not be counted.

Measures will be taken to assure that a member who votes by absentee ballot does not receive another ballot if he or she later finds it possible to attend the convention.

TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION REQUEST FOR ABSENTEE BALLOT

TCCTA Bylaws, Article III, Section 2: ***"Any professional member may cast a ballot by mail... Any professional member who properly completes the request form and sends it to the State Office shall be provided an official ballot..."***

Pursuant to the Bylaws of the Texas Community College Teachers Association, I hereby request that I be provided with an Official Ballot for use in electing officers for 2004-2005.

Member's Signature _____

PRINT Name _____

College _____

MAIL THIS FORM TO THE STATE OFFICE: TCCTA, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735. Or form may be sent by fax to Area Code 512, 328-1086. **REQUEST MUST BE RECEIVED NO LATER THAN FEBRUARY 10, 2004.** Under no circumstances may a ballot be sent to a member whose request is received after the deadline date. Absentee ballots will be mailed from the State Office beginning in late January, and the marked ballots must be returned to the State Office no later than February 16, 2004. **NO EXCEPTIONS TO THE DEADLINES STATED ABOVE MAY BE PERMITTED.**