

TCCTA MESSENGER

A Publication of the TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION

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Faculty Salaries Fail to Keep Pace with Inflation

The TCCTA annual survey of faculty salaries is in its third year with a new format.

Through extensive consultation with members and other authorities from around the state, TCCTA leaders continue to refine the way comparative salary information is gathered and presented by the association. The 2004 survey, using an enhanced statistical framework, appears on page ten of this issue of the *Messenger*.

The study also appears in a Web-based version (at www.tccta.org) in *Excel* format, allowing members to make selective comparisons and calculations online.

Since 2002, 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. Meaningful 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 is 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.

In the most recent survey using the previous format (2001), 12 of the 50 schools reported no "fixed" schedule of 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 current analysis reports salary figures from all Texas community colleges.

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 precise designations for academic degrees, the result enables a more valid interpretation than what is otherwise available.

Also, for the first time, the TCCTA survey reports "average years of service" for each category, allowing a better "apples to apples" comparison.

"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."

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. ☆

For the first time, the survey reports "average years of service" for each category, allowing a better "apples to apples" comparison.

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 for All Urban Consumers* of 3.7 percent during the first 11 months of 2004 (seasonally adjusted annual rate), according to the U.S. Bureau of Labor Statistics.

State Average Reported Faculty Salaries		Rate of Change	
2003-2004	2004-2005	Salary Increase	CPI Increase
\$43,535	\$44,309	1.80%	3.70%

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PRESIDENT'S MESSAGE

"...stories are renderings of life; they can not only keep us company, but admonish us, point us in new directions, or give us the courage to stay a given course. They can offer us kinsmen, kinswomen, comrades, advisers offer us other eyes through which we might see, other ears with which we might make soundings."



"...a compelling narrative, offering a storyteller's moral imagination vigorously at work, can enable any of us to learn by example, to take to heart what is, really, a gift of grace..."

From *The Call of Stories* by Robert Coles

This past summer, when we decided that "Telling Our Story" would be the theme of the 2005 TCCTA Annual Convention, I was thinking about Robert Coles. As a youth, I prided myself on my *avant garde* intellectualism (pseudo-intellectualism, really), fostered mainly by watching lots of PBS and the *Dick Cavett Show*. Robert Coles, the child psychologist, Harvard professor, and master story teller, was a frequent guest of Cavett's and I was always intrigued by his stories.

In 1993, I came across Coles again through an opinion piece he published in the *Chronicle of Higher Education*, in which he told about some voluntary teaching he did in an 11th grade English class in an inner-city Boston high school. He had observed that the students were "indifferent, even hostile...sullen, insolent, black ghetto youth who couldn't care less." He had concluded that the students and the regular teacher had arrived at a truce: "She asked for relatively little and got no more."

When the regular teacher became ill, he found himself filling in for her, at first with some expectation that he could do better. In no time, he learned that he wasn't doing better: Students got up and walked out of the room when he started teaching; they talked when he talked; they sat in silence, defying him. He reached the point where he wanted to quit not walk away, but run away.

But, then, something happened. There was a slight skirmish and he lost his cool. He yelled at the students, asking why they bothered to come to class and wondering aloud why he even bothered to show up.

In the aftermath, he found himself showing some Edward Hopper slides he had brought to class. He showed "Nighthawks" and talked about loneliness. He talked about his mother and her love of art. He talked about Hopper's interest in people and their lives.

"Finally, the slides all shown, my mouth dry, my mind dwelling on my recent outburst," he

wrote, "I sat down, and looked at the class... I heard a student in the back of the room whom I regarded as one of the "toughs" say: 'Hey, cool, man, cool.' I heard another one, 'yeah,' another 'yeah,' saw a few heads nod."

That was the turning point what he described as "the beginning of a fairly candid connection, one that enabled most of us in that schoolroom to do our work reasonably well."

Of course, Dr. Coles was able to reflect on and analyze the transaction between himself and those high school students in the language of the psychoanalysis he was trained to practice. But in very common language, he posited, "Some of us who aim to instruct others have a lot to learn about ourselves, and, on occasion, we can do worse than sharing what we discover about ourselves with those others we are trying to reach, to teach. We don't need an orgy of overwrought psychology in our classrooms, but the blunt candor of the personal story, the proverbial cry of the heart, the soul bared to young souls embattled and in jeopardy can sometimes break the ice of class and race. Such self-revelation can help turn a 'me' and a 'them' into an incipient (if still fragile) 'us' a start at least."

As a teacher, I have had many opportunities and occasions to contemplate this story told by Robert Coles, to consider what truths I can derive from his lesson. I think we can all take his admonishment as a challenge: How do we tell our stories? How do we connect with our students, with our colleagues, with our administrators? How do we connect with the public? How do we connect with the legislators who decide how to fund our institutions and programs?

I encourage each of you to think about the remarkable stories of your classroom experiences. Consider how you should tell that story. "Telling Our Story" is a starting point for making a difference, for making a connection. I will be looking for you at the convention, February 17-19, in Austin.

And, on February 17 at Community College Day at the Capitol, each of us will have the chance to tell our story to the people who represent us in Austin.

Gail M Platt

Join the Discussion!

- TCCTA Editorial Policy
- Call for Papers
- Members Speak Guidelines
- Online Forum

Click on "Publications"

www.tccta.org



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).

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 \$90,000 in 2005. 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
- Lamar State College–Orange
- Lamar State College–Port Arthur
- Laredo Community College
- Lee College
- Odessa College
- Panola College
- Paris Junior College
- South Plains College
- South Texas College
- Tarrant County College
- Temple College
- Texas State Technical 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%)
- Northeast Texas Community College (6-8.5%)
- Western Texas College (3%)

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 six 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 public 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.

Many 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.

HB 264, passed by the Legislature during its most recent Regular Session, 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. Based on reports from schools, the following institutions supplement ORP contributions by 2.5 percent for those hired since September 1, 1995:

- Coastal Bend College
- Dallas Community College District
- El Paso Community College
- Galveston College
- McLennan Community College
- North Central Texas College

The following institutions pay 2.5 percent ORP supplements for eligible employees hired prior to 1995:

- Alamo Community College
- Alvin Community College
- Angelina College
- Austin Community College
- Blinn College
- Coastal Bend 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
- Lamar State College–Orange
- Lamar State College–Port Arthur
- Laredo Community 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 College
- Tarrant County College
- Texarkana College
- Texas State Technical College
- Trinity Valley Community College
- Tyler Junior College
- The Victoria College
- Wharton County Junior College

(*Navarro College and Northeast Texas Community College pay 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 also raised the rate for all ORP employees by one 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. ☆

Great Teaching Round Up Joins TCCTA for Hill Country Seminar

“Participant responses identify feelings of ‘renewal’ and ‘recommitment.’ The experience goes on well beyond the actual retreat it is carried right into the classroom.”

*Patsy Lemaster
Amarillo College*

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

*Terry Stewart
Mouchayleh
Austin Community College*

One of the most respected professional development programs for Texas community college teachers has joined forces with TCCTA.

The Great Teaching Round Up, founded by Don Bass at College of the Mainland in 1982, conducts a four day seminar each May in the Texas hill country.

Mr. Bass is stepping down as director. “There comes a time when change is healthy,” he says.

He immediately thought of TCCTA as the best “home” for the Round Up, because of the association’s reputation for organizing and promoting quality professional development programs. “They can handle it well,” he adds.

The Round Up, scheduled for May 17-21, 2005, will retain its traditional format, style, location, and staff. As in recent years, the seminar will be held at the Lazy Hills Guest Ranch in Ingram, near Kerrville. The event provides two year colleges with a meaningful way to recognize outstanding teachers. Schools and faculty organizations are encouraged to sponsor faculty members who have achieved a particular distinction during the school year.

The Concept

The Great Teaching Seminar movement was founded by Roger Garrison in Maine, and continued notably by David Gottshall in Illinois, as a method for teachers to discover what constitutes great teaching by talking openly to each other.

During the last three decades, such retreats, with a variety of titles and in numerous locations, have spread across the country.

According to Mr. Gottshall, the seminars are based on four premises:

- Teachers learn to teach best from one another. Properly facilitated “shop talk” can be the highest form of staff development.

- Creativity in teaching is enhanced by mixing teachers of diverse fields, experience levels, and interests.
- If properly tapped, the collective wisdom, experience, and creativity of any group of practicing educators far surpasses that of any individual expert of any stature or fame.
- The key to success is simplification.

What to Expect

The Great Teaching Round Up differs from most conferences in that, for the most part, the program is created by the participants themselves. The staff’s major role is facilitation. The format varies but often includes: teaching clinics, panels, organized discussions, “hands on” workshops, and presentations by participants or Round Up staff. It also features choices among activities. The exchange takes place not only in scheduled sessions but also informally on horseback rides, by the swimming pool, or on walks around the lake.

Focus

The goals of the seminar include:

- Sharing methods and techniques
- Celebrating good teaching
- Creative, realistic problem solving
- An exploration of new ideas
- Serious introspection and self-appraisal
- Professional and personal renewal

The process is simple: Assemble a group of people who really care about teaching and place them in an isolated, unstructured setting in the beautiful Texas hill country. *But the rewards can be astounding:* Over the years, many teachers have reported that the Round Up allowed them to believe in their chosen profession as never before. ☆

REGISTRATION FOR 2005 GREAT TEACHING ROUND UP

PRINT NAME: _____

COLLEGE: _____

COLLEGE ADDRESS: _____

CITY, STATE, ZIP: _____

PHONE: _____ FAX: _____ E-MAIL: _____

TEACHING DISCIPLINE: _____

EARLY REGISTRATION: \$550.00 (Per person/double occupancy. Includes room and meals, but not transportation.) **AFTER MAY 1: \$575.00**

My check in the amount of \$ _____, payable to TCCTA, is enclosed.

I understand that full refunds will be made if reservations are cancelled before April 27 and that **no refund will be made for reservations cancelled after that date.**

SEND TO: GREAT TEACHING ROUND UP, College of the Mainland, Joyce Palmer, 1200 Amburn Rd., Texas City, TX 77591. Fax: (409) 938-0022. For more information or to verify availability, contact Joyce Palmer, at (409) 938-1211, ext. 348. E-mail: jpalmer@com.edu.

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Measures Added for Community Colleges

by **Glenda Barron**
Assistant Commissioner

Community and Technical Colleges Division
Texas Higher Education Coordinating Board

On January 22, 2004, Governor Perry issued Executive Order RP 31 requiring the Coordinating Board and each public university, health-related institution, state college, technical college, and system to work together to provide “the information necessary to determine the effectiveness and quality of the education students receive at individual institutions and also to provide ...the basis to evaluate the institutions’ use of state resources.”

Community colleges were not included in the governor’s original Executive Order. However, board staff has been working to develop an accountability system similar to that for the other types of institutions. David Gill and David Couch have worked with our standing advisory committee as we move forward.

A few guiding principles were applied in the development of the community college performance measures proposed for the Texas Higher Education Accountability System.

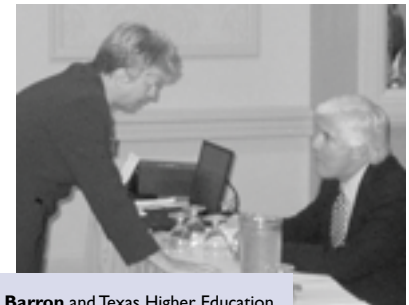
1. To the extent possible, measures were chosen that could be used in common with all sectors of higher education (universities, health related institutions, state colleges, technical colleges, as well as community colleges).
2. There also was a desire to employ measures which would be consistent with the framework used for *Closing the Gaps* (Participation, Success, Excellence, Research).
3. Although pursuing common goals and measures across sectors where possible, it was recognized that there would need to be some measures unique to each sector.

Accordingly, there are measures related to enrollment, student retention, graduation and persistence rates, faculty characteristics, effective use of resources, etc. After staff had developed a draft set of measures, it was presented to various groups for feedback. More directly, the Program Quality and Standards Advisory Committee was convened for consultation. As a result, some originally proposed measures were revised or eliminated, while others were added.

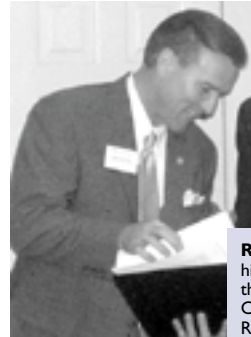
We expect to distribute the proposed measures widely asking for more feedback. We plan to take the measures to the board in January 2005 for its review.

Dr. Gill of the Community and Technical Colleges Division contributed to this article. ☆

**The Coordinating Board’s
Web site is available under
“State Agencies” at
www.tccta.org**



Glenda Barron and Texas Higher Education Commissioner **Raymond Paredes** confer during the TCCTA Fall Conference for Faculty Leaders in October.



Rep. Fred Brown (R-Bryan), prepares his presentation on the next session of the Legislature during the TCCTA Fall Conference for Faculty Leaders in Austin. Rep. Brown is the Chief Budget Officer of the House Committee on Higher Education and a member of the Appropriations Committee.

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

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

**Thursday, Feb. 17, 2005
1:00 – 5:00 p.m.
Renaissance Austin Hotel**

The Membership Services Committee of TCCTA will sponsor a grant-writing seminar, Thursday, Feb. 17, 2005. Three highly successful grant writers Lillian Cook, Barbara Buchanan, and Ann Morris, will lead the workshop. This four hour afternoon seminar is designed for those who want training in writing a winning grant proposal.

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

**Cost of the seminar:
\$100 per person**

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 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. 17, 2005, 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 ____ / ____

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



TCCTA Executive Director Richard Moore, left, State President Gail Platt, South Plains College, and association lobbyist Beaman Floyd at the Capitol on Oct. 5, prior to Dr. Platt's testimony.

Capitol and Campus

by **Beaman Floyd**
TCCTA Lobbyist

I encourage all community and technical college educators to attend the TCCTA annual convention in Austin!

The convention gives me a chance to visit face-to-face with my clients, which is always a pleasure.

More importantly, it gives *you* a chance to "tell your story" directly to your senators and representatives during the "Community College Day" activities planned for Thursday, February 17, at the Capitol.

Public demonstrations have a vital place in our democracy, but such heartfelt messages can get lost in the buzz of daily activity during a legislative session. In fact, it could be argued that influence increases with the level of *quietude*, as professionals and constituents discuss public policy rationally and constructively.

During TCCTA's "Community College Day," educators will proudly display ribbons and "demonstrate" solidarity. But our more important and more *quiet* work will consist of visiting the offices of senators and representatives, armed with a concise "fact sheet" (provided by TCCTA) of relevant information. Watch the "Convention" Web page for details and updates (www.tccta.org).

For now, the most effective way to prepare is to follow the advice of the TCCTA *Guide to Political Participation*, which also can be accessed from the "Convention" page. It contains great practical tips on communicating with lawmakers.

See you at the Capitol! ☆

TCCTA 2005 Legislative Program

1. Support restoring community and technical college formula funding as requested by the Texas Association of Community Colleges.
2. Support restoring ERS funding to improve health insurance benefits for all covered community and technical college employees.
3. Support efforts to ensure adequate funding and benefits for community and technical college employees and retirees in TRS and ORP.

*Approved by TCCTA Executive Committee,
October 15, 2004.*

ORP/TRS Transfer Faces Obstacles

The goal of changing the legally "irrevocable" decision of community and technical college educators in choosing their retirement plans has gotten more complicated.

Many Optional Retirement Program participants have advocated an "actuarially neutral" voluntary transfer into the Teacher Retirement System. TRS, a "defined benefits" program, has appeared more attractive to some observers in recent years than "defined contribution" plans such as ORP. These sentiments have become increasingly salient due to benefit enhancements for TRS members enacted by the Legislature during the last several sessions and the simultaneously grim performance of many investment portfolios.

During the 78th Regular Session, TCCTA supported a measure to permit such a "neutral" transaction (at no cost to TRS or taxpayers), but the provision was withdrawn by its sponsor shortly before adjournment. Since then, the association has raised the issue repeatedly with policy makers.

Ronnie Jung, Executive Director of the Texas Teacher Retirement System, responding to a letter from TCCTA Executive Director Richard Moore, recently addressed the constitutional, legal, actuarial, and practical issues of enacting a statute to permit a tax free transfer from ORP into TRS.

"Perhaps most challenging," Mr. Jung writes, "is that it appears there are issues related to Section 67(a)(2) of the Texas Constitution that must be addressed." The provision prohibits collection of benefits from more than one system. Significantly, its interpretation was narrowed on July 26 by a restrictive opinion of the Texas Attorney General.

Additionally, notwithstanding recent U.S. laws, the Internal Revenue Service would determine annual limits in purchasing years of service, "making it less desirable toward the end of a career," the letter states. Even if a "permissive" transfer were allowed, under one current IRS rule, an ORP participant would need at least five years of service credit in TRS *prior* to the purchase. The *number* of years to be purchased may also be limited.

Mr. Jung then posits two actuarial scenarios, for personnel age 48 and 58, purchasing years under current TRS rules. However, he writes, "We cannot simply use the factor applicable for purchasing one year and multiply the resulting cost by the total number of years of service credit to be purchased." Furthermore, the cost to college educators (who typically earn more than the public school teachers in the examples) would be greater.

In the *Messenger* each September, TCCTA publishes a comprehensive analysis of ORP and other tax deferred retirement plans. The 2004 edition is available by clicking on "Publications" at www.tccta.org. Included in this study are product descriptions, a glossary of terms, and 18 comparative tables. At this site visitors can also download a detailed comparison of TRS and ORP by the Texas Higher Education Coordinating Board, and a copy of Mr. Jung's letter. ☆

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under "State Agencies."

College Groups Unite in Budget Testimony

On November 9, before the Senate Finance Committee, in an impressive display of support for Texas community colleges, TCCTA joined a panel offering testimony in favor of increased funding for the next biennium.

“We Get the Message”

David Daniel, president of Midland College, representing the Texas Association of Community Colleges, invited TCCTA president Gail Platt to the witness table, commenting, “Faculty are where the rubber meets the road” in this effort.

Also testifying in the joint presentation were Rey Garcia, executive director of TACC, Jerry Hinojosa, chair of the board of regents at Brazosport College, Houston business owner Patricia Harless, and Cal Pifer, a student at Kingwood College and president of the Texas Junior College Student Government Association.

At one point during the hearing, Dr. Daniel asked the community college supporters in the room to stand. The chamber was virtually filled with college personnel, students, and other supporters who rose immediately in unison. “We get the message,” committee chair Steve Ogden (R-Bryan) responded.

According to some Capitol observers, the message may be getting through.

House and Senate leadership, including Speaker Tom Craddick, have asserted recently to audiences that they intend to promote the interests of two-year colleges in the forthcoming session. This, of course, would be welcome news in the wake of the devastating budget cuts imposed by the 78th Legislature in 2003.

“Help us, please!”

Dr. Platt told the committee, in part:

Our Texas community college faculty and staff are overworked and underpaid. Professors are teaching not their standard five sections, but seven and eight sections. Community colleges have long taken pride in providing students with more individual attention than is possible in the university “sink or swim” environment; but, today, our standard section enrollment is swelling.

We take as many students as we can crowd into a classroom; wall-to-wall students are the norm. And yet, for this heavy course and student load, community college professors although they must possess the same credentials make, on average, \$20,000 less each year than their counterparts at a public university.

According to the American Association of Community Colleges, applications for jobs at community college used to pour in, but now the pool of applicants is shrinking and the situation is poised to get worse. In Texas, it is expected that within the next five years, half of all community college educators will leave or retire from their jobs.

These are trying times for community colleges. Enrollments are up. State support is down. Unmet

demand is growing. And every year more students show up who barely know how to read.

She concluded by telling of an e-mail she received from a nursing student who was concerned about funding cuts affecting her program. Dr. Platt said, “The student ended her e-mail with the same plea that I use to conclude my remarks today: *Help us, please!*”

Budget Cycle Begins

On October 5, Dr. Platt testified before a joint hearing of the Legislative Budget Board and Governor’s Office of Budget, Planning, and Policy. The hearing was the first stage in the formulation of the state’s biennial budget.

Also testifying were John Pickelman, chancellor of the North Harris Montgomery Community College District, and Dr. Daniel. Both represented the Texas Association of Community Colleges.

“TCCTA, speaks with the voice of 6,000 employees of Texas community colleges,” Dr. Platt told the panel. “Today we join our presidents and chancellors in asking for increased funding for our institutions.”

Dr. Platt cited a study by the Pell Institute for the Study of Opportunity in Higher Education reporting that, when low-income students participate in post-secondary education, they attend community colleges.

Her further remarks to the panel are included below, in part:

If we in Texas are serious about closing the gaps in higher education and preventing the bleak economic forecast for our state projected by demographer Steve Murdock, state funds must be directed to our community colleges.

When I was growing up, the man who lived next door to my parents was a dean at the university and another neighbor was the chair of the English department. My ideas of academic life were shaped by what I saw them doing and the way I saw them live. I thought all academics got home early enough to garden. I thought they all had ample time to contemplate their disciplines while revising their latest manuscripts. When I went to work at community college 25 years ago, I became aware of an alternative lifestyle for those in higher education.

Let me tell you what a typical day in the life of a community college faculty member is like, just in case your frame of reference is like mine was. My colleagues in my department arrive at work at 7:00 a.m. or earlier and do not leave to go home until 4:30 or 5:00 p.m. They usually eat lunch in their offices so they can check their e-mail from students and grade papers. One professor I know is teaching seven sections of developmental reading; she has 174 students. She will grade at least 2,784 papers this semester. She has a master’s degree in English plus 30 additional graduate hours beyond her master’s degree. She is not junior faculty, working extra hours to prove herself and earn tenure; she is

(continued on page 15)

“TCCTA speaks with the voice of 6,000 employees of Texas community colleges.”

2004-05 Texas Community College

(Actual Salary Nine Months)

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 AVERAGE YEARS OF SERVICE						Bachelor's Degree				Master's Degree				Doctoral Degree				Bachelor's Degree			Master's Degree		
							LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY
Alamo Community College District	860	32949	73332	49769	9	14	32949	34119	3	5	35856	43236	207	4	42012	51372	38	4	34704	36459	11	4	41823	51372
Alvin Community College	93	35016	55339	50470	7	17	—	—	—	—	35016	40223	17	2	44507	52147	6	5	—	—	—	—	40223	40223
Amarillo College	225	30815	58285	42590	32	10	30815	32245	3	2	33990	38620	22	2	37682	46338	7	3	32960	37683	5	5	39130	40223
Angelina College	118	32424	60708	43551	27	14	32424	34872	5	3	34572	40644	46	6	44712	47832	6	11	36672	37272	3	9	41076	40223
Austin Community College	456	23794	98440	65532	1	12	42707	49950	5	4	23794	39887	8	9	40455	54753	13	6	51876	59692	8	5	41985	50434
Blinn College	266	30700	63053	42965	31	9	30700	32760	14	5	34800	41342	107	5	40218	44206	26	5	33969	34070	2	2	41574	40223
Brazosport College	73	36301	67469	48761	11	12	36301	43336	4	5	38500	44632	9	4	36301	36301	2	0	38110	38110	1	0	40434	40223
Central Texas College	148	31356	95885	53461	3	10	31356	42057	8	5	36465	43826	22	3	45238	50563	7	4	43005	45038	7	5	44027	50434
Cisco Junior College	72	30666	43391	32122	50	11	30666	33560	9	2	30978	33530	21	2	—	—	—	—	34480	34528	6	10	33852	30666
Clarendon College	29	31054	47012	37752	45	7	—	—	—	—	31054	34857	7	2	—	—	—	—	—	—	—	—	35159	30666
Coastal Bend College	92	33756	71040	41737	36	10	33756	33756	3	2	33780	36936	14	2	40116	45057	2	2	34464	36360	3	6	37092	30666
College of the Mainland	92	34096	67920	43514	28	14	—	—	—	—	34096	37506	18	4	45782	46273	5	5	—	—	—	—	37506	30666
Collin County Comm. Coll. District	225	32873	69939	46722	16	7	34808	36765	3	1	34167	41541	47	1	38445	45666	28	1	40944	43489	2	3	41695	40223
Dallas County Comm. Coll. District	728	38026	78847	55180	2	20	—	—	—	—	38026	46894	249	9	44169	46895	15	7	—	—	—	—	47123	50434
Del Mar College	267	33632	62835	50896	5	14	33632	35610	6	2	36450	42650	45	5	39947	51417	14	3	36203	40155	5	3	42830	50434
El Paso Community College	333	33173	76647	46604	17	13	33332	36079	11	3	35365	40624	94	5	40671	46719	20	4	39053	45757	6	13	41436	40223
Frank Phillips College	30	27613	52578	36657	49	7	27613	27613	1	5	29500	31500	5	3	45309	45309	1	13	28500	28500	1	2	33500	30666
Galveston College	50	36016	61534	48594	12	8	38117	61534	5	7	36273	61258	35	10	38117	55353	8	7	43971	49825	1	23	42519	40223
Grayson County College	83	27244	57449	44557	23	17	27244	27244	1	0	33491	37680	3	6	35893	41206	2	4	33080	37680	6	4	39453	40223
Hill College	66	24555	55559	37026	48	10	25169	32899	3	3	24555	34632	9	3	41990	41990	1	1	32899	32900	3	3	34632	30666
Houston Community College System	799	32023	65513	48295	13	11	32023	39306	32	2	35640	42893	140	3	40140	45535	42	3	39882	45841	18	6	43112	50434
Howard College	126	28059	49408	38736	44	13	30686	34203	12	9	30344	34988	13	5	38386	40239	2	8	34392	37592	14	14	35440	30666
Kilgore College	138	32500	57095	42337	33	12	33010	35430	5	3	33528	39693	15	5	39065	40885	4	4	36100	37340	5	6	39748	40223
Lamar State College-Orange	46	29386	57894	37711	47	10	31402	31691	3	1	31691	36000	12	4	33770	33770	1	1	—	—	—	—	37274	40223
Lamar State College-Port Arthur	53	31699	53274	39739	42	10	31699	33472	3	3	33512	36192	9	4	39742	39742	2	5	33799	35255	2	7	36488	30666
Laredo Community College	216	30820	75208	50413	8	17	30820	33382	2	2	33848	44188	81	9	39750	46760	9	7	32383	33944	3	5	44189	50434
Lee College	136	35060	66400	47686	14	14	35060	40463	14	5	36394	40891	20	5	—	—	—	—	41956	44193	2	13	41209	40223
McLennan Community College	172	33264	64114	50501	6	17	35386	38556	5	8	33802	44222	28	7	44746	52658	8	12	40254	42146	5	9	45068	50434
Midland College	120	33936	62965	45089	21	10	33936	37326	8	3	35559	39907	17	3	41193	49575	5	5	37808	40045	8	4	40145	40223
Navarro College	100	30813	50439	42191	34	15	30813	33201	4	2	32720	37848	18	6	40933	44564	3	9	33798	33798	3	6	38489	40223
NHMCCD	626	35339	77148	48953	10	7	35339	42815	46	2	36553	45117	234	2	42852	48940	47	2	44750	51175	11	10	45340	50434
North Central Texas College	95	32800	49816	38829	43	8	33300	34873	6	4	35300	38585	37	5	39505	41630	6	9	35734	36800	6	4	38771	40223
Northeast Texas Community College	53	33767	57477	45622	19	10	33768	36027	2	1	33767	37840	9	3	43512	48167	2	9	37190	38354	2	11	39004	40223
Odessa College	108	26507	61683	41904	35	12	26507	36170	10	4	27863	37075	16	3	—	—	—	—	37180	39705	5	4	37180	40223
Panola College	60	30447	54147	41229	37	9	30447	33087	2	1	32466	35728	5	2	36972	36972	1	1	34206	34801	2	1	38091	40223
Paris Junior College	87	31654	50045	45215	20	16	33808	33808	1	3	35620	35620	1	1	—	—	—	—	36372	40337	4	13	36338	30666
Ranger College	25	18188	41681	28112	51	11	15188	15188	1	4	—	—	—	—	—	—	—	—	22200	25500	4	6	23550	20666
San Jacinto College	413	33036	67336	46821	15	13	34270	36277	22	3	33036	40209	62	5	39418	45116	20	7	36277	40470	22	5	40206	40223
South Plains College	230	29631	63134	39792	41	11	29631	33230	10	4	29800	33699	47	3	—	—	—	—	33977	38498	7	11	33743	30666
South Texas College	383	30758	70750	39966	39	9	31659	38810	32	8	30758	40647	168	7	36132	39619	6	4	41302	45899	6	17	40994	50434
Southwest Texas Junior College	104	31840	54721	43280	30	12	31840	32004	2	2	34485	36933	26	3	38078	40898	—	—	32168	32332	2	3	38494	40223
Tarrant County College District	489	42900	74397	52956	4	11	44400	50209	17	4	42900	50636	198	3	44900	52051	44	4	51564	55487	2	13	50650	50434
Temple College	86	32302	63538	43328	29	11	32302	33321	5	2	35501	40439	24	5	33945	35371	6	3	40939	46188	17	4	47194	50434
Texarkana College	103	35424	58921	45001	22	19	35424	38883	6	5	35539	44397	19	10	49275	51168	4	14	39515	40775	6	9	44553	40223
Trinity Valley Community College	123	32045	53705	44500	24	23	31051	34033	2	4	31875	41135	21	12	45752	45752	1	13	34530	38009	9	11	41310	40223
Tyler Junior College	239	31235	69616	44222	26	12	31901	38419	24	2	31235	40662	56	4	34301	42824	7	6	40249	44072	12	6	41167	50434
Vernon College	52	30614	58334	37725	46	11	30614	31533	4	4	31904	33950	7	3	39483	41905	2	7	31534	31538	4	5	34458	30666
Victoria College	116	32146	65156	44349	25	14	33039	33039	1	3	35106	40943	25	7	40381	44806	87	6	34037	36126	4	7	41524	40223
Weatherford College	87	35500	56000	45750	18	12	35500	36500	13	6	37000	40500	21	5	—	—	—	—	—	—	—	—	40750	40223
Western Texas College	33	26895	53774	39932	40	9	33616	33616	1	3	26895	33173	7	2	50561	50561	1	33	40187	40187	2	2	34597	40223
Wharton County Junior College	135	31550	57050	41136	38	15	32050	37550	16	9	31550	37775	32	7	—	—	—	—	38050	43050	15	17	38050	40223
Average Salary		31729	62314	44309			31710	35225			32881	39096			34987	38830			35473	38021			39690	40223

Teachers Association Survey of Faculty Salaries

(Contract Based on Institutional Responses to TCCTA Questionnaire)

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				
SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE
1273	197	10	51300	58356	38	10	37044	37044	2	8	48240	56970	134	18	57060	66420	33	22	40554	42948	5	22	54603	67230	167	29	67572	73332	25	34
5298	17	7	53191	55339	6	22	—	—	—	—	45298	49720	17	20	55339	55339	6	28	—	—	—	—	49720	52454	18	22	55339	55339	6	27
3300	82	7	44549	50459	6	4	35105	44550	10	2	43768	49792	67	17	51174	53657	5	8	37119	51417	10	8	52886	51417	1	22	51417	54749	7	17
7064	28	13	49812	52324	2	19	—	—	—	—	47316	52632	15	26	—	—	—	—	42372	42372	1	17	53832	59892	9	32	60708	60708	3	35
5571	77	5	55319	68473	54	7	60773	68064	22	7	57117	72630	113	10	69624	83703	42	16	69247	76884	6	21	73276	89353	59	25	84823	98440	21	26
7682	45	12	44457	48752	19	9	35126	36586	4	3	48748	54685	20	17	51619	56793	7	19	38531	39277	2	15	54995	61594	14	25	58535	63053	6	23
9732	15	8	38110	45504	8	3	—	—	—	—	52243	55425	3	16	46409	50730	2	10	59934	59934	2	24	56502	67469	15	28	65503	65503	2	30
2004	26	8	51627	56956	4	9	45406	48629	7	5	52738	59460	24	8	58018	63344	4	16	49212	61737	7	11	59894	82751	25	18	74616	95885	7	27
5387	10	12	35770	35770	1	7	39441	39441	1	28	37174	39086	8	12	37897	39776	2	9	—	—	—	—	40404	43391	14	29	—	—	—	—
9024	14	7	—	—	—	—	—	—	—	—	40946	42731	4	13	42140	42140	1	5	—	—	—	—	44056	47012	3	10	—	—	—	—
9792	16	4	45057	49998	1	3	37740	39936	3	9	40392	45612	16	7	49998	54939	1	30	43476	49236	3	20	45780	70140	15	20	54939	59880	1	35
9432	18	7	46698	47863	5	7	—	—	—	—	39432	42531	18	10	48197	55045	5	11	—	—	—	—	42806	55644	18	20	55254	67926	5	24
8198	47	7	47464	54449	22	7	44306	44880	3	6	49526	56277	21	13	55354	61889	15	14	51518	52217	2	9	56784	64226	19	17	63132	69939	9	17
5554	97	19	47084	55725	54	8	—	—	—	—	56016	64948	85	30	56402	64336	32	23	—	—	—	—	65028	77351	96	34	65227	78847	100	32
0377	47	9	53292	60960	15	13	40748	42030	7	6	50400	57600	53	19	61585	62210	6	16	43100	52489	6	15	57716	60564	40	25	62835	62835	23	26
8549	45	14	47653	54738	7	13	47606	49529	4	22	49520	59181	19	23	56950	66726	12	22	58031	65352	2	29	61572	67981	16	27	69422	76647	9	29
5512	4	4	—	—	—	—	33000	33000	1	1	36216	37267	4	6	51087	51087	1	13	35125	35125	1	4	38800	52578	5	13	52022	52022	1	17
8766	13	5	38117	51955	5	1	49825	55679	1	2	48766	55012	5	20	51955	65794	3	17	55679	61533	2	7	55012	61258	8	27	65794	79632	0	0
4508	13	11	43478	43478	1	7	37940	42251	11	15	45353	50252	25	20	49661	49661	1	14	42985	48185	7	22	50684	55876	9	28	53935	57449	4	25
7411	9	8	44871	44871	1	1	32901	33930	3	7	37636	43909	9	17	48436	48436	1	1	34632	39826	3	14	44806	55559	8	26	51976	51976	1	1
0473	143	11	46038	51438	41	8	47072	52526	25	16	50683	58010	117	17	52205	57289	54	15	55558	62041	9	24	58255	65512	39	26	58303	65513	32	24
9609	25	13	43018	43018	1	16	37856	40835	5	18	39825	44141	16	18	47651	47651	1	26	44905	44905	1	29	44930	49090	7	23	49408	49408	1	19
1340	15	9	41340	44265	4	10	37610	39700	5	5	41685	45110	15	13	44265	45780	4	15	40265	45375	4	12	45250	56400	13	18	47295	57095	4	21
3111	10	10	40157	42678	3	14	37274	37274	1	8	47536	48019	3	20	44168	49218	2	17	—	—	—	—	53288	53288	1	31	57894	57894	1	34
8186	8	6	41186	41972	3	8	36782	37825	2	14	38464	42234	9	13	42386	45024	3	10	38934	40361	2	11	42811	50476	8	21	47533	53274	2	20
4528	47	20	46761	53770	5	18	33945	35506	5	9	54529	64868	37	31	53771	60780	2	25	35507	37068	9	20	64869	75208	9	28	60781	67790	7	38
5020	25	10	41853	46020	9	6	46512	47338	4	14	46087	52856	22	16	46087	49814	7	10	54270	54270	1	27	53381	64773	19	29	53957	66400	13	31
1130	28	10	53260	59662	9	16	42378	46576	5	14	51188	56814	28	24	59888	60724	5	22	46771	55684	5	9	57084	63450	27	29	60936	64114	7	34
3193	17	3	49930	51510	6	10	41079	42588	8	5	43296	46939	16	7	55821	60581	6	21	42913	54447	8	15	47779	58899	16	19	61376	62965	5	26
4039	19	13	46004	48653	3	15	34992	37127	3	11	44039	46008	19	18	48653	51069	3	20	37598	39821	4	17	46008	50439	19	24	51673	53485	2	23
4953	118	8	49899	58210	37	8	54889	64669	8	18	55714	64990	41	18	58790	67048	28	15	75091	75091	1	27	66064	75093	36	25	69573	77148	19	24
1441	17	7	42383	44152	4	7	37406	37476	2	5	42300	45555	2	18	46077	46077	1	25	40300	40300	1	5	48411	48551	2	18	47405	49816	3	26
2277	8	7	48935	51658	2	9	40681	40749	2	6	42423	45186	8	10	51803	53404	2	18	47081	47081	1	19	45477	54568	8	15	55149	57477	4	19
0645	21	8	—	—	—	—	40715	43121	7	17	40715	44250	16	10	42855	44375	2	12	44594	50801	3	9	44545	61683	15	26	44990	60335	12	25
3186	17	7	40234	40234	1	1	37564	37994	2	9	44293	47634	12	12	42905	42905	1	17	39860	41875	4	15	49243	54147	5	17	45953	46691	3	10
9722	11	6	—	—	—	—	42867	45260	2	3	41260	44371	14	12	45123	45123	1	7	45533	48712	6	11	45533	50045	32	25	47447	48712	2	17
7788	5	9	—	—	—	—	—	—	—	—	29671	34380	7	11	30608	30608	1	6	—	—	—	—	—	—	—	—	34826	41681	3	20
4445	62	9	46166	51334	20	14	40590	48364	22	11	44471	52916	62	15	51334	58161	19	18	48400	54181	19	17	53018	64545	62	26	60058	67336	19	26
8729	44	6	36663	38693	7	4	40026	42092	6	14	39004	43742	48	14	41256	42905	4	8	45257	55111	7	18	43796	63134	35	24	44388	63134	15	18
0091	76	12	41600	49991	52	11	—	—	—	—	—	—	—	—	—	—	—	—	70750	70750	1	14	61346	62437	2	16	—	—	—	—
0942	19	8	42582	45402	0	0	32496	33315	1	4	42503	44263	16	13	47086	49194	1	13	33639	33639	0	0	45652	49179	32	19	50700	54721	5	24
8038	69	13	52653	59195	28	11	—	—	—	—	58450	65656	47	23	59913	66399	10	22	64599	68770	4	28	66391	73865	45	32	67761	74397	11	32
1847	4	13	33945	35371	6	11	36115	36115	1	8	46912	51269	7	18	52941	56722	4	21	38471	38710	2	14	52937	56916	7	27	58921	63538	2	29
7233	14	15	52106	54001	2	21	41719	42665	8	13	47386	51796	14	23	—	—	—	—	43610	50953	10	24	51952	55576	16	34	57775	58921	4	36
5595	22	21	48734	48734	1	19	38506	41488	6	20	45791	48760	23	28	51716	51716	1	25	41985	45464	8	28	48917	52056	20	31	53207	53704	9	33
0300	59	17	45357	49218	8	13	45784	52405	12	9	50644	58477	22	25	52079	56273	4	20	53039	59586	6	11	60147	69616	8	27	61234	69282	2	32
4976	9	5	45144	51594	2	18	31546	34022	3	8	35151																			

COMPENSATION AND UTILIZATION OF PART-TIME INSTRUCTORS TEXAS PUBLIC COMMUNITY JUNIOR COLLEGES 2003-2004 and 2004-2005

(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		2004-2005 Rank	Percent Increase over 2003-04	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
	2003-2004	2004-2005							
Alamo Community College District	\$2,032	\$2,093	4	3.00%	Yes	No	860	1,542	36%
Alvin Community College	1,500	1,500	22	—	No	No	91	160	25%
Amarillo College	1,275	1,275	40	—	Yes	Yes	225	200	28%
Angelina College	1,500	1,500	22	—	No	No	103	172	31%
Austin Community College	2,160	2,265	1	4.86%	Yes	Yes	456	1,181	64%
Blinn College	2,150	2,200	2	2.33%	Yes	No	266	253	26%
Brazosport College	1,500	1,500	22	—	No	No	73	80	35%
Central Texas College	1,425	1,450	32	1.75%	Yes	No	148	382	60%
Cisco Junior College	1,110	1,170	46	5.40%	No	No	72	84	27%
Clarendon College	1,050	1,050	51	—	No	No	29	29	25%
Coastal Bend College	—	1,350	35	—	No	No	104	91	29%
College of the Mainland	1,530	1,530	19	—	Yes	Yes	92	221	44%
Collin County Community College	1,629	1,686	10	3.49%	No	No	223	632	54%
Dallas County Community College	1,675	1,717	9	2.50%	No	No	728	2,752	45%
Del Mar College	1,894	1,970	6	4.01%	Yes	No	295	367	26%
El Paso Community College	2,017	2,025	5	0.39%	No	No	333	1,013	58%
Frank Phillips College	1,155	1,125	49	-2.66%	No	No	30	41	37%
Galveston College	1,505	1,505	21	—	No	No	51	130	49%
Grayson County College	1,335	1,374	34	2.92%	No	No	83	131	22%
Hill College	1,100	1,200	43	9.09%	No	No	69	77	70%
Houston Community College	1,518	1,569	16	3.35%	Yes	No	799	2,329	66%
Howard College	1,152	1,152	47	—	Yes	No	126	60	22%
Kilgore College	1,325	1,325	38	—	Yes	No	138	122	24%
Lamar State College-Orange	—	1,650	11	—	No	Yes	48	57	30%
Lamar State College-Port Arthur	—	2,122	3	—	No	No	76	51	35%
Laredo Community College	—	1,536	17	—	No	No	216	193	35%
Lee College	1,650	1,650	11	—	No	No	151	214	25%
McLennan Community College	1,701	1,854	7	8.99%	No	No	181	170	26%
Midland College	1,500	1,500	22	—	No	No	120	135	24%
Navarro College	1,260	1,290	39	2.38%	No	No	99	297	46%
North Central Texas College	1,440	1,500	22	4.17%	No	No	95	169	43%
NHMCCD	1,632	1,632	14	—	No	No	626	1,523	50%
Northeast Texas Community College	1,200	1,500	22	—	Yes	Yes	53	75	60%
Odessa College	1,401	1,500	22	7.06%	No	No	129	260	25%
Panola College	1,525	1,523	20	-0.13%	No	No	60	42	17%
Paris Junior College	1,200	1,260	42	5.00%	No	No	87	123	33%
Ranger College	—	1,035	52	—	Yes	No	23	34	24%
San Jacinto College	1,440	1,536	17	6.67%	No	No	413	696	42%
South Plains College	1,272	1,272	41	—	No	No	261	178	10%
South Texas College	1,620	1,620	15	—	Yes	No	383	280	21%
Southwest Texas Junior College	1,418	1,446	33	1.97%	Yes	Yes	104	102	33%
Tarrant County College	1,582	1,755	8	10.90%	Yes	Yes	495	868	45%
Temple College	1,641	1,650	11	0.55%	Yes	No	86	135	30%
Texarkana College	1,350	1,350	35	—	No	No	106	85	20%
Texas State Technical College	—	1,344	37	—	No	No	537	63	5%
Trinity Valley Community College	1,150	1,150	48	—	No	No	123	105	19%
Tyler Junior College	1,200	1,200	43	—	No	Yes	250	235	25%
Vernon College	1,200	1,200	43	—	No	No	71	108	37%
Victoria College	1,500	1,500	22	—	Yes	No	116	71	22%
Weatherford College	1,500	1,500	22	—	No	No	87	94	25%
Western Texas College	1,100	1,100	50	—	Yes	No	38	44	30%
Wharton County Junior College	1,500	1,500	22	—	No	No	135	150	30%
<i>Mean Salary</i>	<i>\$1,468</i>	<i>1,504</i>			<i>Yes=18</i>	<i>Yes=8</i>	<i>10,563</i>	<i>18,717</i>	<i>34%</i>
<i>Median Salary</i>	<i>\$1,440</i>	<i>1,500</i>			<i>No=34</i>	<i>No=44</i>			

News Briefs and Links

Rude Behavior Remedies Explored

The September 17 issue of the *Chronicle of Higher Education* discusses strategies for reducing disruptive and disrespectful behavior by students in contemporary college classrooms. Chatting, loud cell phones, profanity, sleeping, and other disturbing forms of conduct are considered in the article by Thomas Bartlett, including vivid and plentiful comments by faculty members from all kinds of institutions.

The article also contains a discussion of the "Contract on Classroom Behavior" developed by professor of marketing John Drea and his colleagues at Western Illinois University. Students are required to sign the 1100-word document at the beginning of each semester. The professors say they noticed a positive change "right away" after implementing the contract in their classes. They have also offered the "Contract on Classroom Behavior" at no charge. It is available to download from the "Community College Digest" section of the TCCTA Web site at www.tccta.org. (Some parts of the contract may not apply or be appropriate on certain campuses.)

Faculty members wishing to discuss this issue are encouraged to join the TCCTA online Forum by clicking on "Professional Development Issues."

Transfer Issues Identified by State Committee

On November 19, the Coordinating Board's Transfer Issues Advisory Committee took up a variety of important subjects. The committee, which consists of university and community college personnel, is credited with helping to minimize unwarranted barriers to successful transfer by students among institutions.

The new Associate of Arts in Teaching degree program at community colleges presents a number of challenges and opportunities related to successful transfer. Coordinating Board staff urged those interested in the program to visit a Web page devoted to the AAT, at www.theccb.state.tx.us/ctc/AAT.

The committee also heard a report regarding community college students who are eligible to transfer to a university but have been denied admission. This is apparently most likely to occur in highly selective degree programs such as in the school of business at the University of Texas at Austin. The group intends to gather more information to determine how prevalent the practice is statewide.

Community college faculty representatives on the committee include TCCTA members Anna Maria Mendiola, Laredo Community College, and Anamaria D. Shaw, Tarrant County College—South-east Campus.

Developmental Education Practices to Be Surveyed

The Developmental Education Survey Review *Ad Hoc* Advisory Committee met in Austin on November 19 to help formulate a new online survey of developmental education practices at all colleges. The instrument will be used by the Coordinating Board to fulfill its responsibilities under the Texas Success Initiative Act the law passed in 2003 by the 78th Legislature replacing the Texas Academic Skills Program.

The survey, which will attempt to measure and compare developmental education practices in 2000 and 2004, will be sent to Texas institutions in January, with reports due in February. The survey items are based on *What Works: A Guide to Research-Based Best Practices in Developmental Education*, by Hunter R. Boylan.

The committee consists of faculty and administrators from community colleges and universities, with two-year schools represented predominantly. Members of the panel include: Gail Platt, South Plains College (chair); Renea Fike, Amarillo College; Christopher P. Benton, Alvin Community College; Gerald Corkran, Western Texas College; Mary Darin, Richland College; Becky Garlick, Blinn College; Stephen Head, North Harris Montgomery Community College District; Mary Leonard, Austin Community College; David Preston, Brazosport College; and William Serrata, South Texas College.

"Renaissance Italy" Tour Offered

Richard Elam, Hill College—Johnson County Campus, will lead a tour of Italian Renaissance sites on June 12-20, 2005. The tour will include three days in Florence and four days in Rome.

The cost of \$2,869 per person includes air fare from DFW airport, transportation in Italy, and two meals per day. A "land only" price is available.

Interested persons are invited to contact Dr. Elam at RichardElam@hotmail.com.

Travel and Study in Turkey Available

Tyler Junior College will offer opportunities for travel and study in two different regions of Turkey in the coming months.

March 11-20, there will be a ten day spring break tour of western Turkey. May 14-30, a central and eastern itinerary is offered. For detailed information about costs, departures, exact destinations, and a registration form, visit the "Community College Digest" at www.tccta.org.

Interested persons may also contact TJC coordinator Manoucher Khosrowshahi at 1-800-687-5680, Ext. 2279 or 1-903-510-2279. (Fax: 1-903-510-2708. E-mail: mkho@tjc.edu.)

Issues raised by these news items can be discussed further in the "Forum" or "Members Speak." Visit www.tccta.org.

GREAT IDEAS FOR TEACHING STUDENTS

Coordinator of the
GIFTS sessions is
Christina Michura,
Central Texas College,
member of the TCCTA
Professional Development
Committee.

“The Passion of the Teacher”

Irie Glajar
Austin Community College
Learn about teaching with passion instead
of just teaching to survive.

“Finding Fallacies: Creating a More Critical Consumer”

Jamie Walters
Richland College
Learn about a speech activity that can be done in
person or online to help students become more
critical consumers.

“Read...Read...Read”

Danny Moss
Northeast Texas Community College
A synopsis of strategies to encourage students to
read in the content area, as well as some methods
to determine readability levels during the text-
book selection process.

“Group Roundup”

Amy Tilton-Jones
Del Mar College
Find out about strategies for incorporation and
evaluation of a variety of group activities designed
to engage students in classroom groups.

“The Fear Factor”

Mike Jones
Del Mar College
Find out how to help students get over their
greatest fear presentational speaking. We will be
using the PRCA (Personal Report of Communica-
tion Apprehension) to measure student fear levels
and then work on how to design coping strategies
around them.

“Gaming in the Classroom”

Shelby Garner
Grayson County College
The use of games in the classroom will enhance
student learning while providing an alternative to
the traditional lecture style of instruction. A variety
of *PowerPoint* games such as “Graysonwood
Squares” will be presented, starring the faculty
of the Grayson County College Associate Degree
Nursing Program. Students increase their knowl-
edge of the course content while having fun!

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
18, at the TCCTA convention in Austin. 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.

“Making Online Courses ADA Compliant”

Patricia Cearley
South Plains College
Most people in higher education are already famil-
iar with the ADA and have accommodated their
classes for students with disabilities. However,
making sure Web sites are accessible to as many
students as possible is something that has lagged
behind. Find out how, with only a few changes, to
make your Web site ADA compliant.

“Student Self Assessment/Self Awareness”

Melissa Richardson
Central Texas College
Students’ self reflection on their own work causes
significant improvement in the writing skills
they carry over when they move on to other
classes. Teach students to take ownership of their
personal growth to assess their own strengths and
weaknesses in any discipline.

“The Percent Rectangle”

Emily Rueda
Lamar Institute of Technology
Teach your developmental math students how to
do percent problems using the percent rectangle.

“TEX-nology: Ways of Learnin’ Gooder an’ Hittin’ Yore Funny Bone”

Shane Simon
Central Texas College
Take a look at technology, learning styles, and the
use of humor in college teaching.

TCCTA Testimony

(continued from page 9)

tenured at the rank of associate professor. For her long hours and hard labor, she earns, according to the Coordinating Board's published data, far less than her counterpart at a Texas state university.

An adjunct faculty member I know teaches 34 students in two sections of EDUC 1301, "Introduction to the Teaching Profession," the first course for our new associate of arts in teaching degree, as community colleges strive to do their part to fill the need for qualified classroom teachers. She advises over 200 students, and has been working to develop the curriculum for the new degree, meeting on a regular basis with faculty at our area universities to make sure our students are fully prepared for transfer success. She is preparing degree plans for all students seeking teacher certification, and supervises their field-based experiences in PK-12 public schools. On average, she spends 35 hours a week on campus.

She does this for \$2,800 a semester with no benefits of any kind.

We ask for our faculty in the community college to possess the same credentials that the Southern Association of Colleges and Schools requires at the university to teach academic transfer courses. In our technical programs, faculty must possess special credentials and industry-grade skills and knowledge. Yet, our pay is much less than the university or industry standard. It has been four years since many community college faculty have received a raise.

Many of our faculty are nearing retirement. We will be unable to replace them unless we can boost our salary structure and maintain the benefits of ERS, TRS, and ORP. We are even nearing a crisis point when we face the real possibility of being unable to retain our present faculty if their insurance benefits are reduced. Already, with no pay raises and employees paying increased co-pays and prescription drug costs many of our employees are reporting negative earnings.

When we faced the emergency situation of the last legislative session, many faculty told me that if there is any further cut to their benefits they would be financially unable to continue the jobs they love.

In the world of 2004 we are teaching on last century's 1994 funding. We've seen a 31 percent increase in enrollment growth, but a 19 percent decrease in funding. Today I ask that you bring us into the 21st century with the funds we so desperately need to close the gaps in educational access, success, and excellence. ☆

**Legislative Updates are sent to
Campus Representatives
via e-mail and posted on the
TCCTA Web site.**

www.tccta.org

TCCTA Technology Seminars

The Professional Development Committee of the Texas Community College Teachers Association will sponsor a number of seminars in conjunction with the 58th annual TCCTA convention in Austin. 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 at the Renaissance Austin Hotel.

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

**Friday, February 18
2:30 to 5:15 p.m.**

"Audience Response Systems (Clickers) in Your Class" **2:30-3:45 and 4:00-5:15**

Director of technology for Thomson Learning, Fritz Schanz, will demonstrate an audience response system that will make your classroom more interactive. It's as easy as learning *PowerPoint*!

"Plagiarism: Technology's Response to a Growing Problem" **2:30-3:45**

Michael Bruton will discuss how *Turnitin* answers the needs of teachers in preventing and detecting plagiarism. (TCCTA has arranged for special pricing for all two-year colleges in Texas. Visit www.tccta.org for details.)

"Create Your Custom Book Online" **2:30-3:45**

Pat Boles of Pearson Custom Publishing will show you how to use the *BookBuild* Publishing System to create your own book by selecting content from discipline-specific databases.

"Mission Success: Using WebCT and Improving Online Course Retention" **4:00-5:15**

Faculty members who have taken an online course exploring proven retention strategies join Estelita Young of WebCT to demonstrate how these strategies and effective course management can help assure successful student completion.

"All Things Acrobat" **4:00-5:15**

Make everything you post accessible for any computer destination, including hand held devices. Join Tom Dent of Adobe to learn the value of the format everyone trusts for secure distribution. (TCCTA has arranged for special pricing for all two-year colleges in Texas. Visit www.tccta.org for details.)

TCCTA Technology Seminars

2005 Convention Preview

Officer Elections Now In Progress

Professional members who have not voted online in the election of Executive Committee members for 2005-06 are urged to do so prior to the annual convention in Austin. While a computer will be available for voting during the traditional election period on Friday from 8:00 to 5:00, individuals may find it more convenient to vote beforehand.

The candidates and voting procedures are discussed in more detail on page 20 of this issue of the *Messenger*. Voting instructions, candidate platforms, and background information are available on the TCCTA Web site at www.tccta.org.

“Telling It Like It Is” Session on Change Planned

Newcomers (as well as veterans) to Texas community colleges are encouraged to attend and participate in a lively interactive session called “Telling It Like It Is: The Past, Present, and Future of Our Profession.” A panel of novice and veteran teachers will host a lively discussion of current challenges and opportunities.

The session will be offered on Friday, February 18, at 4:00 p.m. The coordinator is Karin Kinson, Blinn College, member of the TCCTA Professional Development Committee.

Faculty Teaching in Prison Units to Meet at TCCTA Convention

All educators are invited to hear Judi J. Benestante, regional administrator for the Windham School District, at 4:00 p.m. on Friday, February 18. Dr. Benestante has been with the Windham School District for over five years and currently serves as the regional administrator for the Gulf Coast Region. There are 26 units, 17 principals, and approximately 5,000 students in the region.



Judi J. Benestante

Dr. Benestante earned her Doctor of Philosophy degree at the University of Texas at Austin in 1997 and was honored by the American Association of School Administrators with the S.D. Shankland Honorary Educational Student scholarship that year.

A career-long educator, Dr. Benestante has either taught or administered at every grade level, from pre-kindergarten through the university, while serving in private, public, and correctional education systems.

Dr. Benestante is known as a motivator and a person who “likes to make learning a fun-filled experience.” She believes that it is her job to make sure that everyone with whom she works is provided the opportunity for success.

Coordinator for the session is Sam Hurley, Trinity Valley Community College.

Seminar Presents “Teacher at the Heart of the Community College”

Friday, February 18, at 1:00 p.m., the TCCTA Professional Development Committee, in conjunction with STARLINK, will present “*Telling Our Story: The Teacher at the Heart of the Community College*,” with Sanford C. “Sandy” Shugart, president of Valencia Community College in Orlando, Florida, a college of more than 50,000 students that is best known for its focus on student learning and high rates of graduation.



Sandy Shugart

The interactive seminar will be broadcast live to colleges in the U.S. and Canada.

A published poet and songwriter, Dr. Shugart performs around the world, combining music, poetry, and speaking on issues of authentic leadership, student learning, and servant leadership.

“As the community college movement matures, it is more important than ever to reconnect with our essential and unfolding story and tell it effectively,” Dr. Shugart notes. “At the heart of that story are our students and the powerful ways we engage them to transform lives. The newest generation of students represents the first truly post-modern learners and they bring with them a host of new challenges and gifts.”

Using poetry, songs, and dialogue, Dr. Shugart will lead the audience through reflections on the next chapter of the community college story.

Prior to coming to Valencia, Dr. Shugart served for eight years as president of North Harris College. There he led efforts in advanced technology, student success, an extensive construction agenda, and aggressive outreach to the inner city.

From 1983 to 1991, Dr. Shugart served as vice president for program services of the North Carolina Community College System. He earned his Bachelor of Science, Master of Arts in Teaching, and Ph.D. at the University of North Carolina at Chapel Hill.

Committee to Operate Job Placement Center

The TCCTA Membership Services Committee will operate a placement center during the annual 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.

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

Committee volunteers will be available to assist members from 8:00 a.m. to 2:00 p.m. on Friday, and 8:00 to 11:00 a.m. on Saturday, in the exhibit area of the Renaissance Austin Hotel. Wendy Gunderson, Collin County Community College—Preston Ridge, is coordinator.

The TCCTA Art Section

is featuring

tours of the fantastic

Austin arts scene.

Click on “Convention” and

“Section Programs”

for details

at www.tccta.org.

2005 Convention Preview

Programs Now on Web

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

Fitness, 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 Renaissance Austin Hotel. Plans include music, refreshments, and a 5:30 p.m. raffle with valuable prizes Friday evening.

The activities are sponsored by the TCCTA Membership Services Committee, chaired by Janna Holt-Day, South Plains 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, allowing TCCTA members the opportunity for a quick "lesson" in wellness, including diet and stress relief.

Details about the sessions will be printed in the convention program.

Committees and Foundation Board to Meet

Most TCCTA committees will hold their customary pre-convention meetings on Thursday, February 17, in conjunction with the annual convention at the Renaissance Austin Hotel.

The Board of the Foundation For Professional Excellence in the Community College will meet on Saturday, February 19.

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 2005 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 17, priority consideration will be given to proposals submitted in advance. Proposals should be sent to:

Susan H. Edwards
TCCTA Resolutions Committee Chair
Cy-Fair College—Fairbanks Center
14955 Northwest Freeway
Houston, TX 77040

Social Security, Long Term Care, and Retirement Planning Scheduled

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

At 8:00 a.m., on Friday, February 18, Diane Owens of the Social Security Administration will address the Government Pension Offset and Windfall Elimination Provision, two components of federal law that potentially affect retirees from schools that do not participate in the Social Security system. (Background information on these measures is available under "Announcements" at www.tccta.org.)

The speaker will also address other retirement issues.

Ms. Owens is SSA's wage reporting specialist for Central and South Texas. She received a Bachelor of Arts degree in political science from the University of California, Los Angeles, in 1970 and began her career with Social Security in 1971 as a claims representative in California.

She has held supervisory and staff positions in the Bryan, Georgetown, and Austin Social Security offices. She was awarded the Dallas Regional Commissioner's Citation in December, 2001, and the Social Security Administration Deputy Commissioner's Citation in August, 2002, for her work in annual wage reporting.

Similar presentations at the last two annual TCCTA conventions were extremely popular.

At 1:00 p.m., a program on personal financial planning will feature Cass Grange, of the Lucien, Stirling, and Gray Advisory Group in Austin.

Ms. Grange, a frequent contributor to the *Messenger*, will discuss supplemental retirement accounts and long term care insurance, along with other issues related to financial planning. Members are invited to send Ms. Grange questions in advance to cassgrange@tccta.org.

She joined the firm in 1995 after working for St. Edward's University in Austin as director of major gifts. She has an MBA in business communications from the University of St. Thomas in St. Paul, Minnesota, and a BA in journalism from the University of Nebraska. Ms. Grange also holds certificates from the National Association of Securities Dealers and "Group 1" life, health, and disability insurance licenses.

"I feel that all my experiences have helped me become a better planner," says Ms. Grange. "Now that I have two sons of my own I appreciate the financial realities of parenting." She adds, "There is nothing more fulfilling than to help people not only retire and have money to leave to their children, but to leave money to a favorite charity."

Ms. Grange is a member of the President's Associates at St. Edward's University, on the board of Believe in Me, and on the planned giving advisory board for the Red Cross.

See page 15 for a preview of the Technology Seminars, which are designed for teachers in all disciplines.



Cass Grange

"Telling Our Story"



tccta | Texas Community College
Teachers Association



Thursday, February 17, 2005 Community College Day at the Capitol

In conjunction with the annual convention, TCCTA and the other associations listed above will sponsor a unique opportunity for community and technical college educators to communicate directly with lawmakers during the crucial 79th Legislative Session.

Information and 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 to share with representatives and senators while visiting their offices.

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

Members planning to participate are encouraged to contact local lawmakers prior to "Community College Day" and inform them of the occasion.

For the TCCTA *Guide to Political Participation, Legislative Updates*, "tracked" bills, a Community College "Fact Sheet," and to find out "Who Represents Me?" visit www.tccta.org.

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

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

REQUEST FOR BANQUET TICKETS

Please reserve _____ ticket(s) at \$25 each for the TCCTA banquet scheduled for 6:30 p.m., Thursday, February 17, 2005, 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 11, 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. 14 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
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
(512) 346-3506
9400 Arboretum Blvd

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

— DOWNTOWN —

Bitter End Bistro & Brewery ★★
American, Seafood
311 Colorado Street
(512) 478-2337

Mezzaluna ★★★
Italian
312 Colorado Street
(512) 472-6770

Scholz Garten ★
Hamburgers, Home Cooking
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

**Renting a car?
See page five for
information about TCCTA
discounts on Enterprise
Rental Cars.**



**TCCTA CONVENTION
HEADQUARTERS HOTEL
SOLD OUT**

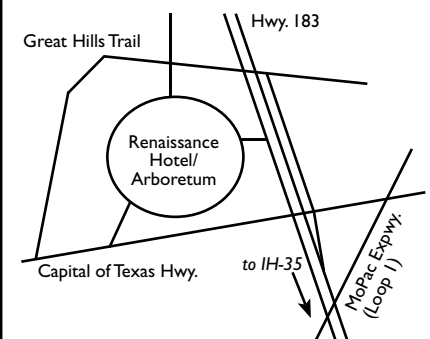
HOTEL UPDATE

TCCTA members planning to attend the 58th Annual Convention, February 17-19, 2005, 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. Each hotel will provide free shuttle service to the convention site. These hotels may be contacted by visiting the TCCTA Web site, at www.tccta.org/convention, or by calling the Renaissance Hotel, at Area Code 512, 343-2626, and requesting housing information for the TCCTA Convention.

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 2005-06

for President-Elect



Danita L. McAnally
Amarillo College

for Vice President



Terry Stewart Mouchayleh
Austin Community College

for Secretary



Jeff D. Edwards
Cy-Fair College

for Treasurer



Revis L. Bell
St. Philip's College

Dan Mendoza, Lee College, chair of the TCCTA Nominating Committee, has announced the names of candidates for state office for 2005-06.

This year, the Nominating Committee chose an uncontested slate of candidates. Four candidates were selected.

Danita L. McAnally was nominated for president-elect. 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 vice president 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 was nominated for the office of secretary. Mr. Edwards taught economics at Collin County Community College for sixteen years and is in his second year of teaching at Cy-Fair College.

Revis L. Bell was nominated for the office of treasurer. Mr. Bell has taught computer science at St. Philip's College for six 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.

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.

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 17, at the Renaissance Austin Hotel.

Members of the Nominating Committee this year also include: Brian Dille, Odessa College, vice chair; Judy Hart, Frank Phillips College; David Ligon, Tyler Junior College; and Gabriel Ume, Palo Alto College. ☆

Members Encouraged to Vote Online Using New Balloting System

Pursuant to amendments to the TCCTA bylaws passed during the general session at the 57th Annual Convention in Fort Worth, elections of TCCTA officers will be conducted online.

Professional 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 18, from 8:00 a.m., until 5:00 p.m., for individuals who have not had the opportunity to vote.

To tabulate the results and

guarantee security and confidentiality, TCCTA has contracted with *LocalVoice*, a company with vast experience in providing secure communications and data collection. Professional members will vote using membership identification numbers and e-mail addresses. An e-mail message providing directions and registration numbers was distributed to current professional members on December 9. This information can also be requested from a special election page under "Announcements" at www.tccta.org.

Only professional members

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

LocalVoice is a privately held corporation based in Salt Lake City, Utah. With an intense customer focus and superior technology, the company has quickly become a leading application service provider of online management and relationship building services for member organizations, including schools, universities, associations, public broadcasting stations, and corporations. ☆