The Texas Community College Teachers Association (TCCTA), formerly known as the Texas Junior College Teachers Association (TJCTA), publishes the TCCTA Messenger newsletter four times a year to cover events, legislation and TCCTA activities affecting Texas community colleges and their faculty. This document contains four newsletter issues (September 1999, December 1999, April 2000 and January 2000). The September 1999 issue describes an 11% increase in state funding of community colleges compared with the previous biennium, as well as other educational funding increases. The mission of the Virtual College of Texas (VCT) is described, which is to allow students access to any course or curriculum offered by any community college in the state. The December 1999 issue features findings of the twenty-third year of TCCTA's statewide study of faculty salaries and benefits, listing part-time and full time faculty salaries by college. The April 2000 issue covers the retirement of Charles Burnside, executive director of TCCTA for the last 27 years, and provides a table of Texas public community college tax rates and assessed valuations for 1983-84, 1994-95 and 1999-2000. The January 2000 issue, organized around the theme, "The Courage to Teach," also functions as the TCCTA annual state convention program, listing officers, committees and members; new officer election information; and brief descriptions of convention seminars and activities. (PGS)
TCCTA Messenger, 1999-2000

Volume 31, Numbers 1-4
September 1999-April 2000

Texas Community College Teachers Association

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.
Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
C. L. Burnside
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

BEST COPY AVAILABLE
Major Legislative Issues Considered

For the biennium beginning Sept. 1, Texas public two-year colleges will receive 11 percent more in state appropriations than for the preceding funding period.

In formula-generated appropriations only, community colleges will receive an increase of almost $123 million; campuses of the Texas State Technical College System will receive an increase of more than $16 million; and the two-year campuses of Lamar University will receive an increase of $5.5 million.

The Legislature also increased from $2 million to $10 million the funds available for schools experiencing "dramatic growth" in the coming biennium. These funds were appropriated to the Texas Higher Education Coordinating Board to be distributed proportionately to colleges which experience contact hour growth above 5 percent. Lamar University and TSTC campuses will be eligible to participate in this funding, as well as the community colleges.

"Start-up" funding of $4.65 million for four new community colleges campuses was included in the omnibus appropriations bill. The Corinth and Bowie Campuses of North Central Texas College and the Starr County and Mid-Valley Campuses of South Texas Community College will participate in this funding based on the actual contact hours at the new campuses.

Formula appropriations are based on contact hours generated by the institutions. Therefore, schools which experienced larger enrollment gains will receive greater increases in state funding than schools which experienced enrollment declines or lesser gains. South Texas Community College, with an enrollment increase of 85 percent over the previous biennium, will receive a 95 percent increase in state appropriations. Three colleges will see state funding increases in excess of 25 percent: Midland College, Temple College, and Vernon Regional Junior College. Also, three districts, which experienced contact hour declines greater than 8 percent, will receive fewer state dollars for the 1999-2001 biennium than for the preceding funding period: Alvin Community College, College of the Mainland, and Del Mar College.

TCCTA representatives, led by Patsy Goss, San Jacinto College-Central Campus, and Brian Dille, Odessa College, appeared to testify in support of additional appropriations for two year colleges when the spending bill was up for consideration in the House Committee on Appropriations and the Senate Committee on Finance. Ms. Goss, as TCCTA state president for 1998-99, and Dr. Dille, chair of the association's Legislative Committee during that period, made numerous visits to Austin during the 1999 legislative session.

Other appropriations issues receiving legislative attention during the session include the Skills Development Fund, for which $25 million was appropriated; STARLINK, receiving an appropriation of $700,000; inmate education, gaining an increase from $6.6 million to $13.8 million; and the TexShare Library Consortium, obtaining increased funding from

Conference Planned for Faculty Leaders

The twentieth annual TCCTA Conference for Faculty Leaders will be held Friday and Saturday, Oct. 8-9, at the Omni Austin Hotel Southpark.

The featured speaker at this year's conference will be Martin Basaldua, vice chair of the Texas Higher Education Coordinating Board. He will address the conference at Saturday's luncheon session.

Dr. Basaldua began his career in higher education as a student at San Antonio College, where he received his associate's degree. He earned the Bachelor of Arts degree in biology from Trinity University, and the Doctorate of Medicine degree from the University of Texas Health Science Center in San Antonio.

The conference will begin with an informal social hour and fajita bar at 6:00 p.m., Friday. The evening program, beginning at 7:15 p.m., will feature Don W. Brown, who will discuss "Legislative Issues Affecting Two-Year Colleges." Dr. Brown is the Texas Commissioner of Higher Education. He received the bachelor's degree in government from the University of Texas at Austin and the Ph.D. in political science from the University of Wisconsin at Madison.

Conference activities on Saturday will begin at 8:30 a.m., with registration and refreshments. Adjournment is scheduled for 2:30 p.m., Saturday.

"The Role of the Faculty in College Governance:

(Continued on Page 3)
PRESIDENT’S MESSAGE

Welcome back!

Each new school year is special, but this one is particularly so because of the new millennium we are approaching. What an exciting time to be an educator!

Author Peter Drucker claims that “in the next 50 years, schools, colleges, and universities will change more drastically than they have since they assumed their present form more than 300 years ago when they organized themselves around the printed book.”

It has been said that students will have options they have never known, and instructors will have capabilities and tools for decision-making the likes of which they have never dreamed. It is truly an exciting time to be a part of higher education.

However, we will no doubt pay a high price for these changes. Many educators are plagued by a feeling of uncertainty, a feeling that we have nothing to hold onto, that we are standing on shifting ground. The only rock on which educators may stand may be the rock of change. It is the only constant.

Our professional organization, TCCTA, can be a source of stability for educators during this time of flux and change. Although transformations are all around us, your executive committee is hard at work helping to ensure a smooth transition into the new millennium.

As we prepare for the coming year, several important planning meetings have already been held. In May, the 20th annual TCCTA leadership retreat produced a firm commitment to energize and revitalize the section meetings at our annual convention. We want to offer a great deal of support and recognition to our section leaders. A hearty, sincere “thank you” is in order for these individuals who serve their disciplines and our association in this important role. Section chairs and the arrangements they make for our programs are instrumental to the success of our convention.

Everything possible is being done to ensure that our 53rd annual convention is well-planned and well-presented. It has been scheduled for March 2-4, at the Austin Convention Center—so make plans now to attend this exciting event!

Our theme is “The Courage to Teach,” and at a time when we talk about restoring civility in the classroom, what could be more appropriate? Outstanding section meetings with informative speakers will make your time in Austin well spent. I am excited about our 2000 convention, and I will be looking forward to seeing you in our Capitol city next spring!

In July, a subcommittee of the Professional Development Committee met to plan the annual Conference for Faculty Leaders, to be held Oct. 8-9. At this increasingly popular meeting, faculty leaders from across the state will gather in Austin to discuss issues and concerns affecting all of us who are dedicated to serving our students, our profession, our schools, and our communities.

In August, our campus representatives met to plan the association’s membership drive. Our hard-working campus representatives are the heart and soul of our association and deserve our heartfelt gratitude. They enable us to maintain a strong, unified voice in Austin, a presence at the Capitol during the legislative sessions, and pride in our association of more than 6,300 colleagues. I encourage you to assist your campus representative by becoming actively involved in this year’s membership campaign. This is exceedingly important, especially at colleges with multiple campuses.

As your president, my goals include:

1. Bolstering membership in order to maintain our strong, unified voice in Austin;
2. Working with other educator groups to formulate our legislative goals and priorities;
3. Working with our strong network of volunteers—committee chairs, convention section leaders, and campus representatives—to strengthen the convention and maintain the integrity TCCTA has enjoyed for more than 50 years;
4. Renewing my commitment to excellence in the year 2000, and beyond.

TCCTA needs your support. If you have not already done so, I urge you to join or renew your membership today.

Thank you for the opportunity to serve as your state president during this exciting year. See you in Austin!

DEANN MERCHANT
President

CHARLES BURNSIDE
Executive Director

RICHARD MOORE
Associate Executive Director

TCCTA Messenger (ISSN 1091-598X) is published four times annually, in September, December, January, and April, by the TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION, 901 MoPac Expressway South, Barton Oaks Plaza I, Suite 410, Austin, Texas 78746-5747. Tel/Free 1-800-288-6850. In Austin (512) 328-2044. For (512) 328-1086. http://www.tccta.org

DEANN MERCHANT
President

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 colleges. 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 specific 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, 901 MoPac Expressway South, Building 1, Suite 410, Austin, Texas 78746-5747. Authors should retain copies of their manuscripts for their files.

Welcome back!

Each new school year is special, but this one is particularly so because of the new millennium we are approaching. What an exciting time to be an educator!

Author Peter Drucker claims that “in the next 50 years, schools, colleges, and universities will change more drastically than they have since they assumed their present form more than 300 years ago when they organized themselves around the printed book.”

It has been said that students will have options they have never known, and instructors will have capabilities and tools for decision-making the likes of which they have never dreamed. It is truly an exciting time to be a part of higher education.

However, we will no doubt pay a high price for these changes. Many educators are plagued by a feeling of uncertainty, a feeling that we have nothing to hold onto, that we are standing on shifting ground. The only rock on which educators may stand may be the rock of change. It is the only constant.

Our professional organization, TCCTA, can be a source of stability for educators during this time of flux and change. Although transformations are all around us, your executive committee is hard at work helping to ensure a smooth transition into the new millennium.

As we prepare for the coming year, several important planning meetings have already been held. In May, the 20th annual TCCTA leadership retreat produced a firm commitment to energize and revitalize the section meetings at our annual convention. We want to offer a great deal of support and recognition to our section leaders. A hearty, sincere “thank you” is in order for these individuals who serve their disciplines and our association in this important role. Section chairs and the arrangements they make for our programs are instrumental to the success of our convention.

Everything possible is being done to ensure that our 53rd annual convention is well-planned and well-presented. It has been scheduled for March 2-4, at the Austin Convention Center—so make plans now to attend this exciting event!

Our theme is “The Courage to Teach,” and at a time when we talk about restoring civility in the classroom, what could be more appropriate? Outstanding section meetings with informative speakers will make your time in Austin well spent. I am excited about our 2000 convention, and I will be looking forward to seeing you in our Capitol city next spring!

In July, a subcommittee of the Professional Development Committee met to plan the annual Conference for Faculty Leaders, to be held Oct. 8-9. At this increasingly popular meeting, faculty leaders from across the state will gather in Austin to discuss issues and concerns affecting all of us who are dedicated to serving our students, our profession, our schools, and our communities.

In August, our campus representatives met to plan the association’s membership drive. Our hard-working campus representatives are the heart and soul of our association and deserve our heartfelt gratitude. They enable us to maintain a strong, unified voice in Austin, a presence at the Capitol during the legislative sessions, and pride in our association of more than 6,300 colleagues. I encourage you to assist your campus representative by becoming actively involved in this year’s membership campaign. This is exceedingly important, especially at colleges with multiple campuses.

As your president, my goals include:

1. Bolstering membership in order to maintain our strong, unified voice in Austin;
2. Working with other educator groups to formulate our legislative goals and priorities;
3. Working with our strong network of volunteers—committee chairs, convention section leaders, and campus representatives—to strengthen the convention and maintain the integrity TCCTA has enjoyed for more than 50 years;
4. Renewing my commitment to excellence in the year 2000, and beyond.

TCCTA needs your support. If you have not already done so, I urge you to join or renew your membership today.

Thank you for the opportunity to serve as your state president during this exciting year. See you in Austin!

DEANN MERCHANT
President

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 colleges. 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 specific 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, 901 MoPac Expressway South, Building 1, Suite 410, Austin, Texas 78746-5747. Authors should retain copies of their manuscripts for their files.
MAJOR LEGISLATIVE ISSUES CONSIDERED

(Continued from Page 1)

$2.1 million to $4.1 million. Because of legislative expansions related to inmate education and Tex-Share, the appropriations increases actually maintain the previous spending levels, however.

Group Insurance Program

The Legislature also increased appropriations for the Higher Education Employees Group Insurance Program for the 1999-2001 biennium. The increase is generally considered sufficient to maintain approximately the present levels of coverage for the first year of the biennium; but unless additional funds are made available, some changes in benefits are likely in the second year. According to officials of the Employees Retirement System, which administers the group insurance program, almost every HMO is operating at a deficit, and some are facing insolvency. Increased prices for prescription drugs is the single most significant factor in driving costs of the insurance programs upward. Continuing mergers and acquisitions among the HMOs present challenges for health care providers and the participating insured employees.

Retirement Programs

State contributions to the Teacher Retirement System of Texas and the Optional Retirement Program will continue for the next two years at the rate of 6 percent of compensation, under provisions of the appropriations bill. An additional 1.31 percent of compensation for employees participating in the Optional Retirement Program as of August 31, 1995 is appropriated to the schools, and is included in the funding formulas. Also, for those employees, schools are authorized to use "local or other funds" to supplement the ORP contributions an additional 1.19 percent, bringing the total state and employer contribution for eligible ORP participants to 8.5 percent. These provisions for state retirement contributions remain unchanged from the 1997 general appropriations bill.

Major improvements in the Teacher Retirement System were enacted by the Legislature. Most notable is an increase in the retirement annuity calculation multiplier from 2.0 percent to 2.2 percent, effective Sept. 1, 1999. The net effect of the multiplier increase is a 10 percent rise in retirement benefits. The omnibus TRS bill also provides for a 10 percent increase in benefits for those who retired prior to Sept. 1 (the equivalent of a 2.2 percent multiplier). Also, the Legislature provided for the fourth (and final) phase in a series of Consumer Price Index (CPI) catch-up increases. Actual rates of increase vary from 2 percent to 7 percent, based on retirement dates.

Perennial proposals to permit individuals to transfer from an Optional Retirement Program to TRS, and vice versa, were dropped from legislative consideration when major concerns again were raised about the legality of revoking an "irrevocable" election and about the federal income tax implications of changing from a defined contribution, or "money-purchase," retirement plan to a defined benefits plan.

TCCTA representatives also appeared before legislative committees considering retirement issues, supporting improvements in benefits and increases in funding.
MAKE HOTEL RESERVATIONS EARLY

TCCTA members planning to attend the 53rd annual convention, March 2-4, 2000, in Austin, are encouraged to reserve hotel accommodations early—members who wait until the last minute to make reservations will be disappointed.

With the exception of a few special functions arranged for some of the sections meetings, all convention activities will be held at the Austin Convention Center. Hotel accommodations may be reserved online, at www.austin360.com/acvb/housing/tccta.html, or by completing the form below and mailing or faxing it to the Austin Convention Housing Bureau. Reservations will be processed as they are received, on a first-come, first-served basis. Reservations received after Feb. 8 will be subject to availability. Reservations may NOT be made directly with the convention hotels.

SPECIAL OFFER FROM SOUTHWEST AIRLINES

Southwest Airlines, in cooperation with the Texas Community College Teachers Association, is offering to those attending the 53rd annual TCCTA convention a discount on both Southwest's low everyday unrestricted fares and most of Southwest's even lower restricted fares for travel on Southwest Airlines.

To take advantage of these discounts, reservations must be made by phoning Southwest Airlines Group Desk at 1-800-433-1489. Southwest offers ten departures per day from Austin-Bergstrom International Airport to and from Los Angeles, Dallas, Houston, Las Vegas, Denver and Phoenix. Additionally, connections are available to more than 130 other cities.

All participating hotels are on the Capitol Metro shuttle route, providing complimentary transportation between the Convention Center and the hotels listed below.

The Austin Convention Center is located at 500 East Cesar Chavez Street. TCCTA has arranged for shuttle service between the Convention Center and the hotels listed below.

CONVENTION HOTEL FACILITIES AND RATES

The Austin Convention Center is located at 500 East Cesar Chavez Street. TCCTA has arranged for shuttle service between the Convention Center and the hotels listed below.

<table>
<thead>
<tr>
<th>HOTEL / ADDRESS</th>
<th>Single (1 person)</th>
<th>Double (2 persons)</th>
<th>Triple (3 persons)</th>
<th>Quad (4 persons)</th>
<th>Parking*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Hyatt Regency Hotel 208 Barton Springs Road</td>
<td>$117</td>
<td>$117</td>
<td>$127</td>
<td>$127</td>
<td>—</td>
</tr>
<tr>
<td>2 Radisson Hotel and Suites 111 East Cesar Chavez Street</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
<td>$5</td>
</tr>
<tr>
<td>3 Omni Austin Hotel Downtown 700 San Jacinto Street</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
<td>$6</td>
</tr>
<tr>
<td>4 Austin Marriott at the Capitol 701 East 1st Street</td>
<td>$119</td>
<td>$119</td>
<td>$119</td>
<td>$119</td>
<td>$7</td>
</tr>
<tr>
<td>5 Holiday Inn Town Lake 20 North Interstate 35</td>
<td>$99</td>
<td>$99</td>
<td>$99</td>
<td>$99</td>
<td>—</td>
</tr>
<tr>
<td>6 Sheraton Austin Hotel 500 North Interstate Highway 35</td>
<td>$109</td>
<td>$109</td>
<td>$129</td>
<td>$139</td>
<td>$6</td>
</tr>
<tr>
<td>7 La Quinta-Capitol 300 East 11th Street</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
<td>—</td>
</tr>
</tbody>
</table>

* Daily parking rates are for self-service parking; valet parking is at a higher rate. No parking charge for registered guests at the Hyatt Regency, Holiday Inn, or La Quinta-Capitol. All participating hotels are on the Capital Metro shuttle route, providing complimentary transportation between the hotels and the Austin Convention Center.

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 be by cash or traveler's checks. Credit information will be required at time of check-in. Hotels will not accept personal or institutional checks unless definite arrangements are made with the Credit Department at time of check-in.

5368, Monday through Friday, 8:00 a.m. until 5:00 p.m. Reservations may be made beginning December 1, 1999. Some fares require advance purchase and have limited seating, so persons wishing to make reservations are advised to call. Call no later than five days prior to the first date of travel, and refer to identifier code Y4490.

ACCOMMODATIONS DESIRED:

(Room type requested is not guaranteed.)

- Single Room(s) (1 room, 1 person, 1 bed)
- Double Room(s) (1 room, 2 persons, 1 bed)
- Double/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)
- One Bedroom and Parlor (Suite)
- Two Bedrooms and Parlor (Suite)

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 ________________

Expiration Date ________________

Phone: A/C ____________________

Fax: A/C ____________________

State ____________________

ZIP ____________________

MAIL TO: Convention Housing Bureau
          201 East 2nd Street
          Austin, Texas 78701

OR FAX: (512) 583-7283

OR REGISTER ONLINE: www.austin360.com/acvb/housing/tccta.html

HOTEL CHOICES:

1st Choice: ____________________

2nd Choice: ____________________

3rd Choice: ____________________

ARRIVAL DATE: March ________ HOUR: ________ M.

DEPARTURE DATE: March ________

CONFIRMATION will be made by hotel. CANCELLATION: Notify Convention Bureau of changes and cancellations up to Feb. 10. After Feb. 10, make cancellations and changes directly with hotel. All reservations subject to availability.

CONFIRM RESERVATIONS TO: Name ____________________

College or Company Name ____________________

Address ____________________

City ____________________

ROOM(S) WILL BE OCCUPIED BY: Name (please print) ____________________

Address ____________________
Virtual College of Texas Offers Course in Online Instruction

During the 1998-99 academic year, 229 teachers and administrators at two-year colleges across Texas learned how to offer courses on the Internet through a program funded by the Carl D. Perkins Education Act. The program, entitled "Putting Your Course on the Internet," offered instruction on how to build "virtual classrooms," including Web sites, testing software, and other tools for online instruction.

Plans have been made, and funding has been approved, to enroll more than 200 additional teachers for the 1999-2000 academic year. Classes begin in early October.

"With the fall and spring course offerings, the project could result in nearly 700 college credit sections being offered by 2001 throughout the state," said Mickey Slimp, the Texas Association of Community Colleges project director of the Virtual College of Texas (VCT). Mr. Slimp said teachers wanting to take the class should inform their local VCT contact persons. A complete list of contact persons is available online, at www.vct.org.

The project funds will provide at least four scholarships for each college system. VCT contact persons are charged with selecting scholarship recipients from their own sites.

Curriculum in "Putting Your Course on the Internet" includes teaching instructors how to design Web sites; create course syllabi, assignments and tests; research and find links to other helpful sites on the Internet; and provide online communications for students, such as e-mail, bulletin boards and chat rooms. The course is offered online, just as the courses faculty are learning to deliver.

The class was designed by the Curriculum Planning Task Force of the VCT, comprised of teachers who have extensive experience with Internet-based instruction: Candace Schaefer, Blinn College; Gemmy Allen, Mountain View College; Cliff Blackerby and Linda Gillis, North Harris Montgomery Community College's University Center; Roger Boston, Houston Community College; Noamie

Byrum, Tyler Junior College; and Steven Smith, El Paso Community College.

Mr. Slimp noted that comparable programs to teach instructors how to design Internet classrooms cost as much as $700 per participant. Under the collaborative umbrella of the Virtual College, costs are under $200 per student with most funded by the Perkins grant.

The minimum technology required to participate in Internet-based courses is access to a Pentium 133 Megahertz computer, operating Windows '95 or '98. Some Internet experience is preferred.

"Online classrooms," benefit not only those enrolled in distance education courses. Roger Boston, instructor of computer science at Houston Community College, notes that his on-campus students can access his Internet class anytime for information or assistance or find links to other resources available on the Web.

Currently, local colleges can choose from over 200 distance learning courses to register their own students through the Virtual College of Texas. Courses include business, computer science, management, criminal justice, mathematics, English, economics, environment, literature, history, humanities, safety, marketing, and others.

The goal of the VCT is to allow students access to any course or curriculum offered at any community college in the state, paying only local tuition and fees, with access to libraries and other resources at local community colleges. College credits and degrees are awarded through the local colleges.

More information and course registration materials are available on the Virtual College of Texas home page, at www.vct.org.

The Board of Trustees of the North Harris Montgomery College District honored Charles Burnside for his exemplary service as executive director of the Texas Community College Teachers Association for the past 25 years. A resolution from the board was presented to Mr. Burnside by two former presidents of the association, Scott Nelson, professor of political science at Kingwood College; left, and Larry Shirts, professor of political science at North Harris College.

Check the TCCTA Web site throughout the fall semester for information about section meetings, the technology pre-conference, and all other events at the 2000 TCCTA convention, in Austin, at www.tccta.org.
Piper Professors Named for 1999

The Minnie Stevens Piper Foundation announced recipients of the 1999 Piper Professor awards last May. Three Texas community college educators were among those recognized: Mattie Collins, English instructor at Angelina College; Gary Swaim, who teaches philosophy and creative writing at North Lake College; and Warren Taylor, art instructor at Midland College.

The Minnie Stevens Piper Foundation was organized in 1950, and the Piper Professor program was begun in 1958 with eight awards of $1,000 each. Beginning in 1959 ten awards have been made each year, and the stipend has been increased to $2,500. Nominations for awards are requested annually from all accredited institutions of higher education in the state. A selection committee from the academic community reviews the nominations to choose the professors to be honored. According to foundation officials, the committee seeks well-rounded, outgoing teachers, devoted to the profession, who have made special impact on their students and their communities.

Mrs. Collins received the Bachelor of Arts and Master of Arts degrees in English from Stephen F. Austin State University. She joined the Angelina College faculty in 1973. "I teach students first and English second," Mrs. Collins said. She introduced individualized instruction to Angelina College long before it became a widely accepted teaching method. She wrote "A Complete Course in Basic Writing," a workbook and text for remedial writing. She cites her study of process writing at Northwestern University as a pivotal experience in her professional life, and in 1985 she introduced the process writing approach to Angelina College. Mrs. Collins instituted the writer's workbench program in freshman composition classes at AC, and she has served as coordinator and advisor of the English department for many years. She was selected as a star teacher by the Angelina College Chamber of Commerce. Among her numerous professional affiliations, Mrs. Collins has been a member of the Texas Community College Teachers Association for 22 years.

Dr. Swaim has been on the North Lake College faculty almost 20 years. He founded the North Lake Community Center for Writers, which offers writing seminars for published authors and new writers. Dr. Swaim says he teaches for the love of ideas, persons, and interactions. "I recognize and savor the power of ideas: their ability to mold, transform, and recreate any one of us who will explore them with care," he said. "And while certainly vitalized by them personally, my greater joy comes in seeing students catch the fire." Dr. Swaim holds the bachelor's degree from the University of California–Riverside, the Ph.D. from the University of Redlands, and a master's degree in counseling education from the University of North Texas.

Mr. Taylor joined the Midland College art faculty in 1979. He holds the Bachelor of Fine Arts degree from Bethany College and the Master of Fine Arts from Fort Hays State University. Letters nominating Mr. Taylor for the Piper award praised his artistic talent, which has earned him national recognition, and his teaching ability. Midland College President David Daniel described Mr. Taylor as "patient and kind, though demanding in his pedagogy. As a teacher and writer, Warren rates at the very top of the scale as a master teacher," Dr. Daniel stated. About his dual role as artist-instructor, Mr. Taylor wrote: "Art has a unique and wonderful way of expressing the complicated gamut of human experience... And to impart some of this potential to my students is to allow them the same opening and epiphany that has been my personal joy."

Since the Piper Professor program began 42 years ago, 418 college and university professors have been recognized—93 of those from Texas community colleges. Prior community college Piper Professors are listed below:

- 1958 R. W. Lee, St. Philip's College
- 1960 Henry B. Webb, San Antonio College
- 1964 Katharine Evans, Del Mar College
- 1961 Inez Grant, South Plains College
- 1962 Sr. Margaret Pannell, Tarleton State College
- 1963 Sr. Mary E. Connor, Del Mar College
- 1964 P. Eugene Smith, Del Mar College
- 1965 Jack R. Harvey, Weatherford College
- 1966 Robert E. Hoffman, Amarillo College
- 1967 Clarence W. Norris, St. Philip's College
- 1968 Barbara Warburton, Texas Southmost College
- 1969 Lewis M. Boyd, Navarro College
- 1970 Alleen Creighton, Del Mar College
- 1971 Jack R. Harvey, Weatherford College
- 1972 D. E. Roberts, Lamar College
- 1973 Margaret M. Burkett, McLennan Community College
- 1974 John N. Igo, Jr., San Antonio College
- 1975 David J. Clinkscale, Tarrant Junior College–Northwest Campus
- 1976 Ray Kenneth Robbins, Vbstern Texas College
- 1977 John N. Igo, Jr., San Antonio College
- 1978 J. M. Boren, McLennan Community College
- 1979 Helen J. Bajorek, Brazosport College
- 1980 John B. Davis, Paris Junior College
- 1981 Betty Jo Graber, Weatherford College
- 1982 William Samelson, San Antonio College
- 1983 Helen J. Bajorek, Brazosport College
- 1984 Inez Grant, South Plains College
- 1985 Robert E. Hoffman, Amarillo College
- 1986 Lewis M. Fox, San Antonio College
- 1987 Betty Jo Graber, Weatherford College
- 1988 Robert E. Hoffman, Amarillo College
- 1989 Margaret M. Burkett, McLennan Community College

TCCTA Messenger
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 2000 convention at the Austin Convention Center.

Suggestion should be received by Feb. 1, 2000, so that the Resolutions Committee can give ample consideration to the proposals prior to the annual convention. In the meeting of the Resolutions Committee, set for March 2, 2000, priority consideration will be given to proposals submitted in advance of the meeting.

Proposals should be sent to:
Ronnie E. Hall, Chair
TCCTA Resolutions Committee
P.O. Box 1768
Lufkin, Texas 75902

NOMINATING COMMITTEE SEeks RECOMMENDATIONS

Joseph D. (Dan) Mendoza, Lee College, chair of the TCCTA Nominating Committee, has announced that the committee is inviting recommendations of individuals for consideration as nominees for officers of the Association for 2000-2001.

Recommendations should be submitted immediately in order to be considered by the Nominating Committee in its November 20 meeting.

Recommendations should be sent to:
Joseph D. (Dan) Mendoza, Chair
TCCTA Nominating Committee
Lee College
P.O. Box 818
Baytown, Texas 77522-0818

ANNOUNCEMENTS

Sixth Annual Community College Faculty Conference Announced

The sixth annual Community College Faculty Conference will be held on the campus of Baylor University, Friday, Oct. 22. Sponsoring the Baylor School of Education and College of Arts and Sciences, the program will feature numerous sessions on teaching in the community college.

A wide range of topics of interest to community college teachers will be addressed, including the use of technology in the classroom, an update on the 76th session of the Texas Legislature, implications of recent brain research for the college classroom, teaching critical thinking in the classroom, discussion as a teaching method, and studies on students who transfer from community colleges to four-year institutions. Sessions on technology will consider how to design courses for the Internet, preparing students for distance learning, and faculty training in the use of two-way interactive television.

Registration for the conference will be $30, which will cover the sessions, a lunch buffet, and campus parking.

More information about the conference may be obtained by contacting Chester Hastings, professor of educational administration, by phone, at Area Code 254, 710-6107, or by e-mail, at Chester_Hastings@baylor.edu.

"Connecting to the Future"
Forum and Seminar Planned on Accounting Education

The Texas Society of Certified Professional Accountants is holding its 25th Annual Seminar on Accounting Education, October 8-9, 1999, at the Crowne Plaza Market Center, in Dallas.

The registration fee covers two continental breakfasts, one luncheon, one evening reception, and a full program, consisting of plenary and concurrent sessions dealing with issues of interest to accounting educators.

Seminar topics will include Web-based design, technical "basics" in the classroom, "handling difficult people," an international perspective, distance learning, ethics in education, and group learning. A session for department chairs on leadership and motivation will also be provided.

Participants will earn 13 CPE hours. Registration for this meeting is $75.

For more information
about these and
other events,
visit the TCCTA Web site,
at www.tccta.org
A Special Invitation

Here are some of the ways TCCTA benefits its members...

REPRESENTATION
As the only organization dedicated to serving community and technical college educators, TCCTA provides a strong, positive legislative program to represent your interests.

INFORMATION
TCCTA compiles and publishes annually a comprehensive statewide analysis of faculty salaries and retirement programs.

LEGAL ASSISTANCE
In difficult and sensitive cases, TCCTA provides valuable information on academic defense issues facing educators in two-year colleges.

CONFERENCE FOR FACULTY LEADERS
The annual TCCTA Conference for Faculty Leaders features sessions and speakers who address the issues facing educators in two-year colleges.

ANNUAL STATE CONVENTION
The annual TCCTA convention is attended by thousands of your colleagues from across the state. The 2000 convention will be held in Austin, March 2-4.

MANY OTHER USEFUL BENEFITS
• A viable job placement/referral service;
• A detailed analysis of programs available under the Optional Retirement Program;
• A Web site, featuring timely information of interest to two-year college educators;
• A Financial Planning Seminar, at the annual convention.

PROFESSIONAL LIABILITY COVERAGE—AN ADDITIONAL OPTIONAL BENEFIT
Again this year, members may enroll in an optional $1,000,000 educator’s professional liability insurance program. The cost of the program is $35. Major provisions of the policy include:
• Professional liability coverage of $1,000,000 per member (plus cost of defense)
• Reimbursement of attorney’s fees of up to $10,000
• Reimbursement of bail bond premium of up to $1,000
• Coverage for punitive damages up to $5,000

TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION
Membership Enrollment Form

Dr. Mr. Miss Ms.
First Name Middle Name or Initial Last Name
College
Preferred Mailing Address for TCCTA publications (if other than to college):
Street Address or Post Office Box
City State ZIP Code

CHECK HERE IF YOU DESIRE COVERAGE UNDER THE OPTIONAL LIABILITY INSURANCE PROGRAM, AND ADD $35 TO THE AMOUNT OF YOUR CHECK.

CHECK ONE:
• PROFESSIONAL MEMBERSHIP (Full-time educator at a Texas community or technical college)—Dues $35
• ASSOCIATE MEMBERSHIP (Certified employee or retired or adjunct (part-time) educator at a Texas community or technical college)—Dues $25 (Retirees may join as Professional or Associate Member.)
• STUDENT MEMBERSHIP (Enrolled for graduate credit in community college education)—Dues $20
• UNAFFILIATED MEMBERSHIP (Friend of the Association not eligible for one of the foregoing types of membership)—Dues $25

CHECK HERE if you wish to receive the TCCTA Messenger. Annual dues include $5 for subscription; there is no additional charge for the Messenger.

E-MAIL:

CHECK HERE if you wish to receive the TCCTA Messenger.

If paying by credit card: □ Visa □ MasterCard
Account Number
Expires

You may renew or activate your membership and enroll in the liability insurance plan using your VISA or MasterCard. No need to write a check. No bothersome bank drafts. Simply provide your credit card number and expiration date at the places indicated above.

If paying by check: Make check payable to TCCTA. Give enrollment form and check to your campus membership representative or mail to: TCCTA, Barton Oaks Plaza, Suite 410, 901 MoPac Expressway South, Austin, Texas 78746-5747.
Faculty Salaries Rise (But Not Much)

Salaries of Texas community college faculty increased this year, continuing the pattern of previous years. Pay raises were not as much, though, as many observers had expected in view of the substantial increase in state appropriations for the current biennium. Larger than usual raises were given last year, prompting the observation that some schools are trying to hold their own against rising costs of living and anticipated budgetary pressures during the second year of the funding period.

At many colleges, veteran faculty members saw somewhat smaller increases than relative newcomers. As with other sectors of education, experienced teachers seem more willing to remain in the profession despite modest pay hikes, while schools are facing increasing challenges in recruiting and retaining faculty in many fields, notably those related to health sciences and computer information processing.

These are some of the conclusions reached from this year’s study of faculty salaries and benefits conducted by the Texas Community College Teachers Association. This is the twenty-third year that TCCTA has undertaken its study, widely recognized as the most valid analysis of community college faculty salaries available. TCCTA State President Deann Merchant reported that 49 of the 50 district participated in this year’s study. (One public community college district, Texas Southmost College, is managed under a unique “partnership” arrangement with the University of Texas at Brownsville, and faculty there are employees of the UT system. All other districts responded to this year’s survey.)

As in previous years, an analysis of the TCCTA survey continues to point out very wide differences in salaries offered among Texas community colleges. For example, a beginning teacher holding a Master’s Degree will be paid as little as $22,000 at one college and as much as $37,150 at another—a variation of almost 69 percent for essentially the same work load.

TCCTA leaders stress that salary comparisons are not made without risks. Costs of living vary—sometimes significantly—from city to city. And, depending on one’s personal preferences, the quality of life and the working environment of one location might well justify a higher salary differential.

Additionally (as reported on page 3 of this issue of the Messenger), about one-half of the colleges cover employees with Social Security or qualified private pension plans in lieu of Social Security. Thirty districts supplement the state’s contribution to the Optional Retirement Program for eligible employees by 2.5 percent; and 18 more districts pass on a 1.31 percent ORP supplement for qualified employees. A number of college districts augment employees’ insurance plans. These “fringe benefits”—and others—are not calculated in the annual salaries reported on pages 8-9 of this issue of the Messenger, but should not be overlooked in considering total compensation.

The salary variations are significant, nonetheless; and with teacher shortages already existing in some fields, most notably in high-technology programs, and widely predicted in a number of other academic and technical disciplines within the decade, those colleges at the low end of the salary schedule might find themselves hard pressed to recruit—and keep—well-qualified teachers.

Meaningful studies of faculty salaries and realistic comparisons among the colleges have become increasingly difficult in recent years as some districts have abandoned traditional schedules showing experience steps and educational “levels” in favor of salary ranges or “bands.” Changes in methods of setting salaries usually are the results of outside consultants’ recommendations, intended, it is said, to make salaries comparable with local “markets.” However, an unfortunate result of those changes is that it becomes impossible to determine accurately the salaries paid to faculty at specific levels of experience or specific professional degrees or credentials.

In recent years, another problem has developed as colleges which have faculty salary schedules, or tables, showing years of service and educational achievements, have failed to provide for faculty to advance on the schedules. In past years, for example, a faculty member on “Step 5” of the salary table would be in the fifth consecutive year of service. In practices now followed at several colleges, however, a faculty member’s step placement is no longer equivalent to consecutive years of service.

Some faculty salary studies report “average salaries” without regard to experience or educational attainments. These studies give a distinct advantage to “older” colleges over colleges formed within relatively recent years, since large numbers of veteran faculty members are placed at the higher end of the salary schedules, thus “loading” the studies in favor of the long-established schools.

## Faculty Purchasing Power

The table below shows the changes in purchasing power for Texas community college teachers with master’s degrees during the first, sixth, eleventh, sixteenth, and twenty-first consecutive years of service. Data are based on an increase in the Consumer Price Index of 1.6 percent for 1999 over 1998. (Salaries in sixteen and twenty-first years are based on 30 graduate credit hours above master’s degree.)

<table>
<thead>
<tr>
<th>State Average Salaries — Master’s Degree</th>
<th>Percent Increase</th>
<th>Change in Purchasing Power</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First Year</strong></td>
<td>$32,134</td>
<td>3.53%</td>
</tr>
<tr>
<td><strong>Sixth Year</strong></td>
<td>$32,061</td>
<td>3.30%</td>
</tr>
<tr>
<td><strong>Eleventh Year</strong></td>
<td>$34,904</td>
<td>3.03%</td>
</tr>
<tr>
<td><strong>Sixteenth Year</strong></td>
<td>$39,758*</td>
<td>1.77%</td>
</tr>
<tr>
<td><strong>Twenty-first Year</strong></td>
<td>$42,163*</td>
<td>1.66%</td>
</tr>
</tbody>
</table>

*Not made without risks. Costs of living vary—sometimes significantly—from city to city. And, depending on one’s personal preferences, the quality of life and the working environment of one location might well justify a higher salary differential.
48 COLLEGES SUPPLEMENT ORP CONTRIBUTIONS

Forty-eight community college districts are supplementing state contributions to employees’ Optional Retirement Programs this year. Thirty schools contribute 2.5 percent of salary for eligible employees, eighteen contribute 1.31 percent, and two colleges do not provide any ORP supplement.

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. 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 Sept. 1, 1995, in effect continuing the state contribution rate at 7.31 percent. The Legislature also continued authorization for local institutions to supplement the state’s rate by 1.19 percent—but only for employees hired prior to Sept. 1, 1995.

The 1997 and 1999 Legislatures continued 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 Sept. 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 that purpose.

In addition to the 1.31 percent ORP supplement financed by state appropriations, the law continues to allow institutions to use “local or other funds” to add 1.19 percent to bring the total state—employer contribution rate for participants hired prior to Sept. 1, 1995, to 8.5 percent.

Employees hired beginning Sept. 1, 1995 electing to participate in ORP instead of the state’s Teacher Retirement System receive employer contributions of 6 percent, and the law requires that new ORP enrollees be informed that future contributions “may fluctuate over time.”

All of 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 employees. All components of the Texas State Technical College also provide the 2.5 percent supplement. More than two-thirds of eligible community college participants in ORP receive a 2.5 percent supplement from their colleges. All told, 94 percent of eligible ORP participants receive a 2.5 percent supplement. All but about 120 of the eligible 35,000 ORP participants receive the 1.31 percent supplement.

The following 30 community college districts pay a total of 2.5 percent ORP supplements for eligible employees:

<table>
<thead>
<tr>
<th>College Name</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Community College</td>
<td></td>
</tr>
<tr>
<td>Alvin Community College</td>
<td></td>
</tr>
<tr>
<td>Angelina College</td>
<td></td>
</tr>
<tr>
<td>Austin Community College</td>
<td></td>
</tr>
<tr>
<td>Blinn College</td>
<td></td>
</tr>
<tr>
<td>Central Texas College</td>
<td></td>
</tr>
<tr>
<td>Coastal Bend College</td>
<td></td>
</tr>
<tr>
<td>College of the Mainland</td>
<td></td>
</tr>
<tr>
<td>Collin Community College</td>
<td></td>
</tr>
<tr>
<td>Dallas County Community College</td>
<td></td>
</tr>
<tr>
<td>Del Mar College</td>
<td></td>
</tr>
<tr>
<td>El Paso Community College</td>
<td></td>
</tr>
<tr>
<td>Galveston College</td>
<td></td>
</tr>
<tr>
<td>Hill College</td>
<td></td>
</tr>
<tr>
<td>Laredo Community College</td>
<td></td>
</tr>
<tr>
<td>Lee College</td>
<td></td>
</tr>
<tr>
<td>McLennan Community College</td>
<td></td>
</tr>
<tr>
<td>Navarro College</td>
<td></td>
</tr>
<tr>
<td>North Harris Montgomery Community College</td>
<td></td>
</tr>
<tr>
<td>Northeast Texas Community College</td>
<td></td>
</tr>
<tr>
<td>Panola College</td>
<td></td>
</tr>
<tr>
<td>San Jacinto College</td>
<td></td>
</tr>
<tr>
<td>South Texas Community College</td>
<td></td>
</tr>
<tr>
<td>Tarrant County College</td>
<td></td>
</tr>
<tr>
<td>Texarkana College</td>
<td></td>
</tr>
<tr>
<td>Texas Southmost College</td>
<td></td>
</tr>
<tr>
<td>Trinity Valley Community College</td>
<td></td>
</tr>
<tr>
<td>Tyler Junior College</td>
<td></td>
</tr>
<tr>
<td>The Victoria College</td>
<td></td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td></td>
</tr>
<tr>
<td>*Laredo Community College, Navarro College</td>
<td></td>
</tr>
<tr>
<td>Parota College</td>
<td></td>
</tr>
<tr>
<td>Trinity Valley Community College</td>
<td></td>
</tr>
<tr>
<td>The Victoria College</td>
<td></td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td></td>
</tr>
<tr>
<td>*Laredo Community College, Navarro College</td>
<td></td>
</tr>
<tr>
<td>Parota College</td>
<td></td>
</tr>
<tr>
<td>Trinity Valley Community College</td>
<td></td>
</tr>
<tr>
<td>Tyler Junior College</td>
<td></td>
</tr>
<tr>
<td>The Victoria College</td>
<td></td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td></td>
</tr>
</tbody>
</table>

25 COLLEGES PROVIDE ADDITIONAL BENEFITS

An important—and often overlooked—benefit provided employees at 19 Texas community colleges is Social Security coverage under the Federal Insurance Contributions Act (FICA). Employees at the remaining 31 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, e.g., the Teacher Retirement System of Texas.

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 $72,600 in 1999, increasing to $76,200 in 2000. 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 employee’s Social Security tax for an employee earning $35,000 is $2,170. 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:

<table>
<thead>
<tr>
<th>College Name</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Community College</td>
<td></td>
</tr>
<tr>
<td>Blinn College</td>
<td></td>
</tr>
<tr>
<td>Galveston College</td>
<td></td>
</tr>
<tr>
<td>Grayson County College</td>
<td></td>
</tr>
<tr>
<td>Howard College</td>
<td></td>
</tr>
<tr>
<td>Laredo Community College</td>
<td></td>
</tr>
<tr>
<td>Lee College</td>
<td></td>
</tr>
<tr>
<td>Odessa College</td>
<td></td>
</tr>
<tr>
<td>Panola College</td>
<td></td>
</tr>
<tr>
<td>Paris Junior College</td>
<td></td>
</tr>
<tr>
<td>South Plains College</td>
<td></td>
</tr>
<tr>
<td>Southwest Texas Junior College</td>
<td></td>
</tr>
<tr>
<td>Temple College</td>
<td></td>
</tr>
<tr>
<td>Texas Southmost College</td>
<td></td>
</tr>
<tr>
<td>Trinity Valley Community College</td>
<td></td>
</tr>
<tr>
<td>The Victoria College</td>
<td></td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td></td>
</tr>
</tbody>
</table>

At six colleges, employees participate in private pension plans in lieu of Social Security, with college contributions ranging from 3 percent to 8 percent. Those schools and the contribution rates are listed below:

<table>
<thead>
<tr>
<th>College Name</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aamarillo College</td>
<td></td>
</tr>
<tr>
<td>Brazosport College</td>
<td></td>
</tr>
<tr>
<td>Claremont College</td>
<td></td>
</tr>
<tr>
<td>Grayson County College</td>
<td></td>
</tr>
<tr>
<td>Houston Community College</td>
<td></td>
</tr>
<tr>
<td>Howard College</td>
<td></td>
</tr>
<tr>
<td>Kilgore College</td>
<td></td>
</tr>
<tr>
<td>Midland College</td>
<td></td>
</tr>
<tr>
<td>North Central Texas College</td>
<td></td>
</tr>
<tr>
<td>Odessa College</td>
<td></td>
</tr>
<tr>
<td>Paris Junior College</td>
<td></td>
</tr>
<tr>
<td>Ranger College</td>
<td></td>
</tr>
<tr>
<td>South Plains College</td>
<td></td>
</tr>
<tr>
<td>Southwest Texas Junior College</td>
<td></td>
</tr>
<tr>
<td>Temple College</td>
<td></td>
</tr>
<tr>
<td>Vernon Regional Junior College</td>
<td></td>
</tr>
<tr>
<td>Weatherford College</td>
<td></td>
</tr>
<tr>
<td>Western Texas College</td>
<td></td>
</tr>
</tbody>
</table>

(*Laredo Community College, Navarro College, Parota College, Trinity Valley Community College, and The Victoria College pay the 2.5 percent differential only for employees hired prior to Sept. 1, 1995.
*Angelina College, College of the Mainland, and Hill College pay the 2.5 percent differential only for employees hired prior to Sept. 1, 1995.
*These institutions pay a 1.31 percent supplement for employees hired between Sept. 1, 1991 and Sept. 1, 1995.
*The following 18 districts supplement the state’s ORP contribution by 1.31 percent for employees hired prior to Sept. 1, 1995:

<table>
<thead>
<tr>
<th>College Name</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amarillo College</td>
<td></td>
</tr>
<tr>
<td>Brazosport College</td>
<td></td>
</tr>
<tr>
<td>Claremont College</td>
<td></td>
</tr>
<tr>
<td>Grayson County College</td>
<td></td>
</tr>
<tr>
<td>Houston Community College</td>
<td></td>
</tr>
<tr>
<td>Howard College</td>
<td></td>
</tr>
<tr>
<td>Kilgore College</td>
<td></td>
</tr>
<tr>
<td>Midland College</td>
<td></td>
</tr>
<tr>
<td>North Central Texas College</td>
<td></td>
</tr>
<tr>
<td>Odessa College</td>
<td></td>
</tr>
<tr>
<td>Paris Junior College</td>
<td></td>
</tr>
<tr>
<td>Ranger College</td>
<td></td>
</tr>
<tr>
<td>South Plains College</td>
<td></td>
</tr>
<tr>
<td>Southwest Texas Junior College</td>
<td></td>
</tr>
<tr>
<td>Temple College</td>
<td></td>
</tr>
<tr>
<td>Vernon Regional Junior College</td>
<td></td>
</tr>
<tr>
<td>Weatherford College</td>
<td></td>
</tr>
<tr>
<td>Western Texas College</td>
<td></td>
</tr>
</tbody>
</table>

(*Vernon Regional Junior College supplements the state ORP contribution by 1.31 percent for all ORP participants. Additionally, VRJC contributes 1.31 percent to a tax-sheltered annuity for employees enrolled in TRS.

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

<table>
<thead>
<tr>
<th>College Name</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cisco Junior College</td>
<td></td>
</tr>
<tr>
<td>Frank Phillips College</td>
<td></td>
</tr>
</tbody>
</table>

These schools reported that they elected to use the state-appropriated 1.31 percent to augment employee 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.

* 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 rankings reported in this issue of the Messenger.
### COMPENSATION AND UTILIZATION OF PART-TIME INSTRUCTORS
#### TEXAS PUBLIC COMMUNITY JUNIOR COLLEGES

**1998-99 and 1999-2000**

(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)

<table>
<thead>
<tr>
<th>College District</th>
<th>Compensation for One Three-Hour Course 1998-99</th>
<th>1999-2000 Rank (1-50)</th>
<th>Percent Increase 1999-2000 Over 1998-99</th>
<th>Additional Pay for Advanced Hours or Degree</th>
<th>Additional Pay for Teaching Experience</th>
<th>Number of Full-Time Faculty</th>
<th>Number of Part-Time Faculty</th>
<th>Percent of Sections Taught by Part-Time Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Community College District</td>
<td>$1,896</td>
<td>2</td>
<td>3.01%</td>
<td>Yes</td>
<td>No</td>
<td>788</td>
<td>1,028</td>
<td>40%</td>
</tr>
<tr>
<td>Alvin Community College</td>
<td>1,250</td>
<td>17</td>
<td>8.00%</td>
<td>No</td>
<td>No</td>
<td>90</td>
<td>155</td>
<td>25%</td>
</tr>
<tr>
<td>Amarillo College</td>
<td>1,275</td>
<td>28</td>
<td>—</td>
<td>Yes</td>
<td>Yes</td>
<td>214</td>
<td>200</td>
<td>27%</td>
</tr>
<tr>
<td>Angelina College</td>
<td>1,452</td>
<td>12</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>100</td>
<td>136</td>
<td>33%</td>
</tr>
<tr>
<td>Austin Community College</td>
<td>1,623</td>
<td>5</td>
<td>1.67%</td>
<td>Yes</td>
<td>Yes</td>
<td>378</td>
<td>1,027</td>
<td>62%</td>
</tr>
<tr>
<td>Blinn College</td>
<td>2,100</td>
<td>1</td>
<td>—</td>
<td>Yes</td>
<td>Yes</td>
<td>183</td>
<td>250</td>
<td>42%</td>
</tr>
<tr>
<td>Brazosport College</td>
<td>1,220</td>
<td>30</td>
<td>3.30%</td>
<td>No</td>
<td>No</td>
<td>63</td>
<td>106</td>
<td>34%</td>
</tr>
<tr>
<td>Central Texas College</td>
<td>1,255</td>
<td>26</td>
<td>3.60%</td>
<td>Yes</td>
<td>No</td>
<td>178</td>
<td>172</td>
<td>42%</td>
</tr>
<tr>
<td>Cisco Junior College</td>
<td>1,035</td>
<td>41</td>
<td>1.45%</td>
<td>No</td>
<td>No</td>
<td>64</td>
<td>115</td>
<td>33%</td>
</tr>
<tr>
<td>Clarendon College</td>
<td>900</td>
<td>48</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>26</td>
<td>60</td>
<td>35%</td>
</tr>
<tr>
<td>Coastal Bend College</td>
<td>1,200</td>
<td>17</td>
<td>12.50%</td>
<td>No</td>
<td>No</td>
<td>101</td>
<td>77</td>
<td>20%</td>
</tr>
<tr>
<td>College of the Mainland</td>
<td>1,251</td>
<td>16</td>
<td>10.55%</td>
<td>Yes</td>
<td>Yes</td>
<td>79</td>
<td>192</td>
<td>47%</td>
</tr>
<tr>
<td>Collin County Community College</td>
<td>1,260</td>
<td>17</td>
<td>7.14%</td>
<td>No</td>
<td>Yes</td>
<td>180</td>
<td>500</td>
<td>50%</td>
</tr>
<tr>
<td>Dallas County Comm. College District</td>
<td>1,431</td>
<td>11</td>
<td>2.73%</td>
<td>No</td>
<td>No</td>
<td>604</td>
<td>1,707</td>
<td>40%</td>
</tr>
<tr>
<td>Del Mar College</td>
<td>1,804</td>
<td>4</td>
<td>—</td>
<td>Yes</td>
<td>No</td>
<td>290</td>
<td>269</td>
<td>27%</td>
</tr>
<tr>
<td>El Paso Community College</td>
<td>1,854</td>
<td>3</td>
<td>2.00%</td>
<td>No</td>
<td>No</td>
<td>366</td>
<td>1,036</td>
<td>55%</td>
</tr>
<tr>
<td>Frank Phillips College</td>
<td>1,050</td>
<td>41</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>28</td>
<td>64</td>
<td>30%</td>
</tr>
<tr>
<td>Galveston College</td>
<td>1,335</td>
<td>24</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>43</td>
<td>87</td>
<td>49%</td>
</tr>
<tr>
<td>Grayson County College</td>
<td>1,230</td>
<td>31</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>93</td>
<td>115</td>
<td>20%</td>
</tr>
<tr>
<td>Hill College</td>
<td>1,050</td>
<td>41</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>61</td>
<td>82</td>
<td>27%</td>
</tr>
<tr>
<td>Houston Community College</td>
<td>1,332</td>
<td>15</td>
<td>7.43%</td>
<td>Yes</td>
<td>No</td>
<td>637</td>
<td>1,687</td>
<td>56%</td>
</tr>
<tr>
<td>Howard College</td>
<td>1,008</td>
<td>45</td>
<td>—</td>
<td>Yes</td>
<td>No</td>
<td>137</td>
<td>68</td>
<td>28%</td>
</tr>
<tr>
<td>Kilgore College</td>
<td>1,200</td>
<td>32</td>
<td>—</td>
<td>Yes</td>
<td>No</td>
<td>143</td>
<td>66</td>
<td>15%</td>
</tr>
<tr>
<td>Laredo Community College</td>
<td>1,440</td>
<td>14</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>216</td>
<td>117</td>
<td>17%</td>
</tr>
<tr>
<td>Lee College</td>
<td>1,507</td>
<td>9</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>165</td>
<td>210</td>
<td>30%</td>
</tr>
<tr>
<td>McLennan Community College</td>
<td>1,620</td>
<td>7</td>
<td>—</td>
<td>Yes</td>
<td>No</td>
<td>160</td>
<td>136</td>
<td>28%</td>
</tr>
<tr>
<td>Midland College</td>
<td>1,350</td>
<td>17</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>94</td>
<td>141</td>
<td>37%</td>
</tr>
<tr>
<td>Navarro College</td>
<td>1,200</td>
<td>32</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>82</td>
<td>174</td>
<td>48%</td>
</tr>
<tr>
<td>North Central Texas College</td>
<td>1,140</td>
<td>39</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>79</td>
<td>170</td>
<td>44%</td>
</tr>
<tr>
<td>North Harris Montgomery Comm. College</td>
<td>1,200</td>
<td>27</td>
<td>8.00%</td>
<td>No</td>
<td>Yes</td>
<td>366</td>
<td>1,212</td>
<td>45%</td>
</tr>
<tr>
<td>Northeast Texas Community College</td>
<td>900</td>
<td>47</td>
<td>11.11%</td>
<td>No</td>
<td>Yes</td>
<td>48</td>
<td>64</td>
<td>30%</td>
</tr>
<tr>
<td>Odessa College</td>
<td>1,230</td>
<td>17</td>
<td>9.76%</td>
<td>No</td>
<td>No</td>
<td>120</td>
<td>149</td>
<td>29%</td>
</tr>
<tr>
<td>Panola Junior College</td>
<td>1,500</td>
<td>10</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>63</td>
<td>39</td>
<td>13%</td>
</tr>
<tr>
<td>Paris Junior College</td>
<td>1,100</td>
<td>40</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>81</td>
<td>92</td>
<td>38%</td>
</tr>
<tr>
<td>Ranger College</td>
<td>975</td>
<td>46</td>
<td>3.08%</td>
<td>Yes</td>
<td>No</td>
<td>22</td>
<td>34</td>
<td>20%</td>
</tr>
<tr>
<td>San Jacinto Junior College District</td>
<td>1,344</td>
<td>22</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>450</td>
<td>430</td>
<td>31%</td>
</tr>
<tr>
<td>South Plains College</td>
<td>1,272</td>
<td>29</td>
<td>—</td>
<td>No</td>
<td>Yes</td>
<td>216</td>
<td>170</td>
<td>13%</td>
</tr>
<tr>
<td>South Texas Community College</td>
<td>1,296</td>
<td>7</td>
<td>25.00%</td>
<td>Yes</td>
<td>No</td>
<td>253</td>
<td>268</td>
<td>23%</td>
</tr>
<tr>
<td>Southwest Texas Junior College</td>
<td>1,285</td>
<td>23</td>
<td>3.97%</td>
<td>Yes</td>
<td>Yes</td>
<td>75</td>
<td>101</td>
<td>40%</td>
</tr>
<tr>
<td>Tarrant County Junior College District</td>
<td>1,232</td>
<td>25</td>
<td>6.82%</td>
<td>Yes</td>
<td>Yes</td>
<td>441</td>
<td>876</td>
<td>35%</td>
</tr>
<tr>
<td>Temple Junior College</td>
<td>1,641</td>
<td>6</td>
<td>—</td>
<td>Yes</td>
<td>No</td>
<td>90</td>
<td>106</td>
<td>26%</td>
</tr>
<tr>
<td>Texarkana College</td>
<td>1,200</td>
<td>32</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>107</td>
<td>84</td>
<td>14%</td>
</tr>
<tr>
<td>Trinity Valley Community College</td>
<td>1,050</td>
<td>41</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>118</td>
<td>115</td>
<td>25%</td>
</tr>
<tr>
<td>Tyler Junior College</td>
<td>1,200</td>
<td>32</td>
<td>—</td>
<td>No</td>
<td>Yes</td>
<td>222</td>
<td>196</td>
<td>32%</td>
</tr>
<tr>
<td>Vernon Regional Junior College</td>
<td>1,005</td>
<td>32</td>
<td>19.40%</td>
<td>No</td>
<td>No</td>
<td>65</td>
<td>72</td>
<td>22%</td>
</tr>
<tr>
<td>The Victoria College</td>
<td>1,432</td>
<td>14</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>108</td>
<td>91</td>
<td>14%</td>
</tr>
<tr>
<td>Weatherford College</td>
<td>1,000</td>
<td>32</td>
<td>20.00%</td>
<td>No</td>
<td>No</td>
<td>73</td>
<td>95</td>
<td>30%</td>
</tr>
<tr>
<td>Western Texas College</td>
<td>800</td>
<td>49</td>
<td>—</td>
<td>Yes</td>
<td>Yes</td>
<td>41</td>
<td>24</td>
<td>33%</td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td>1,200</td>
<td>32</td>
<td>—</td>
<td>No</td>
<td>No</td>
<td>106</td>
<td>116</td>
<td>36%</td>
</tr>
<tr>
<td><strong>Mean Salary</strong></td>
<td><strong>$1,288</strong></td>
<td></td>
<td></td>
<td>Yes</td>
<td>17</td>
<td>Total</td>
<td>Total</td>
<td>Average</td>
</tr>
<tr>
<td><strong>Median Salary</strong></td>
<td><strong>$1,241</strong></td>
<td></td>
<td></td>
<td>No</td>
<td>32</td>
<td>8,687</td>
<td>14,481</td>
<td>32%</td>
</tr>
<tr>
<td>COLLEGE DISTRICT</td>
<td>BEGINNING SALARY</td>
<td>AFTER FIVE CONSECUTIVE YEARS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>------------------</td>
<td>-----------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>First Year of</td>
<td>Sixth Year of</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Service — No &quot;Step&quot; Increases</td>
<td>Service</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Certificate</td>
<td>Doctorate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Minimum Work)</td>
<td>(No Great Earned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Experience)</td>
<td>Hours Earned)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rank (1 to 50)</td>
<td>Rank (1 to 50)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Degree (No Great</td>
<td>Degree (No Great</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Experience)</td>
<td>Hours Earned)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rank (1 to 50)</td>
<td>Rank (1 to 50)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Master's Degree</td>
<td>Doctorate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(No Great Hours</td>
<td>(No Great Hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Earned)</td>
<td>Earned)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rank (1 to 50)</td>
<td>Rank (1 to 50)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Doctorate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(No Great Hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Earned)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rank (1 to 50)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alamo Community College District</td>
<td>26,793</td>
<td>27,918</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alvin Community College</td>
<td>25,994</td>
<td>30,134</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amanzio College</td>
<td>27,397</td>
<td>30,582</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Angelina College</td>
<td>29,176</td>
<td>34,056</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Austin Community College</td>
<td>29,143</td>
<td>36,577</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Binn College</td>
<td>27,575</td>
<td>36,300</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brazosport College</td>
<td>35,583</td>
<td>36,516</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Texas College</td>
<td>24,603</td>
<td>33,970</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cisco Junior College</td>
<td>26,551</td>
<td>30,889</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clarendon College</td>
<td>22,400</td>
<td>28,400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coastal Bend College</td>
<td>21,276</td>
<td>28,136</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>College of the Mainland</td>
<td>—</td>
<td>30,238</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collin Co. Community College Dist.</td>
<td>30,000</td>
<td>36,600</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dallas Co. Community College Dist.</td>
<td>33,240</td>
<td>38,946</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Del Mar College</td>
<td>31,320</td>
<td>37,780</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>El Paso Community College</td>
<td>26,449</td>
<td>32,315</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Franklin Phillips College</td>
<td>23,500</td>
<td>32,260</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Galveston College</td>
<td>27,220</td>
<td>32,316</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grayson County College</td>
<td>29,773</td>
<td>32,340</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hall College</td>
<td>28,379</td>
<td>32,369</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Houston Community College System</td>
<td>26,585</td>
<td>32,363</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Howard College</td>
<td>23,595</td>
<td>32,390</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kilgore College</td>
<td>26,200</td>
<td>32,200</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laredo Community College</td>
<td>29,443</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lee College</td>
<td>30,937</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>McLennan College Community</td>
<td>28,167</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Midland College</td>
<td>30,326</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Navarro College</td>
<td>22,542</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Central Texas College</td>
<td>26,000</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N. Harris Montgomery Comm. Coll.</td>
<td>30,879</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Northeast Texas Community College</td>
<td>25,982</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Odessa College</td>
<td>30,750</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Panola College</td>
<td>25,563</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paris Junior College</td>
<td>27,305</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ranger College</td>
<td>21,000</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>San Jacinto Junior College</td>
<td>30,450</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Plains College</td>
<td>24,600</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Texas Community College</td>
<td>26,162</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southwest Texas Junior College</td>
<td>29,416</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tarrant County College</td>
<td>37,150</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temple College</td>
<td>27,875</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Texas A&amp;M University</td>
<td>28,382</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trinity Valley Community College</td>
<td>27,616</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tyler Junior College</td>
<td>28,290</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vernon Regional Junior College</td>
<td>25,326</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Victoria College</td>
<td>26,956</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weatherford College</td>
<td>29,319</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Western Texas College</td>
<td>26,051</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td>27,050</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE SALARY</td>
<td>27,477</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MEDIAN SALARY</td>
<td>27,265</td>
<td>32,050</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

NOTES: * Reported salaries do not include compensation for advancement in academic ranking: Amanzio College ($1,000 for Assistant Professor, $2,000 for Associate Professor, and $3,000 for Professor). 
† Clarendon College: Entry level salaries based on 1994 schedule; salaries and salary schedule currently under review. 
§ Southwest Texas Junior College: Assumes six graduate credit hours earned during past five years. 

TEXAS COMMUNITY COLLEGE SURVEY OF FACULTY SALARIES — TEXAS PUBLIC HIGHER EDUCATION (SOURCE: Institutional responses to TCCTA)
## NINE-MONTH CONTRACT

### AFTER TEN CONSECUTIVE YEARS (Eleventh Year of Service)

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>32,000 - 34,000</td>
</tr>
<tr>
<td>Master's</td>
<td>35,000 - 37,000</td>
</tr>
<tr>
<td>Doctorate</td>
<td>38,000 - 40,000</td>
</tr>
</tbody>
</table>

### AFTER FIFTEEN CONSECUTIVE YEARS (Sixteenth Year of Service)

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>34,000 - 36,000</td>
</tr>
<tr>
<td>Master's</td>
<td>38,000 - 40,000</td>
</tr>
<tr>
<td>Doctorate</td>
<td>42,000 - 44,000</td>
</tr>
</tbody>
</table>

### AFTER TWENTY CONSECUTIVE YEARS (Twenty-first Year of Service)

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>36,000 - 38,000</td>
</tr>
<tr>
<td>Master's</td>
<td>40,000 - 42,000</td>
</tr>
<tr>
<td>Doctorate</td>
<td>45,000 - 47,000</td>
</tr>
</tbody>
</table>

---

0 for Professors.

IBLIC COMMUNITY COLLEGES - 1999-2000

TEACHERS ASSOCIATION

[Best Copy Available]
Major Legislative Issues Considered

For the biennium beginning Sept. 1, Texas public two-year colleges will receive 11 percent more in state appropriations than for the preceding funding period.

In formula-generated appropriations only, community colleges will receive an increase of almost $123 million; campuses of the Texas State Technical College System will receive an increase of more than $16 million; and the two-year campuses of Lamar University will receive an increase of $5.5 million.

The Legislature also increased from $2 million to $6.6 million the funds available for schools experiencing “dramatic growth” in the coming biennium. These funds were appropriated to the Texas Higher Education Coordinating Board to be distributed proportionately to colleges which experience contact hour growth above 5 percent. Lamar University and TSTC campuses will be eligible to participate in this funding, as well as the community colleges.

“Start-up” funding of $4.65 million for four new community colleges campuses was included in the omnibus appropriations bill. The Corinth and Bowie Campuses of North Central Texas College and the Starr County and Mid-Valley Campuses of South Texas Community College will participate in this funding based on the actual contact hours at the new campuses.

Formula appropriations are based on contact hours generated by the institutions. Therefore, schools which experienced larger enrollment gains will receive greater increases in state funding than schools which experienced enrollment declines or lesser gains. South Texas Community College, with an enrollment increase of 85 percent over the previous biennium, will receive a 95 percent increase in state appropriations. Three colleges will see state funding increases in excess of 25 percent: Midland College, Temple College, and Vernon Regional Junior College. Also, three districts, which experienced contact hour declines greater than 8 percent, will receive fewer state dollars for the 1999-2001 biennium than for the preceding funding period: Alvin Community College, College of the Mainland, and Del Mar College.

TCCTA representatives, led by Patsy Goss, San Jacinto College—Central Campus, and Brian Dille, Odessa College, appeared to testify in support of additional appropriations for two year colleges when the spending bill was up for consideration in the House Committee on Appropriations and the Senate Committee on Finance. Ms. Goss, as TCCTA state president for 1998-99, and Dr. Dille, chair of the association’s Legislative Committee during that period, made numerous visits to Austin during the 1999 legislative session.

Other appropriations issues receiving legislative attention during the session include the Skills Development Fund, for which $25 million was appropriated; STARLINK, receiving an appropriation of $700,000; inmate education, gaining an increase from $6.6 million to $13.8 million; and the TexShare Library Consortium, obtaining increased funding from

Conference Planned for Faculty Leaders

The twentieth annual TCCTA Conference for Faculty Leaders will be held Friday and Saturday, Oct. 8-9, at the Omni Austin Hotel Southpark.

The featured speaker at this year’s conference will be Martin Basaldua, vice chair of the Texas Higher Education Coordinating Board. He will address the conference at Saturday’s luncheon session.

Dr. Basaldua began his career in higher education as a student at San Antonio College, where he received his associate’s degree. He earned the Bachelor of Arts degree in biology from Trinity University, and the Doctorate of Medicine degree from the University of Texas Health Science Center in San Antonio.

The conference will begin with an informal social hour and fajita bar at 6:00 p.m., Friday. The evening program, beginning at 7:15 p.m., will feature Don W. Brown, who will discuss “Legislative Issues Affecting Two-Year Colleges.” Dr. Brown is the Texas Commissioner of Higher Education. He received the bachelor’s degree in government from the University of Texas at Austin and the Ph.D. in political science from the University of Wisconsin at Madison.

Conference activities on Saturday will begin at 8:30 a.m., with registration and refreshments. Adjournment is scheduled for 2:30 p.m., Saturday.

“The Role of the Faculty in College Governance:

(Continued on Page 3)
PRESIDENT'S MESSAGE

Welcome back!

Each new school year is special, but this one is particularly so because of the new millennium we are approaching. What an exciting time to be an educator!

Author Peter Drucker claims that "in the next 50 years, schools, colleges, and universities will change more drastically than they have since they assumed their present form more than 300 years ago when they organized themselves around the printed book."

It has been said that students will have options they have never known, and instructors will have capabilities and tools for decision-making that are not possible now. It is truly an exciting time to be a part of higher education.

However, we will no doubt pay a high price for these changes. Many educators are plagued by a feeling of uncertainty, a feeling that we have nothing to hold onto, that we are standing on shifting ground. The only rock on which educators may stand may be the rock of change. It is the only constant.

Our professional organization, TCCTA, can be a source of stability for educators during this time of flux and change. Although transformations are all around us, your executive committee is hard at work helping to ensure a smooth transition into the new millennium.

As we prepare for the coming year, several important planning meetings have already been held. In May, the 20th annual TCCTA leadership retreat produced a firm commitment to energize and revitalize the section meetings at our annual convention. We want to offer a great deal of support and recognition to our section leaders. A hearty, sincere "thank you" is in order for these individuals who serve their disciplines and our association in this important role. Section chairs and the arrangements they make for our programs are instrumental to the success of our convention.

Everything possible is being done to ensure that our 53rd annual convention is well-planned and well-presented. It has been scheduled for March 2-4, at the Austin Convention Center—so make plans now to attend this exciting event!

Our theme is "The Courage to Teach," and at a time when we talk about restoring civility in the classroom, what could be more appropriate? Outstanding section meetings with informative speakers will make your time in Austin well spent. I am excited about our 2000 convention, and I will be looking forward to seeing you in our Capitol city next spring!

In July, a subcommittee of the Professional Development Committee met to plan the annual Conference for Faculty Leaders, to be held Oct. 8-9. At this increasingly popular meeting, faculty leaders from across the state will gather in Austin to discuss issues and concerns affecting all of us who are dedicated to serving our students, our profession, our schools, and our communities.

In August, our campus representatives met to plan the association's membership drive. Our hard-working campus representatives are the heart and soul of our association and deserve our heartfelt gratitude. They enable us to maintain a strong, unified voice in Austin, a presence at the Capitol during the legislative sessions, and pride in our association of more than 6,300 colleagues. I encourage you to assist your campus representative by becoming actively involved in this year's membership campaign. This is exceedingly important, especially at colleges with multiple campuses.

As your president, my goals include:
1. Bolstering membership in order to maintain our strong, unified voice in Austin;
2. Working with other educator groups to formulate our legislative goals and priorities;
3. Working with our strong network of volunteers—committee chairs, convention section leaders, and campus representatives—to strengthen the convention and maintain the integrity TCCTA has enjoyed for more than 50 years;
4. Renewing my commitment to excellence in the year 2000, and beyond.

TCCTA needs your support. If you have not already done so, I urge you to join or renew your membership today.

Thank you for the opportunity to serve as your state president during this exciting year.

See you in Austin!

DeAnn Merchant
President

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 coursework 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 reprinted 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, 901 MoPac Expressway South, Building I, Suite 410, Austin, Texas 78746-5747. Authors should retain copies of their manuscripts for their files.
BUSINESS EDUCATION SEARCH ENGINE

the clear choice in business education

Results:

South-Western College Publishing
Thomson Learning.

StudyLive on WebCT by John Wanlass
Over 24 hours of audio tracks, 2,700 assessment questions and 400 self-test questions are combined to create this mastery-learning system designed to accompany Warren/Reeve/fess’s Accounting. 19e.

TaxPoint: An Interactive & Taxation Course by John Everett & Cherie O’Neil
Bring tax to life with numerous audio and video clips, interactive exercises and quizzes, a tax planning laboratory, case studies, spreadsheets, and a great deal more!

Web TutorTM on WebCT
Go beyond the classroom with Web Tutor’s in-depth content, concept presentations, instructor customization, flashcards, audio clips, internet links, discussion questions, tutorials, email, search capabilities, and discussion/chat areas.

McEachern Interactive
High-tech, high-impact, integrated learning systems take advantage of numerous mediums to enrich the student learning experience while reinforcing essential principles.

Simulations
Lead students through the excitement of making real-world decisions and realizing their impact with simulations like: Wolfe’s Global Business Game, Getz’s eStat, and Pratt/Ramah/Juster’s Interactive Cases in Financial Analysis.

Infotrac® College Edition
This fully searchable online database has access to full-text articles from hundred of periodicals. Authoritative sources are updated daily and date back as far as four years.

Testing Tools
Students are sure to make the grade! Customize exams, practice tests, and tutorials then deliver them over a network, on the web, or in traditional printed form.

Product Websites
Enriched product-specific companion Websites are packed with chapter-specific resources, news, current issues, downloadable supplements, interactive author discussions, additional examples, links to relevant references, student study resources, and much more!

Discipline Resource Centers
Product information, examples, cases, articles, newsletters, journals, association links, virtual company tours, samples, ancillaries, author information, and teaching tips are just a click away.

Instructor’s Resource CD-ROMs
Get quick access to all instructor ancillaries from your desktop. This easy-to-use CD lets you review, edit, and copy exactly what you need.

5101 Madison Road, Cincinnati, OH 45227-1490
http://www.swcollege.com
examcopy@swpco.com
1.800.423.0563

http://www.Business_Education_Search.com
CONTENTS

5  President's Message
8  TCCTA Officers and Committees
13  Candidates for State Office
15  Procedures for Absentee Voting
22  Convention General Session
26  Convention Program
27  Section Meeting Schedule
50  Convention Hotel Information
Harcourt College Publishers

invites you to stop by and visit at the Texas Community College Teachers Association Convention Booths 51-56

one company

"Where Learning Comes to Life."

Our mission is to make learning accessible to anyone, anywhere, anytime--reinforcing our commitment to lifelong learning.

for more information please visit our website at www.harcourtcollage.com or call our Sales Support Office at 800.237.2665

for information on specific disciplines contact:
Accounting, Finance
Charlie Watson
charles_watson@harcourt.com

Anthropology, Psychology
Katie Rose Matthews
katie_matthews@harcourt.com

Art, History
Steve Drummond
steve_drummond@harcourt.com

Astronomy, Biology, Physics
Kathleen Sharp
kathleen_sharp@harcourt.com

Chemistry
Pauline Mula
pauline_mula@harcourt.com

Communication, Political Science, Sociology
Laura Brennan
laura_brennan@harcourt.com

Computer Technologies
Bill Bemys
bill_bemys@harcourt.com

Economics
Janet Morey
janet_morey@harcourt.com

English, Developmental English
John Meyers
john_meyers@harcourt.com

Journalism, Music, Philosophy, Theater, Geography, Geology
Adrienne Krysiuk
adrienne_krysiuk@harcourt.com

Marketing, Management
Beverly Dunn
beverly_dunn@harcourt.com

Mathematics
Julia Conover
julia_conover@harcourt.com

World Languages, ESL
Ken Kasee
ken_kasee@harcourt.com
President’s Message

As we prepare for our 53rd annual state convention, in Austin, TCCTA is witnessing the dawn of a new millennium. What an exciting time to be an educator at a community college! All around me, I see colleagues savoring the best from the twentieth century, and enthusiastically embracing the twenty-first.

Our educational system has survived amidst a changing world. During the past few decades, we met head-on numerous perplexing social problems. We witnessed frightening events. We saw the face of despair worn by the homeless and the disenfranchised. We saw the face of fear worn by our young people as violence erupted in our public schools. We observed an increase in the use of drugs and a rise in the rate of teen pregnancies.

Yet, when I conduct surveys and interviews with my students, addressing these and other social problems, I have heard—repeatedly—“Education is the answer.” Our society has entrusted educators with this awesome responsibility.

There is no question in my mind that educators will be expected to play a pivotal role in the new millennium as we are called upon to improve the quality of life for our citizens. For education is not just about “getting more customers” to bolster enrollments; nor is it only about total dollars earned in a lifetime. Education is about a vision; it is about the quality of one's life. It is about fulfillment and creating a more humane world for generations to come.

We will utilize exciting developments in computer technology, wonderful scientific breakthroughs, and innovative teaching strategies as we assist our students in creating a brighter tomorrow. I love teaching because I know we are making a difference; we are shaping the future! What wonderful opportunities we have!

As educators in a new millennium, we must have “the courage to teach,” as expressed in this year’s convention theme. We are determined to rise to the occasion, to reverse dangerous trends, to close the ethnic gap by enrolling increasing numbers of Hispanic and black students. We must never be satisfied until all the citizens of Texas have full participation in our educational system.

As educators in a new millennium, we are committed more than ever to academic excellence. We will not accept mediocrity in our students or ourselves.

I have faith that our association will continue to provide innovative leadership in the new millennium as it has in the past; hope that we will serve well our learners as they move through our “open doors” into the 21st century; and love for all of you who have given your best to your students and to your profession. You have honored me by selecting me to serve as your state president during these exciting times.

“There are in the end three things that last:
faith, hope, and love.
And the greatest of these is love.”
—1 Corinthians 13:13—

Join me in Austin, my wonderful friends, on March 2-4, for our Convention 2000! It will be an exciting opportunity for us to explore changes and choices that will shape our premier teaching institutions in the twenty-first century. It will motivate us to continue to have “the courage to teach.”

Dean Merchant
WILEY LOVES TEXAS!

Accounting
Financial Accounting, 3/e
Jerry J. Weygandt, University of Wisconsin, Madison
Donald E. Kieso, Northern Illinois University, Emeritus
Paul D. Kimmel, University of Wisconsin, Milwaukee
0-471-34773-6

Managerial Accounting: Tools for Business Decision Making
Jerry J. Weygandt, University of Wisconsin, Madison
Donald E. Kieso, Northern Illinois University, Emeritus
Paul Kimmel, University of Wisconsin, Milwaukee
0-471-34588-1

Paul Kimmel, University of Wisconsin, Milwaukee
Jerry J. Weygandt, University of Wisconsin, Madison
Donald E. Kieso, Northern Illinois University, Emeritus
0-471-34774-4

Biology
Principles of Anatomy and Physiology, 9/e
Gerard J. Tortora, Bergen Community College
Sandra Reynolds Grabowski, Purdue University
0-471-36692-7

Principles of Human Anatomy, 8/e
By Tortora/ Grabowski
0-471-36729-X

Introduction to the Human Body:
The Essentials of Anatomy and Physiology, 4/e
By Tortora/ Grabowski
0-471-36791-5

Microbiology:
Principles and Explorations, 4/e
Jacquelyn G. Black, Marymount University
0-471-36819-9

Bioinquiry: Making Connections in Biology
Nancy Pruitt, Colgate University
Larry S. Underwood, Northern Virginia CC,
William Surver, Clemson University
0-471-19280-5

For more information, please stop by the Wiley Booth or FAX us at (212) 850-6118.
You can also visit us on the World Wide Web: http://www.wiley.com/college
Math

Functions Modeling Change: A Preparation for Calculus
Eric Connally, Wellesley College
Deborah Hughes-Hallett, University of Arizona
Andrew Gleason, Harvard University, et al.
0-471-17084-4

Mathematics Beyond the Numbers
George T. Gilbert
Rhonda L. Hatcher
both of Texas Christian University
0-471-13934-3

Mathematics for Elementary Teachers: A Contemporary Approach, 5/e
Gary L. Musser, Oregon State University
William F. Burger
Blake E. Peterson, Brigham Young University
0-471-36858-X

Science

Geography: Realms, Regions, and Concepts, 9/e
H.J. de Blij, Marshall University
Peter Muller, University of Miami, Coral Gables
0-471-31424-2

Physics, Fifth Edition
John D. Curnell and Kenneth W. Johnson,
Southern Illinois University at Carbondale
0-471-32146-X

Chemistry: Matter and Its Changes, 3/e
James E. Brady, St John's University
Joel Russell, Oakland University
John R. Holum
0-471-18476-4

Organic Chemistry, 7/e
Graham Solomons, University of South Florida
Craig Fryhle, Pacific Lutheran University
0-471-19095-0

Psychology in Action, 5/e
Karen Huffman, Palomar College
Mark Vernoy, Palomar College
Judy Vernoy
0-471-24932-7

John Wiley & Sons, Inc. • 605 Third Avenue • New York, New York • 10158
OFFICERS, 1999-2000

Deann C. Merchant
President
Amarillo College

Richard L. Elam
President-Elect
Hill College
Johnson County Branch Campus

Mel Griffin
Vice President
Northeast Texas Community College

Jim B. Riley
Secretary
Palo Alto College

Susan F. Hult
Treasurer
Houston Community College-Central College

Patsy W. Goss
Immediate Past President
San Jacinto College-Central Campus

COMMITTEES, 1999-2000
(Appointments expire March 31, 2000, unless otherwise indicated.)

PROFESSIONAL DEVELOPMENT COMMITTEE
Theresa E. Stewart, Chair, Austin Community College (2001)
Gail M. Platt, Vice Chair, South Plains College (2000)
Phyllis P. Sisson, Central Texas College (2000)
Betty B. Swasko, Paris Junior College (2000)
Gabriel O. Ume, Palo Alto College (2000)
Ken L. Weatherbie, Del Mar College (2000)
Cathryn P. Cates, Tyler Junior College (2001)
Mark W. Jordan, Odessa College (2001)
Ronald R. Roberts, Grayson County College (2001)
Daniel L. Spencer, Temple College (2001)
Vivian Dennis-Monzingo, Eastfield College (2002)
William G. Horine, Alvin Community College (2002)
Joanna L. Kile, College of the Mainland (2002)
Patsy C. Lemaster, Amarillo College (2002)

CONVENTION COMMITTEE
Dale Westfall, Chair, Midland College

REGISTRATION SUBCOMMITTEE
Susan L. Sutton, Chair, Alvin Community College
Carolyn C. Robertson, Vice Chair, Tarrant County College-South Campus

SOCIAL SUBCOMMITTEE
M. Margaret Dunn, Chair, Amarillo College
Jennifer Lynn Adler, Vice Chair, Hill College-Johnson County Branch Campus

AUDITING COMMITTEE
Anna Maria G. Mendiola, Chair, Laredo Community College
Robert B. Sologer, Vice Chair, Amarillo College
Donald R. Craig, Del Mar College
Sharon M. Freeman, San Jacinto College-Central Campus
Ted A. Lewis, Collin County Community College-Preston Ridge Campus

LEGISLATIVE COMMITTEE
Danita L. McAnally, Chair, Amarillo College (2002)
Brian K. Dille, Vice Chair, Odessa College (2001)
Paul H. Harvey, Jr., Hill College (2000)
Patricia Humston, Coastal Bend College (2000)
Nancy Ellen Parlow, Wharton County Junior College (2000)
Steven J. Reif, Kilgore College (2000)
Cynthia M. SoRelle, McLennan Community College (2000)
Gerald M. Corkran, Western Texas College (2001)
Johanna M. Hume, Alvin Community College (2001)
Robert C. McReynolds, San Jacinto College-Central Campus (2001)
M. Theron Waddell, Jr., Galveston College (2001)
Charles N. Johnson, Tyler Junior College (2002)
Brenda F. Jones, Houston Community College-Central College (2002)

PUBLICATIONS COMMITTEE
Moselle S. Ford, Chair, Amarillo College
James Michael Matthews, Vice Chair, Tarrant County College-Northwest Campus
Brenda F. Allums, Panola College
Carol A. Lowe, McLennan Community College
Karen D. Marcotte, Palo Alto College
James L. Schrantz, Tarrant County College-Southwest Campus
Brenda J. Stubbbs, Navarro College
Judith G. Turman, Tyler Junior College
Donnie D. Yelding, Central Texas College

ELECTION COMMITTEE
Patricia C. Knight, Chair, Amarillo College
Gregory A. Stanley, Vice Chair, Hill College
Patricia B. Dennis, South Plains College
Julia D. Jay, San Jacinto College-Central Campus
Juanita H. Marquez, Bill J. Priest Institute
Carolyn Sue Poor, Wharton County Junior College
Gayla D. Williams, Howard College

MEMBERSHIP SERVICES COMMITTEE
Lola A. King, Chair, Trinity Valley Community College-Terrell Campus (2000)
Gary D. Turner, Vice Chair, Central Texas College (2000)
Larry C. Allen, Panola College (2000)
Phyllis O. Morris, TSTC-Sweetwater (2000)
John J. Stuart, Texarkana College (2000)
C. Gene Denney, Clarendon College (2001)
Kenneth R. Hopkins, Brazosport College (2001)
James W. Sparkes, Houston Community College-Northeast College (2001)
Carol A. Wennagel, San Jacinto College-South Campus (2001)
Rebecca L. Anderson, South Texas Community College (2002)
Stephanie R. Meinhardt, Collin Community College-Spring Creek Campus (2002)
Madeleine G. S. Ross, Lon Morris College (2002)
Jack B. Stanley, Amarillo College (2002)

MEMBERSHIP COMMITTEE
Caroline C. Garrett and E. Lamar Garrett, Co-Chairs, The Victoria College

NOMINATING COMMITTEE
Joseph D. (Dan) Mendoza, Chair, Lee College
Scott A. Nelson, Vice Chair, Kingwood College
Ellen H. Brennan, San Antonio College
Ermelinde I. Dodd, College of the Mainland
Glenda H. Easter, El Centro College
Anna R. Holston, Central Texas College
Patricia A. Smith, Temple College

RESOLUTIONS COMMITTEE
Ronnie E. Hall, Chair, Angelina College
Larry G. Shirts, Vice Chair, North Harris College
Barbara A. Blair, Southwest Texas Junior College
Dianne K. Blanchard, Texarkana College
Blanche H. Brick, Blinn College
Jess T. Dowdy, Northeast Texas Community College
Carol A. Eppright, Weatherford College
Doris J. Jones, Tarrant County College-Northwest Campus
Linda Shelly, Amarillo College
TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION  
Membership Committee, 1999-2000  
Caroline C. Garrett and E. Lamar Garrett, The Victoria College, Co-Chairs

Alamo Community College District
Northwest Vista College
Palio Alto College
St. Philip's College
San Antonio College
Alvin Community College
Amarillo College
Angelina College
Austin Community College District
ACCD District Offices
Cypress Creek
Eastview
Northridge
Pinnacle
Rio Grande
Riverside

Blinn College
Brenham
Bryan
Brazosport College
Central Texas College
Cisco Junior College
Clarendon College
Coastal Bend College
College of the Mainland
Collin County Community College District
Central Park
Preston Ridge
Spring Creek
Dallas County Community College
District Offices
Bill J. Priest Institute
Brookhaven College
Cedar Valley College
Eastfield College
El Centro College
Mountain View College
North Lake College
Richland College
Del Mar College
El Paso Community College
Frank Phillips College
Galveston College
Grayson County College
Hill College
Houston Community College System
Central College
Northeast College
Southeast College
Southwest College
Northwest College
Northeast College
West Texas College
Northwest College

Jacksonville College
Kilgore College
Lamar Institute of Technology
Lamar State College – Orange
Lamar State College – Port Arthur
Laredo Community College
Lee College
Lon Morris College
McLennan Community College
Midland College
Navarro College
North Central Texas College
North Harris Montgomery Community College
District Offices
Kingwood College
Montgomery College
North Harris College
Tomball College
Northeast Texas Community College
Northwest Campus
South Campus
South Plains College
Levelland
Lubbock
South Texas Community College
Southwest Texas Junior College
Tarrant County College District
TSTC – Waco
TSTC – Sweetwater
TSTC – Brownwood
TSTC – Marshall
Trinity Valley Community College
Tyler Junior College
Vernon Regional Junior College
The Victoria College
Weatherford College
Western Texas College
Wharton County Junior College

Janice Bryan
Steven J. Reif
Alice W. Cater
Larry W. Wilmore
Michelle Askew
Anna Maria Mendiola
Alfonso Mendiola
Joseph D. (Dan) Mendoza
Madeleine G. S. Ross
Michael A. White
Andrea Collins Zabel
Pam Stroope Grant
Patrick L. Maguire
Larry G. Shirts
Scott A. Nelson
Martina S. Kusi-Mensah
Larry G. Shirts
Thomas Wm. (Bill) Lawler
Doug Richey
Brian K. Dille
Larry C. Allen
Betty B. Swasko
Jim T. Wells
Patsy W. Goss
Sharon Freeman
Robert C. McReynolds
Diane Lewis Heafer
Carol A. Wennagel
Gail M. Platt
Martha Ann Jones
Richard L. Abel
Barbara A. Blair
David J. Clinkscale
Sharon Kay Chitwood
Peggy K. Ford
David J. Clinkscale
Ashley Barden Alfaro,
Janis A. Rogers
Patricia A. Smith
Dianne K. Blanchard
Franklin R. Gentry
Phyllis O. Morris
Patricia S. Locks
Gregory McDaniel
Ed Richards
Cathryn P. Cates
Laura L. Wyman
Caroline C. Garrett,
Lamar Garrett
Carol A. Eppright
Gerald M. Corkran
Nancy Ellen Partlow

2000 Convention Issue
American Government and Politics Today: The Essentials
2000-2001 Edition
Barbara A. Bardes
Mack C. Shelley, II
Steffen W. Schmidt
0-534-56943-9
Sample Copy 0-534-56944-7

Texas Politics Today
Ninth Edition
William Earl Maxwell
Ernest Crain
Edwin S. Davis
Elizabeth N. Flores
Joseph Ignagni
Cynthia Opheim
Christopher Wlezien
0-534-56979-X

America at Odds
Second Edition
Edward Sidlow
Beth Henschen
0-534-56988-9
Sample Copy 0-534-56994-3

Comparative Politics: Domestic Responses to Global Challenges
Third Edition
Charles Hauss
0-534-56754-1

Introduction to Texas Politics
Third Edition
Ernest Crain
James Perkins
0-534-56970-6

Please don't forget to visit us at Booths 13-26
Please visit our Web sites at http://politicalscience.wadsworth.com or http://history.wadsworth.com for a more extensive list of @2000 Titles!

4 Easy Ways to Request Your Review Copy
PHONE (800) 423-0563
FAX (650) 598-9953
E-MAIL review@wadsworth.com
MAIL Wadsworth/Thomson Learning
Attn: OWWTCT1
10 Davis Drive, Belmont, CA 94002-3098

Please mention Source Code OWWTCT1 in all correspondence.
CANDIDATES FOR STATE OFFICE, 2000-2001

Officers of the Texas Community College Teachers Association for 2000-2001 will be elected during the balloting to be conducted at the convention on Friday, March 3, 2000. According to Patricia Knight, Amarillo College, chair of the TCCTA Election Committee, voting will be conducted in the Palazzo foyer of the Austin Convention Center. Polls will be open from 8:00 a.m. to 5:00 p.m.

Under provisions of the TCCTA Bylaws, candidates could have been nominated by petitions. The Dec. 1 deadline for “nominations-by-petition” passed with no petition being filed, according to Joseph D. (Dan) Mendoza, Lee College, chair of the Nominating Committee. Provision is made in the TCCTA Bylaws, however, for candidates to be nominated from the floor during the general session of the convention, scheduled to begin at 7:30 p.m., Thursday, March 2.

Only professional members are eligible to vote in the election. Voting privileges are not extended to associate, student, and unaffiliated members under the Bylaws. Provisions for absentee voting are outlined on page 15.

Pertinent background information about the nominees appears on these pages. Statements are direct, unedited quotes from the candidates.

CANDIDATES FOR PRESIDENT-ELECT

Caroline C. Garrett
The Victoria College

Educational Background: San Antonio College (AA, 1972); Southwest Texas State University (BBA 1973, MBA 1974)

Professional Experience: Accounting and Office Systems Technology Instructor, Victoria College (1982-present); Accounting, Secretarial Science, and General Business Instructor, Bee County College (1975-81).

Leadership Experience: TCCTA Membership Committee Co-Chair (1999-00); TCCTA Membership Services Committee (1984-87); TCCTA Auditing Committee (1983-84, 1993-94, 1997-99); TCCTA Campus Representative; TCCTA Accounting Section Chair; Faculty Senate Vice President; Professional Development Committee Chair; Salary & Benefits Committee; Academic Council Member; Technology Advising Committee; Leadership Victoria Graduate (1998-99); Certified Phi Theta Kappa Leadership Development Program Instructor.


Mel Griffin
Northeast Texas Community College

Educational Background: Panola College (AS, 1969); Stephen F. Austin State University (BS, 1972; MS, 1974); Texas Tech University (EdD, 1986)

Professional Experience: East Texas Baptist College (Math Instructor, 1979-80); Carthage High School (Science and Computer Math Instructor, 1980-81); Howard College (Chemistry Instructor, 1981-83; Math Instructor, 1983-92); Northeast Texas Community College (Math Instructor, 1992-present; Aerobics Instructor, 1992-present).

Leadership Experience: TCCTA State Vice President (1999-2000); TCCTA State Secretary (1998-99); TCCTA State Treasurer (1997-98); TCCTA Resolutions Committee, Chair (1996-97); TJCTA Professional Development Committee (1991-94; Vice Chair, 1994-95); Secretary, 1995-96); TJCTA Election Committee (1986-87); NTCC Professional Development Committee (1995-98; Chair, 1996-97); NTCC Faculty Senate Ways and Means Committee (1996-98); NTCC Faculty Senate Salary Committee (1997-99); Howard College Faculty Senate (Vice Chair, 1989-90; Chair, 1990-91).


PLATFORM STATEMENTS

New Ideas for a New Millennium! A bold statement that is timely as community colleges are charged with preparing the state's undereducated workforce for a new century. As we are pushed to deal quickly with increased numbers of students, we must refuse to compromise our high standards of quality. We must use wisdom to combine technological changes with our traditional educational system to maximize our students' educational experiences.

I believe in unity with strong leadership. I believe that I possess the leadership skills to represent the most crucial element in meeting our state's economic growth—a committed, unified faculty.

—CAROLINE GARRETT

With a membership approaching 6,000, TCCTA provides the most effective vehicle for the preservation and enhancement of community college initiatives in Texas. If re-elected to the Executive Committee, I will work on behalf of the members to: maintain and improve all employee benefits; promote improved articulation with four-year institutions; pursue funding priorities with the legislature; maintain open channels of communication with administrative organizations, the legislature, and the Coordinating Board; promote the philosophy of all aspects of the mission of the community college; maintain the dignity and utility of the community college.

—MEL GRIFFIN
CANDIDATES FOR VICE PRESIDENT

Jim B. Riley  
Palo Alto College

Gail M. Platt  
South Plains College

Educational Background: Angelo State University (BBA, 1970); St. Mary's University (MBA, 1980), Additional graduate work at The University of Texas at San Antonio. Professional Experience: Instructor (1985-90), Assistant Professor (1990-present), Business Administration, Palo Alto College. Adjunct Faculty, Business Administration and Economics (1980-85). St. Philip's College Leadership Experience: TCCTA State Secretary (1999-2000); TCCTA State Treasurer (1998-99); TCCTA Membership Services Committee Nominator (1995-96); TCCTA Nominating Committee (1994-95), Chair, TCCTA Auditing Committee (1993-94); TCCTA Candidate for President-Elect (1992-93), TCCTA Campus Representative (1986-95); TCCTA Resolutions Committee (1990-91); Program Site Coordinator for IRS Volunteer Income Tax Assistance (1991-present); Palo Alto Faculty Senate President (1985-88); Chair, Business and Management, Palo Alto College (1987-90); Chair, Retail Management Scholarship Committee (1987-89). District-wide Committee membership: Academic Program Review Committee (1987-87) and Pearl Mitchell Management Study Committee (1985-86); Palo Alto College: Tenure Review Committee; Promotion Appeals; Chair, College Faculty Development Fund; ACCD Faculty Workstation Committee; Math Department Program Review Committee; Coordinator, College VITA Program, Director, Region IV, UIL Accounting Contest. Additional Information: Member, TCCTA (1985-present); American Accounting Association (1988-present).

CANDIDATES FOR SECRETARY

Lola A. King  
Trinity Valley Community College

Susan F. Hult  
Houston Community College

Educational Background: Harding University (MA 1982); Central State University (BA 1972)

Professional Experience: Trinity Valley Community College Instructor of English and Developmental Studies (1990-Present), Southwestern Christian College Instructor of English and Developmental Studies (1988-1990); Cedar Valley Community College Adjunct Instructor (1988-1990); Public School Teacher (12 Years).

Leadership Experience: TCCTA Membership Committee (1997-present); Chair 1998-present; TASP Reading Content Committee (1997-present); Co-Chair 1998-present; State TASP Advisory Council (1998-present); TVCC 1999-2000 Administrative Intern; Chairman TVCC Faculty Retreat Committee (1995-present); Chairman Cross Cultural Committee (1994-present); TVCC Honors Council (1998-present).

PLATFORM STATEMENTS

TCCTA has become the most outstanding professional educators’ organization in Texas. If re-elected to the Executive Committee, I will use my leadership experience as Executive Committee member, State Treasurer and State Secretary to work toward:
1. legislation promoting full-formula funding;
2. improved articulation agreements between community colleges and four-year institutions;
3. the protection of employee benedicts;
and all other legislation which improves the present and future position of community college educators in Texas.

If elected as Vice President, I will continue to serve and represent the Association with commitment, experience, dignity and integrity.

—JIM B. RILEY

If elected Vice President of TCCTA, I promise to work to:
1. Increase media coverage of Texas community college institutions.
2. Promote full faculty participation in decision-making and policy development.
3. Increase employee benefits.
4. Educate the public about collegiate-level technical programs.
5. Pursue meaningful dialogue with other professional associations.
6. Represent the many interests of community colleges to lawmakers.
7. Educate the public about the growing opportunities provided by community colleges and two-year institutions.
8. Affirm that access to educational opportunity in community colleges is a right.

I offer a firm commitment to fostering our community college educators across the state of Texas.

As a long time member of TCCTA I have benefited from many of its invaluable services. It has been my privilege to serve as chairman of the Membership Services Committee for the past three years. If elected secretary to the Executive Committee, I will work hard to see that the goals and ideals of this organization are upheld: to provide the highest level of membership benefits, to pursue legislative issues beneficial to members, and to promote improved relationships with member institutions, administrations, and the Coordinating Board.

—LOLA A. KING

Community colleges are dynamic institutions of higher learning that will play an increasingly important role in the 21st century. TCCTA offers Texas faculty a voice in the direction our colleges will take in preparing to meet the challenges inherent in our enhanced role. As a member of the Executive Committee, I will use my experience as an officer and committee chair for the HCCS Faculty Association to serve as an advocate for Texas faculty.

I offer my commitment to fostering an understanding among Texas colleges the excellent work routinely done by our community college instructors, counselors, librarians, and administrators.

—SUSAN F. HULT
PLATFORM STATEMENTS

Since I joined the Association in 1965, our profession has faced a number of challenges. The expansion of our educational mission from junior college to community college brought with it additional challenges and changes. The next decade will be no different.

In my service as a member, program chair for the government section, member and chair of the Legislative Committee, and Vice President of the Association in 1976-77, I have had the opportunity to serve the Association in a variety of roles. Now I am asking the membership to elect me as Treasurer so I can continue to serve.

—THERON WADDELL

TCCTA’s work is crucial to Texas’ meeting its enormous educational responsibilities in coming years. With widening diversity, exploding enrollments, increasing danger of lowered academic standards, and a continuing inadequacy of resources, the Association’s role becomes more important every day.

I want to take an active part in helping TCCTA to meet its challenges, and as treasurer I will serve our Association with dedication and enthusiasm.

As a member of the Executive Committee, I will be a constant advocate for:
• improved communication between faculty and administration,
• increased faculty benefits and involvement in governance, and
• strengthened standards for student placement testing.

—GARY D. TURNER

CANDIDATES FOR TREASURER

Theron Waddell
Galveston College

Gary D. Turner
Central Texas College

Educational Background: Lee Community College (AA, 1961); University of Texas (BA, 1961); University of Texas at Austin (MA, 1962). Additional graduate work at The University of Texas at Austin.


Leadership Experience: TCCTA Legislative Committee (1971-1975, 1988-present, Chair, 1975), TCCTA State Vice President (1976-77); TCCTA Government Section Chair (1989, 1994, 2000); TCCTA Campus Representative (1980-present); Galveston College Curriculum Committee Chair (1993-present); Galveston College Faculty Senate (1990-present as Senator, Vice President, and President); Galveston County Democratic Party Chair (1980-1990)

Additional Information: Member of the Texas Community College Teachers Association, the Southern Political Science Association, and the Midwest Political Science Association; content editor on numerous Texas government textbooks; recipient of an Exceptional Service Award for Faculty (2000); member and Elder of the First Presbyterian Church in Galveston.

Educational Background: Auburn University (BA 1971); College of William and Mary (MA 1979).

Professional Experience: Faculty, Central Texas College, Developmental Writing and English (1991-present); Faculty, U.S. Army Command and General Staff College, Leadership and Writing (1983-87); Assistant Professor, United States Military Academy, West Point, Department of English (1979-1983).

Leadership Experience: TCCTA Membership Services Committee (1998-2000; Vice Chair, 1999-present); Financial Planning Subcommittee Co-Chair (1998-99); TCCTA Election Committee (1996-98; Chair, 1997-98; Vice Chair, 1996-97); TCCTA Auditing Committee (1995-96); Central Texas College Faculty Senate President (1998-99); Chair, Faculty Affairs Committee (1997-98); Scholarship Committee (1995-96); Central Texas College Strategic Planning Committee, Technology Plan Subcommittee (1998-present); Committee on Enhancing Student Services Registration Subcommittee (1996-97); Design Team on Compensatory, Developmental, and Remedial Education (1995-96).

PROCEDURES FOR ABSENTEE VOTING

TCCTA members who wish to do so may express their preferences for 1999-2000 officer candidates by casting absentee ballots. The 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.

TENXAS 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 1999-2000.

Member's Signature

PRINT Name

College

MAIL THIS FORM TO THE STATE OFFICE: TCCTA, Barton Oaks Plaza I, Suite 419, 901 MoPac Expressway South, Austin, Texas 78746. Or form may be sent by fax to Area Code 512, 328-1086. REQUEST MUST BE RECEIVED NO LATER THAN FEBRUARY 23, 2000. 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 in early February, and the marked ballots must be returned to the State Office no later than February 29, 2000. NO EXCEPTIONS TO THE DEADLINES STATED ABOVE MAY BE PERMITTED.
For U.S. History, We’ve Got You Covered!

THE AMERICAN PROMISE
A History of the United States
Compact Edition

James L. Roark, Emory University
Michael P. Johnson, Johns Hopkins University
Patricia Cline Cohen, University of California, Santa Barbara
Sarah Stage, Arizona State University, West
Alan Lawson, Boston College
Susan M. Hartmann, The Ohio State University

Combined Volume: 2000/Cloth/874 pages
Volume 1 (To 1877): 2000/Paper/441 pages
Volume 2 (From 1865): 2000/Paper/463 pages
Extensive Ancillary Package
www.bedfordstmartins.com/history

Based on the highly successful survey text, The American Promise: A History of the United States, the new Compact Edition retains all the color, pedagogy, and narrative strengths of the original version at two-thirds the length — for a complete text that can be assigned alone or with outside readings. Condensed by the authors themselves, the Compact Edition avoids extraneous facts in favor of full, vivid discussions of major political, social, economic, and cultural changes.

- "Big picture" approach highlights the most important events and themes of the American past.
- Integration of political and social history in a structure that students can negotiate with ease.
- Highly acclaimed art program has over 300 images — many in full color — and extensive captions, retained from the full-length text. Over 100 full-color maps reinforce and extend the narrative.

AMERICA'S HISTORY
Fourth Edition

James A. Henretta, University of Maryland
David Brody, University of California, Davis
Susan Ware, Radcliffe College
Marilynn S. Johnson, Boston College

Combined Volume: 2000/Paper/1051 pages
Volume 1 (To 1877): 2000/Paper/503 pages
Volume 2 (Since 1865): 2000/Paper/573 pages
Extensive Ancillary Package
www.bedfordstmartins.com/history

Both comprehensive and balanced, America’s History is also the most explanatory textbook available for the U.S. survey course. The authors tell what and why through a narrative that traces social, economic, and cultural themes as clearly as political developments and compelling writing that emphasizes causes, connections, and consequences.

- Unique narrative structure. Each of six parts begins at a crucial turning point in history, such as the American Revolution or the cold war; chapters within parts explore the dynamic forces that created new conditions of life at the time.
- U.S. history in a global context. The text encourages students to understand what is comparable and what is distinctive about the American experience by revealing the interactions between America and the wider world.
- Rich array of features. The narrative is reinforced by American Voices (primary-source excerpts), American Lives (brief biographies), and new Voices From Abroad (primary-source views of the U.S. by outsiders) — plus twice as many New Technology boxes.
- New Epilogue. The first textbook to treat explicitly the problems historians face in dealing with current events, the fourth edition closes with “America and the World at 2000: How Historians Interpret Contemporary Events and Their Legacy to the Future.”
Developed by a group of scholars at leading universities, our exciting new history Web site is an innovative online resource that illuminates key developments in U.S. history while teaching the process of historical inquiry.

- **FREE** online study guides for *The American Promise, Compact Edition*, and *America's History, Fourth Edition*, include interactive quizzes with feedback.

- **Interactive research modules** bring history to life with over 30 multimedia activities on a variety of historical sources: animated maps, interactive photographs, statistical graphs, important history Web sites, and hypertext documents. Pedagogy incorporated into each module invites students to evaluate sources as diverse as a site on Colonial Williamsburg or a photograph by Jacob Riis.

- **Research resources** include an interactive tutorial for conducting online historical research and over 200 searchable, annotated links to jumpstart the process. An electronic version of *A Student's Guide to History, Seventh Edition*, provides support for writing, research, and documentation.

---

**The Politics of American Government**

Third Edition

Stephen Wayne, Georgetown University

G. Calvin Mackenzie, Colby College

David O'Brien, University of Virginia

Richard Cole, University of Texas – Arlington

1999/COMPLETE EDITION: CLOTH/888 PAGES
1999/BASIC EDITION (WITHOUT POLICY CHAPTERS): PAPER/726 PAGES

Critical but never cynical, this text offers a balanced, comprehensive introduction to the sometimes fierce struggle between politics and government. Emphasizing the essentially positive role of this tension, this text involves students in political life to persuade them to participate in our democratic system.

---

**The Road to the White House 2000**

The Politics of Presidential Elections

Stephen J. Wayne, Georgetown University

2000/PAPER/400 PAGES

In this best-selling text, noted scholar and Washington insider Stephen J. Wayne presents a comprehensive primer for the 2000 presidential campaign. From campaign finance, pre-candidacy jockeying, and nominating conventions to the general elections, Wayne provides unique insight into the history, politics, and process of electing a president.
Writing First gets students writing immediately. Chapters begin with an exercise in which students draw on their personal experiences to write on a specific topic. As they write, edit, and revise their own drafts, students also complete workbook-style mastery exercises that reinforce the skills they are learning. Addressed as serious writers and given all the support they need, students quickly gain a solid foundation for success in college.

Choices is the only developmental writing text that provides students with step-by-step guidance for writing seven different types of essays, along with new chapters on writing paragraphs, conducting research, and taking timed writing tests.

Successful College Writing gives even underprepared students an advantage in the classroom and beyond. This new text offers a unique approach to writing by helping students discover the writing strategies that best suit their individual learning styles. Because it also provides abundant help with reading and study skills that other composition texts assume students already possess, Successful College Writing gives even underprepared students an advantage in the classroom and beyond.
New Composition Readers!

MAKING LITERATURE MATTER
An Anthology for Readers and Writers

John Schilb, Indiana University
John Clifford, University of North Carolina at Wilmington

2000/PAPER/1728 PAGES
INSTRUCTOR’S MANUAL
EXTENSIVE ANCILLARY PACKAGE
COMPANION WEB SITE:
www.bedfordsmartins.com/literature/makinglitmatter

Fusing the most current work in literary and composition studies, Making Literature Matter wraps an innovative writing text around a uniquely organized literature anthology, featuring a diverse selection of 51 stories, 90 poems, 12 plays, and 19 essays.
First published to wide acclaim two years ago, *Media and Culture* is a groundbreaking text that provides students with strategies for examining and understanding the complex interplay of media and culture. In addition to covering basic topics — from the creation of the printing press to our emerging information age — *Media and Culture* surpasses the standard overviews of most introductory texts by providing a substantive, informed critical perspective. Students are given the tools to become more critical consumers of media messages, ready to question the power of mass media in daily life.

This dynamic introduction to public speaking goes beyond teaching basic skills to address the key realities that students face in the public speaking classroom: it demonstrates the value of public speaking, builds student confidence, and connects public speaking to the real world — to personal growth, college success, and professional development.

"This is more than a textbook. It is a communication manual that students can relate to as they embark on their careers. It shows students the intrinsic value of public speaking by connecting today's issues to a powerful set of communication skills."

— Timothy Hughes, Longview Community College

LISTEN
Brief Fourth Edition
Joseph Kerman
University of California, Berkeley
Gary Tomlinson
University of Pennsylvania

The distinctive features of this classic introduction to music, including the most useful Listening Charts available, continue to set this book apart as a market leader.

"Listen offers a wealth of ingredients to create a seven-course musical meal for students. The historical overviews are great, and the fantastic color pictures, fine performances selected, and the best Listening Charts add up to the best text on the market."

— Jane Viemeister, University of New Mexico
New for 2000...

**BEEBE & BEEBE**
Public Speaking: An Audience-Centered Approach, 4/e
(ISBN: 0-205-29559-2)

**ALBANESE**
Criminal Justice, 2000 Update (Interactive Edition)
(ISBN: 0-205-31884-3)

**THIO**
Sociology: A Brief Introduction, 4/e
(ISBN: 0-205-29559-2)

**HENSLEIN**
Essentials of Sociology: A Down-to-Earth Approach, 3/e
(ISBN: 0-205-29599-2)

**KELLY & LAWTON**
Odyssey: A Guide to Better Writing, 2/e
(ISBN: 0-205-31457-0)

**LAGUARDIA & GUTH**
The Access Handbook
(ISBN: 0-205-28620-8)

**NADELL, MCMENIMAN & LAGAN**
(ISBN: 0-205-29854-0)

**DONATELLE & DAVIS**
Access to Health with Interactive Companion CD-ROM, 6/e
(ISBN: 0-205-30502-4)

**LEFTON**
Psychology, 7/e, with subscription to The Psychology Place
(ISBN: 0-205-28529-5)

**WOOD & WOOD**
The Essential World of Psychology
(ISBN: 0-205-28641-0)

**ZIMBARDO, WEBER & JOHNSON**
Psychology, 3/e

...and beyond!
This year's TCCTA convention will feature an opening session banquet on Thursday, March 2. The banquet will begin at 6:30 and will be held in the Austin Convention Center's Ballroom A.

The Thursday evening agenda will include the association's annual business session. For those unable to attend the banquet but who wish to attend the business meeting and opening session, seating will be available at 7:30 p.m.

Tickets for the banquet will be sold for $10 and must be purchased in advance. Banquet tickets will not be available at the door.

The convention's keynote speaker will be author James Melton. He will address this year's convention theme, "The Courage to Teach." He will also be the featured speaker at the convention's two professional development seminars, to be held Friday, March 3, at 8:00 a.m. and repeated at 1:00 p.m.

Dr. Melton has appeared on national radio and television talk shows. The Public Broadcasting System has produced an eight-part series on his work titled, Reaching New Heights of Excellence.

His professional background includes careers in journalism, college teaching, and commercial aviation. Dr. Melton has authored numerous articles, audio and videocassette programs, and has published two best-selling books. He holds the Ph.D. degree in management.

For more than two decades, Dr. Melton has conducted research on innovation, productivity, motivation, and interpersonal skills. As a respected communicator, he translates complex issues into simple, common-sense terms for many of the largest corporations in America. His work is represented internationally through the Melton Leadership System, a video-based series for training and development.

Dr. Melton is president of The Melton Corporation, a book publishing company and speaker-referral service. In addition to his speaking engagements, he provides management training for national and international organizations.

Tickets for the Thursday banquet may be ordered by mail or fax, using the form on this page. Ticket orders must be received by Feb. 25 to allow time for processing. 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 reserve tickets by telephone by calling the association's state office (1-800-288-6850, Ext. 11) and charging tickets to their Visa or MasterCard accounts. Refunds will be made if reservations are cancelled before 12:00 Noon, Tuesday, Feb. 29. No refund will be made for reservations cancelled after that time; however, tickets for the banquet are transferrable.

Convention planners point out that the "free" evening on Friday of the convention marks a departure from the schedule in recent years. For many years, a dance was held at that time. Declining interest in the dance led officers to offer other entertainment. Last year, in Houston, convention planners were convinced the great variety of restaurants and entertainment venues in and around the Galleria complex would afford members ample opportunity to relax, socialize, and enjoy the evening. The response to last year's arrangements was overwhelmingly positive. Members attending the convention this year, in Austin, will again have a wide variety of entertainment opportunities from which to choose.

TCCTA officials encourage members to share comments regarding convention activities, using the convention evaluation form included in the official program.
Introduction to WebCT: An Internet Course Management System
Instructor: Candace Schaeffer, Blinn College
9:00 a.m. - 12:00 Noon
In this course, participants will learn to use WebCT software to manage student files, set up on-line chat rooms, on-line testing, and more. Seating limited to first 25 registrants.

Advanced PowerPoint
Instructor: To Be Selected
1:00 - 4:00 p.m.
For experienced PowerPoint users, this session will explain how to introduce photos, video, and sound into presentations, as well as timed sequences and simple animation. Seating limited to first 25 registrants.

Motivating On-Line Students
Instructor: David Yeilding, Central Texas College, Ed Hagan, Palo Alto College, Margot Biery, Tarrant County College-South Campus, and Steve Smith, El Paso Community College
1:00 - 4:00 p.m.
Without face-to-face contact and consistent interaction, students are often tempted to procrastinate. This session will show some successful techniques to keep students motivated and "on task" throughout the semester. Seating limited to first 25 registrants.

In and Out of the Classroom With Microsoft Office
Instructor: Geane Stevenson, College of the Mainland, and Larry Manning, Tyler Junior College
1:00 - 4:00 p.m.
This course will explore ways to use the Microsoft Office software suite to keep grades and class rolls, create newsletters, convert word processing files to HTML, and prepare course outlines for PowerPoint presentations. Seating limited to first 25 registrants.

On-Line Testing Software
Instructors: Ken Luke, Tyler Junior College, Ron Brey and Michel Davis, Austin Community College, and Santos Martinez, Coastal Bend College
1:00 - 4:00 p.m.
Texas colleges received funding this year to place testing options on-line for their distance learning students. Through the Virtual College of Texas, a collection of testing software programs have been selected for faculty review and final evaluation. This session will allow faculty to review and comment on on-line testing software now under consideration. Seating limited to first 25 registrants.
Move into 2000 with Houghton Mifflin Texts

Chemistry, 5/e
©2000
Steven S. Zumdahl, University of Illinois/Urbana-Champaign

Beginning Algebra with Applications, 5/e
©2000
Richard Aufmann, Palomar College
Vernon C. Barker, Palomar College
Joanne Lockwood, Plymouth State College

Intermediate Algebra with Applications, 5/e
©2000
Richard Aufmann, Palomar College
Vernon C. Barker, Palomar College
Joanne Lockwood, Plymouth State College

The Enduring Vision: A History of the American People, 4/e
©2000
Paul S. Boyer, University of Washington-Madison
Clifford E. Clark, Jr., Carlton College
Joseph P. Kett, University of Virginia
Neal Salisbury, Smith College
Harvard Sikoff, University of New Hampshire
Nancy Woloch, Barnard College

Public Speaking, 5/e
©2000
Michael Osborn, University of Memphis
Suzanne Osborn, University of Memphis

Claro Que Si, 4/e
©2000
Lucia Caycedo Garner, Emerita, University of Wisconsin-Madison
Debbie Rusch, Boston College
Marcela Dominguez, University of California-Los Angeles and Pepperdine University

Psychology, 5/e
©2000
Doug Bernstein, University of Surrey and University of South Florida
Louis Penner, University of South Florida
Alison Clarke-Stewart, University of California-Irvine
Edward J. Roy, University of Illinois/Urbana-Champaign
Christopher D. Wickens, University of Illinois/Urbana-Champaign

To request an exam copy, visit the College Division web site at www.hmco.com/college • visit Houghton Mifflin’s booth • call or fax the Faculty Services Center: Tel: 800/733-1717 • Fax: 800/733-1810 • contact your Houghton Mifflin sales representative.
“Communicating With Authority” Is Topic for Seminar

James Melton, noted author and speaker, will be the featured speaker at the Professional Development Seminar during this year’s TCCTA convention in Austin. Topic for the seminar is “How to Communicate With Impact and Authority In the Academic World.” The seminar will be offered Friday, March 3, at 8:00 a.m., and repeated at 1:00 p.m. Both sessions will be conducted at the convention site, the Austin Convention Center.

In his address, Dr. Melton will explain how to communicate effectively and encourage others to respond positively to comments and direction. An important aspect of communication, Dr. Melton notes, is the ability to understand the meaning behind the words and actions of others. He will discuss important listening tools and keys to understanding non-verbal cues.

Another key to successful communication is a positive attitude which transforms problems into opportunities and keeps central goals in focus. “Say what you want, not what you don’t,” Dr. Melton advises. “You cannot escape the results of your thoughts, whether positive or negative. Therefore, why not hold and reinforce those thoughts that enhance your life rather than detract from it? In your life, you are the writer, director, producer, and star. You may as well write an Oscar-winning script!”

Dr. Melton has appeared on national radio and television talk shows. The Public Broadcasting System has produced an eight-part series on his work titled, Reaching New Heights of Excellence.

His professional background includes careers in journalism, college teaching, and commercial aviation. Dr. Melton has authored numerous articles, audio and videocassette programs, and has published two best-selling books. He holds the Ph.D. degree in management.

For more than two decades, Dr. Melton has conducted research on innovation, productivity, motivation, and interpersonal skills. As a respected communicator, he translates complex issues into simple, common-sense terms for many of the largest corporations in America. His work is represented internationally through the Melton Leadership System, a video-based series for training and development.

Dr. Melton is president of The Melton Corporation, a book publishing company and speaker-referral service. In addition to his speaking engagements, he provides management training for national and international organizations.

Arrangements for the TCCTA seminar were developed by the association’s Professional Development Committee, chaired by Terry Stewart, Austin Community College.

Registered Investment Advisor to Present Financial Planning Seminar

The TCCTA Membership Services Committee has made arrangements for a financial planning seminar to be held during the association’s 2000 convention, in Austin. The seminar will be presented twice on Friday, March 3—at 8:00 a.m. and 1:00 p.m., at the Austin Convention Center.

Chair of the Membership Services Committee this year is Lola King, Trinity Valley Community College.

Speaker for the session will be C. Michael Allen, president of Allen Advisory Services, a fee-based, investment advisory firm in Austin, specializing in personal financial management and investment/portfolio insurance analysis. As a fee-based business, Mr. Allen’s firm is not involved in “selling” or promoting any particular investment plan. “We pride ourselves on the objective nature with which we make our analyses,” Mr. Allen said. “Allen Advisory Services has absolutely no agenda to sell an investment or insurance product on a commission basis. Therefore, our analyses are free from the biases which are inherent in selling such products.”

In his presentation, entitled “The Truth about Personal Finance and Investment,” Mr. Allen will focus on the fundamentals of personal financial discipline and offer concrete methods for ensuring a successful financial life.

Contributor to numerous magazines and newspapers, Mr. Allen is author of The Truth About Investing: Not a Warm and Fuzzy Book. In this book, he discusses the “bottom line” about investing, dispelling myths which cause many people to fail.

Mr. Allen holds the Bachelor of Arts degree in business administration and psychology from Baylor University (1980). He was in Baylor’s honors program during his undergraduate years there. He received the Master of Business Administration degree from Baylor in 1982.

From 1983 to 1989, Mr. Allen was an account executive, first with Prudential-Bache Securities, then with Kidder, Peabody & Company. In those positions he was involved with selling securities and managing clients’ portfolios. In 1989, he left his work in sales and opened a private, fee-only, financial management and investment advisory firm. While perhaps not as lucrative as selling securities for a commission, Mr. Allen says that his private practice is much more satisfying and fulfilling. He stresses that he likes the objectivity that he can bring to his consultation with clients.

Since 1984, Mr. Allen has hosted The Financial Page on television station KXAN-TV, Austin’s NBC affiliate. He appears every weekday morning on a segment preceding the Today show.
53rd Annual Convention  
TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION  
and  
TEXAS COMMUNITY COLLEGE ASSOCIATION  

AUSTIN CONVENTION CENTER  
MARCH 2-4, 2000  
AUSTIN, TEXAS  

Convention Theme:  
"The Courage to Teach"

---

**THURSDAY—MARCH 2, 2000**

- 9:00 a.m. – 5:00 p.m. Special Meetings (to be announced)
- 12:00 Noon – 10:00 p.m. Convention Registration – Palazzo
- 1:00 – 4:00 p.m. Committee Meetings, as called by Committee Chairs
- 4:00 – 5:00 p.m. Meeting of Executive Committee and all TCCTA Committee Chairs
- 6:30 p.m. BANQUET (Tickets required for admission) – Ballroom A
- 7:30 p.m. GENERAL SESSION – Ballroom A

---

**FRIDAY—MARCH 3, 2000**

- 8:00 a.m. – 6:00 p.m. Convention Registration – Palazzo
- 8:00 a.m. – 5:00 p.m. Exhibits Open – Exhibit Hall One
- 8:00 a.m. – 5:00 p.m. Polls Open (Election of Officers) – Palazzo
- 8:00 – 9:15 a.m. Financial Planning Seminar – Ballroom B (repeated at 1:00 p.m.)

---

**SATURDAY, MARCH 4, 2000**

- 8:00 – 11:30 a.m. Convention Registration – Palazzo
- 8:00 – 11:30 a.m. Exhibits Open – Exhibit Hall One
- 9:00 – 10:15 a.m. Section Meetings for Some Sections
- 10:30 – 11:45 a.m. Section Meetings for Remaining Sections
- 11:45 a.m. Adjournment
- 12:00 Noon – 3:00 p.m. Special Meetings (to be announced)

---

**TCCTA COMMITTEE MEETINGS**  
Thursday, March 2, 2000  
Austín Convention Center  
(Note: All committees are subject to additional meetings as called by their chairs.)

- Professional Development Committee 1:00 – 3:00 p.m. Sabine – Jere Hammer, Austin Community College, Chair
- Legislative Committee 1:00 – 3:00 p.m. Red River – Jim psychologist, Austin State College, Chair
- Membership Services Committee 1:00 – 3:00 p.m. Trinity – Robert Heiser, Tarrant County Junior College, President
- Publications Committee 1:00 – 3:00 p.m. Neches – Ray Hall, Austin Community College, Chair
- Auditing Committee 2:00 – 3:00 p.m. San Jacinto – Jere Hammer, Austin Community College, Chair
- Resolutions Committee 3:00 – 4:00 p.m. Trinity – Jere Hammer, Austin Community College, Chair
- Executive Committee and all TCCTA Committee Chairs 4:00 – 5:00 p.m. Sabine – John Valenzano, Tarrant County Junior College, President
- Election Committee 5:00 – 6:00 p.m. Mezzanine 5 – Jere Hammer, Austin Community College, Chair

---

**SPECIAL MEETINGS**

- Texas Organization for Associate Degree Nursing – Annual State Convention – Thursday, March 2, 8:00 a.m. – 5:00 p.m. – Pine – Jere Hammer, Austin Community College, Chair
- Texas State Leadership Consortium for Professional Development – Advisory Committee Meeting – Thursday, March 2, 12:30 – 4:00 p.m. – Mezzanine 5 – Robert Starke, El Paso Community College, Chair
- Junior College Student Personnel Association of Texas (JCSPAT) – Executive Committee Meeting – Thursday, March 2, 12:30 – 4:00 p.m. – Mezzanine 5 – Eddie Sandoval, Tarrant County College – Northeast Campus, President
- Workforce Education Course Manual 2000 – Friday, March 3, 4:00 – 5:30 p.m. – Pine – Linnell Grigsby, Brookhaven College, Chair
- Radio-Television Educators Seminar – Friday, March 3, 2:30 – 3:45 p.m. – Mezzanine 10 – "Transfer of Courses Within Associate of Science Degree Programs," Danita McAnally, Amarillo College, Program Coordinator
- National Council for Staff, Program, and Organizational Development (NCSPOD) – Friday, March 3, 2:30 – 3:45 p.m. – Mezzanine 6 – Linda Lee, Bookhaven College, Regional Vice President
- Starlink Seminar – Friday, March 3, 2:30 – 3:45 p.m. – Neches – Starlink 10th Anniversary Celebration – Henry Hartman, Direc-
CONVENTION REGISTRATION FEES

Pursuant to action of the Association in its 1982 convention, the TCCTA Executive Committee has established the following schedule of registration fees for the 2000 convention:

Professional, Associate, Student, and Unaffiliated Members .................................................. $ 35
Immediate Family of Registered Members (provided the guests are not themselves eligible for professional membership) .................................................. No charge
Guests of the Association:
  Program Speakers (not eligible for professional membership) .................................................. No charge
  Representatives of Exhibitors (not eligible for professional membership) .................................. No charge
All Others ................................................................................................................................... $ 70

NOTE: Employees of Texas two-year colleges may NOT register as guests.
MEMBERS AND GUESTS WILL BE REQUIRED TO PRESENT CONVENTION BADGES FOR ADMISSION TO ALL CONVENTION ACTIVITIES.

SECTION MEETINGS

(NOTE: Most sections will meet twice during the convention. Members are urged to attend the section meetings for their areas of specialization during the scheduled times and utilize the "free" time to attend other section meetings and visit the commercial exhibits.)

MEETING LOCATIONS ARE TENTATIVE. CONSULT OFFICIAL PROGRAM AT REGISTRATION.

ACCOUNTING
Chair: CAROLINE C. GARRETT, The Victoria College
Friday, 11:15 a.m.—12:45 p.m.—San Jacinto
“Education Will Decide Which Texas: 'The Empire Texas' or 'The Welfare Texas,'” John Sharp, former State Comptroller of Public Accounts
Saturday, 9:00–10:15 a.m.—San Jacinto
“How Successful Have We Been at Teaching Ethics?” Richard Forrest, Certified Public Accountant, Attorney at Law, Houston

AGRICULTURE
Chair: REBECCA HENNIG, Odessa College
Friday, 9:30–11:00 a.m.—Mezzanine 2
“Teaching Agriculture at a Distance: It's Not as Far as You Think,” Kim E. Dooley, Assistant Professor of Agriculture Education, and Jane McGill, Professor of Biochemistry, Texas A&M University
Saturday, 10:15–11:45 a.m.
Tour of Boggy Creek Farm: “Urban Organic Farming,” Larry Butler and Carol Ann Sayle, Owners
(NOTE: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 10:15 a.m. and return at approximately 11:45 a.m.)

AIR CONDITIONING AND REFRIGERATION TECHNOLOGY
Co-Chairs: CARLOS CAMPOS and JUAN VILLELA, St. Philip's College
Friday, 11:15 a.m.—12:45 p.m.—Mezzanine 5
“Puron (R-410a): The Refrigerant for the New Millennium,” John S. Lovelace, General Manager, and Wes Breazeale, Service Manager, Automatic Equipment Sales of South Texas
Saturday, 9:00–10:15 a.m.—Mezzanine 5
“HVAC: A Cool Career in the New Millennium,” Larry Cook, Senior Vice President, Special Products Division, TD Industries

ART
Chair: KARMIEN BOWMAN, Tarrant County College—Northeast Campus
Friday, 11:15 a.m.—12:45 p.m.—Mezzanine 6
“Reality and Expectations for Art Experience in 2000,” Ron Durham, Director of Arts Education, Arlington Independent School District; Frank Hubert, Chair, Art Department, Kilgore College; Melanie Garner, Retired Instructor of Art, Fort Worth Independent School District; and Ryan Harris and Dustin Smith, Art Students, Tarrant County College
Friday, 2:30–4:45 p.m.
Tour of Suida-Manning Collection and Patricia Cisneros Abstract Constructionist Collection, Jack Blanton Museum of Art (formerly Huntington Art Gallery), University of Texas at Austin
(NOTE: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 2:30 p.m. and return at approximately 4:45 p.m.)
Saturday, 9:00–10:15 a.m.—Mezzanine 6
“Art and the Artist: An Unusual View for the Millenium,” Randy Brodnax, Professor of Art, Cedar Valley College
ASSOCIATE DEGREE NURSING
Co-Chairs: NANCY JENKINS and CAROLYN MORSE, Austin Community College
Friday, 11:15 a.m.-12:45 p.m.—Pine
“Technology for the New Millenium: On-line Testing and Web-Based Instruction,” Jere Hammer, Associate Degree Nursing Coordinator, Al DeMarchi, Technical Support Associate, and Carolyn Morse, Professor of Nursing, Austin Community College
Saturday, 9:00-10:15 a.m.—Pine
“Values in a Valueless Society: Can We Teach Them?” Helen Harkreader, R.N., author

AUTOMOTIVE, DIESEL, AND SMALL ENGINE SERVICES
Chair: DANIEL WICKWARE, Northeast Texas Community College
Friday, 9:30-11:00 a.m.—Mezzanine 5
“Contemporary Designs of Intake and Exhaust Systems,” Jim McFarland, President, AutoCom, Inc.
Saturday, 10:30-11:45 a.m.—Mezzanine 5

BIOLOGY
Chair: CHESTER P. COOPER, Odessa College
Friday, 9:30-11:00 a.m.—Colorado
“Hypertension: Myths of the Mechanism,” David N. Shier, Professor of Anatomy and Physiology, Washtenaw Community College, Ann Arbor, Michigan
Saturday, 10:30-11:45 a.m.—Colorado
“Living With Dwarfism,” Daniel Payte, Student With Dwarfism

BUSINESS ADMINISTRATION
Chair: JOAN STINEHART, Lamar State College—Orange
Friday, 9:30-11:00 a.m.—Lavaca
“Using Technology to Enhance Learning in Business Mathematics and Other Business Courses,” Robert A. Brechner, Professor of Business Administration, Miami-Dade Community College, and George W. Bergeman, Professor of Business Administration, Northern Virginia Community College
Friday, 2:30-3:45 p.m.—Lavaca
“Teaching Strategies for the Year 2000,” Robert J. Hughes, Professor of General Business, Richland College
Saturday, 10:30-11:45 a.m.—Lavaca
“Technology in the Classroom,” Larry McDaniel, Professor of Marketing, University of Texas at Arlington

CHEMISTRY
Chair: DOLORES C. AQUINO, San Jacinto College—Central Campus
Friday, 11:15 a.m.-12:45 p.m.—Live Oak
“A Fun Chemistry Make-and-Take,” Larry Peck, Professor of Chemistry, Texas A&M University
Saturday, 9:00-10:15 a.m.—Live Oak
“Don’t Complain—Get Involved: Ways to Influence Future Textbooks,” Larry Peck

CHILD DEVELOPMENT EDUCATORS ASSOCIATION (CDEATTYC)
Chair: LYNN W. SITTON, Kilgore College
Friday, 9:30 a.m.—4:00 p.m.—Mezzanine 1
“Universal Course for Child Care Providers,” Lynn Sitton, Coordinator, Early Childhood Professions Department, and Virginia Booker, Instructor of Early Childhood Professions, Kilgore College
Saturday, 9:00-11:45 a.m.
Tour of Children’s Lab School, Eastview Campus, Austin Community College
(NOTE: Transportation will depart from the Trinity Street entrance promptly at 9:00 a.m. and return at approximately 11:45 a.m.)

COMPENSATORY/DEVELOPMENTAL EDUCATION
Chair: KAMAL MAHESHWARI, Galveston College
Friday, 11:15 a.m.—12:45 p.m.—Cypress
“Extraordinary Educators, Extraordinary Results,” Robert M. Sherfield, Co-Director, Faculty Center for Learning and Teaching, The Community College of Southern Nevada in Las Vegas
Friday, 2:30-3:45 p.m.—Live Oak
“Putting Sparks Into Your Developmental Classroom,” Carol R. Lyon, Director of Reading and Study Skills, St. Ambrose University, Davenport, Iowa
Saturday, 9:00-10:15 a.m.—Cypress
“Technology in Community Colleges: Past, Present, and Future,” David C. Caverly, Director, Developmental Reading Program, Southwest Texas State University

COMPUTER CENTER DIRECTORS
Chair: DAVID R. HOYT, Collin County Community College District
Friday, 9:30-11:00 a.m.—Cedar
“Collaborative Administration: Web Support With Little Staff,” David R. Hoyt, Chief Informations Systems Officer, Collin County Community College District
Friday, 2:30-3:45 p.m.—Cedar
Texas Association of Community College Chief Information Officers Business Meeting
Saturday, 10:30-11:45 a.m.—Cedar
“Update on Windows 2000,” Douglas Mazina, Senior Technology Specialist, Microsoft Corporation

COMPUTER INFORMATION PROCESSING
Chair: FRED SEALS, Blinn College
Friday, 11:15 a.m.-12:45 p.m.—Lavaca
“Novell Education Academic Partnership,” Michael Bowen, Education Academic Programs Manager, Novell Corporation
Friday, 2:30-3:45 p.m.—Hickory
"Vendor Specific and Non-Vendor Specific Certification Options," Stephen P. Solomon, Senior Acquisitions Editor, Course Technology

Saturday, 9:00-10:15 a.m.—Lavaca
"Will XML Replace HTML?" Ed Tittle, consultant, LanWrights, Inc.

COSMETOLOGY
Chair: GARY DON CAREY, Howard College
Friday, 11:15 a.m.—12:45 p.m.—Mezzanine 8
"Texas Cosmetology Commission Forms: Common Mistakes, Gripses, and Misunderstandings," Henry O'Neal Holifield, Executive Director, and Elizabeth Perez, Director of Licensing, Texas Cosmetology Commission

Friday, 2:30-3:45 p.m.—Mezzanine 8
"Kit Rental for the Texas Cosmetology Commission Examination," Mary Jo Heard, Owner, ProKits Rental
"New Products and Supplies Offered Exclusively to Cosmetology Schools," Linda Engel, Sales Representative, School Division, Marianna Beauty Supply

Saturday, 9:00-10:15 a.m.—Mezzanine 8
"The Whys and Whats of the Texas Education Course Manual," Linda Winegar, Cosmetology Member, WECM Advisory Committee

COUNSELING AND STUDENT PERSONNEL SERVICES
Chair: MARGARET LAPHAM, Houston Community College—Southwest College
Friday, 9:30-11:00 a.m.—Ash
"Your Legal Rights: Courage to Teach and Counsel," Barbara J. Gardner, Attorney at Law, Houston

Saturday, 10:30-11:45 a.m.—Ash
"School Violence: When Tragedy Strikes," Stephen Rossi, Clinical Psychologist

CRIMINAL JUSTICE
Chair: DALE MOOSO, San Antonio College
Friday, 11:15 a.m.—12:45 p.m.—Mezzanine 2
"Substance Abuse Counseling and the Criminal Justice Professional," Tom Slocum, Criminal Justice Coordinator, Texas Commission on Alcohol and Drug Abuse; Eva Perry, Director, Texas Department of Criminal Justice Substance Abuse Treatment Program; and Kristi Kostoff, Counselor Licensure Program Specialist, Texas Department of Criminal Justice

Friday, 2:30-3:45 p.m.—Mezzanine 2
"Coordinating Board Update," Kay Hale, Program Director, Community and Technical Colleges Division, Texas Higher Education Coordinating Board

ECONOMICS
Chair: JAMES L. ALLEN, Wharton County Junior College
Friday, 11:15 a.m.—12:45 p.m.—Brazos
"The Federal Budget: Short-Term Headaches, Long-Term Nightmares," Brad Schiller, Professor of Economics, American University

Friday, 2:30-3:45 p.m.—Brazos
"Texas in the New Century," Billy C. Hamilton, Chief Deputy State Comptroller of Public Accounts

Saturday, 9:00-10:15 a.m.—Brazos
"Economics Excitement: Using Active Learning Activities," Warren Matthews, Kingwood College

ELECTRONICS
Co-Chairs: GUS RUMMEL, Central Texas College, and BOB BIXLER, Austin Community College
Thursday, 7:45 a.m.—5:00 p.m.—Mulberry
*Prior reservation required.* "Networking Topologies and Copper Cabling," Michael Hall, Regional Manager, Heathkit Educational System
"Introduction to Telecommunications," Joe Beauseigner, President, NIDA Corporation

Friday, 12:00 Noon—2:00 p.m.—Mulberry
*Luncheon Meeting—Prior reservation required.* "Miss Communications," Wayne Beighle, Public Information Officer, Department of Public Safety, Amarillo

Friday, 2:30-4:00 p.m.—Mulberry
*Prior reservation required.* "Cisco After the CCNA," Karen Brunitz, Western Area Academy Manager, Cisco Systems Corporation

Friday, 6:00—8:00 p.m.—Old San Francisco Steak House, 8709 North Interstate 35
*Dinner Meeting—Prior reservation required.* "Suppliers of Electronics Training Aids"

Saturday, 8:00—9:30 a.m.—Mulberry
"Keeping Employers Current in Technology," Babs McGuffin, Training Director, Motorola University
*Reservations must be made in advance. Contact Gus Rummel, 1-800-223-4760, ext. 1119.*
ENGINEERING GRAPHICS AND COMPUTER AIDED DESIGN
Chair: IBRAHIM ELSAMAHY, North Harris College
Friday, 9:30-11:00 a.m.—Cypress
“AutoDesk Inventor Design Software Package,” Bob Smith, President, and Richard Bailey, Senior Mechanical Applications Engineer, Digital Graphic Systems
Friday, 2:30-3:45 p.m.—Cypress
“TAC/ABET Accreditation for Associate Degree Technical Programs: The Real Issues,” Larry W. Brillhart, Associate Dean of Applied Technology, North Harris College, and Bill Grubbs, Chair, Engineering Technology Department, University of North Texas
Saturday, 10:30-11:45 a.m.—Cypress
Continuation of Friday afternoon program

ENGLISH
Chair: ARVIS SCOTT, McLennan Community College
Friday, 11:15 a.m.—12:45 p.m.—Colorado
“Perspectives on Zora Neale Hurston: Teaching Strategies for the New Millennium,” Lori Watts and Debra Fultz, Instructors of Literature and Composition, McLennan Community College
Friday, 2:30-3:45 p.m.—Colorado
Saturday, 9:00-10:15 a.m.—Colorado
“The Cyberplague of Plagiarism: Sherlock Holmes Meets the Information Superhighway,” Randy Wail, Donneva Crowell, and Joseph Fly, Assistant Professors of English, South Plains College

ENGLISH-AS-A-SECOND LANGUAGE
Chair: JAN ANDERSON, Central Texas College
Friday, 9:30-11:00 a.m.—Mezzanine 9
“Move Over, Parker Brothers: Activities and Games for the Level 2 Learner,” Nancy Travis, Associate Professor of English and English-as-a-Second-Language, University of Mary Hardin-Baylor
Saturday, 10:30-11:45 a.m.—Mezzanine 9
“Eat Your Heart Out, Houdini: The Magic of Teaching Reading to Non-Native Speakers,” Phyllis Sisson, Instructor of Developmental Reading, Central Texas College

FOREIGN LANGUAGE
Chair: STUART SMITH, Austin Community College
Friday, 11:15 a.m.—12:45 p.m.—Neches
“MTV—Moving and Talking With Visuals: Engaging Students in Active Learning,” Ruben Garza, Education Specialist, Service Center Region XII, Texas Education Agency
Saturday, 10:30-11:45 a.m.—Brazos
“Troubleshooting in the Computer Classroom,” Andrew McIntosh, System Engineer, Campus Technology Solutions

GEOLOGY AND GEOGRAPHY
Chair: HARRY A. WAGNER, The Victoria College
Friday, 11:15 a.m.—12:45 p.m.—Mezzanine 9
“Energy for the Next 100 Years: The Challenge of Ingenuity and Technology,” William L. Fisher, Interim Director, Bureau of Economic Geology
Friday, 2:30-3:45 p.m.—Mezzanine 9
Saturday, 9:00-11:45 a.m.
“Geology of the Austin Area,” Eddie Collins, Research Associate, Bureau of Economic Geology
(NOTE: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 9:00 a.m. and return at approximately 11:45 a.m.)

GOVERNMENT
Chair: THERON WADDELL, Galveston College
Friday, 9:30-11:00 a.m.—Pine
“The Long, Bumpy Road to the White House,” Stephen J. Wayne, Professor of Government, Georgetown University
Friday, 2:30-4:00 p.m.
“Demonstration of Redistricting Software Used by the Texas Legislature,” Field Trip to Legislative Council Office, State Capitol
(NOTE: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 2:30 p.m. and return at approximately 4:00 p.m.)
Saturday, 10:30-11:45 a.m.—Pine
“The Politics of Hollywood,” David Prindle, Professor of Government, University of Texas at Austin

GRAPHIC ARTS AND MULTIMEDIA
Chair: RICHARD ARREDONDO, San Antonio College
Friday, 9:30-11:00 a.m.—Brazos
Saturday, 10:30-11:45 a.m.—Brazos
“Troubleshooting in the Computer Classroom,” Andrew McIntosh, System Engineer, Campus Technology Solutions
HEALTH OCCUPATIONS
Chair: JAMES T. MATLOCK, San Jacinto College—Central Campus
Friday, 9:30-11:00 a.m.—Live Oak
“Women’s Health Issues,” Sue Coté, Women’s Health Care Nurse Practitioner
Saturday, 10:30-11:45 a.m.—Live Oak
“Documentation of Clinical Deficiencies,” Phena Parrott, Director of Associate Degree Nursing Program, Blinn College

HEALTH, PHYSICAL EDUCATION AND RECREATION
Chair: CAROL HIRSH, Austin Community College
Friday, 9:30-11:00 a.m.—Neches
“How to Get and Keep a Course in Fitness and Wellness,” Charles Corbin, Professor of Health and Kinesiology, Arizona State University
Friday, 2:30-3:45 p.m.—Neches
“Certified Fitness Professionals: Who’s Qualified for—and Who Needs—State Licensure?” Susan Cooper, Owner, Body Business; Kirk Leavell, Owner, Wild Basin Fitness; Michelle Milkerson, General Manager, The Hills Fitness Center; Tinker Murray, Director of Exercise and Physiology Laboratory, Southwest Texas State University; Joanna Williamson, Research Specialist, Professional Licensing and Certification Division, Texas Department of Health; Pam Soto, Coordinator of Physical Fitness Technology Program, Austin Community College
Saturday, 10:30-11:45 a.m.—Neches
“State Licensing Follow-Up,” Carol Hirsh, Instructor of Physical Fitness, and Pam Soto, Coordinator of Physical Fitness Technology Program, Austin Community College

HISTORY
Chair: JAMES W. SPARKS, Houston Community College
Friday, 11:15 a.m.-12:45 p.m.—Ash
“The Year 2000 and the Reinvention of American History,” James A. Henretta, Professor of History, University of Maryland
Friday, 2:30-3:45 p.m.—Ash
“The Fate of Books in the Digital Age,” David Shi, President, Furman University
Saturday, 10:30-11:45 a.m.—Ash
“Co-Op Learning for the Millennium,” Kenneth Weatherbie, Chair, Department of History, Del Mar College

HORTICULTURE
Chair: SAM HURLEY, Trinity Valley Community College
Friday, 9:00-11:00 a.m.
Tour of Austin Botanical Garden
(Note: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 9:00 a.m. and return at approximately 11:00 a.m.)

LIBRARY
Chair: GEORGE TEOH, Houston Community College—Northwest
Friday, 9:30-11:00 a.m.—Mezzanine 10
“Creating CD-ROMs from Scratch: Equipment, Programs, and Know-How,” George Teoh, Houston Community College—Northwest College
Saturday, 10:30-11:45 a.m.—Mezzanine 10
“Learning Opportunities for Faculty: Electronic Information Literacy,” Pamela Perry, Reference Librarian, Austin Community College

MATHEMATICS
Chair: ANNA MARIA G. MENDIOLA, Laredo Community College
Friday, 11:15 a.m.-12:45 p.m.—Ballroom B
Saturday, 9:00-10:15 a.m.—Water
“We Now Know What Makes Students Successful in College,” Omar S. Lopez, Program Director, Center for College Readiness, Texas Higher Education Coordinating Board

MUSIC
Chair: SPARKY KOERNER, College of the Mainland
Friday, 11:15 a.m.-12:45 p.m.—Mezzanine 7
“Things They Don’t Teach You in Voice Lessons,” James Heffel, Professor of Music, College of the Mainland

OFFICE TECHNOLOGY
Chair: JOANN SNIDER, Western Texas College
Friday, 9:30-11:00 a.m.—Water
“What’s New in Office 2000?” Meredith Flynn, Author
Saturday, 10:30-11:45 a.m.—Water
“On-Line Courses,” Gary Shelley, Author

PHILOSOPHY
Chair: SUSAN GOLL, Houston Community College—Southwest College
Friday, 9:30-11:00 a.m.—Red River
“Wisdom, Knowledge, and Information: Making Moral Judgments in the Information Age,” David L. Hildebrand, Lecturer in Philosophy, University of Texas at Austin
Saturday, 10:30-11:45 a.m.—Red River
“Integrating Web Technologies into the Philosophy Curriculum,” Susan Goll, Professor of Philosophy, Houston Community College—Southwest College
PHYSICS AND ENGINEERING
Chair: MARY BETH MONROE, Southwest Texas Junior College
Friday, 11:15 a.m.–12:45 p.m.—Red River
“Integrated Math and Physics in Technical Courses,” Denise M. Wetli, Instructor of Physics, and Robert L. Kimball, Chair, Arts and Sciences Division, Wake Tech Community College, Raleigh, North Carolina
Friday, 2:30-3:45 p.m.—Red River
Continuation of morning session
Saturday, 9:00-10:15 a.m.—Red River
“Relevant Physics for Everyone,” Art Hobson, Professor of Physics, University of Arkansas-Fayetteville

PSYCHOLOGY
Chair: RICHARD E. MILLER, Navarro College
Friday, 11:15 a.m.–12:45 p.m.—Hickory
“Toward a Teaching of a Psychology of Tolerance,” Spencer Rathus, Professor of Psychology, Montclair State University
Friday, 2:30-3:45 p.m.—Water
“From Astrology to Aliens: Using Pseudoscientific Claims to Motivate Students to Think Scientifically,” Don H. Hockenbury, Assistant Professor of Psychology, Tulsa Community College, and Sandra F. Hockenbury, author
Saturday, 9:00-10:15 a.m.—Hickory
“Gender in the Classroom: What and Why We Should Know About Gender,” Lester A. Lefton, Professor of Psychology, George Washington University

REAL ESTATE
Chair: JOHNNIE ROSENAUER, San Antonio College
Friday, 9:30-11:00 a.m.—Mezzanine 7
“What’s New at Texas Real Estate Commission,” Mia Neuman, Education Officer, Texas Real Estate Commission

SOCIOLOGY AND ANTHROPOLOGY
Chair: PAMELA K. GAITER, Collin County Community College—Central Park
Friday, 9:30-11:00 a.m.—Sabine
“Understanding the United States By Standing in Japan: Learning and Teaching Across Cultures,” Richard T. Schaefer, Chair, Department of Sociology, DePaul University
Saturday, 10:30-11:45 a.m.—Sabine
“Community-Based Learning and Service Learning: What We Know About Teaching and Learning,” Garry Hesser, Professor of Sociology and Urban Studies, Augsburg College, Minneapolis

SPEECH AND DRAMA
Chair: RAYMOND PUCHOT, El Paso Community College
Friday, 9:30-11:00 a.m.—San Jacinto
“How to Incorporate Theater Improvisation in Your Productions and in the Classroom,” James Mammarrella, Director of Theater and Professor of Speech Communication, San Antonio College

TEXAS ADMINISTRATORS OF CONTINUING EDUCATION FOR COMMUNITY/JUNIOR COLLEGES (TACEC/JC)
President: CAMILLE DUCHESNE, Midland College
Friday, 9:30 a.m.–12:45 p.m.—Ballroom C
Joint Meeting with Texas Association of College Technical Educators (TACTE), Texas Association of Community College Chief Student Affairs Administrators (TACCCSA), and Texas Association of Junior and Community College Instructional Administrators (TAJJClA)
“Virtual College of Texas: How It's Working, Where It's Going,” Carolyn Robertson, Chair, Distance Learning Advisory Committee, Texas Association of Community Colleges; Mickey Slimp, Director, Virtual College of Texas; Suzette Chapman, Director of Distance Education, Central Texas College; John Ray, Dean of Information and Communication Resources, Brazosport College; Alma Adamez, Director of Education Services, Coastal Bend College; Jim Walker, Dean of Continuing Education and Distance Education, South Plains College; Bud Joyner, Chief Executive Officer, Virtual College of Texas, moderator
Saturday, 9:00-10:15 a.m.—Ballroom C
Board Meeting

TEXAS ASSOCIATION OF COMMUNITY COLLEGE CHIEF STUDENT AFFAIRS ADMINISTRATORS (TACCCSA)
Chair: RUDY DUARTE, Del Mar College
Friday, 9:30 a.m.–12:45 p.m.—Ballroom C
Joint Meeting with Texas Administrators of Continuing Education for Community/Junior Colleges (TACEC/JC), Texas Association of College Technical Educators (TACTE) and Texas Association of Junior and Community College Instructional Administrators (TACCCSA)
“Virtual College of Texas: How It's Working, Where It's Going,” Carolyn Robertson, Chair, Distance Learning Advisory Committee, Texas Association of Community Colleges; Mickey Slimp, Director, Virtual College of Texas; Suzette Chapman, Director of Distance Education, Central Texas College; John Ray, Dean of Information and Communication Resources, Brazosport College; Alma Adamez, Director of Education Services, Coastal Bend College; Jim Walker, Dean of Continuing Education and Distance Education, South Plains College; Bud Joyner, Chief Executive Officer, Virtual College of Texas, moderator
Saturday, 9:00-10:15 a.m.—Mezzanine 1
Board Meeting
TEXAS ASSOCIATION OF COLLEGE TECHNICAL EDUCATORS (TACTE)

President: BELINDA NEWMAN, Collin County Community College District
Friday, 9:30 a.m.-12:45 p.m.—Ballroom C
Joint Meeting with Texas Administrators of Continuing Education of Community/Junior Colleges (TACEC/JC), Texas Association of Community College Chief Student Affairs Administrators (TACCSSAA), and Texas Association of Junior and Community College Instructional Administrators (TAJCJIA)
"Virtual College of Texas: How It's Working, Where It's Going," Carolyn Robertson, Chair, Distance Learning Advisory Committee, Texas Association of Community Colleges; Mickey Slimp, Director, Virtual College of Texas; Suzette Chapman, Director of Distance Education, Central Texas College; John Ray, Dean of Information and Communication Resources, Brazosport College; Alma Adamez, Director of Education Services, Coastal Bend College; Jim Walker, Dean of Continuing Education and Distance Education, South Plains College; Bud Joyner, Chief Executive Officer, Virtual College of Texas, moderator
Friday, 2:30-3:45 p.m.—Ballroom C
Board Meeting
Saturday, 10:30-11:45 a.m.—Mezzanine 2
Board Meeting

TEXAS ASSOCIATION OF JUNIOR AND COMMUNITY COLLEGE INSTRUCTIONAL ADMINISTRATORS

President: DOUGLAS CRAWFORD, Northeast Texas Community College
Friday, 9:30 a.m.-12:45 p.m.—Ballroom C
Joint Meeting with Texas Administrators of Continuing Education of Community/Junior Colleges (TACEC/JC), Texas Association of Community College Chief Student Affairs Administrators (TACCSSAA), and Texas Association of College Technical Educators (TACTE)
"Virtual College of Texas: How It's Working, Where It's Going," Carolyn Robertson, Chair, Distance Learning Advisory Committee, Texas Association of Community Colleges; Mickey Slimp, Director, Virtual College of Texas; Suzette Chapman, Director of Distance Education, Central Texas College; John Ray, Dean of Information and Communication Resources, Brazosport College; Alma Adamez, Director of Education Services, Coastal Bend College; Jim Walker, Dean of Continuing Education and Distance Education, South Plains College; Bud Joyner, Chief Executive Officer, Virtual College of Texas, moderator
Saturday, 10:30-11:45 a.m.—Trinity
Board Meeting

TEXAS JUNIOR COLLEGE MANAGEMENT EDUCATORS ASSOCIATION (TJCMerea)

Chair: LOWELL A. BOUDREAUX, Lamar State College—Port Arthur
Friday, 9:30-11:00 a.m.—Trinity
"Marketing in the New Millenium," Steven W. Hartley, Professor of Marketing, Daniels College of Business, Denver
Friday, 2:30-4:00 p.m.
"The New Millenium Grocery Store: How HEB's Central Market Became a Tourist Attraction," Tour of Central Market
This function will be held in conjunction with the Tourism Educators and Culinary Hospitality Management Section.
(NOTE: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 2:30 p.m. and return at approximately 4:00 p.m.)
Saturday, 9:00-10:15 a.m.—Sabine
"Using Story-Telling and Technology in Teaching," Charles R. Williams, Associate Professor of Management, M.J. Neely School of Business
Association Business Meeting

TOURISM, HOSPITALITY, AND CULINARY ARTS

Chair: CANDY ROWAN BERKLEY, St. Philip's College
Friday, 9:30-11:00 a.m.—Trinity
"Marketing in the New Millenium," Steven W. Hartley, Professor of Marketing, Daniels College of Business, Denver
Friday, 11:15 a.m.-12:45 p.m.—Trinity
Section Business Meeting
Friday, 2:30-4:00 p.m.
"The New Millenium Grocery Store: How HEB's Central Market Became a Tourist Attraction," Tour of Central Market
This function will be held in conjunction with the Texas Junior College Management Educators Association
(NOTE: Transportation will depart from the Trinity Street entrance of the Austin Convention Center promptly at 2:30 p.m. and return at approximately 4:00 p.m.)
Saturday, 9:00-10:15 a.m.—Trinity
Roundtable Discussion

VOCATIONAL NURSING

Chair: BETTY SIMS, Coastal Bend College
Friday, 11:15 a.m.-12:45 p.m.—Cedar
"The Courage to Teach: Marching Type II Diabetes Information into the 21st Century," Lois Basenfelder, Pharmacist
Saturday, 9:00-10:15 a.m.—Cedar
"The Courage to Care for Yourself," Noemi Peterson, Oncology Nurse Educator, City of Houston

WELDING

Chair: ROBERT MEDINA, St. Philip's College
Friday, 9:30-11:00 a.m.—Mezzanine 6
"PowerPoint Presentations in Welding," Yolanda L. Vargas, Computer Technology Support Manager, St. Philip's College
Saturday, 10:30-11:45 a.m.—Mezzanine 6
"Multi-Media in the Welding Classroom," Yolanda L. Vargas
Members attending the TCCTA convention in Austin, March 2-4, will have opportunities on Friday evening to sample some of Austin’s entertainment venues, attractions, and restaurants. Here are just a few of the many things to do in Austin.

**DINING**

<table>
<thead>
<tr>
<th>Category</th>
<th>Restaurant</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inexpensive</td>
<td>Carmelo's Italian, Seafood</td>
<td>504 East 5th Street (512) 477-7497</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>The Clay Pit Indian</td>
<td>1601 Guadalupe Street (512) 322-5131</td>
<td></td>
</tr>
<tr>
<td>Expensive</td>
<td>Little City Espresso Bar &amp; Cafe</td>
<td>Coffee House, Sandwiches, 916 Congress Avenue (512) 476-2489</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mezzaluna Italian</td>
<td>312 Colorado Street (512) 472-6770</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mongolian Barbecue</td>
<td>Barbecue, Vegetarian, 117 San Jacinto Boulevard (512) 476-3938</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ninfa's Mexican</td>
<td>612 West 6th Street (512) 476-0612</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Scholz Garten Hamburgers, Home Cooking</td>
<td>1607 San Jacinto Boulevard (512) 474-1958</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Serranos At Symphony Square Mexican</td>
<td>1111 Red River Street (512) 322-9080</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Shoreline Grill Seafood</td>
<td>1st and San Jacinto Streets (512) 477-3300</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Spaghetti Warehouse Italian</td>
<td>117 West 4th Street (512) 476-4059</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Threadgill's Home Cooking</td>
<td>301 West Riverside Drive (512) 472-9304</td>
<td></td>
</tr>
</tbody>
</table>

Be sure to call ahead to make reservations, check menus and prices, or confirm hours of operation.
with gardens, statues and memorials surrounding the 20-acre complex. Tours every 15 minutes: Mon.-Fri., 8:30 a.m.-4:15 p.m.; Sat.-Sun., 9:30 a.m.-4:15 p.m. Open Mon.-Fri., 7:00 a.m.-10:00 p.m.; Sat., Sun., 9:00 a.m.-5:00 p.m. Closed major holidays.

Treaty Oak
503 Baylor Street
(512) 476-3809
(800) 537-2757
Once called North America’s most perfect tree specimen, this 600-year-old tree was poisoned in 1989, and brought an outpouring of gifts, prayers and experts to save it. One massive branch of greenery remains on this, the last of the Council Oaks where, according to legend, treaties with Indians were signed.

Wild About Music
721 Congress Avenue
at 8th Street
(512) 708-1700
One-of-a-kind gallery and gift shop where everything has a musical theme or motif for all art and music lovers! Gifts, jewelry, Texas music T-shirts and original art by local artists. Hours: Mon. through Sat. 11:00 a.m.-7:00 p.m.

Zilker Botanical Gardens
2220 Barton Springs Road
(512) 478-6875
The various gardens are a montage in which flowers, shrubs, trees and ponds are integrated into a design that provides an environment of inspiration, beauty and tranquility. Hours: Open daily, 8:30 a.m.-sunset.

Zilker Park/Barton Springs Pool
2100 Barton Springs Road
(512) 476-9044
Austin’s largest and most popular park offers swimming in Barton Springs, a 68-degree spring-fed pool, hike-and-bike trails, playground, picnic facilities, canoe rentals and a miniature train which runs seasonally. Open 5:00 a.m.-10:00 p.m. everyday.

Hotel accommodations
for those attending
the TCCTA convention
may be secured
using the hotel form
on page 15,
or on-line from the
TCCTA Web site,
at www.tccta.org.

Barton Creek Square Mall
2901 South Capitol of Texas Highway
Stores include: American Eagle Outfitters, JC Penny, J. Crew, Dillard’s, Foley’s, Ward’s, Sears

Highland Mall
6001 Airport Boulevard
Stores include: The Gap, Eddie Bauer, JC Penney, Dillard’s, Foley’s

Barton Creek Mall 14
2901 South Capitol of Texas Highway
(Next to Barton Creek Square Mall)
306-1991

Highland Cinema 10
6700 Middle Fiskville Road
(Next to Highland Mall)
454-9562

Lincoln Cinema III
6101 North Interstate 35
(Next to Highland Mall)
454-6469

Tinseltown USA
5501 South Interstate 35
326-3800

Texas Two-Year Colleges
Links to Web sites at community and technical colleges across the state

Convention Information
Information about the 2000 TCCTA convention in Austin, March 2-4

TCCTA Publications
Text of the TCCTA Messenger and Legislative Update

Other Pages of Interest to Two-Year College Teachers
Job search resources on the Internet
Reference material
Associations and organizations
Career Opportunities
Instructional resources on the Web

...And More

52
SECTION TO DISCUSS STATE LICENSURE

On Friday, March 3, the TCCTA Health, Physical Education, and Recreation Section will feature a presentation by Charles Corbin, professor of health and kinesiology at Arizona State University. Dr. Corbin will discuss “How to Get — and Keep — a Course in Fitness and Wellness.” In this session, he will present data on the effectiveness of fitness and wellness programs and the relation between physically active lifestyles to the health and the American population. He will offer suggestions for program philosophy, objectives, and content, and recommend the best use of technology in fitness and wellness classes.

Dr. Corbin earned the Master of Science degree from the University of Illinois and the bachelor’s and Ph.D. degrees from the University of New Mexico.

Author of more than 200 articles and books, Dr. Corbin specializes in physical fitness, exercise psychology, motor development, and physical education curriculum. His books include Concepts of Physical Fitness (10th edition) and Fitness for Life (4th edition), co-authored with Ruth Lindsey. He has also produced several videotapes, computer programs, and slide-tape presentations. He is co-editor of Physical Activity and Fitness Research Digest for the President’s Council on Physical Fitness and Sports. Dr. Corbin received the Distinguished Scholar Award from the National Association for Physical Education in Higher Education in 1995.

On Friday afternoon, the section will meet for a panel discussion on “Certified Fitness Professions: Who’s Qualified for — and Who Needs — State Licensure?”

Panelists for this session will be Pam Soto, assistant professor and program coordinator of the physical fitness technology program at Austin Community College; Susan Cooper, owner and president of Body Business; Kirk Laevell, owner of Wild Basin Fitness; Michelle Milkerson, general manager of The Hills Fitness Center; Tinker Murray, director of the Exercise Physiology Laboratory at Southwest Texas State University; and Joanna Williamson, research specialist in the professional licensing and certification division of the Texas Department of Health.

On Saturday morning, Pam Soto and Carol Hirsh, associate professor of health and kinesiology at Austin Community College, will continue the discussion from the Friday afternoon session.

PHYSICS SECTION ANNOUNCES PROGRAMS

The TCCTA Physics and Engineering Section will meet on Friday, March 3, for a presentation by Denise M. Welti and Robert L. Kimball, entitled “Integrated Math and Physics in Technical Courses.” Dr. Kimball is chair of the Arts and Sciences Division, and Ms. Welti is instructor of physics, at Wake Technical Community College, in Raleigh, North Carolina.

A research body at their school —Committee to Help Integrate Mathematics and Physics—is working, with the assistance of a grant from the National Science Foundation, to develop and test integrated mathematics and physics programs. The goal of these programs is to motivate students to study mathematics and physics, strengthen their understanding of course content, and improve their ability to apply concepts of mathematics and physics.

The results of the committee’s work include several hands-on activities which focus on teamwork. The activities have been tested by teams of high school and community college mathematics and physics instructors. Ms. Welti and Dr. Kimball will share the evaluation results, and describe plans for future research in this area.

The section will meet again at 2:30 p.m. to continue their discussion from the morning session.

On Saturday, Art Hobson will consider “Relevant Physics for Everyone.” Dr. Hobson is professor of physics at the University of Arkansas. He has received the bachelor’s degree in music from North Texas State University, and graduated magna cum laude with the Bachelor of Science degree in physics from Kansas State University. He earned the Ph.D. degree in theoretical physics from Kansas State University in 1964.

Author of more than 70 articles, Dr. Hobson’s writing includes The Future of Land-Based Strategic Missiles, “The Ozone Parable,” in the American Journal of Physics; “Getting Science and Religion to Talk,” in Physics Today; and Science Literacy, in Journal of College Science Teaching.

Dr. Hobson believes a goal of every college science department should be to develop the “science literacy” of all students. Since 1976, Dr. Hobson has taught introductory physics courses which, he says, “emphasize modern physics, include philosophical implications (e.g., epistemological considerations, the significance of quantum theory, and pseudoscience), and include societal implications (e.g., global warming, energy resources, and technological risk).”

This active-learning session will describe his introductory course and, as an example, outline some ideas for one socially significant topic: transportation and energy efficiency.

VOCATIONAL NURSING SECTION TO CONSIDER TYPE II DIABETES, SELF CARE

On Friday, March 3, the TCCTA Vocational Nursing Section will feature a presentation on “The Courage to Teach: Marching Type II Diabetes Information into the 21st Century.” Lois Basenfelder will discuss current information on Type II diabetes, review pharmacological therapies, and explain state of the art tools in the treatment of diabetes.

Ms. Basenfelder is patient care pharmacist for the Saint Joseph Hospital System, in Bryan, Texas. A registered pharmacist for 19 years, she currently teaches pharmacological therapies and the use of new equipment to patients diagnosed with diabetes.

On Saturday, Noemi Peterson will discuss “The Courage to Care for Yourself.” Ms. Peterson received the Bachelor of Science degree in nursing from Texas A&M University at Corpus Christi and the master’s degree in health sciences from the University of Texas Health Science Center. She has served as a staff nurse on the oncology units at Spohn Hospital and the Corpus Christi Medical Oncology Clinic, and was an instructor of vocational nursing at Coastal Bend College.

Ms. Peterson will identify elements of stress in daily situations; locate effects of stress in student and peer management; and describe ways to apply self-care techniques.
ENGLISH SECTION PLANS PROGRAMS

On Friday, March 3, the TCCTA English Section will feature a presentation on "Perspectives on Zora Neale Hurston: Teaching Strategies for the New Millennium." Lori Watts and Debra Fultz will lead the discussion. Ms. Watts teaches composition and American and British literature at McLennan Community College. Ms. Fultz teaches composition, world literature, multicultural literature, and technical writing and McLennan Community College.

On Friday afternoon, the section will meet at 2:30 to consider "The Grammar Handbook: Past, Present, and Future." Speakers for this meeting will be Stephen R. Mandell, professor of English at Drexel University, and Laurie G. Kirszner, professor of English at the University of the Sciences in Philadelphia.

Dr. Mandell earned the bachelor's degree in English from Temple University, the Master of Arts degree in English literature from Villanova University, and the Ph.D. degree in English and American literature from Temple University. Author of numerous textbooks and articles, his work includes Writing First: Practice in Context, Windows on Writing: A Rhetorical Workbook, and The Holt Handbook.

Dr. Mandell is senior editor, with Laurie Kirszner, of the Harcourt Brace Casebook Series. He has delivered dozens of papers and presentations, including "Legalities and Legalisms in John Berendt's Midnight in the Garden of Good and Evil" and "Grammar and Rhetoric in a Writing Across the Curriculum Program."

Dr. Kirszner received her undergraduate degree from Barnard College, the Master of Arts degree from New York University, and the Ph.D. degree from Temple University.

She has been the coordinator of the writing program at University of the Sciences since 1996. Her published work includes Common Ground: Reading and Writing About America's Cultures, The Blair Reader, and The Writer's Sourcebook.

On Saturday, Randy Wall, Donna Crowell, and Joseph Fly will discuss "The Cyberplague of Plagiarism: Sherlock Holmes Meets the Information Superhighway."

SECTION TO DISCUSS FEDERAL, STATE ECONOMIC ISSUES

On Friday, March 3, the Economics Section will feature a presentation by Brad Schiller, professor of economics at American University. Dr. Schiller will consider "why the unprecedented budget surpluses of recent years have brought so little joy to Washington," and why significant challenges loom ahead as "baby boomers" begin retiring.

"It wasn't supposed to work this way," Dr. Schiller explains. "Everyone expected to celebrate the surplus. Instead, short-term spending caps and the long-term Social Security deficit have taken all the fun out of the budget surplus."

Dr. Schiller received the Bachelor of Arts degree from the University of California at Berkeley and the Ph.D. degree in economics from Harvard University. He has been a consultant to most major federal agencies, many congressional committees, and political candidates.

His studies of discrimination, training programs, tax reform, pensions, welfare, Social Security, and lifetime wage patterns have appeared in both professional journals and the popular media. Dr. Schiller is a frequent commentator on economic policy for television, radio, and newspapers.

In his presentation, Dr. Schiller will relate basic economic principles to current socioeconomic problems.

On Friday afternoon, the Economics Section will host Billy C. Hamilton, Chief Deputy Comptroller of Public Accounts. He will discuss "Texas in the New Century."

Mr. Hamilton is responsible for managing the daily operation of the Comptroller's Office, which includes a staff of 2,800 and more than 40 field offices in Texas and three other states. Prior to his work at the Comptroller's Office, Mr. Hamilton was director of state and local services for the Policy Economics Group of KPMG Peat Marwick, in Washington D.C.

The first recipient of the Bob Bullock Award for Public Stewardship, Mr. Hamilton is a graduate of the University of Texas at Austin and the Lyndon Baines Johnson School of Public Affairs.

Warren Matthews will address the section on Saturday morning. Mr. Matthews is associate dean of liberal arts at Kingwood College, where he coordinates ten academic disciplines. Previously, he served as professor of economics at Houston Baptist University, where he was director of the Center for Economic Education.

Mr. Matthews will discuss "Economics Excitement: Using Active Learning Activities."
With the *Peak Performance* textbook program, students will learn skills that will help them succeed in school. But they’ll also learn that those same skills can translate into success in the workplace . . . and in life.

The text is colorful and engaging. The narrative is easy to follow. And the instructor materials give you the tools you need to make every Student Success class more thought-provoking and meaningful – without additional prep time.

Skill development includes **SCANS Competencies** such as:

- Note Taking
- Test Taking
- Interpersonal Skills
- Critical Problem Solving
- Teamwork
- Goal Setting
- Maintaining a Positive Work Attitude
- And much more!

Keep your classes on target, and help your students aim higher than ever before – with *Peak Performance*. Only from Glencoe.
Take the "Professional Approach" to Software Education

Glencoe's Professional Approach Series instructs students in all skill sets and activities for the appropriate Microsoft Office User Specialist (MOUS) Certification Exams. An extensive array of exercises in real-life business situations gives them real-world experience working on actual projects. Illustrations of screens and the accompanying icons help students follow instructions for hands-on practice.


- Annotated Instructor's Editions
- Classroom Resources
  - NEW ExamView™ Pro Testbanks
  - NEW Interactive Lesson Planners
  - NEW Online Internet Projects Booklets
- Classroom Presentations
- Solutions Manuals
- Projects Manuals
- Progressive Portfolio Builders
- MOUS Certification Procedures
- Mid-Term and Final Exam Booklets
- Alternate Assessment Guides

For more information contact our West Regional Office at 21600 Oxnard Street, Suite 500, Woodland Hills, CA 91367, 1-800-423-9534 or visit us online at www.glencoe.com/ps.

BEST COPY AVAILABLE

A Division of The McGraw-Hill Companies
FORMER STATE COMPTROLLER TO ADDRESS ACCOUNTING SECTION

On Friday, March 3, the TCCTA Accounting Section will feature a presentation by John Sharp, former State Comptroller of Public Accounts. Mr. Sharp served as State Comptroller from 1991 to 1998, when he established the Texas Performance Review, the Texas Workforce Commission, the Council on Competitive Government, and the Texas Tomorrow Fund. These and other initiatives have been credited with streamlining the work of the agency and achieving significant cost savings.

Mr. Sharp has also served as Texas Railroad Commissioner, State Senator, and State Representative. He has received numerous awards, including the only Texas Quality Award ever presented to a government agency. He was named "Outstanding Freshman" by Texas Monthly after his first term in the House of Representatives.

He received the Bachelor of Arts degree from Texas A&M University and the master's degree in Public Administration from Southwest Texas State University.

Mr. Sharp will discuss "Education Will Decide Which Texas: The Empire Texas or The Welfare State."

On Saturday, Richard Forrest will consider "How Successful Have We Been at Teaching Ethics?" Mr. Forrest has written dozens of articles and is a frequent lecturer in the areas of professional malpractice and state agency grievances.

As an attorney and certified public accountant, he specializes in accountant liability and State Board of Public Accountancy complaints.

Before entering the legal profession, Mr. Forrest was a partner in an accounting firm where he specialized in tax and audits.

Mr. Forrest received the bachelor's degree in accounting, with minors in economics and finance, from Stephen F. Austin State University. He earned the Doctor of Jurisprudence degree from Texas Tech University, receiving the Estate Planning Award and the Bureau of National Affairs scholastic achievement award.

COUNSELORS TO CONSIDER

"Your Legal Rights: Courage to Teach and Counsel" will be the topic for the Friday, March 3, meeting of the TCCTA Counseling and Student Personnel Services Section. Barbara J. Gardner will be the featured speaker.

Ms. Gardner, who specializes in employment law, has taught at the University of Houston School of Law and currently practices law with the Houston firm Schweinle, Parish & Lowerre. She will discuss the legal rights of faculty—as well as the legal hazards they face.

On Saturday, Stephen Rossi will address the section on "School Violence: When Tragedy Strikes." Mr. Rossi is a licensed professional counselor, specializing in adolescent crisis and trauma issues. He received the bachelor's degree in psychology from Lincoln University, in Pennsylvania, and the Master of Arts degree in clinical psychology from Stephen F. Austin State University.

Mr. Rossi will discuss factors contributing to acts of student violence and explain the effects of violence on the institution, faculty, and students. "Unless we address the underlying causes, the deep issues that predispose children and teens to commit school violence," Mr. Rossi suggests, "the killing will not only continue but escalate."

He will also suggest strategies to teach students appropriate ways to resolve conflict and cope with stress and anger.

GOVERNMENT SECTION PLANS PROGRAMS

On Friday, the TCCTA Government Section will hear a presentation by Stephen J. Wayne on "The Long, Bumpy Road to the White House." Professor of government at Georgetown University, Dr. Wayne earned the Bachelor of Arts degree from the University of Rochester and the Master of Arts and Ph.D. degrees from Columbia University.

In addition to being a veteran instructor of American government, Dr. Wayne has played an active role in national political affairs, specializing in presidential politics for more than 25 years. He has authored numerous articles and published several books about the presidency, including The Road to the White House and Presidential Leadership (with George Edwards). Invited frequently to testify before Congress and to lecture to senior federal executives, Dr. Wayne also has helped shape public opinion about the presidency and electoral politics as a commentator for radio, television, and newspapers.

Friday afternoon, participants will see a demonstration of the redistricting software used by the Texas Legislature. This field trip to the State Capitol will be directed by Alan B. Ware, program director of special projects and redistricting for the Texas Legislative Council.

On Saturday, David Prindle will discuss "The Politics of Hollywood." Dr. Prindle is professor of government at the University of Texas at Austin. He received the bachelor's degree from the University of California at Santa Cruz, the master's degree from the University of California at Los Angeles, and the Ph.D. degree from Massachusetts Institute of Technology.

In his presentation, Dr. Prindle will consider the role of Hollywood in the propagation of political ideologies. He will review the history of propaganda in movies and television and discuss current attempts by the film and television industries to influence public opinion on several topics.
Choose Your Approach with EMC/Paradigm

MOUS Ready! Certification Practice Tests and OnCOURSE CD-ROM Website Template

Integrated Learning

Benchmark Series
- Microsoft Office 2000
- Advanced Microsoft Office 2000
- Microsoft Word 2000
- Microsoft Excel 2000
- Microsoft Access 2000
- Microsoft PowerPoint 2000
- Highly effective, step-by-step visual instruction that illuminates even complex features.

Comprehensive Coverage

Signature Series
- Microsoft Word 2000
- Microsoft Word 2000 Essentials
- Advanced Microsoft Word 2000: Desktop Publishing
- WordPerfect 9
- Provides comprehensive instruction including and expanding beyond the skills required for certification.

Writing

Develop Confident, Competent Writers

Writing with Contemporary Readings features detailed instruction for those learning the writing process for the first time, yet lively and interesting for those needing skillbuilding and reinforcement.

To request exam materials, call your local Account Manager, Kelsey Wethor at 800-848-9033.

Call: 800-535-6865
Fax: 800-328-4564
E-mail: educate@emcp.com
Web site: www.emcp.com
AGRICULTURE SECTION

On Friday, March 3, the TCCTA Agriculture Section will feature a presentation by Kim Dooley and Jane McGill on "Teaching Agriculture at a Distance: It’s Not as Far as You Think." Ms. McGill is professor of biochemistry at Texas A&M University.

Ms. Dooley is assistant professor of agriculture education at Texas A&M University, specializing in the use and evaluation of telecommunication technologies as teaching tools. Most recently, she has conducted research for the Inter-American Institute for Cooperation in Agriculture, in Costa Rica.

On Saturday, the Agriculture Section will feature a tour of Boggy Creek Farms. This five-acre urban organic farm is located near downtown Austin and produces vegetables, flowers, and herbs. The tour will concentrate on organic methods of planting and fertilizing, as well as weed and pest management, harvesting and marketing organic produce.

AUTOMOTIVE SECTION

Jim McFarland, president of AutoCom, Inc., will be the featured speaker at the Friday meeting of the TCCTA Automotive, Diesel, and Small Engine Section. He will discuss "Contemporary Designs of Intake and Exhaust Systems."

Mr. McFarland has more than 30 years of experience in performance products research and development, journalism, and racing. A former driver for the Sox & Martin factory drag racing team, he has worked with leading drag racing and NASCAR teams in engine development for more than 20 years. He currently serves as "performance professor" for goracing.com and is editor at large of Hot Rod magazine.

On Saturday, Lynn McKinney will address the section. Ms. McKinney is training coordinator for Zachry Construction, Inc. Her topic will be "Coordinated Diesel Training."

ENGLISH-AS-A-SECOND LANGUAGE SECTION

The TCCTA English-as-a-Second-Language Section will meet Friday, March 3, for a presentation featuring Nancy Travis, called "Move Over, Parker Brothers: Activities and Games for the Level 2 Learner." Ms. Travis is associate professor of English and English-as-a-Second-Language at the University of Mary Hardin-Baylor.

She received the bachelor's degree in education from the University of Texas at Austin and the master's degree in education from the University of Southern California. In her current position, she has created the Intensive English Academic Preparation Program for International Students.

On Saturday, Phyllis Sisson will discuss "Eat Your Heart Out, Houdini: The Magic of Teaching Reading to Non-Native Speakers." Dr. Sisson received the Bachelor of Arts degree from the University of Kentucky, the Master of Arts degree in education from Bowie State University, and the Ed.D. degree in educational administration and community college leadership from Baylor University.

Dr. Sisson teaches developmental reading at Central Texas College.

GRAPHIC ARTS AND MULTIMEDIA SECTION

On Friday, March 3, the TCCTA Graphic Arts and Multimedia Section will feature a presentation by Nancy Wood, instructor of electronic media at San Antonio College. She will discuss "Animation: Education and Its Application in the Workplace."

Ms. Wood has organized exhibitions of her work, including one in the "Truly Virtual Web Museum," sponsored by the Las Vegas Museum of Arts. She received the Bachelor of Fine Arts and Master of Fine Arts degrees from the University of California at Los Angeles.

On Saturday, Andrew McIntosh will discuss "Troubleshooting in the Computer Classroom." Mr. McIntosh is system engineer for Campus Technology Solutions, Inc. In his presentation he will identify common technical problems and offer practical solutions.

HEALTH OCCUPATIONS SECTION

On Friday, March 3, the TCCTA Health Occupations Section will feature a presentation by Sue Cote on "Women’s Health Issues." Ms. Cote is a board-certified women’s health care nurse practitioner at the Brazos Valley Women’s Center. She received the bachelor’s degree from the University of Florida and earned the nursing degree from Missouri Western State College.

On Saturday, Phena Parrott will discuss "Documentation of Clinical Deficiencies." Dr. Parrott is director of the associate degree nursing program at Blinn College.

MUSIC SECTION

The TCCTA Music Section will meet Friday, March 3, to consider "What They Don’t Teach You in Voice Lessons." James Heffel, director of vocal music activities at College of the Mainland, will be the featured presenter. Mr. Heffel received the Bachelor of Music degree in Vocal Performance from Kansas State University and the Master of Music degree in Vocal Performance from Arizona State University. He is currently a candidate for the Doctor of Musical Arts degree from the University of Houston.

Mr. Heffel directs two choral ensembles at College of the Mainland and teaches both voice and academic music courses. He has performed as a singer throughout the United States and is an active clinician and adjudicator for both solo vocal and choral festivals.

In this session, Mr. Heffel will...
PHILOSOPHY SECTION TO CONSIDER MEDIA, TECHNOLOGY

The TCCTA Philosophy Section will meet Friday, March 3, for a presentation by David L. Hildebrand on "Wisdom, Knowledge, and Information: Making Moral Judgments in the Information Age." Dr. Hildebrand will consider the effects of exposure to media on moral decision-making.

"As we are constantly reminded," he notes, "we live in an ever-accelerating 'Information Age,' an era of rapidly shifting images and voluminous data. Students and teachers alike feel overwhelmed by the changes surrounding them, and would like to understand better what these changes mean."

Because philosophers have traditionally been concerned with the nature of wisdom and knowledge, Dr. Hildebrand suggests, they are particularly suited to assess the possible impact that current changes in the media environment might have upon rationality, ethics, and democracy. "For example, are these changes affecting our basic capacity to reason? Could the intensity of 'data smog' erode our ability to recognize wisdom and produce knowledge? If ethical action rests upon justification, and justification depends upon certain forms of language, then what does our age's shift toward rapid visual imagery portend for judgments of right and wrong? And what might be the effect upon democracy—which requires from its citizens such traditional abilities as discussion and rational debate?"

Dr. Hildebrand earned the Bachelor of Arts degree from the University of Pennsylvania and the Master of Arts and Ph.D. degrees in philosophy from the University of Texas at Austin, where he currently serves as lecturer in philosophy.

His publications include "Philosophy's Relevance and the Pattern of Inquiry," in Teaching Philosophy, and "Progress in History: Dewey on Knowledge of the Past," to be published this year in The Review Journal of Philosophy and Social Science.

On Saturday, Susan Goll will discuss "Integrating Web Technologies into the Philosophy Curriculum." She will demonstrate an "electronic Socratic dialogue," which employs a chat room format to conduct a philosophical discussion.

In her presentation, Ms. Goll will consider ways philosophers are making use of current technologies.

Ms. Goll earned the Bachelor of Arts and Master of Arts degrees in philosophy from the University of Houston.
Texas
We’ve got your digital solutions.

McGraw Hill
Visit booth #31-37 and
www.mhhe.com
From our exclusive Website-creator to our content delivery systems, McGraw-Hill digital solutions are designed to make your course even more accessible. Students will be able to visit your course online anytime. And they'll use computer skills that will serve them well in the workplace. Best of all, our digital solutions will do certain coursework for you, which will free up time you can apply elsewhere.

Because of the flexibility of McGraw-Hill digital content, you will have many web products from which to choose. Our Online Learning Centers can be accessed through any platform currently available.

Ask your Texas-based McGraw-Hill representative for more information or stop by booth #31-37 and ask about our upcoming MHHE Digital Solutions Seminars in Houston and Dallas.

Irwin/McGraw-Hill

- Ted Barnett e-mail ted_barnett@mcgraw-hill.com
- Ray Leskar e-mail ray_leskar@mcgraw-hill.com
- Herb Licon e-mail herb_licon@mcgraw-hill.com
- Bill Firth e-mail bill_firth@mcgraw-hill.com
- Thomas Fallath e-mail thomas_fallath@mcgraw-hill.com
- Bob Bryan e-mail bob_bryan@mcgraw-hill.com

McGraw-Hill Science, Engineering & Mathematics

- Ben Hoang e-mail ben_hoang@mcgraw-hill.com
- Ted Krischak e-mail ted_krischak@mcgraw-hill.com
- Linda Nelson e-mail linda_nelson@mcgraw-hill.com
- Julianne Peterson e-mail julianne.peterson@mcgraw-hill.com
- Sara Whittern e-mail sara_whittern@mcgraw-hill.com

McGraw-Hill Social Sciences & Humanities

- Jody Campbell e-mail jody.campbell@mcgraw-hill.com
- Margery Davis e-mail margery.davis@mcgraw-hill.com
- Barbara Duhon e-mail barbara.duhon@mcgraw-hill.com
- Fred Lentz e-mail fred.lentz@mcgraw-hill.com
- John Mathews e-mail john.mathews@mcgraw-hill.com
- Janet Taborn e-mail janet.taborn@mcgraw-hill.com
- Brent Ponsford e-mail brent.ponsford@mcgraw-hill.com

Primis Custom Publishing

- Sharon Noble e-mail sharon.noble@mcgraw-hill.com
- Ken Hruska e-mail kenneth.hruska@mcgraw-hill.com

McGraw-Hill Distributed Learning & Technology

- Steve Day e-mail stephen.day@mcgraw-hill.com
- Keith Landry e-mail keith.landry@mcgraw-hill.com
- Anne Long e-mail anne.long@mcgraw-hill.com

Unsure of which is your McGraw-Hill representative? Use our rep locator at www.mhh.com, and click on your school name.

Whether your course is taking small steps with technology, or giant strides, we can help you go even further.
PSYCHOLOGY SECTION ANNOUNCES PROGRAMS

Spencer Rathus will address the TCCTA Psychology Section on Friday, March 3, to discuss "Toward the Teaching of a Psychology of Tolerance." A noted author and psychologist, Dr. Rathus received the Ph.D. from the State University of New York at Albany, in 1972. He has a wide range of experience in the fields of teaching and clinical psychology. He has taught psychology at several universities, including New Mexico State University and St. John's University.

He has written books on a wide variety of topics, including behavioral psychology, child development, and human sexuality. He has written numerous articles in professional journals, including Behavioral Therapy, Adolescence, and Journal of Clinical Psychology. He is author of Psychology in the New Millennium (7th ed.)

Dr. Rathus is currently professor of psychology at Montclair State University.

The Psychology Section will meet at 2:30 on Friday afternoon, to consider "From Astrology to Stereotyping." Presenters for this session will be Donald H. Hockenbury and Sandra Hockenbury.

Donald Hockenbury is assistant professor of psychology at Tulsa Community College and co-author with his wife, Sandra, of Psychology and Discovering Psychology. He received the Bachelor of Science degree in psychology and the Master of Arts degree in clinical psychology from the University of Tulsa. In addition to teaching introductory psychology for more than 20 years, he has worked in psychiatric facilities and in private practice.

Sandra Hockenbury is a science writer who specializes in psychology. She received the Bachelor of Arts degree from Shimer College and the Master of Arts degree from the University of Chicago, where she was a research associate at the Institute of Social and Behavioral Pathology. As a writer, she has specialized in cross-cultural psychology, comparative cognition, and nonconscious processes.

In their presentation, the Hockenbury's will demonstrate how examples of faulty reasoning can be used to teach sound scientific principles. They will also consider factors which motivate people to believe in unusual claims.

On Saturday, Lester Lefton will discuss "Gender in the Classroom: What and Why We Should Know About Gender." Dr. Lefton is professor of psychology and dean of the Columbia School of Arts and Sciences at George Washington University.

He received the bachelor's degree from Northeastern University, in Boston and his doctorate from the University of Rochester. Trained as an experimental psychologist, with particular interest in sensation, perception, and cognitive psychology, Dr. Lefton has taught numerous courses including research methods, statistics, perception, developmental psychology, abnormal psychology, and his specialty, introductory psychology.

Widely published, a fellow of the American Psychological Association, and a teaching award winner, Dr. Lefton has specialized in the scholarship of teaching, specifically how to teach large classes of introductory courses.

Dr. Lefton notes that gender is a variable in people's daily interactions, and is an important factor—both in and out of the classroom—in how they perform and communicate with others. In his presentation, Dr. Lefton will examine data on "gender roles" and how gender operates in the classroom. He will also offer specific suggestions for moderating negative consequences of gender stereotyping.

MATHEMATICS SECTION TO EXPLORE INTERACTIVE SOFTWARE

Danny Gremillion, product marketing manager for Texas Instruments Interactive, will address the TCCTA Mathematics Section on Friday, March 3. He will discuss "Interactive Software: Its Use in Enhancing Mathematics and Science Instruction."

Mr. Gremillion will discuss ways to incorporate technology in mathematics instruction. New interactive technology, he says, "enables teachers and students to easily investigate ideas in mathematics and science. Teachers can enhance learning through interactive lessons that encourage exploration, visualization, data analysis, and writing."

Mr. Gremillion will present information about interactive software, as well as Internet resources for mathematics instructors.

On Saturday, Omar S. Lopez will discuss "We Now Know What Aliens: Using Pseudo-scientific Claims to Motivate Students to Think Scientifically." Presenters for this session will be Donald H. Hockenbury and Sandra Hockenbury.

Omar Lopez will present in-service programs for certifying Texas public school teachers. In his current position, he oversees evaluation of the Texas Academic Skills Program and areas related to developmental education and college readiness.

He began his career in education at the Texas Education Agency, where he conducted research and evaluation of the testing programs for certifying Texas public school teachers. In his current position, he oversees evaluation of the Texas Academic Skills Program and areas related to developmental education and college readiness.

"Recent research," says Dr. Lopez, "provides the prescription for ensuring that students are able to succeed when they come to college." Implications for developmental education, as well as for minority recruitment and retention in light of the Hopwood court decision on college admissions, will be discussed.

Bachelor of Arts degree from Shimer College and the Master of Arts degree from the University of Chicago, where she was a research associate at the Institute of Social and Behavioral Pathology. As a writer, she has specialized in cross-cultural psychology, comparative cognition, and nonconscious processes.

In their presentation, the Hockenbury's will demonstrate how examples of faulty reasoning can be used to teach sound scientific principles. They will also consider factors which motivate people to believe in unusual claims.

On Saturday, Lester Lefton will discuss "Gender in the Classroom: What and Why We Should Know About Gender." Dr. Lefton is professor of psychology and dean of the Columbia School of Arts and Sciences at George Washington University.

He received the bachelor's degree from Northeastern University, in Boston and his doctorate from the University of Rochester. Trained as an experimental psychologist, with particular interest in sensation, perception, and cognitive psychology, Dr. Lefton has taught numerous courses including research methods, statistics, perception, developmental psychology, abnormal psychology, and his specialty, introductory psychology.

Widely published, a fellow of the American Psychological Association, and a teaching award winner, Dr. Lefton has specialized in the scholarship of teaching, specifically how to teach large classes of introductory courses.

Dr. Lefton notes that gender is a variable in people's daily interactions, and is an important factor—both in and out of the classroom—in how they perform and communicate with others. In his presentation, Dr. Lefton will examine data on "gender roles" and how gender operates in the classroom. He will also offer specific suggestions for moderating negative consequences of gender stereotyping.
FOREIGN LANGUAGE SECTION TO DISCUSS TEXTBOOK DESIGN

On Friday, March 3, the TCCTA Foreign Language Section will feature a presentation by Rubén Garza on “MTV—Moving and Talking With Visuals: Engaging Students in Active Learning.”

Mr. Garza is education specialist for the Education Service Center, Region XII of the Texas Education Agency, where he specializes in preparation and certification of elementary and secondary school teachers. He received the Bachelor of Arts degree from Southwest Texas State University and the Master of Arts degree from the University of Texas at Austin.

Prior to his work with the Texas Education Agency, Mr. Garza taught Spanish in the Austin Independent School District and Austin Community College.

On Saturday, Thalia Dorwick will discuss “Why Language Textbooks Are the Way They Are: Content, Methods, and Cultural Representations.” Dr. Dorwick is vice president and editor-in-chief of the Humanities, Social Sciences and Languages Division of McGraw Hill College Publishers.

Dr. Dorwick received the Ph.D. degree in Spanish from Case Western Reserve University. She is co-author of Puntos de Partida, Que Tal, and Un Paso Mas.

In her presentation, she will discuss important features of foreign language textbooks, including teaching methods, sequence and amount of grammar content, portrayal of target cultures, and issues of dialect.

COMPENSATORY/DEVELOPMENTAL EDUCATION SECTION PLANS PROGRAMS

On Friday, March 3, the TCCTA Compensatory/Developmental Education Section will feature a presentation on “Extraordinary Educators, Extraordinary Results.” Robert M. Sherfield will be the featured speaker. Dr. Sherfield is professor of English and co-director of the Faculty Center for Learning and Teaching at The Community College of Southern Nevada in Las Vegas.

A nationally-recognized educator, he is author of several books, including Cornerstone: Building on Your Best, Roadways to Success, Capstone: Success Beyond College, and 365 Things I Learned in College. Dr. Sherfield has conducted faculty development workshops and delivered keynote addresses to more than 100 institutions of higher education and education associations across the nation.

In this presentation, he will discuss the roles of faculty as mentors, agents of change, and motivators. He will explore techniques to foster creative thinking, explain the importance of life-long learning.

“Putting Sparks into Your Developmental Classroom” will be the theme for the section’s Friday afternoon session. Carol R. Lyon, director of reading and study skills at St. Ambrose University, in Davenport, Iowa, will be the featured speaker.

Ms. Lyon earned the Bachelor of Arts degree, graduating cum laude, from Carroll College, in Waukesha, Wisconsin, and received two master’s degrees, in reading and French, from the University of Wisconsin.

She will suggest effective teaching and learning strategies to engage students in developmental education courses.

On Saturday, David C. Caverly will discuss “Technology in Community Colleges: A Review of the Research.” Mr. Caverly is director of the developmental reading program at Southwest Texas State University.

In this presentation, Mr. Caverly will discuss the various uses of technology and evaluate their effectiveness. He notes technology as a teaching aid has three general uses: as a tutor, teaching concepts through tutorials and simulations; as a tool, supplementing instruction through the use of word processors, databases, mapping programs, e-mail, and the World Wide Web; and, most recently, as a presentation medium in which the student learns material by creating multimedia or Web-based presentations.

Dr. Caverly will consider successful uses of technology for instruction, as well as significant failures, and provide guidelines for determining future uses of technology in specific programs.

DEVELOPMENTAL READING SECTION PLANS PROGRAMS

The TCCTA Development Reading Section will feature a program on Friday, March 3, on “Evaluating the Effectiveness of Developmental Reading Programs.” Omar Lopez, program director for the Texas Higher Education Coordinating Board’s Center for College Readiness, will discuss recent studies on developmental education programs and ways to evaluate performance.

Dr. Lopez began his career in education at the Texas Education Agency, where he conducted research and evaluation of the testing programs for certifying Texas public school teachers. In his current position, he oversees evaluation of the Texas Academic Skills Program and areas related to developmental education and college readiness.

On Saturday, Candace Schaefer will discuss “Distributed Learning: One Size Does Not Fit All.” Ms. Schaefer is distance learning coordinator at Blinn College. She has taught online instruction and course development to community college faculty throughout Texas.

In this presentation, Ms. Schaefer will suggest ways to integrate Internet resources in reading classrooms. She will present sample Web sites for online reading courses and demonstrate how quiz generators and other Web tools assist in delivery of course materials. “The goal of distance learning technology,” Ms. Schaefer says, “is to improve the accessibility and effectiveness of instruction.”

TCCTA and the Virtual College of Texas will host a series of seminars on Thursday, March 2, on distance education and multimedia technologies. To register, and for more information on these sessions, see page 23 of this issue of the Messenger.
COMMITTEE TO OPERATE PLACEMENT CENTER DURING CONVENTION

The TCCTA Membership Services Committee will operate a placement center during the annual convention at the Austin Convention Center. Committee members John Stuart, Texarkana College, and Judy Hart, Frank Phillips College, will serve this year as co-chairs of the subcommittee to handle arrangements for staffing and organizing the placement center. Other members of the subcommittee are Gene Denney, Clarendon College; Kenneth R. Hopkins, Brazosport College; and Phyllis O. Morris, Texas State Technical College—Sweetwater. Other members of the Membership Services Committee will help staff the center during the convention.

This will be the twenty-fourth 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.

In a letter from TCCTA State President Deann Merchant, each college president was invited to submit information regarding anticipated openings on the full-time faculty and administrative staff for the coming academic year. College personnel officers are asked to provide the following information for each vacancy: position title, application deadline, job description, starting date, salary range, qualifications, and contact person at the college and/or at the convention. Information concerning anticipated openings should be sent to the TCCTA State Office by Feb. 25.

Job listings will be posted near the registration area in the Austin Convention Center. Hours of operation will be from 8:00 a.m. to 2:00 p.m., on Friday, March 3, and from 8:00 to 11:00 a.m., Saturday, March 4.

TCCTA members who wish to do so are invited to send résumés to be included in a loose-leaf binder, filed according to teaching fields. College personnel officers and other administrators attending the convention will be given opportunities to review the résumés and obtain information about potential candidates for staff openings. Résumés should be sent to the TCCTA State Office, 901 South MoPac Expressway, Building One, Suite 410, Austin, Texas 78746-5747. Résumés should be mailed in time to be received by Feb. 25. After that date, members may take their résumés directly to the placement center at the convention site.

Following the convention, job listings and résumés of those seeking positions will be returned to the state office for the TCCTA placement/referral service.

NURSING INSTRUCTORS TO DISCUSS TEAM-BUILDING, TECHNOLOGY, AND VALUES

On Thursday, March 2, the Texas Organization for Associate Degree Nursing will hold its annual meeting in conjunction with the TCCTA convention, in Austin.

In addition to their business meeting and exhibits for nursing instructors, the session will feature a presentation by Mark Darby entitled "Dancin' to the Team Theme." A registered nurse, Mr. Darby is president of Darby Training Programs and editor of Working Well Together, a newsletter on interpersonal relations in the workplace.

Author of numerous articles on stress and humor, his latest book is Humor and the Treatment of Mental Illness. His articles have appeared in Woman's Day, and BBC Radio.

On Friday, the TCCTA Associate Degree Nursing Section will feature a discussion on "Technology for the New Millenium: Online Testing and Web-Based Instruction." Panel members will be Jere Hammer, associate degree nursing coordinator, Al DeMarchi, technical support associate, and Carolyn Morse, professor of nursing, at Austin Community College.

On Saturday, Helen Harkreader will discuss "Values in a Value-less Society: Can We Teach Them?" Ms. Harkreader is a registered nurse and author of Fundamentals of Nursing: Caring and Clinical Judgment.
Texas A&M University – Commerce
Center for Community College Education
Department of Secondary and Higher Education
Commerce, Texas 75429

Doctor of Education (Ed.D.)
♦ Supervision, Curriculum, and Instruction
  Emphasis in Higher Education (course work in college teaching and college administration)

Master of Science (MS)
♦ Higher Education — Administration
♦ Higher Education — College Teaching

Student-oriented, innovative approach combined with traditional academic standards.

♦ Weekend college assists in meeting residency requirements
♦ Development of research and practical skills
♦ Full range of instructional delivery techniques

Please call the Office of Graduate Studies
Area Code 903, 886-5163
or write to receive a catalog and application materials.

Information is available also on our Web site:
www.tamu-commerce.edu
MAKE HOTEL RESERVATIONS NOW

TCCTA members planning to attend the 53rd annual convention, March 2-4, 2000, in Austin, are encouraged to reserve hotel accommodations early—members who wait until the last minute to make reservations will be disappointed.

With the exception of a few special functions arranged for some of the sections meetings, all convention activities will be held at the Austin Convention Center. Hotel accommodations may be reserved online, at www.austin360.com/acvb/housing/tccta.html, or by completing the form below and mailing or faxing it to the Austin Convention Housing Bureau. Reservations will be processed as they are received, on a first-come, first-served basis. Reservations received at this time are subject to availability. Reservations may NOT be made directly with the convention hotels.

SPECIAL OFFER FROM SOUTHWEST AIRLINES

Southwest Airlines, in cooperation with the Texas Community College Teachers Association, is offering to those attending the 53rd annual TCCTA convention a discount on both Southwest's low everyday unrestricted fares and most of Southwest's even lower restricted fares for travel on Southwest Airlines. To take advantage of these discounts, reservations must be made by phoning Southwest Airlines Group Desk at 1-800-433-5368, Monday through Friday, 8:00 a.m. until 5:00 p.m. Some fares require advance purchase and have limited seating, so persons wishing to make reservations are advised to call. Call no later than five days prior to the first date of travel, and refer to identifier code V4490.

CONVENTION HOTEL FACILITIES AND RATES

The Austin Convention Center is located at 500 East Cesar Chavez Street. TCCTA has arranged for shuttle service between the Convention Center and the hotels listed below.

<table>
<thead>
<tr>
<th>HOTEL ADDRESS</th>
<th>Single (1 person)</th>
<th>Double (2 persons)</th>
<th>Triple (3 persons)</th>
<th>Quad Parking*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hyatt Regency Hotel</td>
<td>$117</td>
<td>$117</td>
<td>$127</td>
<td>$127</td>
</tr>
<tr>
<td>208 Barton Springs Road</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Radisson Hotel and Suites</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
</tr>
<tr>
<td>111 East Cesar Chavez Street</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Omni Austin Hotel Downtown</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
<td>$115</td>
</tr>
<tr>
<td>700 San Jacinto Street</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Austin Marriott at the Capitol</td>
<td>$119</td>
<td>$119</td>
<td>$119</td>
<td>$119</td>
</tr>
<tr>
<td>701 East 11th Street</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Holiday Inn Town Lake</td>
<td>$99</td>
<td>$99</td>
<td>$99</td>
<td>$99</td>
</tr>
<tr>
<td>20 North Interstate 35</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sheraton Austin Hotel</td>
<td>$109</td>
<td>$109</td>
<td>$129</td>
<td>$139</td>
</tr>
<tr>
<td>500 North Interstate Highway 35</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>La Quinta—Capitol</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
</tr>
<tr>
<td>300 East 11th Street</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Daily parking rates are for self-service parking; valet parking is at a higher rate. No parking charge for registered guests at the Hyatt Regency, Holiday Inn, or La Quinta—Capitol. All participating hotels are on the Capital Metro shuttle route, providing complimentary transportation between the hotels and the Austin Convention Center.

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 be by cash or traveler's checks. Credit information will be required at time of check-in. Hotels will not accept personal or institutional checks unless definite arrangements are made with the Credit Department at time of check-in.

TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION

53rd Annual Convention — Austin, Texas — March 2-4, 2000

HOTEL RESERVATION FORM

MAIL TO: Convention Housing Bureau
201 East 2nd Street
Austin, Texas 78701

OR FAX: (512) 583-7283

OR REGISTER ONLINE: www.austin360.com/acvb/housing/tccta.html

HOTEL CHOICES:

1st Choice: 
2nd Choice: 
3rd Choice: 

ARRIVAL DATE: March ____ HOUR: ______ M. 
DEPARTURE DATE: March ____

CONFIRMATION will be made by hotel. CANCELLATION: Notify Convention Bureau of changes and cancellations up to Feb. 10. After Feb. 10, make cancellations and changes directly with hotel. All reservations subject to availability.

CONFIRM RESERVATIONS TO: Name 
College or Company Name 
Address 

ROOM(S) WILL BE OCCUPIED BY: 
Name (please print) 
Address 

ACCOMMODATIONS DESIRED: (Room type requested is not guaranteed.)

___ Single Room(s) (1 room, 1 person, 1 bed) 
___ Double Room(s) (1 room, 2 persons, 1 bed) 
___ Double/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) 
___ One Bedroom and Parlor (Suite) 
___ Two Bedrooms and Parlor (Suite)

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 

Phone: A/C Fax: A/C
See the best in Business & Economics.

Contact your South-Western Sales Rep!

Come see us at Booths 13-26!

Use our online Sales Rep Finder at www.swcollege.com
TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION

CODE OF PROFESSIONAL ETHICS
(Revised February 20, 1997)

Professional Educators affirm the inherent worth and dignity of all persons and the right of all persons to learn. Learning best occurs in an environment devoted to the pursuit of truth, excellence, and liberty. These flourish where both freedom and responsibility are esteemed.

In order to express more adequately the affirmation of our professional responsibilities, we, the members of the Texas Community College Teachers Association, do adopt, and hold ourselves and each other subject to, the following Code of Professional Ethics:

The Professional Educator shall treat all persons with respect, dignity, and justice, discriminating against no one on any arbitrary basis such as ethnicity, creed, gender, disability, or age.

The Professional Educator shall strive to help each student realize his or her full potential as a learner and as a human being.

The Professional Educator shall by example and action encourage and defend the unfettered pursuit of truth by both colleagues* and students, supporting the free exchange of ideas, observing the highest standards of academic honesty and integrity, and seeking always an attitude of scholarly objectivity and tolerance of other viewpoints.

The Professional Educator shall work to enhance cooperation and collegiality among students, faculty, administrators, and other personnel.

The Professional Educator shall recognize and preserve the confidential nature of professional relationships, neither disclosing nor encouraging the disclosure of information or rumor which might damage or embarrass or violate the privacy of any other person.

The Professional Educator shall maintain competence through continued professional development, shall demonstrate that competence through consistently adequate preparation and performance, and shall seek to enhance that competence by accepting and appropriating constructive criticism and evaluation.

The Professional Educator shall make the most judicious and effective use of the college's time and resources.

The Professional Educator shall fulfill the employment agreement both in spirit and in fact, shall give reasonable notice upon resignation, and shall neither accept tasks for which he or she is not qualified nor assign tasks to unqualified persons.

The Professional Educator shall support the goals and ideals of the college and shall act in public and private affairs in such a manner as to bring credit to the college.

The Professional Educator shall not engage in sexual harassment of students or colleagues and shall adhere to the college's policy on sexual conduct.

The Professional Educator shall observe the stated policies and procedures of the college, reserving the right to seek revision in a judicious and appropriate manner.

The Professional Educator shall participate in the governance of the college by accepting a fair share of committee and institutional responsibilities.

The Professional Educator shall support the right of all colleagues to academic freedom and due process and defend and assist a professional colleague accused of wrongdoing, incompetence, or other serious offense so long as the colleague's innocence may reasonably be maintained.

The Professional Educator shall not support a colleague whose persistently unethical conduct or professional incompetence has been demonstrated through due process.

The Professional Educator shall accept all rights and responsibilities of citizenship, always avoiding use of the privileges of his or her public position for private or partisan advantage.

*In this Code the term "colleague" refers to all persons employed by colleges in the educational enterprise.
Charles Burnside, executive director of the Texas Community College Teachers Association, has announced his retirement, effective March 31, 2001. Appointed in 1973, Mr. Burnside is the only person to have held the director's position.

In his more than quarter-century of service to TCCTA, Mr. Burnside has overseen the period of most dramatic growth in the Association's history. When the Executive Committee named him to the position, there was no state office, a meager operating budget, and an unencumbered fund balance of $9,000. Since that time, the organization has experienced enormous growth. Membership has nearly doubled, from 3,200 to 6,200; its annual budget has grown from $53,000 to $546,000; its fund balance has increased to almost $350,000.

During Mr. Burnside's tenure, the Association has experienced enormous growth. Membership has nearly doubled, from 3,200 to 6,200; its annual budget has grown from $53,000 to $546,000; its fund balance has increased to almost $350,000.

In his role as executive director, Mr. Burnside's responsibilities include maintaining the state office of the Association, conducting its affairs in an efficient, business-like manner. He is responsible for providing staff support services to officers and committees of the Association and supervising the work of the state office staff. He manages the financial affairs of the Association. He is the central contact person for aggrieved teachers, providing them with information about pertinent Association policies and referring eligible members for legal consultation. He coordinates the efforts of the Executive Committee and the Membership Committee, and serves as general coordinator in developing, negotiating, and finalizing plans for the Association's annual convention.

"Charles Burnside possesses a unique combination of gifts, abilities, and experiences," notes TCCTA State President Richard Elam. "His eloquence as a writer and speaker is matched by his political acumen and attention to detail. Few people could manage so well the range and scope of responsibilities entrusted to him. Our profession is stronger and more effective because of his leadership, his skills, and his love of TCCTA."

Mr. Burnside expressed his respect—and his affection—for teachers in an address last year before the Association's Conference for Faculty Leaders, entitled "The Heart of a Teacher." He said, "You who know me know that I hold teachers in the very highest regard. I affirm today what I have said on countless occasions before: that teaching is the highest of all callings, the most honorable of all professions."

The Executive Committee has announced a search for an Executive Director. Expressions of interest, accompanied by complete résumés (including information concerning educational background, professional experience, unique qualifications, salary and benefits requirements, and names of references) should be sent by July 31, 2000, to:

Executive Director Screening Committee
Texas Community College Teachers Association
901 South MoPac Expressway
Building One, Suite 410
Austin, Texas 78746

The search is expected to be completed by Sept. 30.
PRESIDENT’S MESSAGE

Kindling.

Lately, I’ve wondered when I lost it, that love of teaching. Why do the enlightened times in class come less frequently? Why are class discussions only prompted by questions I ask, not by questions the students want answered? Where is their enthusiasm for learning, and mine for teaching? These questions have been nagging at my brain for some time now. I sometimes think it’s them; I sometimes resign myself to my own complicity. Perhaps this deficiency on my part is simply symptomatic of my aging, or the fact that I have taught these same things for so long, or a stressful life in other areas not related to the classroom.

On the other hand, there is definitely a change in the classroom. My students today, like most of yours, are probably interested in getting their degree at a minimal cost to themselves—in dollars, in time, and in energy. I frequently joke with them about being minimalists. They wish to know precisely what they have to study for an exam and, in many cases, will not crack the textbook unless specifically asked to do so. My use of modern techniques, such as PowerPoint only provides them an easy way to take notes without having to listen too carefully.

Recently, my wife, Pam, and I have been having discussions about some of these changes. Her own experiences as a high school choral director have led her to the conclusion that students find it harder now to commit themselves to anything. What is important is not school, or organizations, or even work. The most critical thing in their lives seems to be relationships. She had one experience of calling down a student for talking in class only to have the student indicate that her conversation was more important than my wife’s need for quiet. My wife believes that the student did not intend to be rude, she was just focusing on what really mattered in her world. The reason for this is no doubt complex. We have batted around the table our own theories. Pam suggested that the spate of school murders has prompted teens to subconsciously react by holding onto friendships dear before they are taken away. Another sure problem is the fractured nature of families today and the difficulty of coping for many young people. One wonders if the technologically driven society we have created has hidden costs we can only guess at in terms of internal needs.

So, I come full circle, back to my earlier dilemma. Are the students today disinterested because we are trying to put “new wine in old wineskins”? Should I totally change my techniques to meet media driven youth? Or should I just recognize that education is not very important to them and focus my attention on those few who are still with me mentally? In the end, I have to conclude that changing attention on those few who are still with me makes no difference. The spark I need (and you, as well, I hope) to help me rekindle those fires is not very important to them and focus my efforts on what really mattered in her world. The blaze I make will be a small one, but maybe—it may—can remain a steady warmth in years ahead.

TCCTA offers the opportunity for many of us to rekindle those fires. I appreciate the times I share with others in the community college setting and I am bolstered by the realization that my situation is far from unique. I believe that our association can make a difference to the state—not only in promoting high standards of academic achievement and teaching...not only in providing professional development opportunities...not only in being a powerful voice in addressing both the legislature and other state agencies...not only in providing much needed benefits—but also, most importantly, in providing the spark I need (and you, as well, I hope) to help me challenge both myself and my students.

I expect a fruitful year. Come join me.

Richard Elam

RICHARD ELAM
President

CHARLES BURNSIDE
Executive Director

RICHARD MOORE
Associate Executive Director

TCCTA Conference
Plan to Attend
21st Annual
2000
TCCTA Conference
for Faculty Leaders
Austin
October 13-14, 2000

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 college issues. 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 or 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. Author 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, and 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, 901 MoPac Expressway South, Building 1, Suite 410, Austin, Texas 78745-5747. Authors should retain copies of their manuscripts for their files.
April 28, 2000

Officers, Members, and Friends of the Texas Community College Teachers Association

When I accepted the appointment to my present position, in August 1973, it never occurred to me that I would serve our Association for the next 27 years; nor could I have imagined then that the years would be filled with such a large number and wide variety of challenges and opportunities; and, in 1973, the thought didn’t enter my mind that during the next three decades I would meet literally thousands of persons and form hundreds of enduring, treasured friendships.

With the strong and courageous leadership of state presidents and other officers, with the diligent and tireless work of hundreds of committee members, and with the unsparing efforts of campus representatives through all these years, our Association has grown and matured into a nationally-recognized and highly-regarded professional organization. Membership has almost doubled, from 3,200 to 6,200; the Association’s annual budget has increased tenfold, from $53,000 to $546,000; the unencumbered fund balance has grown from $9,000 to almost $350,000.

Infinitely more important than statistical, quantitative gains has been the level of respect earned by the Association in the eyes of its members, faculty and administrative leaders at colleges across the state, and officials in agencies of Texas state government. By ardently pursuing positive and constructive goals and by steadfastly telling the truth and dealing honestly with everyone, leaders of the Association have earned—and jealously guarded—the organization’s reputation for integrity and discretion. The Association has achieved proper recognition as the willing and vigorous defender of academic freedom and as the champion of the dual concepts of faculty rights and professional responsibilities.

I have been especially privileged to enjoy the loyal support and warm friendship of my eminently able and unceasingly industrious staff colleagues, Richard Moore and Carol Fricke.

I have been honored to work closely and successfully with all who have shared our vision and goals, and I have been proud to devote well over half of my adult life to the service of an organization which I continue to hold in the highest possible regard.

When I accepted the appointment to my present position, in August 1973, it never occurred to me that I would serve our Association for the next 27 years; nor could I have imagined then that the years would be filled with such a large number and wide variety of challenges and opportunities; and, in 1973, the thought didn’t enter my mind that during the next three decades I would meet literally thousands of persons and form hundreds of enduring, treasured friendships.

With the strong and courageous leadership of state presidents and other officers, with the diligent and tireless work of hundreds of committee members, and with the unsparing efforts of campus representatives through all these years, our Association has grown and matured into a nationally-recognized and highly-regarded professional organization. Membership has almost doubled, from 3,200 to 6,200; the Association’s annual budget has increased tenfold, from $53,000 to $546,000; the unencumbered fund balance has grown from $9,000 to almost $350,000.

Infinitely more important than statistical, quantitative gains has been the level of respect earned by the Association in the eyes of its members, faculty and administrative leaders at colleges across the state, and officials in agencies of Texas state government. By ardently pursuing positive and constructive goals and by steadfastly telling the truth and dealing honestly with everyone, leaders of the Association have earned—and jealously guarded—the organization’s reputation for integrity and discretion. The Association has achieved proper recognition as the willing and vigorous defender of academic freedom and as the champion of the dual concepts of faculty rights and professional responsibilities.

Charles L. Burnside
Executive Director
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Community College</td>
<td>0.0462</td>
<td>41</td>
<td>0.1116</td>
<td>28</td>
<td>0.10591</td>
</tr>
<tr>
<td>Alvin Community College</td>
<td>0.2051</td>
<td>1</td>
<td>0.1845</td>
<td>12</td>
<td>0.2389</td>
</tr>
<tr>
<td>Amarillo College</td>
<td>0.1306</td>
<td>14</td>
<td>0.1474</td>
<td>22</td>
<td>0.15325</td>
</tr>
<tr>
<td>Angelina College</td>
<td>0.0598</td>
<td>36</td>
<td>0.10108</td>
<td>31</td>
<td>0.1052</td>
</tr>
<tr>
<td>Austin Community College</td>
<td>—</td>
<td>—</td>
<td>0.0466</td>
<td>46</td>
<td>0.05</td>
</tr>
<tr>
<td>Blinn College</td>
<td>0.0435</td>
<td>42</td>
<td>0.0443</td>
<td>47</td>
<td>0.0611</td>
</tr>
<tr>
<td>Brazosport College</td>
<td>0.079</td>
<td>30</td>
<td>0.0725</td>
<td>39</td>
<td>0.07625</td>
</tr>
<tr>
<td>Central Texas College</td>
<td>0.167</td>
<td>5</td>
<td>0.17</td>
<td>16</td>
<td>0.149</td>
</tr>
<tr>
<td>Cisco Junior College</td>
<td>0.145</td>
<td>9</td>
<td>0.20</td>
<td>6</td>
<td>0.1838</td>
</tr>
<tr>
<td>Clarendon College</td>
<td>0.1653</td>
<td>6</td>
<td>0.18803</td>
<td>10</td>
<td>0.18324</td>
</tr>
<tr>
<td>Coastal Bend College</td>
<td>0.1545</td>
<td>7</td>
<td>0.1479</td>
<td>21</td>
<td>0.1416</td>
</tr>
<tr>
<td>College of the Mainland</td>
<td>0.1078</td>
<td>18</td>
<td>0.1734</td>
<td>15</td>
<td>0.21576</td>
</tr>
<tr>
<td>Collin County Comm. College</td>
<td>—</td>
<td>—</td>
<td>0.09855</td>
<td>36</td>
<td>0.09672</td>
</tr>
<tr>
<td>Dallas County Comm. College</td>
<td>0.0422</td>
<td>43</td>
<td>0.05206</td>
<td>45</td>
<td>0.05</td>
</tr>
<tr>
<td>Del Mar College</td>
<td>0.09716</td>
<td>22</td>
<td>0.18566</td>
<td>11</td>
<td>0.22046</td>
</tr>
<tr>
<td>El Paso Community College</td>
<td>0.05273</td>
<td>37</td>
<td>0.10057</td>
<td>32</td>
<td>0.110751</td>
</tr>
<tr>
<td>Frank Phillips College</td>
<td>0.18</td>
<td>2</td>
<td>0.197</td>
<td>9</td>
<td>0.20919</td>
</tr>
<tr>
<td>Galveston College</td>
<td>0.0802</td>
<td>23</td>
<td>0.1775</td>
<td>14</td>
<td>0.1978</td>
</tr>
<tr>
<td>Grayson County College</td>
<td>0.0756</td>
<td>28</td>
<td>0.10186</td>
<td>30</td>
<td>0.10311</td>
</tr>
<tr>
<td>Hill College</td>
<td>0.079</td>
<td>25</td>
<td>0.0777</td>
<td>38</td>
<td>0.0767</td>
</tr>
<tr>
<td>Houston Community College</td>
<td>—</td>
<td>—</td>
<td>0.05868</td>
<td>43</td>
<td>0.05893</td>
</tr>
<tr>
<td>Howard College</td>
<td>0.14</td>
<td>10</td>
<td>0.20</td>
<td>6</td>
<td>0.2585</td>
</tr>
<tr>
<td>Kilgore College</td>
<td>0.0518</td>
<td>38</td>
<td>0.153</td>
<td>20</td>
<td>0.1689</td>
</tr>
<tr>
<td>Laredo Community College</td>
<td>0.1093</td>
<td>17</td>
<td>0.16479</td>
<td>17</td>
<td>0.1642</td>
</tr>
<tr>
<td>Lee College</td>
<td>0.06306</td>
<td>32</td>
<td>0.1796</td>
<td>13</td>
<td>0.1986</td>
</tr>
<tr>
<td>McLennan Community College</td>
<td>0.0695</td>
<td>31</td>
<td>0.06997</td>
<td>40</td>
<td>0.13553</td>
</tr>
<tr>
<td>Midland College</td>
<td>0.102</td>
<td>19</td>
<td>0.1079</td>
<td>29</td>
<td>0.1633</td>
</tr>
<tr>
<td>Navarro College</td>
<td>0.136</td>
<td>13</td>
<td>0.12</td>
<td>27</td>
<td>0.12773</td>
</tr>
<tr>
<td>North Central Texas College</td>
<td>0.077</td>
<td>26</td>
<td>0.1304</td>
<td>25</td>
<td>0.1011</td>
</tr>
<tr>
<td>N. Harris Mont. Comm. Coll.</td>
<td>0.08</td>
<td>24</td>
<td>0.099</td>
<td>35</td>
<td>0.1174</td>
</tr>
<tr>
<td>Northeast Texas Comm. College</td>
<td>—</td>
<td>—</td>
<td>0.10</td>
<td>33</td>
<td>0.10</td>
</tr>
<tr>
<td>Odessa College</td>
<td>0.1109</td>
<td>16</td>
<td>0.1984</td>
<td>8</td>
<td>0.1984</td>
</tr>
<tr>
<td>Panola College</td>
<td>0.0734</td>
<td>29</td>
<td>0.13975</td>
<td>24</td>
<td>0.140417</td>
</tr>
<tr>
<td>Paris Junior College</td>
<td>0.14</td>
<td>10</td>
<td>0.1408</td>
<td>23</td>
<td>0.1664</td>
</tr>
<tr>
<td>Ranger College</td>
<td>0.17</td>
<td>4</td>
<td>0.2155</td>
<td>4</td>
<td>0.24</td>
</tr>
<tr>
<td>San Jacinto College</td>
<td>0.10</td>
<td>20</td>
<td>0.10</td>
<td>33</td>
<td>0.11</td>
</tr>
<tr>
<td>South Plains College</td>
<td>0.128</td>
<td>15</td>
<td>0.231</td>
<td>2</td>
<td>0.3481</td>
</tr>
<tr>
<td>South Texas Comm. College</td>
<td>—</td>
<td>—</td>
<td>0.092</td>
<td>40</td>
<td>—</td>
</tr>
<tr>
<td>Southwest Texas Junior College</td>
<td>0.0352</td>
<td>44</td>
<td>0.04</td>
<td>48</td>
<td>0.05</td>
</tr>
<tr>
<td>Tarrant County College</td>
<td>0.05171</td>
<td>39</td>
<td>0.05651</td>
<td>44</td>
<td>0.10641</td>
</tr>
<tr>
<td>Temple College</td>
<td>0.15</td>
<td>8</td>
<td>0.204</td>
<td>5</td>
<td>0.1934</td>
</tr>
<tr>
<td>Texarkana College</td>
<td>0.14</td>
<td>10</td>
<td>0.0865</td>
<td>37</td>
<td>0.0834</td>
</tr>
<tr>
<td>Trinity Valley Comm. College</td>
<td>0.05705</td>
<td>35</td>
<td>0.0615</td>
<td>42</td>
<td>0.0645</td>
</tr>
<tr>
<td>Tyler Junior College</td>
<td>0.06</td>
<td>33</td>
<td>0.1223</td>
<td>26</td>
<td>0.1223</td>
</tr>
<tr>
<td>Vernon Regional Junior College</td>
<td>0.1782</td>
<td>3</td>
<td>0.22646</td>
<td>3</td>
<td>0.26457</td>
</tr>
<tr>
<td>The Victoria College</td>
<td>0.0924</td>
<td>21</td>
<td>0.1546</td>
<td>19</td>
<td>0.1394</td>
</tr>
<tr>
<td>Weatherford College</td>
<td>0.0515</td>
<td>40</td>
<td>0.0629</td>
<td>41</td>
<td>0.125</td>
</tr>
<tr>
<td>Western Texas College</td>
<td>0.077</td>
<td>26</td>
<td>0.2908</td>
<td>1</td>
<td>0.3143</td>
</tr>
<tr>
<td>Wharton County Junior College</td>
<td>0.0587</td>
<td>34</td>
<td>0.16395</td>
<td>18</td>
<td>0.15635</td>
</tr>
</tbody>
</table>

**Total**   | **Average**  | 0.09895 | 0.13451 | 0.14684 | +48.4% |

|$203,764,542,792| $370,716,312,336| $7,682,000,000|

**NOTES:** Austin Community College and Houston Community College did not levy ad valorem taxes in 1983-84. Collin County Community College and Northeast Texas Community College opened in 1985; South Texas Community College was established in 1993 and created a taxing district in 1995.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Immunity Colleges of Texas Community College Teachers Association</td>
<td>$560,181,640</td>
<td>$586,075,659</td>
<td>+208.7%</td>
<td>+471.047,332</td>
<td>+205.5%</td>
<td>+76.7%</td>
</tr>
<tr>
<td>$110,018,430</td>
<td>$129,550,184</td>
<td>$17,531,754</td>
<td>+120.0%</td>
<td>+471.047,332</td>
<td>+205.5%</td>
<td>+76.7%</td>
</tr>
<tr>
<td>$471,047,332</td>
<td>$586,075,659</td>
<td>$115,028,327</td>
<td>+231.1%</td>
<td>+471.047,332</td>
<td>+205.5%</td>
<td>+76.7%</td>
</tr>
</tbody>
</table>

**IMMUNITY COLLEGES - ESSED VALUATIONS**

- **April 2000**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$3,496,383,911</td>
<td>$4,389,615,504</td>
<td>$993,231,593</td>
<td>28.6%</td>
</tr>
<tr>
<td>2</td>
<td>$2,196,601,372</td>
<td>$2,715,581,036</td>
<td>$518,979,664</td>
<td>23.5%</td>
</tr>
<tr>
<td>3</td>
<td>$1,754,731,049</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>4</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>5</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>6</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>7</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>8</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>9</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
<tr>
<td>10</td>
<td>$1,750,731,048</td>
<td>$2,080,660,287</td>
<td>$325,929,238</td>
<td>19.1%</td>
</tr>
</tbody>
</table>

**BEST COPY AVAILABLE**

[533,077,621] $289,990,901,005 +159.6% [577,785,781] $10,603,847,691 +129.0%
“The Courage to Teach”

BY

JOHN VALENZANO
TEXAS REGIONAL PRESIDENT
PHI THETA KAPPA

[Editor's note: Following are remarks by John Valenzano, Texas Regional President of Phi Theta Kappa, at the 53rd Annual Convention of the Texas Community College Teachers Association.]

I want to thank you for your warm welcome. It is indeed an honor and a privilege to have the opportunity to address you tonight. I speak to you tonight not only as a student and a Member of Phi Theta Kappa, but also as a teacher. I have been an instructor at the Art Institute of Houston for two years and I feel that that experience, along with several years of education at the two- and four-year college levels, gives me a unique perspective on your convention theme this year.

While being in the position to speak with you tonight might suggest that I have gained some high academic status, I assure you that was not always the case. In fact, I was an extremely unmotivated student at the high school level and for sometime thereafter. I graduated from an upper-middle class high school in an upper-middle class town and certainly had the chance at an upper-middle class education. Unfortunately, I didn't know then what I do now: the importance of education. I graduated with a 2.7 grade point average, and can really only claim that it was the policy at that time in the state of Michigan to round hundredths of a point up to the nearest tenth. In actuality, my 2.67 GPA was enough for me to get accepted to Western Michigan University, but my academic troubles just continued to grow.

I changed my major twice while at WMU because I felt some of the prerequisite classes were just too hard. Mathematics and history were absolutely my worst subjects. I was invited to leave the university after my sophomore year and was promptly cut off from any financial assistance by an extremely angry father. I pursued my new found personal freedom by running through various menial jobs, working for minimum wage, doing anything I could to get by. I ended up accepting a position as a disk jockey in a local nightclub that paid a whopping five dollars per hour. After a year and a half doing just that in Michigan, I moved to Texas and found employment at various clubs in the Houston area.

After about six years in the business, the lights and loud music lost their glamour. I needed to make a change. I enrolled in Houston Community College and decided to study the graphic arts, not because I was necessarily interested in designing cereal boxes or shopping bags, but because the Associate in Applied Science program didn't require me to take any history classes and a natural science class could substitute for the only required math class. As I was never much of a student, I decided to enroll only part-time to ease my academic workload.

What I realized after my first semester at HCC was that I had found my niche. At Western Michigan, most of my freshman and sophomore classes were taught by teaching assistants in large auditoriums, providing for little teacher-student interaction and creating a sense that I was just a number. My new start at the community college level showed me an entirely new world. It was rare for any of my classes to have more than 20 students enrolled and they were all taught by full-time, knowledgeable instructors who went out of their way to create a nurturing environment. The fact that I started receiving an on every assignment gave me the confidence I needed to try my luck as a full-time student. I was hooked.

It was shortly after that, while walking the halls between classes, that I found something new. I poked my head into a classroom where a student had something so cool on his screen that I just had to see it for myself. Three-dimensional computer animation. It was something I had seen in the movies, but could just never imagine creating myself. But what I saw that day convinced me that I really wanted that degree, as well. I decided to complete a double major and graduated with honors in May of 1997 with two Associates in Applied Science degrees. The As never stopped coming and I didn't seem to mind the extra work it took to get them. I guess it's amazing how much more seriously you take things when you're spending your own money.

By this time I was going to school full-time and serving as an officer in my college's Phi Theta Kappa chapter. I discovered that I wasn't alone in choosing to return to school after a six-year hiatus. This organization gave me a new view of education. Before, it was just a means to an end; it became my life's pursuit. I started to take classes in a variety of subjects just because they interested me. I found myself enrolled in art classes and sign language classes, yes, even history classes.

It might seem surprising that a subject that was one of the most difficult in high school is now the focus of my new major. I owe a debt of gratitude to one history professor in this room who completely changed my outlook on traditional academics and is now providing me the opportunity to study historical at a level of detail that cannot be provided by any one class or text book, and for that I thank her. For all you math instructors here tonight, I'm afraid I'm still a bit ambivalent towards that subject. I'm sure that some of you will try to change my mind about that before I leave.

Regardless, I am oh so glad that I had the courage to go back to school, the courage to try new subjects and, yes, the courage to succeed. But "The Courage to Teach." What a fitting topic for this conference. I know that many of you have
experienced cutbacks in your department budgets and, let's face it, no one in this room got into this line of work for the money. It's unfortunate that society doesn't place the same emphasis on teacher salaries that it does on athletes, computer gurus and plastic surgeons.

I remember once when I was a high school freshman, we were encouraged to choose two or three careers that we found interesting and then learn about the kinds of classes required to prepare us to enter those fields. I, like many of my classmates, focused on the ones that paid a lot of money. Biomedical technicians, the people who make the artificial hearts, averaged something like $200,000—so I listed that as one of my possibilities. Unfortunately, a large number of math classes were required for that program, and I eventually dropped it from my list. I remember clearly that out of approximately 30 students, none chose to be a teacher.

Yet here all of you are. By choice or circumstance you all share the responsibility of shaping and empowering tomorrow's graphic designers, biomedical technicians and even teachers. That is an awesome task. Especially now as we enter the new millennium, with school shootings and violence an everyday presence on high schools and college campuses across the country, you're still there each day, teaching, nurturing and empowering. Fifteen years ago, I would never have understood why. Now perhaps I do.

After working for two years at NASA as a trainer and software developer, I took a position in the private sector in technical training, this time creating multimedia programs for the oilfield business. I was also offered a position as an adjunct faculty member at the Art Institute of Houston. I was hired to teach programs and skills I knew well from my experience at NASA and a few more as a freelance designer. So I went in for my first night of teaching with all the confidence and gusto imaginable. I guess I romanticized the job just a bit. I felt I was ready to face a room full of students, eager to learn and soak up every bit of knowledge I had to give. Needless to say, I was in for a bit of a shock. Most of the students didn't want to be there. They were complacent and comfortable in being C students, but then there were Ryan and his like who wanted to learn and achieve more. I was pleased to give Ryan an A that quarter. I don't give out a lot of those. I require my students to show a bit more initiative to receive that grade.

For that particular class I gave out two As, an assortment of Bs and Cs, and 3 Fs. I made a promise to every student at the beginning of the quarter that if they just managed to show up and be attentive every night for 11 weeks and do the bare minimum of work required, they would be guaranteed a C. Some couldn't manage even that. And for those three Fs, I felt as if I had failed and was discouraged. But the work of Ryan and students like him showed me that there are some who really want to learn the material the course offers—and having mastered it, to learn more. Sure, the extra money is great, but it's students like Ryan that keep me there.

Ryan will graduate next fall with honors and I am so proud to have been able to teach him. He'll probably go on to bigger and better things than I have. But I don't mind. I think I get it now. I think I understand why you do what you do, why you put up with the low pay and the prima donnas. It's the difference you make in your students, isn't it? The ones you reached last year, the ones you're starting to reach now and the ones you hope to reach tomorrow.

I used to laugh at the joke "Those who can, can. Those who can't, teach." Not anymore. I know I can and I choose to teach. I can't do it full-time like most of you, but I'll give it the time I have. I will continue making a difference, if only one student at a time.

John W. Schlatter once said,

"I am a teacher. I was born the first moment a question leaped from the mouth of a child. Throughout the course of a day I have been called upon to be an actor, friend, nurse and doctor, coach, finder of lost articles, moneylender, taxi driver, psychologist, substitute parent, salesman, politician, and a keeper of the faith. I am the most fortunate of all who labor. And who do I have to thank for this wonderful life I am so fortunate to experience? The parents who entrust to me their greatest contribution to eternity, their children. I have a past that is rich in memories. I have a present that is challenging, adventurous and fun because I am allowed to spend my days with the future. I am a teacher. And I thank God for it every day."

I understand it now. It's more than money or summers off. It's more than prime parking spots on campus. It's more than free coffee and small, cramped, book-filled offices. It's about the light in a student's eyes when she first gets "it." It's about when he understands what you're saying and drives you crazy with questions, wanting to know more. It's about having the ability to shape tomorrow. I thank you for having "The Courage to Teach" and I thank you for letting me speak about it here tonight.
THE CHARLES L. BURNSIDE SCHOLARSHIP was awarded to Erin Simpson, a student at Amarillo College. Begun in 1999, this annual award recognizes leadership and scholastic achievement in community college students.

THIS YEAR TCCTA HOSTED its 53rd annual convention. More than 3,000 members, exhibitor representatives, guests, and program participants registered for the three day meeting at the Austin Convention Center.

PHI THETA KAPPA Regional President John Valenzano, left, addressed the General Session Thursday evening. THIS YEAR'S CONVENTION THEME, center, was "The Courage to Teach." The General Session featured an address by management consultant and motivational speaker James Melton. STATE SENATOR Teel Bevins, right, was recognized TCCTA Outstanding Legislator. A reception following the general session was held in his honor.

NOTED AUTHORS, textbook representatives, and financial planners were among those featured in more than 120 exhibit booths as part of the 53rd annual TCCTA convention. TEXAS COMMUNITY COLLEGE TEACHERS ASSOCIATION State President Deann Merchant, Amarillo College, recognized Patsy Goss, San Jacinto College-Central Campus (right) for her years of service on the association's Executive Committee.
NOTICE

Reproduction Basis

This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.

This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").

EFF-089 (3/2000)