



should please the custodial staff. Interestingly, Dr. Williams pointed out something he has learned in his short tenure, something that the Federation has long known, the pride and dedication to the job that the custodians bring to the college. Like Shugart, Williams wants employees to know the rules, be treated fairly, and enjoy working here, and he is interested in removing barriers to those goals.

Alan Hall

### APPOINTMENT TO "PROFESSOR" ADVOCATED

At many colleges and universities across this nation faculty members are appointed to a "rank system." Typical "rank" begins with an initial appointment to "Instructor," moves through "Assistant Professor" and tops out at "Professor." In order to move through the ranks, one must meet specific eligibility requirements. These eligibility requirements include recent publications, grant awards, recommendations by Department and Division Chairs, community service, favorable student evaluations, and most notable, time in service. At most community colleges, the most important criterion for eligibility for promotion to the next rank is time in service. This "rank system" is often linked to salary ranges.

At NHMCCD we do not have a "rank system." Full time faculty are appointed as "Instructors" and retain this title regardless of years in service. Salary ranges are not linked to this title but are largely determined by years of service.

As a teaching professional with nearly eighteen years experience at the community college level, I am professionally embarrassed with the title of "Instructor" when I meet with business and community leaders. The title of "Instructor" carries with it the image that we are relatively new faculty members on annual appointment with little teaching experience and knowledge of the educational system and have yet to demonstrate our value to the institution.

I would like to see the appointment of all full time faculty members on multiple year contracts at NHMCCD to "Professor" effective in the 1993-1994 academic year. This proposed title change would not be linked to salary ranges and is a "no cost" item to the District. The appointment to "Professor" would promote a greater image to our communities, a higher self-esteem within the community, and would eliminate the stigma associated with the rank of "Instructor." I have discussed this proposal with Chancellor Pickelman and he responded favorably.

I urge you to contact your Compensation Committee representative and support the title change from "Instructor" to "Professor" for all full time faculty members on multiple year contracts.

Terry Sawma  
Faculty Senate President, Kingwood College  
Instructor, Biology and Biotechnology

## ORP AND THE SUNSET COMMITTEE

I received a call on Friday, October 23 from Walter Hinojosa, the union's legislative director in Austin, about a staff report to the Texas Sunset Advisory Committee. The staff report recommends abolishing the Optional Retirement System (ORP) in Texas. Current participants in ORP would be grandfathered under the proposal, but no new enrollments would be allowed.

The bases for the recommendation include fairness and financial savings. When ORP was created by the legislature, the Teachers Retirement System (TRS) vesting period was ten years but was later reduced to five years. ORP vesting occurs after one year, which makes the plan more portable for employees who wish to move to another state. An advisory staff concern is that ORP participants have vesting and withdrawal advantages over TRS participants. TRS participants are not eligible for retirement benefits until they have worked for five years, and cannot receive benefits until reaching retirement age, while ORP members may withdraw both member and state contributions plus interest after one year. TRS members who leave state employment and withdraw funds before retirement age forfeit all but their individual contributions plus 5%.

In 1991, the state reduced its contribution to ORP from 8.5% to 7.31%, but allowed universities and community colleges to restore the 1.19% difference if they so choose. NHMCCD has elected to make this contribution along with half the state's community colleges and all senior colleges and universities. The Sunset staff points out that abolishing ORP would create a savings for the state's colleges and universities who choose to supplement. The cost for the supplement was \$14,876,019 in 1991. In addition, the staff points out that TRS members do not have access to the 1.19% supplement.

The union's concern over abolishing ORP is that ORP has been helpful in recruiting talented faculty to Texas, a point recognized by the Sunset staff. We also have a concern about future services for current ORP members should enrollment be prohibited. Will ORP providers maintain quality service for grandfathered ORP members if their market dries up? Moreover, the way to address inequities between ORP and TRS should not be to force employees into a weaker program. Perhaps improving TRS is the way to achieve equity.

When I heard from Walter Hinojosa regarding the staff recommendation to the Sunset Committee, I made some contacts, sent and received some quick faxes, and we put together testimony for Walter to deliver on behalf of the union to the Sunset Committee. He testified against the staff proposal on October 29.

The Federation will keep employees posted on this issue. In the meantime if you would like to express your opinion regarding ORP, you may contact a member of the Sunset Advisory Committee whose legislative district includes NHMCCD:

Senator Carl Parker  
3838 Chandelle  
Port Arthur, TX. 77642

Alan Hall



All faculty and staff can enjoy the benefits of association with other employees committed to making NHMCCD an excellent place to work and teach--and the benefits of strong legal and professional liability protection should you ever need them. If you agree with the stances we take on educational and workplace issues, then it's time for you to join the union. Monthly dues rates are \$19.85 for fulltime faculty, \$12.70 for fulltime staff and adjunct faculty, and \$9.60 for part-time staff. Discuss membership with Alan Hall, District President (443-5544, 353-8634); Marilyn Kron, District Staff President; or any other member (Tony Foster, Thelma Jones, Bob Locander, Mel McFadden, Greg Mitchell, Patricia Plunk, Allen Vogt, Steve Davis) of the Federation executive committee.

## AFT Salary Study Findings 1991 - 1992

Key: Bold type indicates states where there is no legal collective bargaining for teachers.

Rank	State	Average Salary	Rank	State	Average Salary
1	Connecticut	\$47,510	31	Texas **	29,719
2	Alaska	43,800	32	Georgia	29,539
3	New York	43,335	33	North Carolina	29,334
4	New Jersey	41,027	34	Iowa	29,196
5	Michigan	40,700	35	Kansas	29,101
6	California	40,425	36	Missouri	28,923
7	D.C.	39,673	37	Tennessee	28,621
8	Rhode Island	39,397	38	South Carolina	28,209
9	Maryland	39,073	39	Montana	27,590
10	Pennsylvania	38,715	40	West Virginia	27,366
11	Massachusetts	37,256	41	Nebraska	27,231
12	Nevada	36,989	42	Arkansas	27,168
13	Illinois	36,528	43	Alabama	26,954
14	Wisconsin	35,227	44	Utah	26,524
15	Washington	34,880	45	Oklahoma	26,514
16	Delaware	34,548	46	Louisiana	26,411
17	Hawaii	34,488	47	Idaho	26,345
18	Indiana	34,247	48	New Mexico	26,244
19	Oregon	34,101	49	North Dakota	24,495
20	Minnesota	33,700	50	Mississippi	24,368
21	Vermont	33,200	51	South Dakota	23,291
22	Ohio	33,198			
23	New Hampshire	33,170	U.S.	Average	34,213
24	Colorado	33,072			
25	Virginia	32,243	** Includes career ladder stipends		
26	Arizona	31,176	Source: American Federation of Teachers		
27	Florida	31,070	Department of Research		
28	Kentucky	30,880			
29	Wyoming	30,425			
30	Maine	30,097			