

President's Perspective

Great place to work:

Administrators constantly seek ways to improve work environment at University.

January Focus

Behind the scenes:

From basketball to concerts to banquets, the Ferrell Center staff can stage it all.

Academic Agenda

Carnegie listings:

Baylor's designation an important benchmark for institution's reputation.

Last Glance

Y2K and counting:

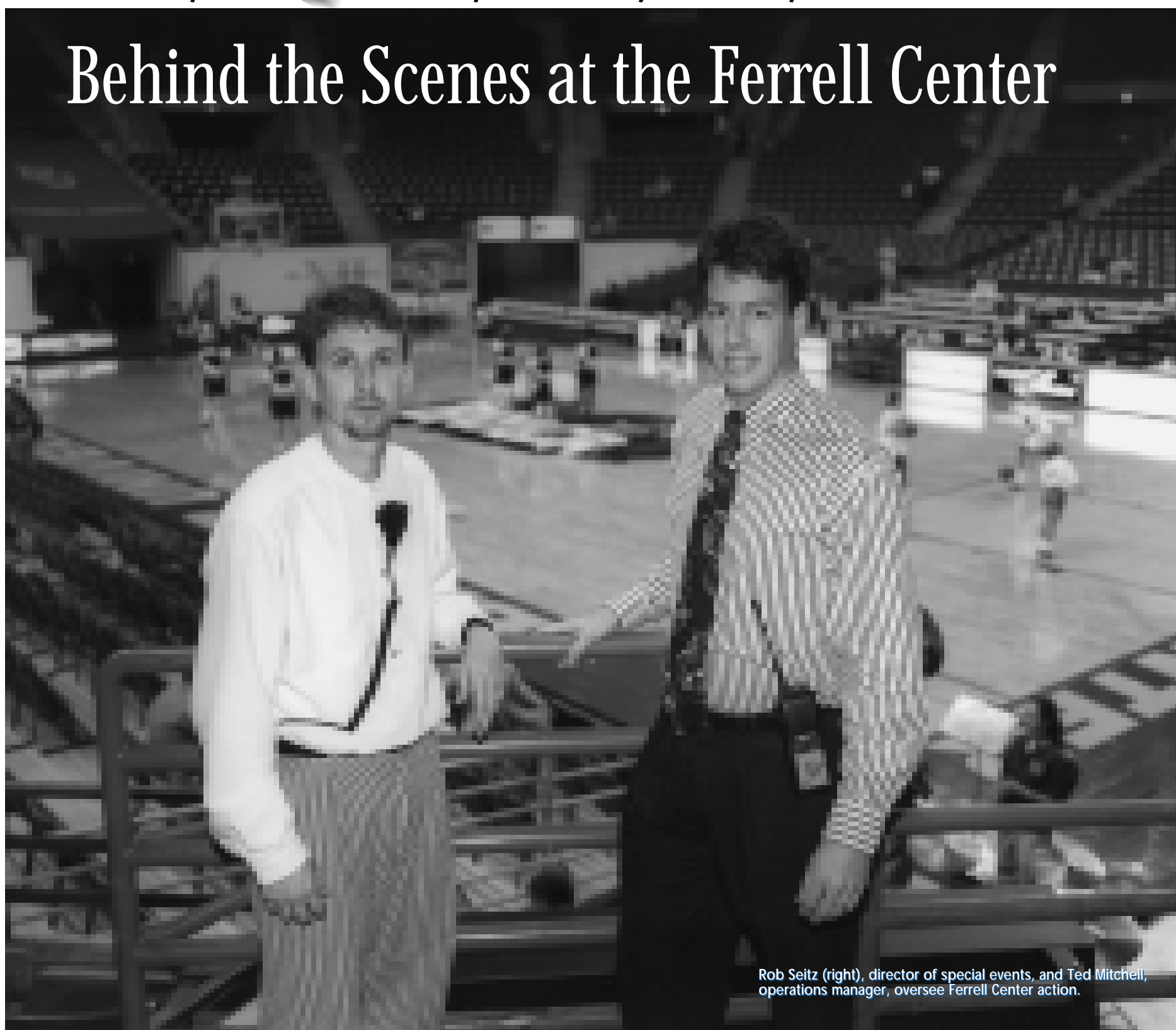
Are Baylor computers ready for the new millennium? Plus, test your own "bug" knowledge.

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BaylorNews

Monthly News for the Baylor University Community

Behind the Scenes at the Ferrell Center



Rob Seitz (right), director of special events, and Ted Mitchell, operations manager, oversee Ferrell Center action.

With precision planning, careful scheduling and a host of volunteers, anything is possible...on a good night.

By Kate Langston

It's 8:45 p.m. on a Friday night. A complete transformation must take place before the stroke of midnight, and there's not a fairy godmother in sight. Pre-Midnight Madness has begun.

Transforming the Ferrell Center from the Development Council banquet hall to the

Midnight Madness basketball arena in a matter of a few hours would seem to require nothing less than a miracle. But with the fine-tuned communication skills of Rob Seitz, director of special events at the Ferrell Center, and his staff, the evening's high-stressed transition was pulled off without a hitch — or even a magic wand.

Well, almost. There was the group of 180

eager basketball fans who somehow found their way into the arena before the midnight hour. The Ferrell Center staff simply promised T-shirts to the fans and ushered them out of harm's way. The crew then went back to work, as there were few moments to spare.

"That was definitely the tightest conversion

See "January Focus" on page 3

Chartered in 1845 by the Republic of Texas, Baylor University is the state's oldest continually operating institution of higher learning and is the largest Baptist university in the world. With almost 13,000 students and more than 600 full-time faculty, Baylor offers undergraduate, graduate and professional degrees through the College of Arts and Sciences, the Hankamer School of Business, the School of Education, the School of Music, the School of Nursing, the School of Engineering and Computer Science, the School of Law, the Graduate School and George W. Truett Theological Seminary. Baylor is consistently ranked among the top college values in the country by such publications as *Fisk Guide to Colleges*, *Princeton Review* and *Money* magazine.

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BAYLOR
UNIVERSITY

President's Perspective

Baylor seeks ways to be an even better place to work

Many people historically have regarded Baylor University as a great place to work. That fact is evidenced by the significant number of faculty and staff who have been at this institution for 20, 30, 40 and even 50 years or more. One of the more important issues that we are addressing at the administrative level is how to make Baylor an even better place to work.

I believe there are at least three reasons to support this objective.

First, as a Christian institution we should strive to treat our faculty and staff as people who are created in the image of God and who have value as individuals. Does that mean we never have conflict? Of course not. But as an institution our policies and programs should, insofar as possible, reflect an emphasis on the value of each individual faculty and staff member.

Second, the more that our faculty and staff feel appreciated and valued, the better job we will do in meeting the needs of our students. I believe that students benefit from being around professors and staff members who are enthusiastic about their work. Thus, we can better serve our students by ensuring that our faculty and staff are appreciated.

Finally, we must ensure that Baylor is a great place to work because fulfilled faculty and staff are more effective. We can accomplish more as an institution when we are doing our best work.

In recent months, we have undertaken

several new programs, events and emphases to contribute to the effort to make Baylor a better place to work. Examples include last month's faculty-staff Christmas dinner at the Ferrell Center. It was an opportunity to celebrate the holidays and at the same time build camaraderie. It also was a showcase for our talented faculty, staff and students who provided the entertainment.

Bonding, team building

Staff participation in Diadeloso this past spring also provided an opportunity for bonding and team building. The University plans again this spring to encourage departments to allow as many staff as possible to take advantage of the afternoon activities that are associated with Diadeloso and to get out of the office to interact with our colleagues in a fun environment.

Other ways that we seek to foster camaraderie are by encouraging faculty and staff involvement in recreational activities such as ESP (Employee Sports Program), as well as service activities such as Santa's Workshop (and other projects led by Staff Council) and Steppin' Out.

Last fall we held for the first time a Staff Forum. While we have done this for faculty for a number of years, this new initiative allowed me an opportunity to share with our non-teaching staff a perspective on where we are headed as an institution and how they are playing an integral role in meeting our goals as an institution. The



President Robert B. Sloan Jr.

forum also provided an occasion for staff to ask questions and receive feedback. In the future we plan to have a fall and spring Staff Forum each year.

Certainly the expanded programs in professional development offered through the Office of Organizational Development also help equip us to do our jobs better and gain satisfaction from our work, as well as from our personal lives. There is gratification in possessing the tools we need to perform our responsibilities efficiently and effectively. In addition to the in-house programs provided through Organizational Development, this office awards staff development grants that allow individuals to attend conferences and seminars outside the University.

I encourage you to take advantage of the many opportunities to gain enjoyment and satisfaction from your work here at Baylor, and if you have suggestions for making the University a better place to work, please forward your ideas to Marilyn Crone, vice president for human resources. I know that she would be interested in hearing from you.

Regents OK Senior Lecturer, 2 New Programs

Designs for Discovery Center, expansion of science facilities also endorsed

At its November meeting, Baylor's Board of Regents approved a new faculty position of senior lecturer, eliminated 11 graduate programs and authorized two new academic programs.

The Board also endorsed architectural designs for the new Discovery Center and tennis complexes, and adopted a resolution authorizing the University to proceed with planning and fund-raising for expansion and renovation of science facilities.

Lecturers at Baylor now will be eligible for senior lecturer status after completing seven consecutive years of full-time service. The appointment will be contingent upon successful completion of a seventh-year review. Baylor currently has approximately 140 full-time lecturers who are appointed annually.

Important recognition

"The new senior lecturer designation is an important recognition for those who have served Baylor well and faithfully for many years," said Dr. Donald Schmeltekopf, provost and vice president for academic affairs. "In addition, the new position provides for two-year appointments rather than the current system of annual appointments."

Regents also approved the elimination of 11 graduate programs and authorized two new academic programs in the Hankamer School of Business.

Designated for elimination are the M.A. in anthropology; M.S. in environmental chemistry; M.A. and M.S. in environmental physics; M.A. in sociology with a specialization in environmental studies; M.A. in sociology with a specialization in gerontology; M.A. in Christian theology; M.A. in economics; M.S. in environmental economics;



The artist's rendition of the new Discovery Center.

M.A. in educational administration; and the M.M. in string pedagogy.

A recent review process underscored the need to reduce programs because of low enrollments, redundancy and/or to allow departments to focus on strengthening other graduate offerings.

"The review process conducted over the past two years or more has been very helpful in focusing our attention on ways to strengthen the graduate program at Baylor," Dr. Schmeltekopf said. "Our goal for the Graduate School is to be excellent but selective. The elimination of moribund programs is a positive step in that direction."

By next fall, the business school will offer a joint bachelor of business administration/master of accountancy program and a joint master of business administration/master of science in information systems degree. The BBA/MACC program will have 158 semester hours, similar to joint bachelor's and master's accounting programs at comparable universities. Without the joint program, students would have to take 170 semester hours to obtain both a BBA and MACC. The joint MBA/MS-IS degree will offer the best of both degrees — a broad understanding of the business environment from the MBA courses and the depth

of technical knowledge found in the MS-IS courses.

The new Discovery Center will be constructed on a site north of University Parks Drive between the Hughes-Dillard Alumni Center and the Streich Tennis Courts. (*See related story on page 4.*)

The tennis complex, which will be located in the Jim and Julie Turner Riverfront Athletic Park along University Parks Drive, includes six indoor and six outdoor courts. The 64,000-square-foot indoor facility also will have coaches' offices, locker rooms for men's and women's varsity tennis, a pro shop, lounge area and a training facility. The exterior will complement the façades on the new baseball and softball stadiums now under construction adjacent to the tennis complex site.

Recognizing the urgent need for updated and expanded science facilities, the Regents gave administrators the go-ahead to pursue renovation plans for Marrs McLean and Sid Richardson science buildings and construction of a new science building. Baylor has retained the Detroit architectural firm of Harley*Ellington Design, which has designed science facilities at colleges and universities throughout the country, to assist a planning committee composed of faculty and administrators. — BN

Let the Madness Begin...



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2



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4



5



6

The crew of the Ferrell Center had less than three hours on the night of Oct. 16 to transform the arena from the setting of a formal Development Dinner to the basketball courts of Midnight Madness. This is how they did it: 1. ARAMARK/Baylor Dining Services and Baylor Housekeeping staff are a blur of action as they clear tables, pack up dishes and whip off

tablecloths; 2. The curtains and flags that draped the dining area are lowered by a mechanical crane; 3. Volunteers from Kappa Omega Tau collapse chairs, dismantle flags and load the drapes into waiting bins; 4. The cloth Baylor Seal is lowered from the ceiling; 5. The seal is rolled up for storage; 6. Volunteers take the floor, literally, and lay it, preparing for the tip-off.

Continued from page 1

we have ever accomplished," Seitz said of the Oct. 16 events. "But I had a gut feeling that we could do this. And we were actually able to achieve the transition even more quickly than I ever thought we could."

Realizing the evening's tight turnaround, Seitz and his staff at that time — Greg Parke, technical director, and Ted Mitchell, operations manager — began planning for the logistics a month ahead. Nevertheless, the most grueling preparation work for the Development Council banquet couldn't occur until the week of the events, when some of Seitz's staff worked almost 100 hours.

Elaborate event

"The Development Council banquet was probably one of the most elaborate events we have ever pulled off at the Ferrell Center," Seitz said. "To create the atmosphere they requested, we had to curtain off the entire floor area, bring in theatrical lighting and enhance the sound."

Some 600 guests dined on a sumptuous three-course meal at cloth-covered, flower-adorned tables. In less than three hours, Seitz and his crew had to dismantle the gala setting of the banquet and set up for basketball.

"Midnight Madness isn't usually such a big event to prepare for, but it does require that the basketball floor, scorers' tables, chairs for the teams and the bleachers are in place. To set up the bleachers, we are talking about 714 chairs. So to convert from the banquet to Midnight Madness in a two to three-hour window is phenomenal," he said.

Seitz and his staff joined with about 60 people, including the Ferrell

Center student workers and members of Kappa Omega Tau, and met their task head-on. Resembling an overgrown ant farm, workers scurried along the floor, dodging carts loaded with glasses and plates, taking down tables and folding up chairs. And when the parameters of the floor were free and clear, the group worked together to guide the immense black curtains to the floor — more than 40 of them, each 30 feet long.

"We threw everyone we had at it, and amazingly, we were able to go from the banquet to Midnight Madness in not much more than an hour and a half," Seitz said. "I have to give much credit to the ARAMARK personnel for hustling along. I didn't hear too many glasses or plates crashing to the floor, which was amazing considering how quickly we were moving. And Baylor Housekeeping did an excellent job. They were right behind us to sweep up so we could lay down the floor. I was pleasantly surprised at how effectively we were able to pull off the transition."

Full houses

Although Oct. 16 was the busiest night of Seitz's five-year career at the Ferrell Center, there have been other memorable events — especially those that attracted a full house.

"The two events I am most proud of handling in terms of large crowds are the Baylor-Kansas game in 1997 and the WNIT finals against Penn State in 1998. On those two occasions we actually sold out the Ferrell Center," Seitz said. "To handle a crowd that size, the staff has to be on their toes, and I have to be active in communicating what must be done to ensure that everyone is having a pleasant

experience at the Ferrell Center."

There are approximately 145 to 160 event days a year at the center, at least 45 to 50 more than when he came five years ago, Seitz said.

To accommodate the growing number of visitors and events at the Ferrell Center each year, several improvements have been made since its opening in September 1988. The weight room facilities have been improved, and the concourse and restrooms currently are being painted. Baylor-themed graphics have been added to the carpet and walls leading to the locker rooms, which have undergone improvements to provide a more "homey" environment for the players.

"I am constantly looking for ways that I can add to the appeal of the Ferrell Center. It's a beautiful building, but there is always room for improvement," Seitz said. "One of the first things I did when I came into this job was add diaper changing stations (to women's and men's restrooms). I was a big hit with the moms on that particular improvement."

Community center

The Ferrell Center does not cater to Baylor events only. Seitz has the opportunity to work with a variety of clients throughout the United States. Concerts are a favorite at the Ferrell Center for the Baylor and Waco communities, attracting well-known stars such as Tracy Byrd, Tracy Lawrence, Patty Loveless, Tim McGraw, Reba McEntire and Clay Walker. Preparing for a concert and recognizing each artist's individual needs requires experience, and Seitz has plenty.

"Before I came to the Ferrell Center, I worked in the amphitheater business where we only put on concerts, so I am accustomed to handling that type of an event," Seitz said. "There is a basic pattern to accommodating concerts. It is key to make sure you give the entertainer what they need, as far as their dressing room and catering. And the bottom line again is service, service, service."

Although many of the Ferrell Center attractions are repeat favorites from past years, such as the Harlem Globetrotters, who will be appearing on Jan. 28, several new events are scheduled in the first few months of 1999. The year will get off to a roaring start with its first truck show on Jan. 14-15.

"It's actually not as complicated as one might think to hold an event like this one," Seitz said. "From everything I have researched, there is nothing to worry about in terms of safety. It will be quite noisy, though."

New attractions

The Stars of China, a theatrical event featuring Chinese acrobats, will debut at the Ferrell Center on Feb. 1. On Feb. 4, members of Spirit of the Dance, an Irish folk dancing group, will shuffle and leap their way into the Ferrell Center.

Despite long hours, tight schedules and sometimes stressful transitions, Seitz said he enjoys interacting with the wide variety of people he works with daily. A self-described "strong people person," Seitz said his job satisfaction comes from pleasing Ferrell Center clients and crowds.

"I am proud anytime a client comes back to tell me what a wonderful experience they had," Seitz said. "When you have a good team, which I believe we do here at the Ferrell Center, you can make things happen."

Beary Nice



The Department of Residence Life staff collected teddy bears for the Waco Police Department's Victim Services division to give to children who are present at crime scenes and accidents.

Boles named Cherry Chair for Distinguished Teaching

A history professor at Rice University has been named the 1999-2000 Robert Foster Cherry Chair for Distinguished Teaching. Dr. John B. Boles, The William Pettus Hobby Professor of History, will teach a weeklong series of seminars during the 1999 fall semester and will return to teach in residence at Baylor during the 2000 spring semester.

Dr. Boles, a Rice alumnus, earned his doctorate from the University of Virginia. A renowned expert on U.S. Southern history, especially as it relates to antebellum social,



Dr. John B. Boles

cultural, religious, women's and black history, Dr. Boles is the author of *The Great Revival, 1787-1805: The Origins of the Southern Evangelical Mind*; *Black Southerners, 1619-1869*; and *The South Through Time: A History of an American Region*. He also serves as managing editor of the *Journal of Southern History*.

"I am very excited about coming to Baylor to teach a new group of students and to get to know a new area of Texas," Dr. Boles said. He tentatively is scheduled to teach two courses during the 2000 spring semester — an undergraduate survey course on the history of the American South and a graduate seminar on Southern religious history.

The late Robert Foster Cherry graduated from Baylor in 1929 and the Baylor School of Law in 1933. Before his death, he established the Cherry Award for Great Teachers and the Cherry Chair for Distinguished Teaching, which are awarded in alternating years, to honor great teachers and bring them to Baylor for the students' benefit. Recipients of the Cherry Chair have demonstrated extraordinary teaching abilities and records of positive, inspiring and long-lasting effects on students. The recipients also are required to be scholars with national and international achievements. Dr. Boles will be honored in September at the annual Robert Foster Cherry Award Banquet. — Julie Carlson

Investments the topic for luncheon Jan. 27

"An Investment Checklist" is the topic of the faculty-staff luncheon Wednesday, Jan. 27, from noon to 1 p.m. in the Barfield Drawing Room of the Bill Daniel Student Center.

Dr. William R. Reichenstein, professor of finance and The Pat and Thomas R. Powers Professor of Investment Management, will discuss ways to protect investment money while maximizing income in a highly fluctuating market.

Please call ext. 3550 by Jan. 25 to make reservations. — BN

Faculty Trio Performs at Carnegie Hall

Musicians travel to Big Apple Thanksgiving week

You couldn't ask for a better crowd, especially during the holidays in a town where few know your name. It was a near-capacity house that greeted soprano Lynda Keith McKnight, piano professor Roger Keyes and associate professor of flute Helen Ann Shanley as the Baylor School of Music faculty members performed Nov. 22 at the world-famous Carnegie Hall in New York City.

"It was a big crowd and an appreciative crowd, and they weren't even all friends of mine," joked McKnight, an assistant professor of vocal studies who has performed three times at Carnegie Hall. This was the debut at the legendary performance hall for Shanley and Keyes.

The three took the stage in Carnegie's Weill Recital Hall, performing works by Mozart, Fanny Mendelssohn Hensel, Felix Mendelssohn, Arnold Schonberg, Francis Poulenc, Francesco Cilea and Daron Hagen, who last year served as Composer-in-Residence at Baylor. McKnight, Keyes and Shanley performed the New York premiere of Hagen's "Dear Youth," a moving piece based on letters and diaries written by women during the Civil War.

Debuts 'Dear Youth'

"There are two particular letters written by a woman named Ann Smith to her husband that are just so real," said McKnight, who's expecting her first child in March. "She's just basically saying, 'I wish you were out of the war. I wish you were home with me. I don't care who wins the war. I don't care what principles are involved. I want you to be here with me.' And it's just so heart-wrenching." With reviewers and the composer himself in the audience, the trio's performance was rewarded with calls for additional bows after the set.

Working around hectic teaching schedules, the three faculty members managed hours of rehearsal for their New York performance. They knew the hard work was worth it the minute they walked on stage.

"Helen Ann said something backstage that echoed exactly what I thought," McKnight said. "You're out there, and all of the sudden you go,



Helen Shanley (left), Lynda Keith McKnight and Roger Keyes in front of Weill Recital Hall at Carnegie Hall.

Chris Lee Photography/New York

'Oh my God, this is Carnegie Hall!' It's kind of overwhelming."

The performance was also a family affair for the music faculty members and some Baylor alumni who live in New York. McKnight's husband, Dr. Cleavy McKnight, geology assistant professor, was in the audience, as well as Shanley's husband, Dr. Richard Shanley, clarinet professor and coordinator of woodwinds, and Keyes' wife, Mickey, who teaches Kindermuzik classes at Baylor. Dr. Doris DeLoach, professor of oboe, and Jane Abbott-Kirk, associate professor of piano, also enjoyed their colleagues' Carnegie Hall performance. Among the Baylor alumni were roommates Craig Stephan, a minister of music in New York, and stand-up comedian Paul Williams, who housed seven Baylor music students who made the trip to the Big Apple.

"They let them bring sleeping bags and sleep on the floor (of their apartment)," McKnight said. "I take my seniors up every other year ... to show them what New York is like, what it's like to live in the city, live in an apartment and ride the subway, and they always house them for me."

What might be even more satisfying to the Baylor faculty is the impact their performance will have on their students, who saw their teachers' dreams played out on the stage of Carnegie Hall.

"To go with someone who's teaching you and see them do it, it was very exciting and very inspirational," said McKnight, a 1988 winner of the Metropolitan Opera National Auditions. "This is a real person that we know, a real human being, and she's at Baylor. She went to Baylor just like we do, and here she is singing at Carnegie Hall, so maybe I can do that, too." — Lori Scott-Fogleman

Discovery Center Receives 2 Major Contributions

Jeaneses and AT&T bring gifts to 80 percent of the \$7.5 million needed for first phase

Baylor's Discovery Center has received two major contributions recently and now has 80 percent of the \$7.5 million needed to complete Phase I of the campaign. The entire project totals \$15 million.

Longtime Waco residents Harry and Anna Jeanes gave a major gift to the center in mid-December, which came soon after the announcement that AT&T had given \$1 million to the center for technology enhancements and educational outreach.

"I've known Calvin Smith (museum studies chairman and director of the Strecker Museum) for many years, and I know what a wonderful job he's done. He's waited a long time, and we thought we could help get this started," Jeanes said. "Also, one of the nicest

things about the center is that it's not only for Baylor, but it's for all of Central Texas."

The Jeaneses are both graduates of Baylor. He is the former chairman and CEO of First Federal Savings, served two nine-year terms on the Baylor Board of Trustees/Regents and was chairman in 1983 and 1984. He was elected regent emeritus in 1990. He also is recipient of Baylor's W.R. White Meritorious Service Award, and he and his wife, the former Anna Sturgis, have received the Herbert H. Reynolds Award and the James Huckins Medallion.

The AT&T grant will help the Discovery Center develop interactive exhibits and a community education outreach program via the Internet. It also will allow the Discovery Center to coordinate with the Institute of Texan Cultures in San Antonio to provide distance learning

opportunities to Texas schoolchildren and link itself to other museums.

"This AT&T gift is very far-reaching, not only for the Discovery Center but also for Baylor and the public at large," Smith said. "This will make the Discovery Center a cutting-edge museum facility that also will be a wonderful learning lab for the University's departments."

The new Discovery Center will house the John K. Strecker Museum, the Anding Exhibitions Gallery, the expanded Ollie Mae Moen Discovery Place for Children, the Southwestern Bell Discovery Theater, the AT&T Information Centers and the Department of Museum Studies.

More than 75,000 people annually visit the current museum complex. — Julie Carlson

Moving Up in the Carnegie Classification of Universities

Advancing in the doctoral category will propel Baylor to a new level of excellence called for by mission

Dr. Donald D. Schmeltekopf
Provost and Vice President
for Academic Affairs

A common thread running through the major events at Baylor this decade is enhanced aspirations for the University as a whole. Some of the events that readily come to mind are the charter change, which, among other things, provided for a Board of Regents national in character; membership in the Big 12; the development of some ambitious new academic programs, such as the Baylor Interdisciplinary Core and doctoral programs in biology, geology, biomedical studies, church-state studies and applied sociology; the Sesquicentennial Council of 150; the creation of two new schools, the Seminary and Engineering/Computer Science; the selection of a new president; the launching of an impressive new building campaign, beginning with the construction of the Student Life Center; the inauguration of the university/distinguished professor program; and the acquisition of the public television station, KCTF. During the past year or so, two other important examples of enhanced aspirations have received attention: our ranking in the *U.S. News & World Report* annual survey of national undergraduate universities and our designation in the Carnegie Classification of Colleges and Universities. In the comments that follow, I want to make the case for Baylor moving from the Doctoral II category to Doctoral I and for sustaining our capacity to continue as a strong Doctoral I university.

Categorization system

As many of you know, the Carnegie Foundation for the Advancement of Teaching categorizes all colleges and universities in the United States that are degree-granting and accredited by an agency recognized by the U.S. Secretary of Education. Essentially, these categories — not rankings — range from associate of arts colleges (community colleges), to

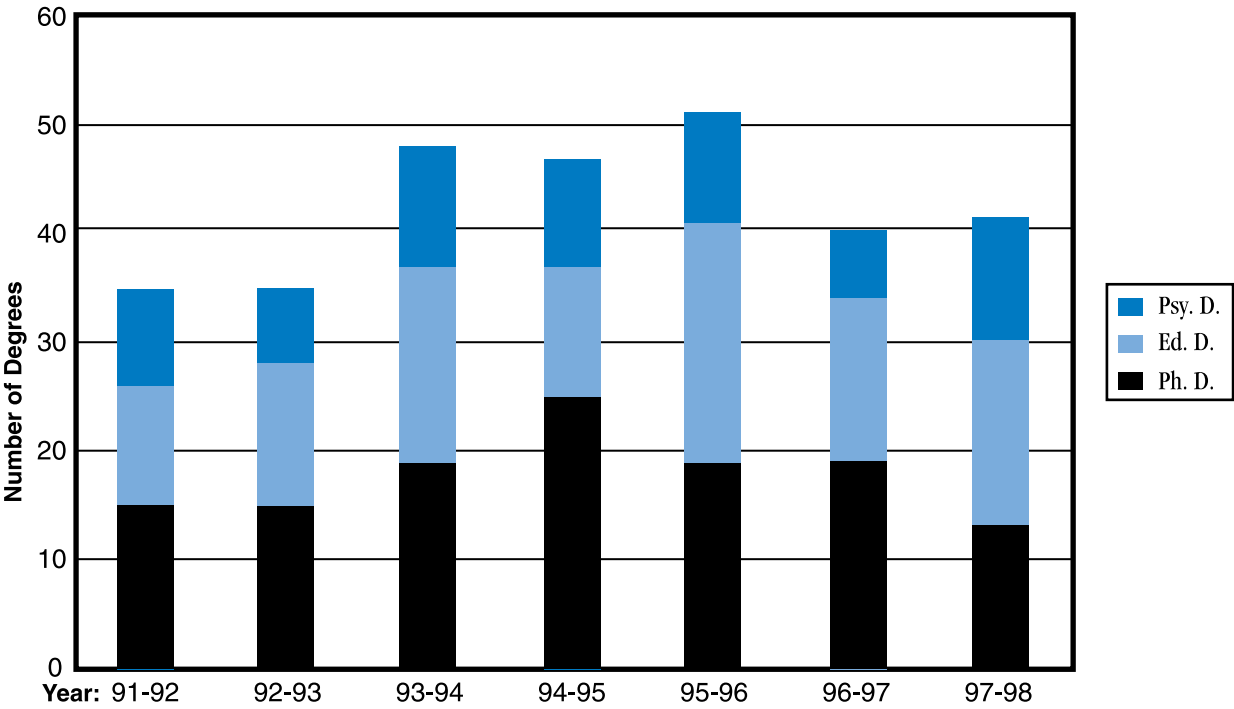
baccalaureate colleges, to master's or comprehensive colleges and universities, to doctoral universities, to research universities. Baylor is in the doctoral category. This category has been defined as follows: "These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate." Doctoral institutions, however, are subdivided into Doctoral I and Doctoral II institutions. Doctoral I universities award at least 40 doctoral degrees annually in five or more disciplines. Doctoral II universities award annually at least 10 doctoral degrees in three or more disciplines or 20 or more doctoral degrees in one or more disciplines.

Doctoral production

The graph to the right illustrates our recent history of doctoral production. On the positive side, we have been at or above the 40-degree minimum for Doctoral I classification since 1994. On the negative side, we are now only slightly above the Doctoral I threshold and recent trends are not encouraging. Ph.D. production has declined by almost half (from 25 Ph.D.s awarded in 1995-96 to only 13 in 1997-98), and without the crucial contributions from our two professional doctoral programs, we would have no chance of reaching Doctoral I. Thus, we must at least maintain our current output of professional doctoral degrees while increasing our Ph.D. production if we are to achieve and sustain the Doctoral I classification.

As I have already indicated, Baylor is currently a Doctoral II institution, and we are committed to becoming a Doctoral I institution as soon as possible. However, let me emphasize that the fact that we are categorized as "doctoral" does not mean that doctoral or graduate education is our dominant activity. Baylor, as is probably the case with all other doctoral universities, has as its primary purpose the support of our baccalaureate programs. In fact, as a

Doctoral Degrees Awarded at Baylor by Type



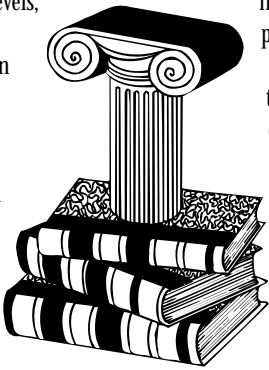
doctoral institution we are clearly distinguished from research universities, which place a higher priority on research and receive annually at least \$15.5 million in federal support from grants, contracts and the like.

Supports the mission

Why should Baylor seek to become a Doctoral I university? The first reason is that such a step supports our mission. Baylor is committed to excellence at the undergraduate, graduate and professional levels, as our mission statement plainly declares. Our mission statement also affirms that "Baylor seeks to fulfill its calling through excellence in teaching and research, in scholarship and publication, and in service to the community, both local and global." Thus we fulfill our mission by having a full range of strong baccalaureate programs and a *select* range of strong graduate and professional programs. And at this point in our history it is graduate education and its accompanying research and scholarship that now need some extra attention and shoring up. One demonstrable measure of success in this regard is the Carnegie Classification of Colleges and Universities. The goal of moving from the Doctoral II classification to Doctoral I can provide focus and give direction to our pursuit of academic excellence generally and in graduate education specifically.

A second reason is that strong doctoral programs can enhance dramatically both the academic quality and reputation of a university, in the undergraduate and professional areas as well as the graduate. Without exception, the universities ranked as the top 50 national undergraduate universities by *U.S. News & World Report* possess strong doctoral

programs. Virtually all the private universities with enrollments smaller than Baylor that are regularly listed in the first tier by *U.S. News* (Carnegie Mellon, Brown, Princeton, Rice, Yale, Duke, Johns Hopkins, Notre Dame) graduate more than 100 doctoral students each year. Many graduate more than 200. Additionally, the various rankings of top business schools, seminaries, law schools and schools of education show that they are typically found at universities with



highly regarded doctoral programs. Therefore, if Baylor is to mount a successful effort toward gaining Tier One status in the *U.S. News* rankings and if we are to support the continuing efforts of the law, business and education schools to increase their national rankings and of Truett Seminary to establish its academic reputation among seminaries, our doctoral programs need to grow in size and quality.

Other benefits

But strong doctoral programs do more than simply enhance a university's reputation. They also can contribute substantively to improving the academic quality of undergraduate programs. Top-ranking high school seniors are attracted to schools with academic reputations based primarily on their doctoral and professional programs. Once they are enrolled, undergraduates can participate with graduate students and faculty members in research projects, a type of active, participatory learning that should be the hallmark of a Baylor undergraduate experience. Graduate students who take their education and their academic discipline seriously can be role models for undergraduates in ways

that faculty often cannot.

A third reason we are committed to becoming a strong Doctoral I university is to enhance our intellectual leadership in the academic community and the wider culture. Baylor traditionally has been recognized for the achievements of its graduates, especially at the undergraduate and professional levels. The achievements of our graduate students have not received the same degree of notice. A strong graduate program, especially at the doctoral level, would change this, thus enabling more of our graduates to have an influence in higher education, science and technology, religion, corporate and political life and culture. And enhanced and strong doctoral programs would facilitate the work of the faculty both in relation to the achievements of their students and their own research and publication. Our influence as a Christian university would reach a new level, one that Baylor has never attained before.

And there are yet other reasons for Baylor to achieve and maintain the Doctoral I classification. For example, this classification will assist the University in its relationships and academic affinity with peer institutions in the Big 12 Conference, all of which have classifications as Research I or Research II in the Carnegie taxonomy. Fortunately, the next Carnegie review of the status of institutions is scheduled to take place in 2000, and at this time, because the University has met the current criteria for several years consecutively, in all likelihood Baylor will receive recognition as a Doctoral I university. The achievement of Doctoral I status is more than a singular goal; for Baylor such a step will help propel us to a new level of excellence called for in our mission statement, by our constituencies and by our own sense of purpose.

(Adapted from an article in the November Faculty Senate Newsletter)

Celebration to Honor King

Jan. 15 event designed to promote unity

Baylor University's Association of Black Students will honor slain civil rights leader Martin Luther King Jr. with the second annual All University Martin Luther King Jr. Celebration at 6:45 p.m. Friday, Jan. 15.

"The event is held with the intention of promoting unity among all people," said Kquinta McKenzie, chair of the celebration committee. "Dr. King died for his dream, and we are striving to continue his legacy."

The celebration starts with a candlelight unity walk from the Bill Daniel Student Center to Miller Chapel, where the memorial service will begin at 7 p.m. Representatives from all student organizations have been invited to participate.

This year's guest speaker is Robert Lowe, who recruits minorities from Baylor for Andersen Consulting of Dallas. The Hinds Sisters Trio, a gospel group from New York, also will perform.

"With the event being free and open to the public, we expect the attendance to double this year," McKenzie said, noting about 75 to 100 persons attended the first celebration. "We have worked really hard to make this year's celebration one to remember." — *Markell Davidson*

Family Circle

Best wishes to

Edward Holmes, husband of **Wynelda Holmes**, acquisitions, Moody Library, who had surgery and suffered a stroke post-surgery and is now at Lake Shore Village Health Center for therapy and care.

Congratulations to

Liz Webb, student activities, on the birth of a grandson, Chayson Bishnow.
Scott Huggins, ITC, and wife, Carla, on the birth of their daughter, Paige Nicole.
Rob Branham, ITC analyst programmer, and wife, Joni, on the birth of their daughter, Mallory Lavon.

With sympathy to

Liz Webb, student activities, on the loss of her grandson, Hunter Wiese.
 The family of **Glenn R. Capp Sr.**, emeritus professor and chairman of speech communication, on his recent death.
 The family of **Stella Stovall**, assistant professor of English (ret.), on her recent death.
 The family of **Joe C. McElhannon**, emeritus professor of history, on his recent death.

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Publications

Dr. Derek H. Davis, director of The J.M. Dawson Institute of Church-State Studies and associate professor of political science, recently authored the following publications: “Law, Morals, and Civil Religion in America” and “Thoughts on Religious Persecution Around the Globe: Problems and Solutions” in *Journal of Church and State*; “Betrayed: Russia’s Retreat from Religious Liberty” and “Completing the Constitution: Original Intent and the Fourteenth Amendment” in *Liberty*; and book chapters on “Thoughts on a Civil Religion Solution to Religion Clause Jurisprudence,” ed. Jerry Vardaman (Mercer Press), and “The March of Folly: Renewed German Persecution of Unpopular Religions in Historical Perspective,” ed. Gerhard Besier (Germany). Dr. Davis also has had accepted a book titled *Religion and the Continental Congress, 1774-1789: Contributions to Original Intent* for publication by Oxford University Press.

Dr. William V. Davis, professor of English and Writer-in-Residence, had an article titled “‘At the Foot of the Precipice of Water...Sea Shapes Coming to Celebration’: R.S. Thomas and Kierkegaard” published in *Welsh Writing in English: A Yearbook of Critical Essays* (Vol. 4, pp. 94-117).

Dr. Millard J. Erickson, distinguished professor of theology, had a book titled *God the Father Almighty: A Contemporary Exploration of the Divine Attributes* published in April and another book, titled *Christian Theology* (2nd ed.), published in August, both by Baker Books.

Linda S. Frink, director of the Dallas EMBA program, was featured in a Q&A article in the November/December issue of *Business Dallas*, a supplement of *D Magazine*, and quoted in an article titled “Education and Training: The Facts on EMBA’s” in the November issue of *Current Technology*.

Dr. Kevin J. Gardner, assistant professor of English, has had an article titled “The 1545 *Biblia* of Robert Estienne” accepted for publication in the June 1999 issue of *Notes and Queries*.

Dr. Greg Garrett, associate professor of English, had an eight-page reference article on Richard Ford’s *Independence Day* published in the *Encyclopedia of Popular Fiction*. He also recently reviewed the final draft of *Real-World Research*, a Houghton-Mifflin textbook.

Norman L. (Buddy) Gilchrest, professor of health, human performance and recreation, had an article titled “History of the Recreation Division” published in the 75th anniversary issue of *Texas Association HPERD Journal* (pp. 73-75).

Dr. Walter C. Holmes, professor of biology, had a co-authored paper titled “Comments on the Distribution of *Sedum pulchellum* (Crassulaceae) in Texas” published in *Sida* (Vol. 18, No. 2, pp. 247-250). Co-authors are J.R. Branch and H.L. White.

Charles E. Kemp Jr., lecturer in nursing, had an article titled “Metastatic Spread and Common Symptoms, Part One: Introduction, Bladder Cancer and Brain Cancer” published in the November/December issue of *The American Journal of Hospice & Palliative Care International Edition* (Vol. 15, No. 6, p. 355).

Dr. Diana Kendall, assistant professor of sociology, had an article titled “Doing a Good Deed or Confounding the Problem? Peer Review and Sociology Textbooks” accepted for publication in the January 1999 issue of *Teaching Sociology*, a peer-reviewed journal published by the American Sociological Association.

Dr. C. Chet Miller, associate professor of management and director of executive education, had a co-authored article titled “Cognitive Diversity among Upper-echelon Executives: Implications for Strategic Decision Processes” published in *Strategic Management Journal* (Vol. 19, p. 34). Co-authors are Linda Burke and Bill Glick.

Dr. Lee C. Nordt, assistant professor of geology, had a co-authored book chapter titled “Late Quaternary Vegetation and Climate Change in the North American Great Plains: Evidence from Stable Isotopes of Palaeosol Organic Carbon” published in *Isotope Techniques in the Study of Environmental Change* (pp. 653-662), International Atomic Energy Agency, Vienna. Co-authors are T.W. Boutton and D.D. Kuehn.

Janet E. Sheets, associate professor and coordinator of instruction for English and education/reference librarian of Jones Library, had an article titled “Role-playing as a Training Tool for Reference Student Assistants” published in the spring issue of *RSR: Reference Services Review* (Vol. 26, No. 1).

Presentations & Participants

Dr. Linda S. Adams, associate professor of political science, director of the Model United Nations Team and director of international studies program, presented a co-authored paper titled “Exorcising Demons: A Comparison of Development Assistance Models” at the annual Third World Studies conference in October in Omaha, Neb. The lead author and presenter was Tracy A. McFarland, a Baylor graduate and current doctoral candidate at the University of Texas-Austin.

Dr. Janet E. Adamski, assistant professor of political science and assistant director of the international studies program, and **Dr. Joan E. Supplee**, associate professor of history and director of the Latin American studies program, took the Baylor University Model Organization of American States team to compete in San Antonio in late October. Dr. Adamski and **Dr. Linda S. Adams**, associate professor of political science, director of the Model United Nations Team and director of the international studies program, hosted Baylor’s High School Model United Nations Competition in November. Dr. Adamski also participated in the Federal Reserve Bank conference, “Winds of Global Change,” held Nov. 5-7 in Dallas.

Dr. Jesse T. Airaudi, lecturer in English, presented a paper titled “Preface to Lyrical Ballads, A.D. 1492: The ‘Meanest Flower’ and the ‘Principle of Bamboo’ as the Jen of Romanticism” to the American Conference on Romanticism’s “Crosscurrents in Romanticism” meeting held Oct. 17 in Santa Barbara, Calif.

Dr. Kendall W. Artz and **Dr. Patricia M. Norman**, both assistant professors of manage-

ment, co-presented a paper titled “Buyer-Supplier Performance: The Role of Asset Specificity and Relational Exchange” at the Strategic Management Society conference held Oct. 31-Nov. 3 in Orlando, Fla. Dr. Artz also presented “Strategic Planning for Family Businesses” at Baylor’s Institute for Family Business held Oct. 10.

Jill Barrow, director of the Ollie Mae Moen Discovery Center, and **Jennie Sheppard**, educator at the center, presented a teacher workshop on “Recycling Resources” at the state’s Region 12 Educational Service Center in September. The workshop was in collaboration with City of Waco Recycling and Keep Waco Beautiful. Barrow, **Dr. Douglas W. Rogers**, associate professor of curriculum, instruction and educational administration and director of the Center for Educational Technology, **Linda H. Cox**, lecturer in curriculum and instruction, and John Adams of the Institute of Texan Cultures, presented a session titled “Partnership Learning: Extending the Classroom Through Video Conferencing” at the annual conference of the Texas Association for Educational Technology held Nov. 12-14 in Fort Worth. Barrow also led round table discussions on “Programming for Children” at the Special Events, Tourism and Hospitality: Behind the Scenes seminar presented by the City of Waco and the Brazos Corridor Committee Nov. 19.

Dr. Robyn L. Bateman, assistant professor of sociology, presented a paper titled “Earnings of Mexican-American Women and Implications for Ethnic Concentration: A Comparative Analysis” at the annual meeting of the Society for Applied Sociology held in October in Denver, Colo.

Dr. Mark Britt, assistant professor of chemistry, accompanied graduate student Christian Castro to the 12th Gibbs conference held Oct. 4-6 in Carbondale, Ill. Castro gave an oral presentation.

Cynthia A. Burgess, instructor and librarian/curator of books and printed materials, presented a talk on *Lady’s Maid* by Margaret Forster to the Waco branch of the American Association of University Women on Nov. 12.

Dr. Dudley J. Burton, professor and chair of environmental studies, was an invited participant in a third-party expert analysis and review for the World Bank of operational, closure and relocation issues for a major landfill in Quito, Ecuador, Nov. 16-20.

Dr. Ellie B. Caston, assistant professor of museum studies and director of operations for the Strecker Museum Complex, was a panelist for a workshop titled “Building a Policy and Procedure Manual for Your Collection” at the Texas Association of Museums regional workshop held Nov. 2 at the Museum of East Texas in Lufkin. Dr. Caston also participated in a preconference session titled “Creating Community Collaborations” at the Texas Art Education Association’s annual conference held at the South Texas Institute for the Arts on Nov. 5-8 in Corpus Christi.

Susan L. Dunkerley, assistant professor of photography, co-presented a paper titled “Gestalt, Context, Ambiguity and Archetypal Imagery in Photographic Education” at the annual conference of the International Visual Literacy Association held Oct. 22-25 at the University of Georgia in Athens. Dunkerley, along with **Dr. Mary Ruth Smith**, assistant professor of art education, conducted a workshop titled “Regenerations Revisited” at the annual conference of the Texas Art Educators Association held Nov. 6-8 in Corpus Christi. Dunkerley also gave a gallery talk on the “Luminous Code” Oct. 6 at the exhibition of photo-based artwork at the J. Wayne Stark Gallery at Texas A&M University in College Station. In addition, her prints have been selected for the

Send “Family Circle” or “Spotlight” items by e-mail to baylornews@baylor.edu or by campus mail to P.O. Box 97024. Submissions are printed as received. Space limitations will result in some items being held until the next month.

PROFILE

Practicing Marital...er, Martial Arts

Even though husband and wife Dr. Glenn Pack and Pat Saiz have much in common — both grew up in military families and both pursued degrees in mental health — it's on the mats in the Marrs McLean Gym that they share their great passion: yoseikan aikido. This form of martial arts, a specific style that combines karate and judo, has been a big part of the couple's marriage and lifestyle for more than 20 years.

Dr. Pack, director of counseling services, and Saiz, an academic adviser, have been teaching the Japanese discipline in continuing education courses at Baylor for six years. Dr. Pack is a sixth-degree black belt in both aikido and jujutsu, two forms of martial arts, while Saiz holds a fifth-degree black belt in each. The couple makes frequent trips to Japan to continue their study of the yoseikan aikido art form, and they travel around the world to teach and participate in clinics.

"It's a great way to reduce stress," Dr. Pack said. "There's flexibility training, strength training, aerobic conditioning." From a counselor's perspective, he said, stress-relief is vital to a person's good health.

And the couple is bound to benefit from a little stress relief. Aside from maintaining full-time careers, traveling and teaching courses and clinics, Dr. Pack and Saiz also keep up with the busy lives of their two children, 16-year-old Molly and 10-year-old Arthur, who has inherited his parents' interest in the martial arts.

The couple met in 1973 while working at a therapeutic camp for emotionally disturbed children in Alabama. Their relationship began at that time, but it took a year before Saiz signed up for an aikido class, taught by her husband-to-be. Since then, both have studied in Japan under Minoru Mochizuki,



Dr. Glenn Pack and wife, Pat Saiz, demonstrate a move to their continuing education class.

founder of yoseikan, who is now in his 90s, and his son, Hiroo Mochizuki. Dr. Pack and Saiz also are members of the U.S. Yoseikan Budo Association.

Dr. Pack, who began training in martial arts in 1967, credits his enjoyment and skill in aikido to working with top-notch instructors. Likewise, the couple's students benefit from the same quality instruction. They enjoy teaching aikido because it is an activity in which persons of all ages and fitness levels can get involved.

"It's for a variety of ages. We are not exactly spring chickens ourselves," Saiz said with a chuckle. "You work on your own level and we emphasize your own pace."

The yoseikan aikido classes are offered each fall and spring through Baylor's continuing education division. Spring classes will begin in mid-January. — *LoAna Lopez*

Send your ideas for a faculty or staff "Profile" to baylornews@baylor.edu

"Intro" exhibition Oct. 30-Jan. 9 at the Carol Keller Gallery in Denver, Colo.

▼
Dr. Richard Duran, associate professor of French, presented two papers titled "Structure, Sign and Play" and "'The Violence of the Letter': Derrida's Critique of Claude Levi-Strauss" at the European Studies conference held in October at the University of Nebraska, Omaha.

▼
Dr. Marc Ellis, professor of American and Jewish studies, recently lectured on the Wye Agreement between Israel and the Palestinians at the Sabeel Conference in Ottawa, Canada. He also delivered several lectures in November in the United Kingdom. Dr. Ellis lectured on "A Jewish Perspective on the Future of Israel/Palestine" at St. Mary's University College and "On the Future of the Jewish People" at Guildford Cathedral. He also presented a lecture titled "The Next 50 Years: Building a Bi-national State in Israel/Palestine" at the Center for Middle Eastern and North African Studies at the University of Durham.

▼
Dr. David E. Garland, professor of Christian scriptures, George W. Truett Seminary, presented the Staley lectures at the University of Mary Hardin-Baylor on "Biblical Models of Leadership: Moses, Peter, Paul, and the Leahs of the World" held Oct. 14-16.

▼
Dr. Greg Garrett, associate professor of English, presented fiction readings and a workshop on narrative at the Re-evaluation Forum: Considering the Church, Gospel and Culture in the Postmodern Transition, a national ecumenical conference for pastors and church leaders, held Oct. 12-15 in Glorieta, N.M.

▼
Dr. June Rose Garrott, international student adviser, presented a paper titled "Considering Cultural Values in Teaching, Counseling or Advising" at the annual conference of the NAFSA (Association of International Educators) Region III held Oct. 20-23 in Galveston.

▼
Dr. Sandra J. Genrich, professor of nursing, traveled to West Virginia University Oct. 21-23 to conduct an accreditation site visit for the Commission on Collegiate Nursing Education.

▼
Dr. Norman L. (Buddy) Gilchrest, professor of health, human performance and recreation, presented "Teaching Bicycling" and "The Wonder of It All: A Celebration of Life" at a Texas Outdoor Education Association meeting held

in October in Leakey. At the Florida Association for Health, Physical Education, Recreation and Dance meeting held in October in Daytona Beach, Fla., Dr. Gilchrest presented "Go Wild; Relieve Stress Naturally: Truths and Lessons Learned in Wilderness," "A Quest for Beauty, Understanding and Adventure: Alaska to Florida by Bicycle" and "The Wonder of It All: A Celebration of Life."

▼
Dr. D. Thomas Hanks Jr., professor of English, presented a paper titled "Rough Love in *The Canterbury Tales*" at the annual Texas Medieval Association conference.

▼
Dr. W. Keith Hartberg, professor and chair of biology, gave an invited paper titled "Members of the Genus, *Corethrella* (Diptera: Chaoboridae): Are They 'Mosquitoes' or Not?" at the Texas Mosquito Control Association annual meeting held Oct. 7-9 in Fort Worth.

▼
Melinda L. Herzog, lecturer in museum studies and director of the Gov. Bill and Vara Daniel Historic Village, recently served as a panelist on "The Role of Internships in Museum Studies Programs" at the annual conference of the Mountain-Plains Museums Association held in October in Lubbock. Two Baylor graduate students in the Department of Museum Studies, **Kris Jurgens** and **Susan Lanning**, also participated in the panel. **David Lintz**, registrar for the Strecker Museum Complex, also attended the conference. Herzog also attended the American Association for State and Local History in Sacramento, Calif., and the Association of Living History Farms and Agricultural Museums in Waterloo, Ontario. Herzog and **Gina Bays**, administrative associate of the Strecker Museum Complex, attended the Museum Stores Association Southwest Central regional meeting in San Antonio.

▼
Dr. R. Duane Ireland, professor of management, director of the entrepreneurship studies program and The Curtis Hankamer Professor of Entrepreneurship, presented a co-authored paper titled "Characteristics and Outcomes of Entrepreneurial Collaborations: The Effect of Trust" at the 18th annual Strategic Management Society conference in Orlando, Fla. Co-authors are Dennis M. Garvis, Washington & Lee University, and Shaker A. Zahra, Georgia State University. Dr. Ireland also served as a facilitator at the annual Gateway Entrepreneurship conference in St. Louis, Mo.

▼
Dr. John N. Jonsson, professor of religion, gave an invited presentation at the Global Grand Celebration of Confucius' 2,549th birthday Oct. 15-17 in Hong Kong.

▼
Dr. Owen T. Lind, professor of biology, **Laura Lind**, program coordinator for CHAPLA ecology station, and **Sharon Conry**, biology administrative assistant, attended the North American Lake Management Society meeting held Nov. 17-20 in Banff, Canada.

▼
Dr. Linda P. Livingstone and **Dr. C. Chet Miller**, both associate professors of management, and **Phil Sanchez** and **Linda Frink**, EMBA program directors, attended the annual Executive MBA conference titled "Seizing Initiative: EMBA Innovations" held Oct. 11-14 in Scottsdale, Ariz.

▼
Dr. Charles S. Madden, vice president for University relations and The Ben H. Williams Professor of Marketing, presided over the American Marketing Association board meeting held Oct. 21 in Chicago, Ill.; presented "Building a Service Component of Your Academic Career as a Professor" at the doctoral consortium of the Southern Marketing Association held Nov. 4 in New Orleans, La.; and gave the keynote address to the Best Practices in Marketing conference sponsored by the AMA Nov. 16 in San Diego, Calif.

▼
Dr. Melody S. Madlem, assistant professor of health, human performance and recreation, co-presented a paper titled "Violent and Abusive Behavior: Perceptions of School Personnel and Students of Gang Activity in Secondary Schools" at the American School Health Association conference held Oct. 7-11 in Colorado Springs, Colo.

▼
Dr. Terry S. Maness, dean of the Hankamer School of Business and professor of finance, made a preaccreditation visit to Samford University as part of its AACSB accreditation team Nov. 16-17.

▼
Mary R. Massirer and **Dr. William J. McDonald**, both lecturers in English, presented papers at the SCMLA meeting held Nov. 12-14 in New Orleans, La. Massirer's paper was titled "Assessing Process in Research Writing" and Dr.

McDonald's paper was titled "Connecting Dance and Dancer: The Rhetoric of Content."

▼
Dr. C. Chet Miller, associate professor of management and director of executive education, co-presented "The Structure of Academic Careers in Organization Science: Accumulative Advantage, Uncertainty and Homogenization Perspectives" at the annual meeting of the Academy of Management held in August in San Diego, Calif. Co-presenters were Lynda Kilbourne, Laura Cardinal, Bill Glick and Wang Yuu-Oe. Also at that meeting, Dr. Miller co-presented "Metaphors for Teaching Strategy: Acting as Metaphor" with Cardinal. Dr. Miller also attended the Texas Conference on Organizations held in April in Lago Vista and the American Assembly of Collegiate Schools of Business meeting on EMBA programs held in October in Phoenix, Ariz. He also traveled with EMBA students to Monterrey, Mexico, in August with Hankamer faculty members **Dr. Samuel Seaman**, **Dr. Van Gray** and **Linda Frink**.

▼
Mark T. Morman, assistant professor of communication studies, presented a co-authored paper titled "Affectional Communication between Fathers and Adult Sons: Forms, Antecedents and Relational Outcomes" at the annual meeting of the National Communication Association held Nov. 20-24 in New York, N.Y. Co-author is Kory Floyd of Cleveland State University. Morman's paper titled "The Influence of Fear Appeals, Message Design and Masculinity on Men's Motivation to Perform the Testicular Self-Exam" received the NCA's Top Student Paper Award from the Health Communication Division.

▼
Dr. Donald F. Mullica, research crystallographer, directed the audio and visual equipment at The Welch Foundation's 42nd conference on chemical research held Oct. 26-27 in Houston. Also attending the conference, "The New Biochemistry: Macromolecular Machines," were **Dr. Marianna A. Busch**, professor and chair of chemistry, **Dr. Kenneth W. Busch**, professor of chemistry, **Dr. Charles Garner**, associate professor of chemistry, and **Dr. Mark Britt**, **Dr. Robert R. Kane** and **Dr. Kevin G. Pinney**, all assistant professors of chemistry.

National debate tourney a 50-year Baylor tradition

One of the largest and oldest intercollegiate debate tournaments in the nation will be held Jan. 23-25 on the Baylor campus. The Glenn R. Capp Debate Tournament, held at Baylor for more than 50 years, is an open invitational event that draws 85 to 100 national teams.



Dr. Karla Leeper, assistant professor of communication studies and The Glenn R. Capp Professor of Forensics, said the tournament is rich in tradition and serves two main purposes.

“One is to provide a service for intercollegiate debate; it gives us a chance to give something back. The second is that it’s a really good chance to show students from other schools what Baylor is,” she said.

The tournament brings quality students to Baylor, providing them an opportunity to become familiar with the University’s post-graduate programs, Dr. Leeper said. A tournament of this caliber also gives the Waco community, particularly local high school debate teams, the chance to see top-notch college debaters in action.

This year’s tournament will be especially meaningful given the recent death of “Prof. Capp,” as he was affectionately known by his many students.

“I’m personally very proud to be associated with a program that is named for Prof. Capp,” Dr. Leeper said. “We try to represent his legacy very well here.”

Dr. Glenn R. Capp, professor emeritus, headed the debate program at Baylor for several decades beginning in the 1950s. An argumentation scholar, Dr. Capp was one of the most prominent debate coaches in Baylor’s history, Dr. Leeper said.

During the same weekend, the Glenn R. Capp Forum also will host the Sam and Helen Pessara Tournament of the Golden Bear, now in its 10th year, for high school debate teams. This by-invitation-only round robin tournament brings eight of the best national high school debate teams to campus to compete. — *LoAna Lopez*

Dr. D.E. Mungello, professor of history and director of the Asian studies program, presented a lecture titled “Europe’s First Encounter (ca. 1500-1800) with the Great and Mighty Kingdom of China” Nov. 12 at the Center for Medieval and Renaissance Studies at Ohio State University in Columbus.

Dr. Lynne Murphy, assistant professor of English, presented a paper titled “What Size Adjectives Can Tell Us About Lexical Organization?” at the annual conference of the Linguistics Association of the Southwest held Oct. 8-11 in Tempe, Ariz.

Dr. A.G. Pinkus, research professor of chemistry, presided at a symposium titled “Heterogeneous Polymer Systems,” which he organized with Dr. Ken Moritz of the University of Southern Mississippi, at the 54th Southwest regional meeting of the American Chemical Society held Nov. 1-3 in Baton Rouge, La.

Dr. Kevin G. Pinney, assistant professor of chemistry, gave a research lecture titled “Molecular Recognition of Tubulin by New Classes of Affinity Probes and Polymerization Inhibitors” to the American Chemical Society student affiliate group Oct. 6 on the Baylor campus. He also presented this topic as an invited seminar to the Department of Chemistry at its Fall Colloquium Seminar Series on campus Sept. 18 and at Austin College Nov. 4.

Dr. Ann E. Rushing, associate professor of biology, presented a co-authored paper titled “Blepharoplast Morphology of the Midstage Spermatid of the Liverwort *Riccia gougetiana*” at the fall meeting of the Texas Society for Microscopy held Oct. 22-24 in Bandera. Co-author is Zane B. Carothers, University of Illinois.

Dr. Eric C. Rust, assistant professor of history, presented a paper titled “The Fates of German Naval Vessels that Survived World War II” at the national meeting of the Social Science Association held Nov. 4-7 in New Orleans, La.

Calvin B. Smith, associate professor and chair of museum studies and director of the Strecker Museum Complex, **Stephen L. Williams**, assistant professor of museum studies and collections manager of the complex, and **Melinda L. Herzog**, lecturer in museum studies and director of the Gov. Bill and Vara Daniel Historic Village, served as panelists in the Texas Association of Museums regional workshop titled “Environmental Monitoring for Museums.” The conference was held in September at Baylor and hosted by the Strecker Museum Complex. **Dr. Ellie B. Caston**, assistant professor of museum studies and director of operations for the complex, was coordinator of local arrangements. Williams also completed an on-site visit and a collection assessment report for the Denali National Park and Preserve in central Alaska. Also, Smith presented a report from the American Association of Museums’ committee on professional training at the International Council of Museums triennial meeting in November in Melbourne, Australia.

Dr. Beck A. Taylor, assistant professor of economics, presented a paper co-authored by John M. Barron and John R. Umbeck, both of Purdue University, titled “Determining Price-cost Margins in the Vertical Distribution of Gasoline” at the annual international Atlantic Economic conference held Oct. 8-11 in Boston, Mass. He also participated in an industrial organization panel at the conference.

Dr. Mary Lynn Trawick, associate professor of chemistry, gave a seminar titled “Specificity of the Enzyme — gamma-Glutamylamine Cyclotransferase” Oct. 15 at Texas A&M University.

Dr. Joseph F. Velez, professor of Spanish, presented a paper titled “Fueros y Poder Religioso en *El Fariseo* de Edgar Bastidas Urresty” at the Seminario Internacional de 1988 de Estudiosos Distinguidos de Letras Hispanas at California State University in Stanislasus, Calif. He also presented “Treinta Años de Literatura Chicana: Una Breve Resena” at the annual meeting of the AATSP in Madrid, Spain.

Lyndia Giles Washington, Radford visiting professor of journalism, and **Dr. Sara S. Stone**, professor of journalism, attended the national Society of Professional Journalists convention in Los Angeles, Calif. Washington also was a guest lecturer at Rhodes University in Grahamstown, South Africa, July-August. While there, she developed a style guide to be used in the Rhodes department of journalism and media studies, lectured at a developmental media agency and wrote for a national news service and the

Honors and Appointments

Pearl Beverly, coordinator of multicultural affairs, has been chosen as a participant in the 1999 Leadership Texas program.

Dr. Ellie B. Caston, assistant professor of museum studies and director of operations for the Strecker Museum Complex, has been appointed to serve on the Committee for Museum and Library Cooperation for the Texas Library Association.

Dr. Richard C. Chewning, professor of management and The Hazel and Harry Chavanne Professor of Christian Ethics in Business, has been honored by the Christian Business Faculty Association, San Diego, Calif., with the establishment of an annual Richard C. Chewning Award.

Dr. Anita Comley, assistant professor in nursing, has been chosen for the 1998-99 Oncology Nursing Leadership Institute.

Dr. Linda F. Garner, associate professor of nursing, has been selected as vice chair for the Nurse Oncology Education Program.

Dr. Greg Garrett, associate professor of English, has been named to a two-year term on the media/multimedia advisory panel by the Texas Commission on the Arts.

Dr. W. Keith Hartberg, professor and chair of biology, will serve on the 1999 board of directors as past president of the Texas Mosquito Control Association.

Dr. Maurice Hunt, professor and chair of the English Department, has been appointed to the *St. Martin’s Guide to Writing* advisory board for the sixth edition.

Dr. C. Chet Miller, associate professor of management and director of executive education, was appointed treasurer of the Texas Conference on Organizations.

Cliff Neel, assistant vice president and director of academic scholarships and financial aid, has been appointed by the board of directors of the Texas Guaranteed Student Loan Corporation (TGSLC), Austin, to a two-year term on its Lender/School Advisory Committee. He will represent private institutions regarding issues facing the financial aid community and make recommenda-

Daily Dispatch in East London, South Africa.

Dr. Daniel E. Wivagg, professor of biology and director of undergraduate studies in biology, attended the national Association of Biology Teachers annual convention held Nov. 4-7 in Reno, Nev., where he served on the assessment and publication committees and chaired the special publications subcommittee.

Dr. Paula M. Woods, lecturer in English, presented a paper titled “Submission and Subversion: Anne Askew’s Strategy in the First Examination” in a session titled “Women’s Public Acts as Subversion, Submission or Challenge” at the 16th Century Studies conference held Oct. 22-25 in Toronto, Canada. She also attended the annual meeting of the Society for the Study of Early Modern Women held in conjunction with the conference.

tions to revise policies and procedures. Neel also will serve on the Business Innovation Group for TGSLC. This group reviews suggestions and develops ideas to enhance the services provided by TGSLC to the financial aid community and high school and college students.

Dr. Wendy E. Sera, assistant professor of biology, has been appointed to a three-year term on the education and graduate student committee of the American Society of Mammalogists.

Linda Teichelmann, serials department, Moody Library, was chosen as the libraries’ “Staff Member of the Month” for October.

Paige Tilghman, preservation department, Moody Library, was chosen as the libraries’ “Staff Member of the Month” for November.

Dr. Joseph F. Velez, professor of Spanish, has been elected vice president for the coming year of the Southwestern Council of Latin American Studies. He will serve as president during 1999-2000.

Dr. James L. Williamson, The Fred and Edith Hale Professor of Education and chair of the Department of Educational Administration, has been appointed Scholar-in-Residence at the Baptist Joint Committee on Public Affairs in Washington, D.C.

New Mays Professor Tries Marketing Plan

Dr. James A. Roberts, newly appointed Mays Professor of Entrepreneurship, is convinced that most businesses need a helping hand when it comes to developing marketing plans.

Consequently, Dr. Roberts, an associate professor of marketing at Baylor, has devised what he terms the “perfect” plan, designed to benefit both businesses and students. He will challenge students in his class to develop a marketing plan for local businesses — all at no cost to the business owners — and then ask the students to present their marketing ideas to the businesses. The plan will help area businesses “get on track” from a marketing perspective and give students first-hand experience in developing marketing ideas.

The endowed chair Dr. Roberts now holds, The Mrs. W.A. (Agnes) Mays Professor of Entrepreneurship, was established in 1978 as a permanent memorial to Mrs. Mays. — *Alan Hunt*

Church-State Studies Expert Shares Knowledge on Religious Freedom

Dr. James Wood, internationally renowned Institute founder, leaves rich heritage as he approaches retirement in spring

The year was 1955. The Brooklyn Dodgers won the World Series, Disneyland opened, the television show *Guns, Smoke* debuted and a young man from Portsmouth, Va., began teaching in Baylor's religion department. Fast forward to 1998 and that same professor, Dr. James E. Wood Jr., has become one of the world's champions in the arena of religious human rights, and in doing so has brought international acclaim to Baylor University.

Except for a brief hiatus in the 1970s when he served as executive director of the Baptist Joint Committee on Public Affairs in Washington, D.C., Dr. Wood has served the University his entire career. He is The Simon and Ethel Bunn Distinguished Professor of Church-State Studies and founder of the *Journal of Church and State* and the J.M. Dawson Institute for Church-State Studies.

Dr. Wood has not limited himself to the Institute, though. He also served as the first director of Baylor's Honors Program, and he initiated the establishment of the Baylor University-Seinan Gakuin University (Japan) Faculty-Student Exchange Program.

Lifetime interest

Dr. Wood cannot pinpoint the genesis of his interest in religious liberty, but even in college he wrote on church-state issues. He received his bachelor's degree from Carson-Newman College in Tennessee, his master's degree from Columbia University and his doctorate from Southern Baptist Theological Seminary. He also is an ordained Baptist minister, serving for six years as a pastor at churches in Kentucky and Tennessee. Prior to coming to Baylor, he was a professor of religion and literature at Seinan Gakuin University.

In 1957, he became the first director of Baylor's Institute of Church-State Studies, although he remained a member of the religion faculty. In 1959, he launched the *Journal of Church and State*.

"From the very beginning I have said that this journal could not be sectarian. It must be interfaith, interdisciplinary and international. Otherwise, it would have no integrity. I think that gave the *Journal* academic standing from the beginning," Dr. Wood said.

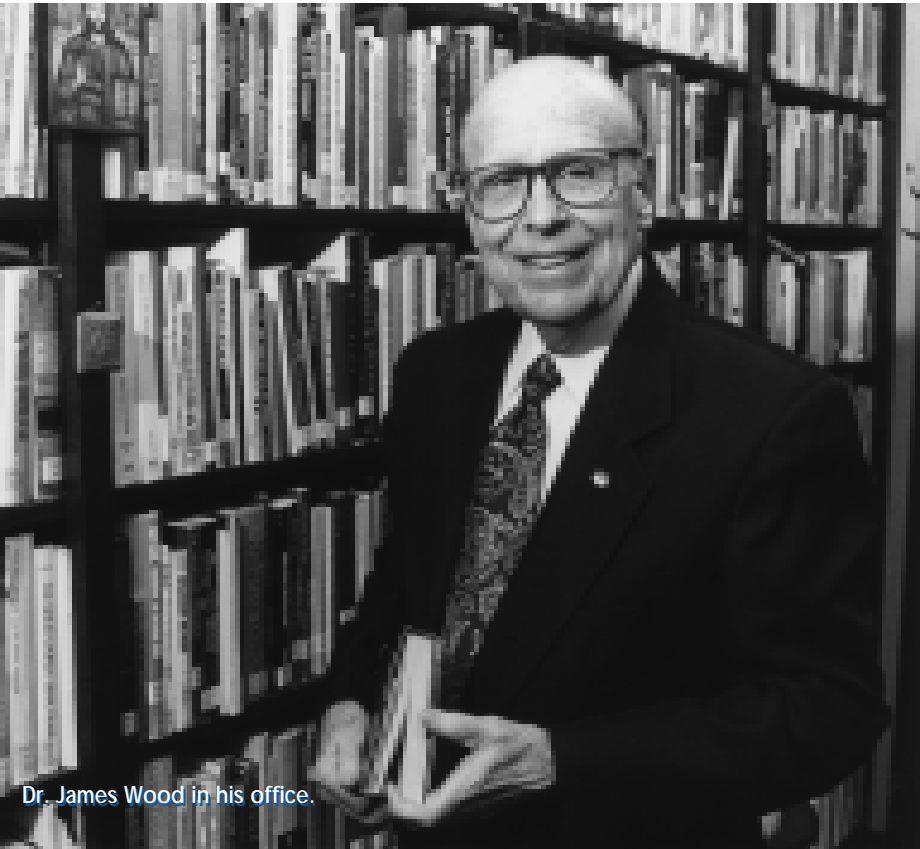
The *Journal* is still the only one of its kind that is expressly devoted to church-state relations, and it has gained international acclaim. It has been cited by the U.S. Supreme Court, and in 1997 it was awarded the "Premio Arturo Carlo Jemolo," an award given by a scholarly society based in Turin, Italy, and bestowed upon the international journal that is deemed "to have made the most significant contribution to research within the fields of canon law, ecclesiastical law, or the history of the relations between state and church," according to the award's literature.

"...Much of Baylor's reputation worldwide has to do with our identification with religious liberty, and almost all of that is due to the efforts of Dr. Wood."

Dr. Derek Davis

Up until 1991, when Dr. Derek Davis was named associate director of the Institute, Dr. Wood basically was a one-man show, founding the Church-State Research Center and organizing a majority of the Institute's 34 conferences, lectures and symposia. In 1995, Dr. Wood stepped down as director of the Institute and editor of the *Journal*, but he did not slow down his crusade for religious liberty.

In recent years, he has been involved in religious liberty in Eastern Europe, and this past summer and fall, he participated in government-sponsored conferences in Bulgaria, Ukraine, Peru and Romania, where he also was awarded the



Dr. James Wood in his office.

Doctoris Honoris Causa degree — the highest honor European universities bestow — from Bucharest University.

"The developing nations of Eastern Europe are in disarray in their move toward democracy. Those countries have no history of religious liberty and principles of freedom and tolerance are not well understood. I was invited by these governments to come over to help and to share my expertise," he said about his recent activities.

In addition to his European travels, Wood recently presented the keynote address at a conference on religious human rights in Lima, Peru. For 10 days in February, he will hold The Monsignor W. Onclin Chair of Comparative Canon Law at the Catholic University Leuven in Leuven, Belgium, as a visiting professor, and he will teach a graduate seminar in church-state studies at Baylor in the spring.

He also will continue his work as president of the Washington, D.C.-based International Academy for Freedom of Religion and Belief, an organization that seeks to inform the public, religious organizations and governments about the importance of religious liberty as a fundamental human right. Dr. Wood helped found the academy in 1985.

Dr. Wood has announced that he will retire after the spring semester, and he and his wife, Alma, will return to the Tidewater area of Virginia, where many of the couple's family members still live. He will leave behind a rich legacy. As current Institute director Dr. Davis said, "I think much of Baylor's reputation worldwide has to do with our identification with religious liberty, and almost all of that is due to the efforts of Dr. Wood. He is one of the most prominent scholars that Baylor has ever had." — *Julie Carlson*

Alumni Banquet to Honor 5 on Jan. 29

Recipients distinguished in profession, business or vocation

Baylor will honor five graduates during the 1998 Distinguished Alumni Banquet at 7 p.m. Friday, Jan. 29, in the Ferrell Center. The Distinguished Alumni Award recipients are Jack M. Fields Jr., former U.S. Congressman; Gerald W. Haddock, president and chief executive officer of Crescent Real Estate Equities Co.; J. Harry Jeanes, Regent emeritus and former Baylor trustee; Lyndon L. Olson Jr., U.S. Ambassador to Sweden; and Jim Turner, owner and chairman of the board of Dr Pepper Bottling Co. of Texas.

The award is bestowed on Baylor degree holders who have made a distinctive contribution to their particular profession, business or vocation and in doing so have brought honor to Baylor.

Fields, who received both undergraduate and law degrees from Baylor, represented Texas' 8th Congressional District in the U.S. House of Representatives from 1981 to 1997, serving as chairman of the House Telecommunications and Finance Subcommittee. He is president and CEO of Texas Global Inc., an international trade corporation headquartered in his hometown of Humble, and Twenty-First Century Group Inc., a Washington, D.C.-based governmental affairs and

strategic planning company.

Haddock, who received a bachelor of business administration degree and a law degree from Baylor, serves as president and CEO of the \$5.9 billion Crescent Real Estate Equities Co., Fort Worth, one of America's largest publicly held real estate investment trusts, and Crescent Operating Inc., a publicly held operating company.

Jeanes, who received a bachelor of business administration degree from Baylor in 1934, is the former chairman and CEO of First Federal Savings, Waco. A Baylor regent emeritus, he also served as a Baylor trustee for 18 years.

Turner, who received a BBA in marketing, and Olson, who received a bachelor of arts degree, are both 1969 graduates of Baylor.

Olson is a former president of the Baylor Alumni Association and served for six years on the Hankamer School of Business Advisory Board. Turner also is a former member of the Hankamer Advisory Board. — *Alan Hunt*



At last year's breakfast, music was provided by Revelation, featuring (left to right) Jim Huey, John Maddux, Bill Williams and Rex Davis.

Community Prayer Breakfast Planned

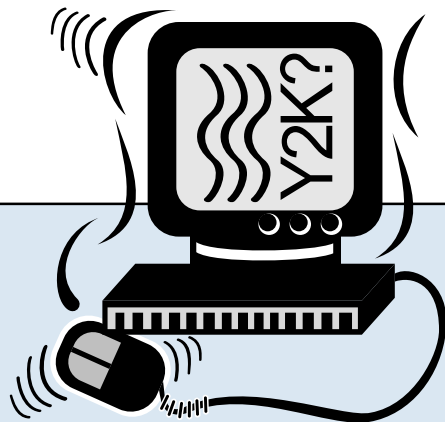
Service on Jan. 22 to emphasize common concerns, goals

The Baylor and Waco communities will join together in a morning service of prayer and music at the 12th annual President's Community Prayer Breakfast on Friday, Jan. 22, at the Ferrell Center. The breakfast begins at 6:30 a.m., followed by the service at 7.

The interdenominational program will feature music and personal testimonies.

"I think together, for the campus and the community, the breakfast is an opportunity for us to share common concerns and common goals that we can work together to achieve in a positive way," said Dr. Milton Cunningham, director of denominational ministries and University chaplain.

The breakfast is open to the public and tickets are \$10. For more information, contact Dr. Cunningham or Betty Skelton in the Office of Denominational Ministries at ext. 3522. — *BN*



Y2KY2KY2KY2KY2KY2KY2KY2KY2KY2KY2K

Baylor busy preparing computer systems for the new millennium

Call it a bug or a glitch. Some are even calling it the apocalypse. No matter how you refer to it, this much is clear: The Y2K problem has the attention of the nation and the world.

In layman's language, here's the problem: Most computers operate on two-digit formats, therefore only the last two digits of the year are entered into programs. A year from now when the calendar rolls to 2000, computers will not know if that's 2000 or 1900 or 1800.

Take your own personal inventory on what you believe about Y2K by checking all those below you think will happen at the stroke of midnight Dec. 31, 1999:

- ☐ Airplanes will fall from the sky
- ☐ ATMs and banks, in general, will shut down
- ☐ Utility companies will fail
- ☐ National defense systems will collapse
- ☐ Your fax machine won't work

If you're looking at the end of this article for the answers, don't bother. Definitive answers about Y2K are in

short supply. Predictions are not. They're everywhere, and many of them are grim.

There is some good news though, and it begins right here at Baylor. Becky King, associate director of information systems in Baylor's Information Technology Center, has been thinking about Y2K for a long, long time. According to her, Baylor's information systems applications and software are almost entirely 2000-compliant. As of last fall, the major mainframe systems were all 2000-compliant, as were systems in the libraries, human resources, alumni/development and student information systems. The PeopleSoft financial software package, which will be implemented by June 1999, will bring 2000-compliance to that area.

As for desktop computers, Macintosh users will enjoy 2000-compliance regardless of when their computer was purchased. PC users with recently purchased machines should be fine; some older PCs may need upgrades, which is software that can be purchased or downloaded from company Websites.

Before we all breathe a collective sigh of relief, however, there's more involved, King said. There are devices everywhere on campus,

many of them critical to daily business or safety, with computer components embedded in them that may not be 2000-compliant. To address these issues, a Year 2000 Committee is being formed on campus by the Division of Finance and Administration.

King said the committee will investigate embedded systems (like in the elevators, utility systems and fax machines) on campus and look into critical desktop computing situations that may need attention. The committee also will work with major vendors, such as ARAMARK, Follett Corporation, Waco Construction, TU Electric and others, to ensure the services they provide for Baylor will not be affected.

The committee began work in December, and hopefully, the transition to the year 2000 will go smoothly. You might want to stock up on some bottled water and canned tuna, though, just in case. — *Colin Witt*

Commencement Congratulations

Baylor family members among December graduates

Best wishes to the following Baylor employees and children of Baylor faculty and staff who graduated from the University in December:

Hankamer School of Business

Bachelor of Business Administration

Garla Naomi Neal — daughter of Mary Neal in student account services

Melissa Anne Shanley — daughter of Dr. Richard and Mrs. Helen Shanley, both in instrumental studies

College of Arts and Sciences

Bachelor of Arts

Lori Ann Cobb — support services coordinator, dean of libraries

Jeffery Kenneth Talbert — son of Catherine Talbert, administrative assistant, accounting/business law

Susan Jane Scoble — AV/AC serials control coordinator, Moody Library

School of Education

Bachelor of Science in Education

Jennifer Lynn Gorham — daughter of Jim K. Gorham, financial systems implementation project manager

School of Engineering and Computer Science

Jeff David Beavers — data query/analysis specialist

Graduate School

Master of Business Administration

Robert Edward Seitz — director of special events at Ferrell Center

Ph.D. in Biomedical Studies

Tamarah Lynn Adair — lecturer, biology

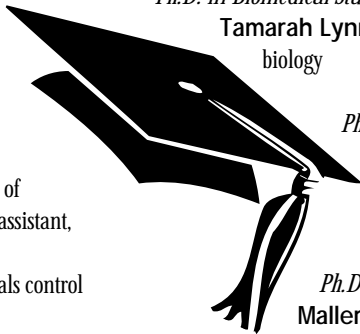
Ph.D. in Chemistry

John Stephen Phillips — lecturer, political science

Ph.D. in Neuroscience

Mallery Day Gilbert — lecturer, psychology and neuroscience

(Please let us know if we have unintentionally omitted someone's name from the list by contacting baylornews@baylor.edu)



Research Gazette

Grant Awards (November)

Dr. A.G. Pinkus, chemistry; \$2,000; Preparation and Evaluation of Fibers from Poly(alkylene terephthalate)s and Copolymers; University Research Committee

TOTAL AWARDS: \$2,000

Grant Proposals (November)

Dr. Phyllis S. Karns, Baylor School of Nursing; \$19,599; Baylor FNP Traineeship Proposal; Department of Health and Human Services

Drs. Kevin J. Gutzwiller, Joseph D. White, biology; **Dr. Cleavy L. McKnight**, geology; \$897,759; Interactive Effects of Human Development and Climate Change on Migratory Landbirds: Landscape and Regional Projects; U.S. Geological Survey, Biological Resources Division

Dr. Dennis R. Myers, gerontology; \$817,548; Speech Recognition Systems/Disabled Older Adults; National Institutes of Health

Dr. Brad Creed, Truett Seminary; \$20,725; 1999 Student Mission Program; Panhandle Baptist Foundation

Dr. Michael Beaty, Institute for Faith and Learning, **Dr. Dwight Allman**, political science; \$58,733; The Scholars' Institute; The Lynde and Harry Bradley Foundation

Dr. Robert Adams, Plant Biotechnology Center; \$15,000; Soil Erosion Control through the Use of New Vetiver; New England Biolabs Foundation

Dr. Barry Hankins, Church-State Studies; \$35,000; Uneasy in Babylon: Southern Baptist Conservatives and American Culture; Pew Evangelical Scholars Program

TOTAL REQUESTED: \$1,864,364

Letters of Inquiry (November)

Dr. G.W.K. Willis, information systems, and Clay Cockrell; GRASS project, The Ford Foundation

Dr. G.W.K. Willis, information systems, and Clay Cockrell; GRASS project; Texas Independent College Fund

Dr. Ben Pierce, College of Arts and Sciences; science equipment; W.M. Keck Foundation

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