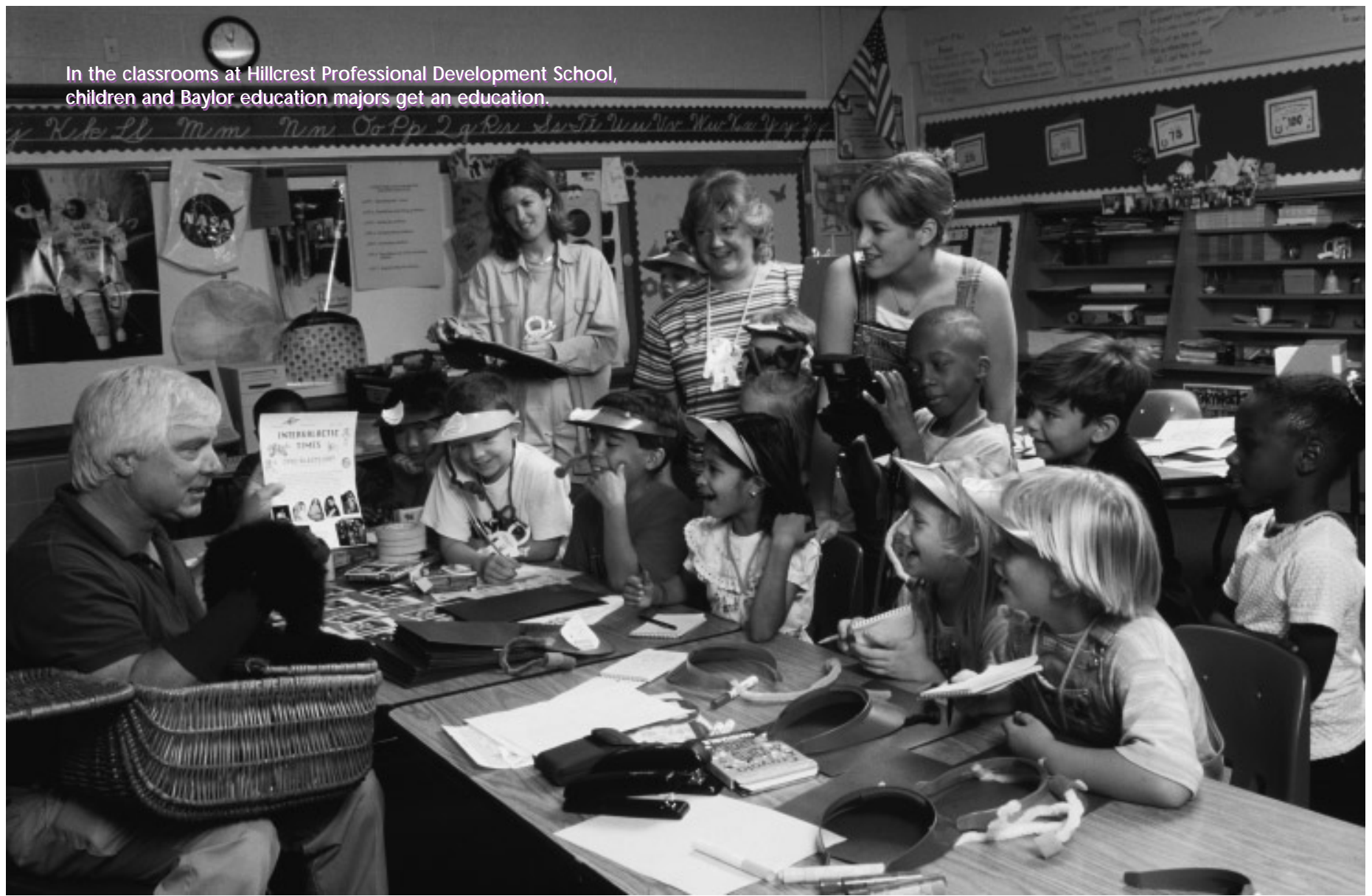


<p>President's Perspective</p> <p><b>Distinctive identity:</b> Baylor positioned to become leading Protestant voice on faith, learning issues.</p>	<p>April Focus</p> <p><b>School of Education:</b> Partnering, mentoring new trends for profession with increased accountability.</p>	<p>Academic Agenda</p> <p><b>Preparing teachers:</b> Teacher-educators Strive for more focused higher-performing professional school.</p>	<p>Last Glance</p> <p><b>Pioneer Heritage Days:</b> Historic Village steps back in time to river front town of 1800s for family entertainment.</p>
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Vol. 9, No. 4 • APRIL 1999

# BaylorNews

Monthly News for the Baylor University Community



In the classrooms at Hillcrest Professional Development School, children and Baylor education majors get an education.

## ‘Teaching Really is Rocket Science’

*School of Education focuses on mentoring approach, extended post-graduate assistance to prepare future teachers.*

By Lori Scott-Fogleman

When asked about her student teaching days, Waco kindergarten teacher Melissa Cates calls them “snapshots.”

“A six-week snapshot of kindergarten. A six-week snapshot of third grade,” said Cates, a 1992

Baylor graduate who was named Waco Independent School District’s 1996-97 Elementary Teacher of the Year. “Six weeks doesn’t do it.”

Helping give future teachers the big picture — in student teaching and other areas — is one of the reasons Baylor’s School

of Education is undergoing the first fundamental redesign of its teacher education program in more than two decades.

Today, as a kindergarten and mentor teacher at Hillcrest Professional Development School, Cates sees the benefits of the partnership between the School of

Education and Hillcrest PDS, which opened in 1993, two years after Cates began student teaching, and is now one of the nation’s pre-eminent programs for developing teachers during a yearlong internship program.

## BaylorNews

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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*BaylorNews* is published 10 times a year by the Office of Public Relations.

**The submission of suggestions for stories is encouraged. The newsletter works two months in advance. Deadline is the first of each month** (i.e. Dec. 1 for the February issue). Comments or questions should be directed to:

**BaylorNews**  
P.O. Box 97024  
Waco, TX 76798-7024  
(254) 710-1963  
(254) 710-1490 (Fax)  
baylornews@baylor.edu  
pr.baylor.edu

**Larry D. Brumley**  
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Baylor University is an equal educational and employment opportunity institution.

## President's Perspective

Baylor poised to be leading voice on faith, learning issues

I want to devote this month's column to the matter of Baylor's distinctive identity in the field of higher education. I am convinced that we are as well positioned as any college or university in the country to make our mark as the leading Protestant voice on matters of faith and learning. We can be an institution that upholds the highest standards of scholarly achievement while maintaining a commitment to a Christian worldview.

How do we accomplish this goal? Certainly, we have to start with our faculty. They are the institution's front line, and Baylor is fortunate to have outstanding scholar-teachers who subscribe to our mission and take seriously matters of faith. We must never waiver from our effort to attract faculty who have this motivation, even when it means having to work harder to identify candidates for faculty openings. The addition of our Distinguished and University Professors program is contributing to this effort. Our first University Professor appointment, Dr. Ralph Wood, is a leading figure on matters of faith and learning, and he is quoted widely on this subject. Faculty form the heart and soul of the institution, and they are foundational

to fulfilling our mission and identity as a Christian university.

We also maintain our Christian distinctiveness through the curriculum. Initiatives such as the new Institute for Faith and Learning are helping us to strengthen the integration of knowledge and reason with our spiritual dimension. The Institute's sponsorship of programs such as the Pruitt Symposium, which most recently brought in leading scholars and lecturers from around the country to talk about Southern religion, social practice and literature, and last fall's summit at Notre Dame on faith and learning fosters excellent dialogue on this important subject. The Notre Dame conference went so well that we are hoping to have a similar conference next fall when we travel to Boston College for the Baylor-BC football game. I believe this conversation with our Catholic brothers and sisters is fruitful as we seek to expand our faith and learning initiatives, and I want to express my appreciation to Dr. Michael Beaty for his diligence in making this Institute such a vital resource to the University.

Already Baylor is considered a leader in this



President  
Robert B. Sloan Jr.

arena, as evidenced by the invitation of the American Association of University Professors to host a conference in the spring of 2000 on the topic of "Academic Freedom in Religiously Affiliated Institutions." This national conference will draw participants from some of the country's best-known, faith-based colleges and universities. In addition to hosting the event, Baylor will play a prominent role in planning and organizing the conference.

Finally, we can live out our mission as a Christian university through the way we treat one another and the environment that we create for our students, faculty, staff and visitors. Our attitude should be one of service, and we should continue to encourage the University community to look for opportunities to demonstrate our commitment to meeting one another's needs.

There also is a tangible symbol of our Christian heritage and mission that I believe will contribute to this environment, and that is the construction of the Truett Seminary facilities on our campus. I am very excited about what the relocation of the seminary to the Baylor campus will do for the University community. The physical presence of the Seminary and its chapel — not to mention the addition of students and faculty — will have a positive impact on the character of Baylor.

I am grateful for the efforts that you — Baylor's faculty and staff — make to ensure that Baylor upholds its mission of being a Christian university of the first order.

## Bellah on 'True' Scholarship

Those who attended the recent Scholarship Day luncheon were treated to a rousing call to arms for university administrators and faculty members to bring back true scholarship to the nation's institutes of higher learning.

Guest lecturer Dr. Robert Bellah, The Elliott Professor of Sociology Emeritus at the University of California at Berkeley and author of the acclaimed book *Habits of the Heart*, spoke passionately about the disturbing trend of universities allowing rampant consumerism to replace traditional scholarship.

Students are now dictating to universities what subjects should be taught, and these dictates are influenced by the drive for money, Dr. Bellah said in his lecture, "The Scholar's Vocation: The Search for the True; the Search for the Good." Citing recent statistics regarding the declining number of students receiving humanities degrees, he said faculty members in liberal arts disciplines have greater teaching loads but lower salaries than faculty members in professional degree programs. "This is an index of how we feel about certain professions," he said. — *BN*

## Model Team

Baylor U.N. group awarded 'Best Delegation'... again

Baylor's Model United Nations team has had a wildly successful year, once again winning the prestigious Harvard University Model U.N. tournament.

For the past four years (and six out of the last eight years), the team has captured the "Best Delegation" award at the Harvard competition, besting teams from the Ivy League and such schools as the U.S. Military Academy, Northwestern and the University of California at Berkeley. Team members also won eight "Best Delegate" awards and one honorable mention, the most individual awards the team has ever received.

"While we aspire to have a No. 1 team in athletics, a No. 1 Model U.N. Team is also a worthy aspiration. It brings a great deal of distinction to the students and to the faculty who work with them," said Dr. Wallace Daniel, dean of the College of Arts and Sciences.

Because of its phenomenal success, the team received more national recognition when it was invited to the creme de la creme of Model U.N. competitions, the New York Model United Nations



The members of the Model U.N. Team and their sponsors enjoy their recent national victory.

Conference held at the United Nations. Twelve team members and team directors, Dr. Linda Adams and Dr. Janet Adamski, spent March 29 to April 3 in New York competing against approximately 200 other teams. The Baylor team represented the country of Belize.

"The tournament is by invitation only and is reserved for a limited number of teams. It is an honor that Baylor will attend this year," said Dr. Adams, who also is associate professor of political science and director of the International Studies

Program. Dr. Adamski is an assistant professor of political science and assistant director of the International Studies Program.

The Baylor students who journeyed to New York were Lin Wayner (head delegate), Jim Marshall, Reagan Butts, Trey Nixon, Rob Schickler, Ian Jones, Mike Merrick, Tasha Spindler, Mina Simhai, Laura Seay, Allison Harvey and Nicole DeArmond. — *Julie Carlson*



## Keeping Teachers Teaching is Long-Range Goal

continued from page 1

"They [student teachers] can sit back, take a breath and learn how to be a teacher over a nine-month period," Cates said.

Spearheading Baylor's teacher reform is School of Education Dean Robert Yinger, who came to Baylor in 1998. After successfully leading a similar effort at the University of Cincinnati over the past decade, Dr. Yinger said all of the data show that teacher education is heading in the direction of partnering and mentoring in the 21st century. And it is at Baylor, as well.

"We have solid research that shows that students who come out of programs with strong subject matter preparation and extended internship experiences in schools actually go into teaching at a higher level," Dr. Yinger said. "We know that we get better entry-level teachers, they're more successful and they stay longer in the profession."

### Major focal points

Those are the three major focal points upon which restructuring at Baylor will concentrate, Dr. Yinger said. And that is largely because accountability in the profession is more demanding than ever.

"Teacher education now is under more external accountability than any other profession," Dr. Yinger said.

To illustrate, in 2002, Texas plans to give every first-year teacher a classroom performance assessment, and the state's teacher education programs will be held responsible for the passing rates of their graduates.

"It completely changes the game for us. Everything we do has to be linked to real performance outcomes, which is unique in higher education," Dr. Yinger said. "I don't know of any other program at the University whose approval or accreditation depends on how well their graduates do on the job."

At the February meeting of the American Association of Colleges of Teacher Education in Washington, D.C., Dr. Yinger said, "greater expectations" was one of the main topics of conversation among educators. But what worried most teacher educators was that the standards on performance examinations wouldn't be set high enough, mainly because universities now have competitors in the teacher education business.

"Five years ago, colleges and universities were the only places you could go for teacher certification. Today, in Texas especially, the state standards board allows school districts and regional professional development centers to train teachers. We also have for-profit universities teaching over the Internet or in shopping malls on the weekend," Dr. Yinger said. "Can they

teach teachers effectively? Many programs are not offering the kind of quality experiences and quality instruction that we think needs to be there.

"At Baylor, we are working to be sure that the standards are set high enough on these performance-based exams so we don't produce a lot of marginally prepared teachers," Dr. Yinger said.

Associate education dean Susan Johnsen spent almost six years "teaching teachers" at Hillcrest, which is one of only 20 schools in the nation — and the only Texas school — selected to design standards for all professional development schools.

"We're really in line with guidelines, state and nationally, seeing that teachers have the training and experiences necessary to be successful," Dr. Johnsen said. "Student-interns are much better prepared to assume the responsibilities of the classroom. It also

during their first five years."

To address the attrition problem, several schools of education are taking a path similar to medical schools in the first half of this century.

"Like medicine, teaching is being looked at now as an advanced practice that requires graduate level work, extensive internships and residency-type experiences where you have a chance to actually do the work under very close supervision," said Dr. Yinger, whose initial training as an educational psychologist included both the medical and teacher education fields.

"What people don't realize is the idea of a teaching hospital and medical residency wasn't universally applied in this country until almost 1950," he said. "So we're going through the same kinds of struggles to figure out how

we can produce someone who really has skills and knowledge and can be effective as a practitioner in a very complex situation."

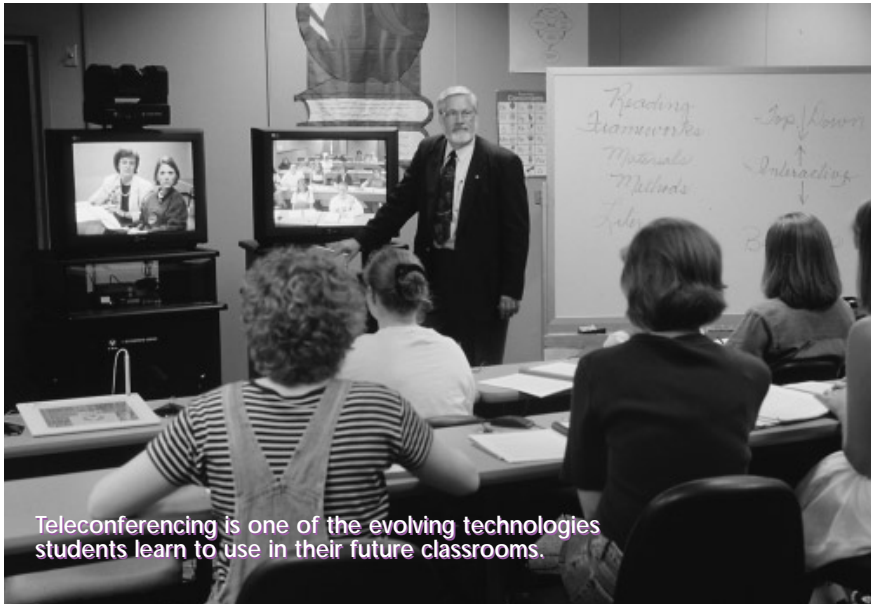
That's where professional development schools, like Hillcrest, enter the picture.

The internship model for student teaching includes on-site classes taught by Baylor faculty, the opportunity to observe and learn from veteran "mentor" teachers and actual classroom teaching experiences over the course of a school year.

"But how do you develop the capacity to provide that kind of year-long internship experience for 300 teachers a year instead of 10? That's the big challenge here at Baylor," Dr. Yinger said. "There's increasing recognition that if you want to be a successful teacher you need to have that kind of extended mentor experience."

Research also shows an impressive effect of this kind of intensive teacher education program on attrition. Instead of only seven of 10 teachers going into the profession after certification, the number jumps to nine who actually enter the field. Five years later, instead of only three, seven are still in the classroom.

For students completing the program, finding a teaching position is



Brussels, Belgium. "But we would not be a state 'recognized' school without the collaboration we have with Baylor."

### Classroom mentoring

Dr. Yinger said that Texas is attempting to move toward the extended mentoring approach by approving a two-year induction program that will support new teachers with mentors in the classroom. The program should go into effect in 2002.

In the meantime, Baylor's education faculty will take the next 12 to 18 months rethinking the University's teacher education program as expectations rise and standards are established. But Dr. Yinger is confident that one thing will never change — the commitment of Baylor students to teaching as a profession.

"I think that's why superintendents love to hire Baylor graduates," Dr. Yinger said. "They know that when things need to be done in the school, they're the ones who are going to volunteer, they're the ones involved in extracurricular activities, they're the ones who throw themselves into the community."

"I'm excited about us working on some of the technical issues, because I think we'll have teacher education graduates that'll be unmatched in the nation."

*(See Academic Agenda, page 5, for more about the School of Education.)*

**"The only thing comparable in other professions ... is an emergency room during a natural disaster."**

*Dean Robert Yinger*

provides us as faculty members immediate feedback. We can actually see the link between the student-intern's performance in the classroom and what we teach."

### High attrition rate

Another major challenge for teacher educators is lowering teaching's high attrition rate.

"Teaching really is rocket science. It is a tough, demanding activity, and we've never recognized the importance of that," Dr. Yinger said. "The only thing comparable in other professions to the stress and the mental requirements of being in front of a classroom of 30 7-year-olds is an emergency room during a natural disaster."

Research has shown that, nationally, for every 10 teachers who were certified by a school of education in a traditional program, only six or seven actually went on to teach. Of those, only three were still in the classroom after five years.

"We're realizing that teacher education is not done when you graduate from college. In fact, it's just beginning," Dr. Yinger said. "We must find out what works right at the very beginning in order to give young teachers a good start, but we also need to find ways to continue to work with them

not a problem.

"When school districts find out that they've come out of a professional development school, they're almost chased down," said Dr. Randy Ford, director of student teaching for the School of Education.

Academically, Hillcrest has blossomed. Last year, 92.4 percent of its students passed the Texas Assessment of Academic Skills (TAAS), earning the school a "recognized" campus designation by the Texas Education Agency.

"Hillcrest is one of the top professional development schools in the country," said former Principal Ron McIntire, now superintendent of the U.S. Department of Defense Schools in

## 'Dream Team' Lawyer of Year

Umphrey to be honored April 10 at Law Day banquet

Beaumont lawyer Walter Umphrey, leader of the Texas "Dream Team" that recovered an historic \$17.6 billion settlement from the tobacco industry, will be honored April 10 by Baylor Law School.

Umphrey, a 1965 Baylor law graduate, will be recognized as the 1999 Baylor Lawyer of the Year during the annual Law Day banquet at 6:30 p.m. in the Ferrell Center. A reception for Umphrey and his wife, Sheila, will be held at 5:30 p.m. in the concourse of the Ferrell Center.

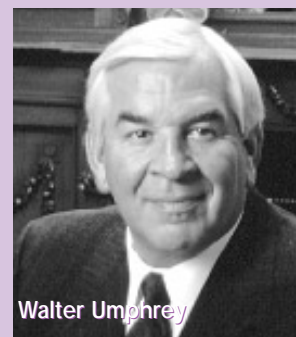
Former Congresswoman Pat Schroeder of Colorado will be the keynote speaker at the banquet, which is expected to attract more than 400 alumni and friends of Baylor Law School.

Also scheduled during the Law Day program will be groundbreaking ceremonies at 4:15 p.m. for the new Sheila and Walter Umphrey Law Center, being built at a cost of \$27 million on the banks of the Brazos River. Umphrey and his wife have donated \$10 million toward the new building.

The project is part of the Law School's recently announced \$35 million capital and endowment campaign. Law School Dean Brad Toben said the campaign will underwrite both the new law center and program enhancements that will ensure the excellence of Baylor Law School "into the 21st century and beyond."

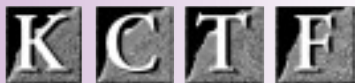
Toben said the new facility bearing the name of Sheila and Walter Umphrey will provide Baylor with one of the most modern law schools in the nation. The 121,000-square-foot building, which will be located adjacent to Fort Fisher, will include classrooms, practice courtrooms, the law library, computer labs, seminar and meeting rooms, faculty and administrative offices and common areas. Work is expected to be completed in about two years.

— Alan Hunt



Walter Umphrey





## KCTF Great Auction looking for volunteers

The fifth annual KCTF Great Auction will be 7 to 10 p.m. May 1 to 6 on KCTF-Channnel 34.

"It's very lively. If we get people hooked the first night, they usually watch the next night," said Kliff Kuehl, KCTF general manager.

The proceeds from the auction go toward the station's programming costs. Last year, the station raised approximately \$45,000. The goal is to double its figures every two years, hoping for \$90,000 by the year 2000, Kuehl said.

"It's our largest fundraiser of the year," said Elizabeth Kelly, a part-time staff member in her first year as auction coordinator. "We're always looking for any and everything in the form of donations, especially unique items," she said. More than 500 corporations throughout the state and McLennan County donate items and trip packages to the auction.

"We need all kinds of volunteers," said Kuehl, who expects 250 to 300 volunteers to participate throughout the auction, averaging 50 to 60 per night.

Those interested in making donations or in volunteering can contact Kelly or Nan Holmes, KCTF special projects manager, at ext. 7881. — *Markell Davidson*

## Scruggs concert April 10 to benefit Piper Center

Children at Piper Child Development Center get more out of their day than just playtime, snacks and naps. These 68 youngsters, ranging in age from 6 weeks to 6 years, thrive in the Center's rich educational environment.

Making that opportunity available to more children from the community is the goal behind the Center's concert featuring award-winning children's songwriter Joe Scruggs. Proceeds from the concert will be used to subsidize tuition.

The Center hopes to reach out to children with special needs or from low-income families in the community and to provide a comprehensive model program of training and mentoring for Central Texas teachers and staff of childcare centers. "We're very focused on learning," said Pam Wilder, director of the Piper Center. "Our teachers are committed to modeling high-quality education and care for young children at all times."

The Center also benefits some 250 Baylor students per semester who add to their classroom knowledge with invaluable individual experience with children.

Joe Scruggs' performance will be at 1 p.m. Saturday, April 10, at the Hippodrome Theatre. Tickets are \$8, \$10 and \$12 and may be purchased by calling 752-9797. — *Kate Langston*

## Departmental Purchasers Say 'Charge It!'

Pilot program eliminates burdensome paperwork, proves popular with initial group

Life will be just a little bit easier for departmental purchasers at Baylor thanks to a pilot purchasing card program now in its final stage of testing and ready to go campuswide this month. Employees who prepare requisitions and obtain pricing information will benefit from the program, which eliminates many of the steps currently required.

Tom Hoffmeyer, director of purchasing and campus services, said Baylor is following a nationwide trend toward more efficient purchasing methods. About 30 cards were issued on Jan. 28 for a two-month trial period. The pilot group consisted of faculty and staff with various purchasing responsibilities for their departments, including a representative from the School of Nursing, he said. They were trained in the card's usage with interactive exercises and entertaining skits in an orientation developed by the Office for Organizational Development.

The Baylor purchasing card works like a personal credit card. Rather than the purchaser having to go through four or more steps to buy office supplies or equipment, purchases are charged and a monthly statement follows. Cardholders maintain documentation and keep a log of purchases to check against the monthly statement. Supervisors approve purchases that automatically

will be charged to the department's appropriate account. Each card maintains a \$5,000 monthly limit, with individual purchases limited to \$1,000.

"It's more efficient because it helps eliminate the paperwork that the current system requires," Hoffmeyer said, noting that the Accounts Payable Department will send only one master payment per month for all campus card purchases to the University's bank.

Other benefits of the program to both Baylor and the cardholder include ease of purchasing via the Internet or telephone, and time and processing efficiency. "I see this as a real win-win situation," Hoffmeyer said, adding that pilot members



Shelby Peak, organizational development, tries out Baylor's new purchasing card with Chris Hert, store manager at OfficeMax.

have responded positively.

Hoffmeyer said the program will issue approximately 300 cards campuswide beginning in April. Training sessions will be available throughout the month.

To ask questions or to apply for a card, contact Pat Johnson, purchasing card administrator, at ext. 8830 or visit the office's web site at [www.baylor.edu/~purchasing](http://www.baylor.edu/~purchasing). — *LoAna Lopez*

## Joy Reynolds Institute Creates Preschool Atmosphere

New clinic provides language skills therapy in natural environment for community children

Joy C. Reynolds knows firsthand the importance of getting help for youngsters who have difficulty with language skills.

"I've always been concerned about little children and about them having all the opportunities, especially those with situations where if they don't get help when they're very young then they'll always be behind," Reynolds said. "One of my main reasons (for an interest in speech and language therapy) is one of our grandsons had a problem. He did not speak until he was 3 1/2 years old."

She and her husband, Chancellor Herbert H. Reynolds, brought their grandson to the Baylor Speech, Language and Hearing Clinic and then were referred for further assistance to the Callier Center for Communication Disorders at the University of Texas at Dallas.

Their grandson, now a first grader, has made wonderful progress. It was the Dallas center's preschool environment that prompted the Reynoldses' desire to bring a similar program to the Baylor campus so that Waco children

could have the same kind of advantages. With a generous gift from Dr. and Mrs. Reynolds in spring 1998, their idea became a reality.

The Joy C. Reynolds Preschool Language Institute, located in Neill Morris Hall, is serving its first class of four children between the ages of 2 1/2 and 5, each of whom has been identified with speech and language impairments that interfere with learning. Treatment at the Institute is

provided in a preschool environment in a small group setting. The Speech, Language and Hearing Clinic provides therapy primarily on an individual basis between child and graduate student for one to four hours a week. The Institute, on the other hand, allows children to interact with one another in a regular preschool setting for a longer period of time. There are four graduate students, one per child, but therapy is conducted in a group with occasional one-on-one intervention to address special needs.



Judy Lance, a graduate student clinician, works with Timothy Lapeyre at the art station.

January marked the beginning of the Institute, which offers 15-week sessions in the fall and spring, and a summer session of about six weeks. For approximately 2 1/2 hours Monday through Thursday mornings, the children receive intensive speech and language stimulation and intervention as they work with graduate students. The therapy is supervised by Janice Stewart, lecturer and supervisor for the Institute.

"It's kind of unusual to be able to work in a natural setting like this," she said, referring to the preschool environment that features a variety of play centers including art, computers, books and home settings. "Most of our clinical situations are not in a real-life situation. It's unique to have the opportunity to spend 10 hours a week working with the student."

Dr. Kathy Whipple, chair and professor of the Department of Communication Sciences and Disorders, said the Institute offers something special because it incorporates peer interaction for the child.

"Our focus is on enriching the opportunity for the child to talk and then helping to modify whatever it is they say, either by expanding upon it or giving clarification or adding a new thought. We are encouraging them to initiate and then act upon that," she said.

The Institute is limited in size to maintain a low therapist-child ratio and fees are assessed on a sliding-scale basis for those who qualify.

For Joy Reynolds, the gratification comes in seeing children helped. "The big thing is not that it's named after me, but that it's going to help the children," she said.

For more information about the Institute, please contact Stewart at ext. 2567 or ext. 6373.

— *LoAna Lopez*



## Professional Schools of Education Confront New Challenges

Performance-based testing, alternative providers new factors affecting quality preparation of teachers

**Dr. Robert J. Yinger**  
Dean of the School of Education,  
Professor of Educational  
Psychology

One cannot pick up a daily newspaper these days without finding an article related to schools, students or other educational issues. Much of this coverage is critical of our educational systems, but there are occasional bright spots reporting the successes of particular programs, teachers or students. Public opinion polls place education at the top of most peoples' concerns, beating out crime for several years running as the No. 1 issue we need to address as a nation. We continue to be engaged in the longest period of curriculum, school and higher education reform in this century, leading back to the report of the National Commission on Excellence in Education, *A Nation at Risk*, published in 1983. This sustained work is beginning to pay off in a number of ways.

### Changing environment

Results from this period of reform can be seen in both preschool-12 education and in educator preparation programs in higher education. There has been a major shift toward student and teacher accountability in schools. Every state requires performance-based testing for students, and school and district performance summaries are published annually in the papers. Many states require school "report cards" that grade schools based on student test performance. Some districts link student performance to teacher pay or other school funding incentives. A growing number of citizens and politicians believes that market forces will solve many of our school problems and advocates giving families publicly funded vouchers to support school choice or advocate the creation of special "charter" schools to compete with existing public schools.

Educator preparation, especially teacher education, has undergone radical reform in the past few years, as well. Twenty-five years of research on teaching and learning has generated a substantive knowledge base for educator preparation. This has resulted in the development of national standards for teacher performance at both advanced and novice levels.

### Graduate success rates

Professional teaching standards have become the basis for new licensure and accreditation standards in most states. Like all other colleges and universities in Texas, Baylor's teacher education programs have state approval and accreditation linked to the success rates of our graduates on written tests of subject-matter and professional knowledge. In several years, the University's teacher education accreditation will be based on our graduates' successful performance in the classroom during the first year of teaching. Each university licensure

program will be rated separately on its ability to provide students with the necessary subject-matter knowledge and skills needed to teach effectively.

Within this time frame that standards for teachers and students have risen markedly, shortages of appropriately certified teachers in particular teaching fields and overall teacher shortages in the southern and western regions of the country have increased. These shortages have spawned numerous alternative providers that are now in competition with colleges and universities for teacher and school administrator preparation. In Texas, approved school districts and regional professional service centers can train teachers and principals. Elsewhere in the Southwest, large for-profit private universities like the University of Phoenix are competing in this market by offering Internet-based courses or evening and weekend courses in store-front classrooms.

The rapidly changing world of schooling and professional education has required higher education programs to radically change or risk the possibility of losing students and even losing programs altogether. By increasing subject matter preparation requirements, revamping professional

examine their professional education mission and to determine the value that is added to a teaching credential by a university liberal arts education. Many higher education institutions are reducing the number of professional program offerings in order to specialize and focus their resources on a few outstanding programs.

### Expectations rising

At the same time, expectations for the quality of program offerings are rising rapidly. University teaching in schools of education must more than ever demonstrate state-of-the-art instructional methods, relevant content and a visionary curriculum. Strong subject-matter majors are being expected, combined with extended clinical experiences in professional development schools.

In programs that are excelling, coursework is grounded solidly in research and in the knowledge-base for teaching. Professors of education are being expected not only to be scholars in their fields but to have ongoing experience working in schools and other educational settings. The scholar-practitioner is the new model for educators at all levels.

A systemic approach to solving



Dean Robert Yinger

The rapidly changing world of schooling and professional education has required higher education programs to radically change or risk the possibility of losing students and losing programs.

local businesses, as well as with local governments and social services agencies. More professional instruction is conducted in the schools and in the community, and universities are relying more on master practitioners as clinical instructors, mentors and supervisors. Even educational research and scholarship have become more policy-oriented and action-oriented as professors work more closely with practitioners as research partners.

Baylor's School of Education is firmly committed to becoming a premier professional school producing educational leaders for classrooms, schools and other educational settings. Though all our programs are currently highly regarded for the quality of pro-

and learners (students, faculty and staff).

### Professionalism

Professionalism requires that we must focus on rigorous standards, high performance and public responsibility.

### Partnership

Partnership with schools, communities and other units in the University is the main context for our existence and practice.

### Community

We must continually seek to build a community of scholars that is Christian in its commitments, caring in its expression, diverse in its composition, developmental in its character and oriented toward learning.

These core values, when combined with the external climate for educator preparation, suggest a set of core goals for the School of Education. Goals that have been delineated as part of the University's strategic planning process include the following:

**Goal 1:** Identify and develop a unique niche in higher education for the Baylor School of Education.

**Goal 2:** Design a professional curriculum for all School of Education programs.

**Goal 3:** Set new scholarship expectations and standards for the School of Education, and identify means to encourage and support scholarly activity.

**Goal 4:** Create a "Learning Organization" culture and community in the School of Education.

**Goal 5:** Strengthen and extend partnerships in all academic programs.

There is no more exciting and challenging time than the present to be a professional educator in a university setting. We have the opportunity to provide intellectual leadership and workable solutions to one of the most pressing social problems in the history of this nation. Baylor's Christian heritage and mission place us in a unique position to bring to these tasks a level of integrity, values and moral commitment not provided by other universities.

Important work is ahead of us, and what we need are some good examples. Baylor's School of Education is committed to becoming a national model of effectiveness in this crucial task of preparing tomorrow's education leaders.



Dr. J. Mark Bateman (from left), associate dean for academic affairs, Dr. Robert Yinger, dean of the School of Education, and Dr. Susan Johnson, associate dean for scholarship and professional development, have a weekly staff meeting.

education courses and greatly increasing the field-based experiences of student teachers, dozens of university-based teacher education programs have demonstrated that they can produce the well-prepared professionals needed by our nation's schools. Research indicates that these teachers are staying in the profession at twice the rate of graduates of traditional programs and are more effective in promoting student learning.

### Performance outcomes

As professional standards become widely accepted, preparation programs must become more serious about the demonstration of performance outcomes by university students. This is a major departure from the traditional university practice of measuring quality by emphasizing program inputs in the form of course requirements and faculty credentials. Colleges and universities are being forced to closely

educational problems has led to a major change in educational thinking and practice. Educators are now envisioning a seamless educational continuum connecting educational efforts from preschool through college. This P-16 approach is requiring educators at various levels to talk to each other and deal with issues of curricular preparation and articulation. For schools of education, this systemic approach means that success in the preparation of educational professionals will depend heavily on participating in efforts to change the school systems and where our graduates will work.

Successful university programs have realized that P-12 school reform is an important part of the business of educator preparation because the quality of the school environment relates strongly to a teacher's ability to be successful. More and more innovative programs are engaged in significant partnerships with school districts and

grams and graduates, we are in the process of re-examining and recreating ourselves as a more focused, high-performing professional school.

The faculty of the School of Education is committed to establishing a framework for addressing the new challenges presented by the rapidly changing educational environment. It is clear that this framework must be focused, of high quality and responsive to change. We are developing a set of core values that new programs and initiatives will be built upon that include:

### Scholarship

Scholarship must undergird and be expressed in everything that we do — teaching, research, service — and should be shared, responsive and accessible.

### Excellence

Excellence must be the hallmark of all programs and the expectation for the performance of all teachers



## Family Circle

### Congratulations to

**Dr. John Velasquez**, assistant professor of psychology, and Katherine Velasquez, former Student Wellness Coordinator, on the birth of their son, George Oscar.

**Dr. Joel Thierstein**, telecommunication, and wife, Sally, on the birth of their daughter, Emily Marie.

### With sympathy to

The family of **Martha Barkema**, professor emeritus of music, who died recently.

**Janet Nors**, continuing education, on the recent death of her brother.

The family of **John R. Wilson**, professor emeritus of law, who died recently.

**Judy Prather**, alumni association, on the death of her mother-in-law.

### Best wishes to

**Chris Burckhardt**, associate professor emeritus of German, who underwent back surgery in late February.

## Now You Know

This month, *BaylorNews* introduces a new feature, "Now You Know!" It makes available campus experts to address reader-posed questions. Questions may be sent to *BaylorNews*, PO Box 97024 through campus mail or e-mailed to [baylornews@baylor.edu](mailto:baylornews@baylor.edu).

**Q:** Since we've had such a mild winter, what can we expect in this summer's bug population?

**A:** Insects are "cold-blooded," which means their metabolic activity is closely related to environmental conditions. Within limits, the warmer the temperature, the more active insects are. Their internal systems also make bugs quite susceptible to dehydration. Many insects die of cold during a normal winter, but enough survive to replenish the populations in the spring. This year, since we have not had nearly as many nights below freezing, more insects than normal survived the winter. We also have had a warmer — and drier — than normal spring. The lack of moisture has as much of an effect on the insect population as the warm temperatures do. The dry weather has kept population levels below what we might have expected given the warm winter. If we get normal levels of rain, we will see normal levels of insects. If we get less rain than normal, we will see fewer insects.

**Dr. R.E. Duhrkopf**  
Associate Professor of Biology,  
Director of Graduate Programs  
in Biology

## Publications

**Dr. A. Dale Allen Jr.**, professor of management, had an article titled "Termination and Proof of Illness" published in the October 1998 issue of *AAA Labor Award Reporter* (No. 475). He also had two articles on arbitration opinions titled "Quaker Oats Co. and United Food and Commercial Workers" and "Arkansas Education Association and Arkansas Staff Association" published in the Bureau of National Affairs' *Labor Arbitration Reports*.

**Dr. W.M. Ariyasinghe**, lecturer in physics, and **Dr. Darden Powers**, professor and chair of physics and director of the Institute of Biomedical Studies, had an article titled "Absolute K-shell Ionization Cross-section Measurements of B Produced by 0.4-2.0-MeV H<sup>+</sup> and He<sup>+</sup> Ions and by 0.6-1.2-MeV H<sub>2</sub><sup>+</sup> Ions" published in the February issue of *Physical Review A* (Vol. 59, No. 2), the leading journal in experimental physics.

**Sharon Johnson Bracken**, managing editor for *Entrepreneurship Theory and Practice*, had an article titled "The Franchising of Asthma Education" published in the November/December issue of *Home Health Care Dealer/Supplier*.

**Dr. William V. Davis**, professor of English and Writer-in-Residence, had an article titled "'The Native Land of My Heart': Katherine Anne Porter's Miranda Stories" published in *Literature of Region and Nation* (Vol. I, pp. 419-433).

**Dr. Sarah K. Ford**, assistant professor of English, had an article titled "'What you huntin', man?': Lady May and Language in Eudora Welty's Losing Battles" accepted for publication in the *Southern Quarterly* journal.

**Dr. Michael B. Frisch**, associate professor of psychology, has been invited to write a chapter for a book titled *Advances in Quality of Life Research: An International Perspective* to be published by Kluwer. Dr. Frisch also had an article titled "Documenting the Effectiveness of Employee Assistance Programs" published in the journal, *Employee Assistance Research*.

**Dr. Guillermo Garcia-Corales**, assistant professor of Spanish, had an article titled "The New Chilean Narrative: The Case of Jaime Collyer" accepted for publication in the *Revista Hispanica de Cultura y Literatura* (Vol. 5.2, spring 2000).

**Dr. Greg Garrett**, associate professor of English, had a short story titled "Mariah" accepted for publication by Westview. He also had an article titled "African Popular Culture and the Western Scholar" published in *Journal of Popular Culture* (Vol. 32, No. 2, 1998, pp. 1-4).

**Dr. R. Duane Ireland**, professor of management, director of the Entrepreneurship Studies Program and The Curtis Hankamer Professor of Entrepreneurship, had an article titled "Achieving and Maintaining Strategic Competitiveness in the 21st Century: The Role of Strategic Leadership" published in the February issue of *Academy of Management Executive* (Vol. 13, No. 1, pp. 1-15). Co-author is Mike Hitt.

**Phillip J. Jones**, instructor and social science and humanities reference librarian, had an article titled "Academic Graduate Work in Academic Librarianship: Historicizing ACRL's Terminal Degree Statement" published in the November 1998 issue of the *Journal of Academic Librarianship*.



Former British Prime Minister Margaret Thatcher took time during her recent visit to campus to answer questions from students. Dr. Steven Moore, vice president for student life, hosted the session in the Armstrong Browning Library.

**Dr. Tim R. Kayworth**, assistant professor of information systems, and **Dr. R. Duane Ireland**, professor of management, director of the Entrepreneurship Studies Program and The Curtis Hankamer Professor of Entrepreneurship, co-authored a paper titled "The Use of Corporate Information Technology Standards as a Means of Implementing the Cost Leadership Strategy" that has been accepted for publication in the *Journal of Information Technology Management*.

**Paul A. McCoy**, associate professor of art, had a review of his solo exhibition at Cedar Valley College, Lancaster, published in the February issue of the national journal, *Ceramics Monthly*.

**Dr. Dianna M. Vitanza**, associate professor of English, director of undergraduate studies and vice provost for academic affairs, has been notified that *Nineteenth-Century Literature Criticism* has requested permission to reprint her article titled "'The Cloister and the Hearth': A Popular Response to the Oxford Movement" in its May issue.

## Presentations & Participations

**Dr. Janet E. Adamski**, assistant professor of political science and assistant director of the International Studies Program, chaired a panel titled "Breaking Out of the Box: Teaching and Learning International Relations in Non-Traditional Ways" at the International Studies Association annual conference held Feb. 16-21 in Washington, D.C. Dr. Adamski and **Dr. Joan E. Supplee**, associate professor of history and director of the Latin American Studies Program, delivered a paper on that panel titled "The Message IS the Medium: Teaching with Film." Dr. Adamski also served as discussant for a panel titled "Stimulating Simulations: Teaching International Relations Through Simulation — The Case of the European Union." Also, Dr. Adamski, Dr. Supplee and **Dr. Linda S. Adams**, associate professor of political science, director of the Model United Nations Team and director of the International Studies Program, accompanied their students to the Brown Symposium titled "España y América: Cultural Encounte — Enduring Legacy" held Feb. 4-5 at Southwestern University. Dr. Adams, Dr. Adamski and the Baylor Model United Nations Team participated in the Harvard Model United Nations competition held Feb. 9-14 in Boston (*see story, page 2*).

**Dr. Charles E. Davis**, associate professor of accounting, attended the meeting of the American Institute of CPAs Accounting Education Executive Committee held Feb. 4-5 in Tucson, Ariz.

**Dr. Jim Farison**, professor and chair of engineering, presented a paper titled "Cross-sectional Vascular Blood Flow Shear Rate Using Doppler Ultrasound" at the International Society for Optical Engineering Medical Imaging Symposium held Feb. 20-26 in San Diego, Calif. The paper will appear in the symposium proceedings. It is the result of research conducted collaboratively with a vascular surgeon and two biomedical research engineers in Toledo, Ohio.

**Dr. Baudelio Garza**, associate professor of Spanish, presented a paper titled "Epistolarity and the Restoration of a Feminine Voice: The Case of 'Quiela' in Elena Poniatowska" at Baylor's annual Scholarship Day held Feb. 10 on campus.

**Dr. R. Duane Ireland**, professor of management, director of the Entrepreneurship Studies Program and The Curtis Hankamer Professor of Entrepreneurship, presented an invited paper titled "The Intersections between Strategic Management and Entrepreneurship Research" at the International State of the Art Entrepreneurship Conference held Feb. 6-9 in Ft. Lauderdale, Fla. Co-author is Mike Hitt.

**Richard C. Littlefield**, lecturer in music theory, presented "A Semiotic Outline of Gangsta Rap" Feb. 12 at the University of California, Santa Barbara, as part of its Distinguished Scholar Series.

**Dr. Linda P. Livingstone**, associate professor of management and associate dean for graduate business programs, and **Laurie Wilson**, director of graduate admissions, attended a luncheon with Graduate Management Admission Council President Dave Wilson in Dallas on Feb. 11. Dr. Livingstone also spoke Feb. 16 at Baylor's monthly STEPP luncheon on "Seeing the Bright Side of Life: Finding Happiness in Everything You Do." Dr. Livingstone and **Dr. Larry Lyon**, dean of the Graduate School and professor of sociology, attended a workshop titled "Creating Post-baccalaureate Programs to Meet Workforce Needs" sponsored by the Kellogg Foundation held Feb. 4-6 at Johns Hopkins University in Baltimore, Md.

**Dr. Max Shauck**, professor and chair of aviation sciences, participated in the first meeting of the Federal Aviation Administration Airworthiness Assurance Center of Excellence held Nov. 17-18 at the FAA William J. Hughes Technical Center in



Atlantic City, N.J. The Baylor Department of Aviation Sciences is an affiliate FAA Center of Excellence. He also participated in the Bioenergy 1998 Conference held Oct. 4-8 in Madison, Wis., where he gave a presentation titled "Development of a Bio-based Fuel for Turbine Engines" and performed an air show in his ethanol-powered Pitts S2B airplane over Lake Monona for the conference participants. In January, Dr. Shauck traveled to Stockholm, Sweden, to meet with several organizations to discuss the development of cooperative programs between Baylor University, the Department of Aviation Sciences, RAFDC and various private government and academic organizations in the areas of renewable aviation fuels. They were hosted by the U.S. Ambassador to Sweden, Lyndon Olson Jr., who expressed interest in assisting with the development of the cooperative efforts.

▼  
**Dr. Mary Margaret Shoaf**, associate professor of mathematics, presented several extended workshops during the fall semester. They include "Modeling and Regression Analysis on the TI-82 or TI-83 using the 'Friendly Families' of Exponential and Logarithmic Functions" presented at the international Conference on Technology in Collegiate Mathematics held Nov. 19-22 in New Orleans, La.; "Data Analysis and Statistics! What Do They Really Mean in the High School Mathematics Classroom?" presented at the central regional Conference of the National Council of Teachers of Mathematics and the annual Conference of the School Science and Mathematics Association held Oct. 15-17 in Louisville, Ky.; and "Who Says Data Analysis Starts in Pre-Calculus? Not Any More!" and "Modeling and Regression Analysis on the TI-82 or TI-83" presented at the Conference for the Advancement of Mathematics Teaching held July 22-24 in Houston.

▼  
**Dr. John F. Tanner**, associate professor of marketing and associate dean for undergraduate business programs, attended the American Assembly of Colleges and Schools of Business Undergraduate Programs conference held Jan. 29-Feb. 2 in St. Louis, Mo.; the National Conference on Abstinence held Jan. 10-12 in Austin; the Florida Furniture Shareholders Meeting held Feb. 19 in Palatka, Fla.; the winter American Marketing Association conference in St. Petersburg, Fla.; the International Association of Exhibit Managers meeting held in December in Nashville, Tenn.; and visited the corporate headquarters of Edward Jones Co. in St. Louis, Mo., Dec. 17-19.

▼  
**Dr. Elisabeth J. Teal**, assistant professor of entrepreneurship, presented a paper titled "Entrepreneurial Challenges and Opportunities in the Republic of Kazakhstan" at the U.S. Association for Small Business and Entrepreneurship conference held Jan. 14-17 in San Diego, Calif. Co-author is Aigul N. Toxanova, Kokshetau Higher College of Management and Business and a Fulbright Scholar who conducted research at Baylor in 1997-98.

▼  
**Dr. Joel Thierstein**, assistant professor of telecommunication, was quoted in the Feb. 3 issue of *The Hill* in a story titled "A Century of Changes in Telecommunications Law." He also was quoted in the Jan. 14 issue of the *San Jose Mercury News* in an article titled "The Microsoft CEOH-OH Trial Focus: Gates Excerpt Comical but also a Boost to Government Case."

▼  
**Dr. Nancy B. Upton**, associate professor of management and The Ben H. Williams Professor of Entrepreneurship, presented "How to Have Successful Family Business Meetings" at the

University of Pacific Family Business Program held Feb. 5 in Stockton, Calif.; led a half-day session on Strategic Direction and Structure at the midwinter meeting of the Entrepreneurship Division of the Academy of Management held Feb. 6 in Boulder, Colo.; and spoke on entrepreneurship at Baylor's Chapel-Forum Feb. 22.

## Honors & Appointments

**Dr. A. Dale Allen Jr.**, professor of management, has accepted three recent appointments as "permanent arbitrator" for Southwest Airlines and Transport Workers Union, Lone Star Steel and United Steelworkers and the Panama Canal Commission and multiple unions located there.

▼  
**Dr. Michael B. Frisch**, associate professor of psychology, has been nominated to be a pro bono psychologist for clergy by the Diocese of Texas of the Episcopal Church. Also, an article by Dr. Frisch on quality of life and health has been cited as a "Classic Article" by the International Society for Quality of Life Studies.

▼  
**Thomas E. Turner**, former longtime Baylor employee, has been inducted into the Hillsboro Chamber of Commerce Hall of Fame.

▼  
**Dr. Georgia A. Green**, associate professor of music education, director of music education and associate dean for undergraduate education, has been named Outstanding Texas Music Educators Conference Collegiate Music Educator for 1998-99.

▼  
**Dr. Nancy B. Upton**, associate professor of management and The Ben H. Williams Professor of Entrepreneurship, has been appointed co-captain of the Baylor Bear Foundation Fund Drive.

## Regents OK New Truett Degrees

D.Min. and joint M.Div./M.M. programs to begin this fall

In the most significant expansion of its curriculum since admitting its first students in 1994, Baylor's George W. Truett Theological Seminary will begin offering a new doctor of ministry degree this fall.

In addition, Truett will offer a joint master of divinity/master of music degree in conjunction with Baylor's School of Music. Both degrees were approved recently by Baylor Regents.

The D.Min. degree is a seminar-based program designed to bring experienced ministers, Truett Seminary faculty and recognized ministry authorities together in experiences of scholarship, application and leadership to enhance the practice of ministry.

"We as faculty have anticipated the development of this degree since the beginning of Truett. This represents another stage in our maturation as a young seminary," said Dr. J. Bradley Creed, dean of Truett Seminary. "The D.Min. degree can draw both on the resources of Baylor University and build up the specific mission of Truett, which is to educate ministers through a program that undergirds the value of intellectually informed faith and religiously informed education."

Dr. Terry York, associate professor of Christian ministry and former associate pastor at Park Cities Baptist Church in Dallas, will direct the program.

"We feel that the D.Min. degree accomplishes two things," Dr. York said. "It is a direct response to the encouragement we've received from our constituency, from people out in the fields and churches, that Truett offer this level of training. It also presents an exciting challenge for Truett by creating an additional avenue for influence and training in churches in Texas and around the world."

Truett faculty project the first class of D.Min. candidates to number 15 to 20 students, with 10 to 12 admitted each fall semester thereafter. Enrollment is expected to reach a peak of about 30 students by the third year and maintain that level in subsequent years.

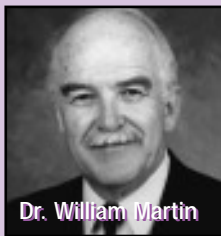
The joint M.Div./M.M. degree will provide advanced theological education and graduate education in music for vocational ministers in the field of music.

It will integrate theology, biblical scholarship, preaching, leadership and pastoral care with preparation for leadership in church music and worship.

"The M.Div./M.M. degree demonstrates the distinctiveness of Truett being part of a major university like Baylor. Faculty from both the seminary and School of Music have worked on the program," Dr. Creed said. "This unique degree, offered through a major university, gives prospective music majors the benefits of an excellent program of education in the School of Music and theological education from Truett, all in one degree. We see it as a great opportunity to provide service to churches."

Truett Seminary opened in fall 1994 and has 150 students currently enrolled and 11 full-time faculty and staff. Classes are held at Waco's First Baptist Church, but groundbreaking is anticipated later this year on a new campus for the seminary. The facilities, which will include the Paul Powell Chapel, classrooms, meeting rooms and administrative offices, will anchor the northwest corner of the University campus near Interstate 35 and University Parks Drive. About \$10 million, including a \$5 million lead gift from John and Eula Mae Baugh of Houston, has been committed to the project. — *Lori Scott-Fogleman*

## Upcoming Lectures

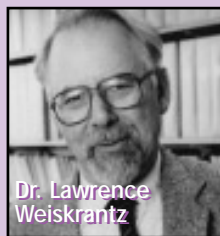


Dawson Lectures  
in Church and State  
7 p.m. April 6 and  
3:30 p.m. April 7  
Barfield Drawing Room

The J.M. Dawson Institute of Church-State Studies will sponsor a lecture series that tackles a widely publicized topic — the political power of the religious right. Dr. William Martin, the Chavanne Professor of Religion and Public Policy at Rice University and this year's featured speaker for the Dawson Lectures in Church and State, will present "The Rise to Power of the Religious Right in America" at 7 p.m. April 6 and "The Religious Right: Key Issues and Possible Futures" at 3:30 p.m. April 7. Both lectures will be in Barfield Drawing Room with question-and-answer periods.

Dr. Martin received his bachelor's and master's degrees from Abilene Christian University, a bachelor of divinity degree from Harvard Divinity School and his doctorate from Harvard University. His books include *Christians in Conflict, A Prophet with Honor: The Billy Graham Story* and *These Were God's People*. He also served as chief consultant to a PBS documentary series on the religious right, and his book, *With God on Our Side: The Rise of the Religious Right in America*, serves as a companion volume to that series.

"Martin is known for his fair-mindedness and his insight into how religious groups function, and his book, *With God on Our Side*, is the most up-to-date and comprehensive book on the religious right," said Dr. Barry Hankins, associate director of the Dawson Institute and assistant professor of history. — *By Julie Carlson*



Dr. Lawrence  
Weiskrantz

Herbert H. Reynolds  
Lectureship in History and  
Philosophy of Science  
3:30 p.m. April 12  
Bennett Auditorium

A renowned neuroscientist will bridge the areas of science and humanities during the first Herbert H. Reynolds Lectureship in the History and Philosophy of Science. Dr. Lawrence Weiskrantz, professor emeritus of psychology at Oxford University, will deliver a public lecture titled "Percepts, Brain Imaging and the Certainty Principle: A Triangular Approach to the Scientific Basis of Consciousness" at 3:30 p.m. April 12 in Bennett Auditorium.

As part of the lectureship, Dr. Weiskrantz will be in residence at Baylor from April 5-19. During that period, he will participate in a philosophy of science class and psychology classes.

"We chose Dr. Weiskrantz for the inaugural lecture not only because he is so eminent in his field, but also he is a personal friend of Dr. Reynolds," said Dr. Robert Baird, master teacher, professor and chair of the philosophy department. Dr. Baird also chairs the lectureship steering committee, which includes faculty from the chemistry, history, biology, psychology, physics and geology departments.

Dr. Weiskrantz received his bachelor's degree from Swarthmore College in Pennsylvania, his master's degree from Oxford University and his doctorate from Harvard University. He served as professor of psychology at Oxford from 1967 to 1993, when he was designated professor emeritus. — *Julie Carlson*



## Pioneer Heritage Days

Village event April 24 - 25

The Gov. Bill and Vara Daniel Historic Village invites Baylor faculty and staff members to bring their families to Pioneer Heritage Days to celebrate and learn about life in Texas river towns in the late 1800s.

Pioneer Heritage Days, 10 a.m. to 4 p.m. April 24 and 1 to 4 p.m. April 25, is an annual event designed to promote interest in Texas history, said Annie Steward, a volunteer at the Gov. Bill and Vara Daniel Historic Village.

"We have several demonstrators coming to represent those who lived in Texas during the pioneer days," Steward said. "All the structures will be open, and we will have blacksmiths and weavers demonstrating their skills as well as old-fashioned games and crafts and a dominoes match in the Old Saloon."

Refreshments and music from the era also will be a part of the festivities.

The event is free for Baylor faculty, staff members and students with identification. General admission is \$3, seniors are \$2 and children are \$1. There also will be a small charge for some of the craft activities.

For more information, call ext. 1160 or Melinda Herzog, curator, at ext. 4624.

— *Lesley Wallace*

## Staff Forum Issues Addressed

### Tuition remission, computer transition discussed

Approximately 200 Baylor employees gathered at a staff forum in February to receive an update on the State of the University and to have their questions addressed by President Robert B. Sloan Jr.

Among issues addressed at the staff forum was the tuition remission benefit for faculty, staff, spouses and dependents. Baylor employees now may enroll in two courses if more than one doesn't meet during the employee's regularly scheduled work hours. Employees have been limited to one course a semester.

Revisions pertaining to tuition remission for spouses also were discussed. The existing limit of two courses a semester on spouse tuition scholarships for coursework leading to a degree or certification program will be removed, said Marilyn Crone, vice president for human resources.

Another issue addressed was the University's plans to phase in IBM-compatible computers to replace Macintosh computers on campus. Harold Cunningham, vice president for finance and administration, said this transition will occur gradually over time in the University's normal replacement cycle.

"ITC (Information Technology Center) has previously furnished information on replacement of computers based on age," Cunningham said. "Using this information, each department will need to determine how they can best accomplish the phase in and the time frame in which it can be achieved. The transition plan must be prepared by the academic dean or the non-academic department head and approved by the appropriate vice president."

Cunningham also noted the University will begin purchasing personal IBM-compatible computers in the 1999-2000 fiscal year "except where there is a special need for Macs or where purchases of Macs are necessary to make the phase in workable," he said.

Training for employees who will be switching to personal computers will be offered. Users may attend ITC Windows training seminars or may access the Windows training modules available to Baylor staff and faculty from the Computer Based Training Systems.

For more information or to sign up for training times, call Leigh Ann Marshall at ext. 6727. — *Kate Langston*

## Research Gazette

### Grant Awards (February)

**Dr. Lee C. Nordt**, geology; \$89,115; Collaborative Research: Evaluating the Climate Sensitivity of Paleozoic Paleosols Based on Analysis of a Modern Vertisol Climosequence; National Science Foundation

**Dr. Lawrence B. Chonko** and **Dr. James A. Roberts**, marketing; \$4,759; An Assessment of Change Management Initiatives from the Perspective of the Sales Force; University Research Committee

**Dr. Robert P. Adams**, Plant Biotechnology Center; \$15,000; Phase II: Conservation of Diversity of Vetiver Germplasm by the Use of DNA Fingerprinting — Evaluation of Selected Genotypes in Tropical Test Plots; Conservation, Food and Health Foundation

**Dr. James A. Curry**, political science; \$12,020; Poage/Mayborn Washington Seminar Program-1999; Frank W. Mayborn Foundation

**Dr. Max Shauck**, aviation sciences; \$540,000; Air Pollution Monitoring Studies; Central States Air Resources Agencies (CenSARA)

*TOTAL AWARDS: \$660,894*

### Grant Proposals (February)

**Dr. Jaime Diaz-Granados**, psychology and neuroscience; \$414,342; Adolescent EtOH Exposure: Effect on Adult EtOH Response; National Institutes of Health

**Dr. Greg Garrett**, English; \$133,843; Religious Faith and Literary Art: An Annual Conference for Writers, Readers and Scholars at Baylor University; National Endowment for the Humanities

**Dr. John Olson**, chemistry; \$126,000; Fundamental Research of Electron Transfer Reactions; Robert A. Welch Foundation

**Dr. Mary Margaret Shoaf**, mathematics; \$74,784; Mathematical Modeling Through Applications; Texas Higher Education Coordinating Board; Eisenhower Professional Development Grants Program

**Dr. Eric Robinson** and **Dr. Mark Bateman**, School of Education; \$74,389; The Hope Project: Evaluating the Psychological and Family Profiles of Juvenile Delinquents; Criminal Justice Division, State of Texas

**Cassie Findley** and **Rosemary Townsend**, health services; \$54,770; Alternatives to Violence; Criminal Justice Division, State of Texas

**Dr. Robert Kane**, chemistry; \$38,550; The Synthesis of Naphthalimide Dyes for Tissue Repair; Genzyme Corporation

**Dr. James A. Curry**, political science; \$12,020; Poage/Mayborn Washington Seminar Program-1999; Frank W. Mayborn Foundation

**Dr. Diana Garland**, School of Social Work; \$123,480; Hispanic Consultation; Baptist General Convention of Texas.

**Dr. Gregory Speegle**, computer science; \$246,539; Content-Based Information Retrieval for Images Using Specifications; National Science Foundation.

*TOTAL REQUESTED: \$1,298,717*

### Letters of Inquiry (February)

**Dr. Greg Garrett**, English, "Religious Faith and Literary Art," The Carl and Lily Pforzheimer Foundation

**Dr. Greg Garrett**, English, "Religious Faith and Literary Art," The Gladys Kriebel Delmas Foundation

## DIADELOSO

April 15

Fun Day for Students,  
Faculty and Staff



Baylor University  
Office of Public Relations  
P.O. Box 97024  
Waco, Texas 76798-7024

Change Service Requested