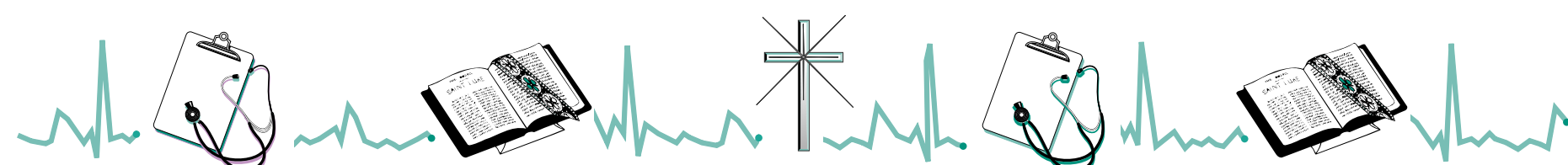


| | | | |
|---|---|---|---|
| <p>President's Perspective</p> <p>Year in review: Past year brings advances in academia, fund raising and facility improvements.</p> | <p>May Focus</p> <p>Faith and science: Medical Humanities Program integrates faith development into pre-med education.</p> | <p>Academic Agenda</p> <p>Shape of the River: Book explores race-sensitive admission policies at major universities, colleges.</p> | <p>Last Glance</p> <p>Commencement news: Baylor prepares to bid farewell to another round of graduates with traditional exercises.</p> |
|---|---|---|---|

Vol. 9, No. 5 • MAY 1999

BaylorNews

Monthly News for the Baylor University Community



New Medical Humanities Program pieces together faith, science in pre-med

By Vicki Marsh Kabat

Dr. Michael Attas is equally comfortable in surgical scrubs or vestments.

He wields scalpel and stethoscope with the same professionalism as he does cross and chalice.

He speaks as knowledgeably as a physician as he does about the Great Physician.

Dr. Attas, a Waco cardiologist and soon-to-be-ordained Episcopal priest, personifies the merger of the one-time paradox of science and faith. Furthermore, he plans to bring the integration of these two fields to pre-med students at Baylor in the University's new Medical Humanities Program, scheduled to begin this fall.

"I enjoy ministry and medicine, but I also love to teach," Dr.

From surgical scrubs to priestly vestments, Dr. Michael Attas fits together new roles in science and faith.

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*.

Dr. Robert B. Sloan Jr.
President

Marilyn A. Crone
Vice President for Human Resources

Harold R. Cunningham
Vice President for Finance and Administration

Dr. Charles S. Madden
Vice President for University Relations

Dr. Steven G.W. Moore
Vice President for Student Life

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

Dr. Richard C. Scott
Vice President for University Development

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
Associate Vice President for Communications

Brenda S. Tacker
Director of Publications and University Editor

Vicki Marsh Kabat
Associate Director of Publications and Managing Editor

Kate Langston
Editor/Writer and Associate Editor

Lori Scott-Fogleman
Director of Media Relations

Writers
Julie Carlson, Alan Hunt, LoAna Lopez

Graphic Designer
Patrick Contreras

Photographers
Chris Hansen and Clifford Cheney
Cover Photos: Joe Griffin Photography

Baylor University is an equal educational and employment opportunity institution.

President's Perspective

Academic year held many accomplishments, advances

As we near the end of another productive and successful academic year, I wanted to devote this month's column to a review of some of our most notable accomplishments as an institution and provide an update on a number of initiatives that are under way.

We have much to celebrate as an institution, even in the midst of the always-present challenges and tough choices that we make as faculty and administrators. In just a few weeks we will celebrate with our students as more than 1,300 of them graduate and enter the workforce, pursue advanced studies or simply continue to "find themselves." In the midst of our exultation over this significant milestone in our students' lives, we also should take a moment to remember those students whose young lives were cut short during the course of the year — Xo Van Bui, Katy Cobb and Holly Yanta. They are missed and we continue to remember their families in friends in our thoughts and prayers.

Academic initiatives

Let me spend a few minutes highlighting some of the more significant academic accomplishments this year.

- **Academic Summit:** Last June's Summit focused on "Trends and Challenges in Higher Education — Student Retention" and featured keynote speaker John Gardner, student retention specialist and scholar of the freshman-year reform movement. More than 90 administrative staff members, deans, department chairs, city officials and staff representatives from such areas as student life, student retention, recruitment, advisement and financial aid focused on addressing Baylor's strengths and weaknesses related to student persistence and academic success.

- **New Faculty Seminar:** A week-long voluntary initiative for new tenured and tenure-track faculty members titled "Scholarship and the Christian University" was held in August. Led by Dr. Dianna Vitanza, vice provost for academic affairs, and Dr. Michael Beaty, director for the Institute for Faith and Learning, the seminar was designed to accelerate new faculty members' understanding of Baylor's mission and to assist them in making the transition into the Baylor community. Speakers included Stephen Evans of Calvin College and Richard Hughes of Pepperdine University, as well as Baylor faculty members Dr. Charles Talbert, Dr. Larry Lyon, Dr. Duane Ireland, Dr. Beaty and Provost Don Schmeltekopf.

- **Lectures Series and symposia:** The University community was treated to an impressive number of lectures and symposia during the year. Faculty, staff, students and community members heard from Pulitzer and Nobel Prize winners and world leaders such as Margaret Thatcher. Among the major programs this year were the Beall-Russell Humanities Festival in September, featuring Bill Moyers, Michael Mayne and Edward Said; the Pruitt Memorial Symposium in October, which was titled "The Christ-Haunted South — A Conference on Southern Religion, Social Practice and Literature"; and the annual Beall Poetry Festival in March.

- **Senior Lecturer position:** The Ad Hoc Committee to Study the System of Lectureships at Baylor, which was chaired by Dr. Jeter Basden, submitted its report in August, resulting in a revision to the lectureship policy. Approved by the Board of Regents in November, the new policy creates the position of Senior Lecturer at Baylor.

- **Dean's searches:** Dr. Robert Yinger, appointed dean of the School of Education last spring, took office in July, culminating a two-year search. Dr. Ben Kelley of Mercer University was appointed dean of the School of Engineering and Computer Science in April and will succeed retiring dean Jim Bargainer on July 1. The search for a new dean for the School of Music is continuing.

- **Academic programs:** Eleven new undergraduate and graduate degree programs, majors and minors were approved this academic year, and 11 graduate degrees or emphases were discontinued in order to focus on strengthening existing master's and doctoral-level programs.

Looking ahead, Baylor will host several academic meetings and conferences over the next few months that will bring higher education representatives from across the nation to our campus. In



President
Robert B. Sloan Jr.

Enrollment management

Of course we began this academic year with a record enrollment of 12,987, which was spurred largely by a record freshman class of more than 2,900. We exceeded our freshman enrollment goal by more than 150 students without sacrificing quality and diversity. The average SAT score of the Class of 2002 was up several points over 1997, which also was a strong class academically. We saw a very slight increase in the percentage of minority students, no small accomplishment as we continue to recruit in the aftermath of the Hopwood decision.

Although there have been some recent projections circulated on campus that put our 1999 freshman class at more than 3,000, those projections have assumed we would not take any intervening action. We will cut off enrollment and wait-list people earlier this year in order to ensure we have a "soft landing" and stay within our goal of 2,750 to 2,800 freshmen. We are continuing our efforts to strengthen the academic qualifications and also are holding firm in our commitments to minority enrollment. (We're just over 21 percent right now.) This time last year we were projecting an average SAT score of 1170 for our freshman class, and we ended up at 1166. We are hopeful of continued progress in our averages SAT scores.

Facilities

As you no doubt can tell by walking or driving around campus, Baylor is in the midst of its most ambitious construction and facilities improvement campaign ever. We have more than \$60 million in projects under way at the present time, including:

- **The Student Life Complex**, a much-anticipated recreation, fitness and wellness facility that will be completed in September.
- **The Speight Avenue parking garage**, an 1,100-car facility that will be completed this summer.
- **The \$14 million utility infrastructure upgrade**, which will be completed later this year and will result in significant energy savings for the University.
- **The School of Nursing expansion/renovation project** in Dallas, which will be completed over the summer and ready for classes next fall.

- **The softball/baseball stadium project**, due for completion this summer.
- **The press box/sky box addition** at Floyd Casey Stadium, which will be finished before the first home football game in September.

We also have a number of other major projects that are in various stages of architectural planning and fund raising, including:

- **The \$28.5 million Sheila and Walter**

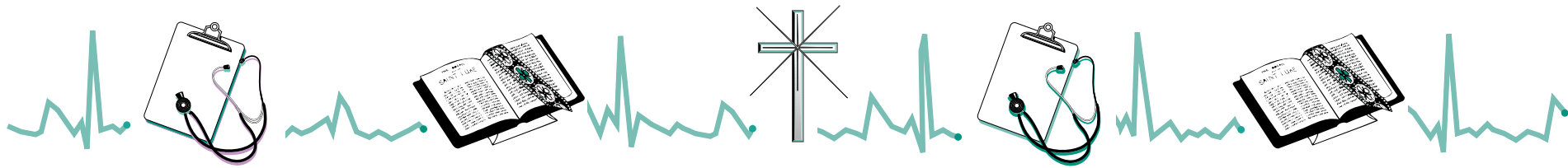
See "President" on page 11



Dallas School of Nursing

Administrators of the Baylor School of Nursing in Dallas look over the nearly completed \$5 million expansion of the school's facilities and renovation of the Harry W. Bass Memorial Educational Center. Pictured (left to right) are Susan Flickner, financial aid coordinator, Dean Phyllis Karns and Carey Ann Smith, assistant professor and assistant to the dean of nursing.

June the Association of Southern Baptist Colleges and Schools annual meeting will be held at the University, and next February "Religious Faith and Literary Art: An Annual Conference for Writers, Readers and Scholars" will be hosted by Baylor. The theme for the conference will be "Religion in the American Century: An Age of Belief and Unbelief?" Perhaps the most important conference we will have on campus next year is the Baylor/AAUP Conference on Academic Freedom at Religiously Affiliated Institutions, which will bring hundreds of participants from faith-based institutions throughout the country.



Pre-med Program Blends Spirituality with Science

continued from page 1

Attas said. In presenting the program to administrators and faculty, Dr. Attas said he pushed the concept of “integrating spiritual and cultural issues with traditional pre-medical education.”

The stated mission of the program — the only one of its kind nationally at the undergraduate level, according to Dr. Attas — is to develop curriculum for a minor with a minimum of 18 semester hours that integrates ethics and Christian faith with science for students going into health care professions.

Holistic health care

Holistic health care is gaining wider acceptance as a viable alternative in contemporary medicine, and it is an approach the public embraces. Recent surveys show that the majority of Americans believe there is a connection between God and physical health, according to an article by Clinton Colmenares in the September-October 1998 issue of *Faithworks*. The article cites a 1996 Time/CNN poll of more than 1,000 adults that indicated 82 percent believe in the healing power of personal prayer; 73 percent believe praying for someone else can heal; 77 percent think God sometimes intervenes to cure people; and 64 percent believe doctors should join their patients in prayer.

“There’s not a week that goes by that I don’t get a flier in the mail about spirituality and medicine,” Dr. Attas said. “It is an exploding field, and, so far, no historically Christian university has developed a medical humanities program.”

The interest in holistic medicine is shared by many practicing physicians, as well, said Dr. Attas, who has been in practice since 1978 and in Waco since 1983.

“There is a growing frustration among practicing physicians. The current models of practicing medicine are contractually driven, and that is not at the heart of medicine,” he said. Relationships with patients are part of a covenant and not just an economic issue, he added. “Using the biblical model as a root metaphor, I think we can recapture something of what this is supposed to be about.”

Distinctively positioned

With its strong Christian mission, Baylor is positioned to step into this higher education void. That is the main reason Dr. Attas brought the concept to the administration two years ago.

“This was his brainchild,” said Dr. Donald Schmeltkopf, University provost and vice president for academic affairs. “(The program) gets down to

the essence of how you encourage and nurture Christian faith in people. An additional component of the program is one’s own spiritual nourishment and growth as a person of medicine,” he said, and not just how a medical professional will help patients address that need.

Dr. Attas and Dr. Michael Beaty, director of the Institute for Faith and Learning, under whose auspices the program will function, are the co-directors of the Medical Humanities Program. It will be interdisciplinary and interdepartmental and will include courses in English, philosophy, religion, history, sociology, biology and chemistry. New courses, such as Supervised Hospital Ministry and the History and Practice of Christian Spirituality, have been developed.

The program also will draw upon the faculty resources of George W. Truett Theological Seminary, primarily with the involvement of Dr. Betty Talbert, director of spiritual formation.

Medical colleges, including Georgetown, Johns Hopkins, Brown and Emory, already have incorporated training for students to address the spiritual needs of patients. According to the *Journal of the American Medical Association* (Sept. 3, 1997), “Three years ago, only three U.S. medical schools taught courses on religious and spiritual issues; there are now nearly 30.”

Undergraduate need

But the gap still exists in undergraduate education, a gap Baylor is ready to address.

“In some secular settings, programs similar to this might tend to be more religious in a generic sense, spirituality that’s about New Age or that only addresses certain ethical concerns,” Dr. Schmeltkopf said. “But what we’re trying to do in our program is to bring the resources of Christianity to bear on the health issue. We wanted to be sure the Christian faith is central (in this program), otherwise, our program would not be any different from anyone else’s.”

While that is the cornerstone, the program will strive to be sensitive to the religious traditions of others.

“There will be people of other faiths who are interested in this option,” Dr. Schmeltkopf said. “We have tried to find ways to accommodate these students.”

Added Dr. Attas, “It really is an ecumenical project. We will bring in Jewish and Muslim scholars to help our students explore the spiritual dimension of a variety of traditions.”

The program has the potential to impact the wider community, as well. Dr. Attas said he hopes that within five years, the program will develop into either a department or an institute. In

Putting Faith to Work

Dr. Michael Attas changes hats — and collars — in combined fields

Helping a patient’s loved one understand why God allows suffering. Watching a child die despite medicine’s best efforts. For a practicing physician and person of faith, these confrontations between faith and science — like converging cold and warm fronts — can produce a whirlwind of emotions.

It is territory Dr. Michael Attas, a cardiologist in Waco and soon-to-be-ordained Episcopal priest, knows well.

“I was always interested in medical ethics and theology, but more as an academic interest for personal study and understanding. I came to sense, though, that God was calling me into something,” he said.

A 1969 Baylor graduate with a degree in psychology, Dr. Attas obtained his medical education at the University of Texas Medical Branch in Galveston and the University of Kentucky Medical Center, with a specialization in internal medicine and cardiology. He moved his family to Waco in 1983.

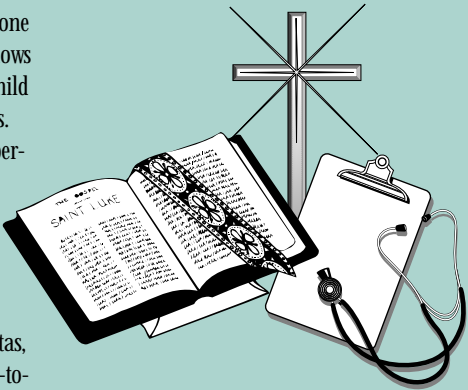
Growing desire

As he managed his medical practice, though, he began to desire a deeper exploration of the convergence of his practice and his faith.

“True spiritual and theological growth often springs from creative doubt, and having the courage to ask questions and push yourself into the ‘dark night of the soul,’” he said. “By setting our theological bar higher, we embark on the kind of journey I think ultimately leads to the spiritual reserves and strength that will allow us to engage life fully and practice medicine more faithfully.”

It was, nevertheless, a difficult decision because he did not want to leave his first love — medicine.

“The real struggle for me was that I didn’t get the sense that I was to leave medicine. Typically, you think of a midlife change like that as giving up one thing to pursue another. But I love medicine. The tension was to figure out how to



“It’s very important to make a distinction between curing and healing if you’re a practicing physician who takes prayer seriously.”
Dr. Michael Attas

pursue this and still be open to the other,” he said.

He found a way. Five years ago he began commuting to Austin to the Episcopal Seminary of the Southwest, juggling his educational pursuits with his practice in Waco. He since has earned a master’s of divinity with a focus on ethics and moral theology. He was ordained as a deacon last summer, and on June 29 he will be ordained as a priest at St. Paul’s Episcopal Church in Waco.

Three jobs

That’s when the real work begins. While continuing his cardiology practice, Dr. Attas will be on staff at St. Paul’s and begin teaching and advising students at Baylor in its new Medical Humanities Program.

“I’ve given two or three talks to pre-med students for different functions in the past six months, and in just casually discussing this program with them, I think we’re going to have a huge response,” he said.

The Medical Humanities Program will help students bring their own spirituality into their practice of medicine. One issue many physicians face, for example, is theodicy — the question of evil in the world. Why does God allow bad things to happen to people? Dr.

Attas would like to teach a course on the subject.

“The question is tackled differently by someone practicing medicine. You have to have an adequate answer for your patients or you will suffer,” he said. “The program will push the students into serious theological growth and reflection that can spring from honest doubt, skepticism and searching.”

The program’s new Supervised Hospital Ministry course is another example of how students will explore their faith in practical situations. Students will be assigned to different hospital rotations and then meet with covenant groups to discuss their experiences.

“If you’ve been in the emergency room over the weekend and watched a teen-

ager die, what kind of spiritual questions does that prompt?” Dr. Attas said. “We want to get people to honestly and critically engage in their own spiritual formation and reintegrate faith into their profession.”

Healing and curing

Students also will learn the difference between healing and curing.

“It’s very important to make a distinction between curing and healing if you’re a practicing physician who takes prayer seriously,” Dr. Attas said. “‘Cure’ is a biological term. ‘Healing’ is an ontological term, with meaning and relationships and the possibility of transformation. A person who has been cured of an illness can still be in desperate need of healing.”

Does this doctor of faith believe in miracles?

“I do, but I define them differently,” Dr. Attas said. “I believe God creates the universe with a certain set of laws and that God will not choose to change those laws. There’s always that possibility. I define ‘miracles’ as things that happen outside of ordinary expectations, but that’s about our limitations, not God’s.” — *Vicki Marsh Kabat*

working toward that goal, he cites four objectives of the program: to develop and coordinate undergraduate curriculum, to host an annual retreat for pre-med students that includes nationally-known speakers, to hold an annu-

al conference for continuing education of practicing physicians and nurses, and to publish a journal.

In fact, Dr. Attas sees many ways the program will benefit Baylor.

“It will help our pre-med students.

If we do continuing education well, it will help Baylor’s recognition as a major resource in this field,” he said. “There’s a vacuum in this area, and we have the opportunity to become the leading authority in the nation.”

University salutes staff, faculty retiring this year

The University family extends congratulations and gratitude to the following retirees:

Dr. James D. Bargainer Jr., first dean of the School of Engineering and Computer Science and professor of engineering, 20 years

Patricia Cook, professor of theatre arts, 36 years

Dr. Milton Cunningham, director of denominational ministries and University chaplain, 10 years

Robert Denton, professor of health, human performance and recreation, 35 years

Dr. Maxine Hart, professor of information systems, 28 years

Dr. E. Russell Lester, professor of religion and The W. Marshall and Lulie Craig Professor of Bible, 41 years

Dr. Ray F. Luper, associate professor of music literature and church music, 25 years

Wanda Elizabeth Rodgers, assistant professor of nursing, 24 years

E. E. "Dutch" Schroeder, associate professor of health, human performance and recreation, 41 years

Dr. Ross Staton, professor of social work and sociology, 22 years

Dr. James E. Wood Jr., distinguished professor of church-state studies, 37 years

(List provided by Personnel Benefits)

Law School ranked among nation's top 50

For the third time in recent years, a national publication has ranked Baylor University's School of Law as one of the nation's best. In its 1999 ranking of the nation's 181 accredited law schools, *U.S. News & World Report* rated Baylor Law School in the "top tier" as one of the nation's 50 leading law schools.

Baylor previously has been ranked among the nation's top 20 law schools by the *National Jurist* and among the nation's top 10 teaching law schools by the *Princeton Review*.

"These rankings confirm Baylor Law School's status as the pre-eminent, practice-oriented law school in the nation," said Brad Toben, dean of Baylor Law School. "We are proud when a national publication recognizes the superior quality of our program. Our students, faculty, alumni and friends are committed to the law school. That commitment is essential to our success."

The Law School has embarked on a \$35 million building and endowment campaign to develop the resources needed to complete construction of the new state-of-the-art Sheila and Walter Umphrey Law Center on the banks of the Brazos River. — *Alan Hunt*

"Dr. C" Retires as Chaplain, Takes Ministry to Athletes

Dr. Milton Cunningham, or "Dr. C" as he is known around campus, will retire as Baylor chaplain effective June 1, and his smiling, caring, energetic presence will be missed by many. The good news, though, is that Dr. Cunningham will not be completely leaving the campus and students he loves. He plans to be around in various capacities and will continue to minister to one group of students especially.



Dr. Milton Cunningham

"I'm going to work with the athletic teams and coaches as chaplain. I think that will be a lot of fun," Dr. Cunningham said.

Serving as chaplain to Baylor's athletes is not a new task for Dr. Cunningham. As University chaplain, he traveled with and conducted a weekly Bible study for the football team. On the night before a game, he led a devotional for players, and on game day he prayed with the team before and after the game. He also prayed with the men's and women's basketball teams before home games. In his new position, he will become involved with the soccer, volleyball, softball and tennis teams.

Dr. Cunningham's love for Baylor athletics, football in particular, began in the summer of 1945 when he was a freshman at the University. He wanted to be involved with football, but he wasn't big enough to play, he recalled. With the encouragement of then-Baylor coach Bill Henderson, Dr. Cunningham decided to make his contribution as the team's manager/trainer.

Years in Africa

After receiving his bachelor's degree from Baylor, Dr. Cunningham earned a bachelor of divinity degree in 1953 from Southwestern Seminary in Fort Worth. In 1957, he became a missionary to Africa for the Foreign Mission Board, and although he returned to Texas for a brief period to earn his doctorate from the University of Corpus Christi, he remained in Africa for 15 years. During that time, Dr. Cunningham ministered to people in Southern Rhodesia (now Zimbabwe) and Zambia, and from 1968-1973, he served as coordinator for mass media in the area south of the Sahara.

Dr. Cunningham returned from Africa in 1972 and became pastor of Westbury Baptist Church in Houston. While at Westbury, he served as president of the Baptist General Convention of Texas and on the Baylor Board for 12 years, serving as chair from 1984-1986. He was named a Distinguished Alumnus of the University in 1989. That same year, he returned to his alma mater to serve as director of church ministries. He was named University chaplain in 1996.

As chaplain, Dr. Cunningham counseled, advised and consoled Baylor students, faculty and staff. He believes that forming these solid relationships is part of his Christian mission. "I want to be a Christian friend to the people of this campus," he said.

Those friendships will be what he misses most, he said. "I will miss being on campus with students and the day-to-day friendships. I will still see my campus friends, but it won't be every day," he said.

To honor the dedication that "Dr. C" has shown to the Baylor family, President Robert B. Sloan Jr. will host a retirement reception for him from 3:30 to 5 p.m. May 5 in the Barfield Drawing Room. All Baylor faculty and staff are invited. — *Julie Carlson*



Breaking Ground

The major donors for the Law School's new building were on hand for Law Day April 10 to turn the first spades of dirt for the new facility. They are (left to right) Walter and Sheila Umphrey, Harold and Carol Ann Nix and Sheridan and John Eddie Williams.

New Coaches Take Reins

Two more of Baylor's athletic programs — men's basketball and women's soccer — will begin the 1999-2000 season under the leadership of new, highly successful coaches.

Veteran college basketball coach Dave Bliss became Baylor's 16th men's basketball coach on March 23, bringing with him successful records at three major colleges. He replaces Harry Miller, who resigned as the Bears' head coach on March 5.



Dave Bliss

In his 24-year head coaching career at New Mexico, Southern Methodist and Oklahoma, Bliss's record stands at 465-271 (.632), and he has guided his teams to 16 postseason trips, including 11 into the NCAA tournament.

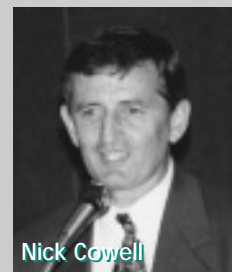
"We just think the world of Baylor," Bliss said. "We look at the mission statement that this university has, and we think this is great for college athletics."

"What we have in Dave Bliss is a cornerstone for Baylor athletics and a proven coach for big-time basketball," Baylor Director of Athletics Tom Stanton said.

Born in Binghamton, N.Y., Bliss is a 1965 graduate of Cornell and earned a master's there in 1967. He was an all-conference guard as a senior, and he is a member of the Cornell Athletics Hall of Fame.

Bliss and his wife, Claudia, have three children, Robert (a freshman at the University of Arizona), Berkeley and Jeffrey.

On March 15, former Trinity University soccer coach Nick Cowell was introduced as head coach of the defending Big 12 champion women's soccer team.



Nick Cowell

Cowell joined the Baylor program after an eight-year stint at Trinity, where he led his team to seven consecutive Southern Collegiate Athletic Conference titles, 49 straight conference game victories and six trips to the NCAA Division III Tournament.

Cowell said at his introductory news conference that he is impressed with the team's talent and "vibrant love of life." He said he expects his players' success to continue in the classroom, as well.

"I come from an excellent academic institution in Trinity. Doing well in school is of primary importance to me," Cowell said. "I'm proud of the fact that while I was at Trinity, 100 percent of the soccer players graduated. That's what can move people through their lives. I hope to continue that trend at Baylor."

Before coaching at Trinity, Cowell served at The College of Wooster (Ohio), where he had a 22-11-4 record in two seasons. Cowell also coaches the South Texas under-19 Olympic Development team. He replaces Randy Waldrum, who left Baylor in February for the head coaching post at Notre Dame.

A native of Torquay, England, Cowell earned his bachelor's degree from the University of Birmingham (England) and his master's from Cleveland State University. He and his wife, Yvette, have a daughter, Sydney. — *Lori Scott-Fogleman*

Conference to Aid Families

"Hand in Hand" event set for May 20-21

The Baylor School of Social Work, George W. Truett Theological Seminary and Buckner Baptist Benevolences are joining hands to help congregations strengthen families and communities at the "Hand in Hand: Family, Church, Community" inaugural conference May 20-21 on the Baylor campus.

The conference will bring together church leaders and staff from faith-based agencies to discuss how congregations can reach beyond their church doors to families and individuals in their communities. Workshops will provide practical advice in ministry to senior adults, marriage enrichment, care for chronically ill members of a congregation, ministry to Hispanic families and the spiritual life of children. Also, a panel of pastors involved in family ministries in their communities will share ideas on how to develop staff and volunteer support.

Keynote speakers at the conference will include Dr. Diana Garland, professor of social work and director of the Baylor Center for Family and Community Ministries; Dr. Kenneth Hall, president and chief executive officer of Buckner Baptist Benevolences; Dr. John Mulder, president and professor of historical theology at Louisville Presbyterian Theological Seminary; and Dr. Gene Roehlkepartain, Baylor alumnus and president of Search Institute, an organization that explores issues related to the family.

The conference also will include worship led by the Rev. Larry Mercer, executive director of Buckner Children and Family Services in Dallas. Cynthia Clawson, winner of numerous Dove awards and a Grammy, will lead the music during the conference. For more information on the conference, call Dr. Garland at ext. 1199 or visit the Center for Family and Community Ministries web site at www.baylor.edu/~CFCM. — *Kate Langston*

A Landmark Work Looks at Race-Sensitive Admissions Policies

The Shape of the River provides wealth of empirical evidence, examines impact of affirmative action

Dr. Tillman Rodabough
Director, Division of Sociology

Occasionally a book analyzes an issue so central to the well-being of society in such a calm, expert, analytical way that readers must then debate social policy on the basis of fact and reason rather than on ideological certainty. *The Shape of the River* by William Bowen, an economist and former president of Princeton, and Derek Bok, a lawyer and former president of Harvard, is such a book. This brilliant, scholarly contribution uses a wealth of new and discriminating empirical evidence to examine the effect of race-sensitive admissions policies on students, their educational institutions and the greater society.

To make an informed judgment on race-sensitive admissions, we must understand the college careers and subsequent lives of students, or, using the metaphor Bowen and Bok borrow from Mark Twain, we must know the shape of the entire river. *The Shape of the River* sets out the history of affirmative action in education, compares tests and SAT scores for black and white applicants at colleges and universities with selective admissions policies and addresses the criticisms leveled at race-sensitive admissions by its opponents. Data on more than 45,000 students who attended academically selective universities between the 1970s and the early 1990s are analyzed for comparisons of ethnic differences in graduation rates, acquisition of graduate and professional degrees, employment, earnings, job satisfaction, civic participation and, finally, satisfaction with life. Blacks and whites were compared because the number of other ethnic students in this data set was too small to allow similar comparisons; however, research on Hispanics already has begun.

Affirmative action

Most Americans want educational and employment opportunity for all citizens, and they do not mind facilitating the gap closure for the less fortunate. Race-sensitive admissions policies, begun at some institutions in 1965, rest on a set of assumptions that never before have been tested empirically. The basic assumption is that African-Americans who gain a college education, when some barriers are relaxed, will contribute more significantly to society and to their families. African-Americans were 8.6 percent of all male professionals in 1996, up from 3.8 percent in 1960. Twenty percent of blacks were managers or professionals in 1990, up from 5 percent in 1950. Have race-sensitive admissions policies contributed to this improved employment for African-Americans? If so, are these policies still needed?

For many Americans, concern with fairness resolves itself simply: race-neutral admissions are fair; any-

thing else is not. Student admissions, therefore, should be based only on merit. Bowen and Bok do not avoid the important questions of preparedness and fairness, but they relate them to the goals of the school. Admissions officers at most universities seek students who can strengthen the academic tenor of the institution, add diversity to the background, make valuable contributions to their professions and to the well-being of society, and who will respect institutional loyalties and traditions. Admission has never depended solely on test scores.

Suggestions refuted

Suggestions that race-sensitive policies allow admission of unqualified students are easily refuted. Seventy-nine percent of black students admitted to these highly selective schools graduated within six years compared to 40 percent of blacks and 59 percent of whites at all NCAA Division 1 schools. The authors find, *"the more selective the college attended, the lower the black dropout rate"* (italics theirs). Satisfaction of black matriculants with their college experience also increases with the selectivity of the college attended. Critics claim that students admitted under these policies are "set up" for failure. Bowen and Bok found that these black students were more than five times likelier than black college graduates nationwide to earn doctorates or professional degrees. Twenty years after entering these selective colleges, black male graduates earned twice the average of black male graduates nationwide. They also found that these black students did not major in African studies or other programs that critics claim they might select as easier majors to remain in school. Their majors reflected the same variety as their white counterparts.

Large numbers of both white and black respondents thought their undergraduate experiences had made a significant contribution to their ability to work with members of other races. A great majority of blacks reported "knowing well" two or more whites, which debunks the expected self-segregation predicted by critics. The authors demonstrate that race-sensitive admissions have provided access to opportunity previously denied to African-Americans and have helped schools create learning environments that prepare all students to live and work together effectively.

Examination of options

The authors also examine the impact of eliminating race-sensitive admissions. By their calculations, the percentages of African-Americans entering these selective institutions in 1989 would have fallen from 7.1 percent to between 2 percent and 3.5 percent, depending on the selectivity of the school. Bowen and Bok refute the claims that white applicants' chances of gaining admission to these selective



Dr. Tillman Rodabough

The authors demonstrate that race-sensitive admissions have provided access to opportunity previously denied to African-Americans and have helped schools create learning environments that prepare

institutions are affected significantly by race-based admission policies. Because the number of white applicants is so large, this drastic drop in black admissions would only increase white admissions by 1.5 percent.

The authors respond to the suggestion that students could be admitted on the basis of income level rather than race to accomplish the same end. They argue that blacks are more likely than whites to come from poor families, but because of the disparity in population sizes, they still are a minority of all college-age Americans with low incomes.

Compared to poor whites, poor minority applicants are much less likely to have high SAT scores. Combining low income, high test scores and minority status would result in an extremely small pool of applicants. Fifteen percent of the black matriculants in these selective schools were from high socioeconomic status families, compared with just 3 percent of the national black population. Similarly, the same comparisons for whites were 44 percent and 11 percent.

The bulk of the evidence in Bowen's and Bok's presentation comes

from colleges and universities with a range of selectivity in their admission policies. However, all fall within the top 20 percent of all colleges and universities in their high level of selectivity. Rice is the only Texas university included. Obviously, universities that accept all or most applicants who meet minimum requirements lack the competition to inform the argument. Baylor, while less selective than the schools included in this study, is selective enough to prioritize some admissions. For example, one school mentioned in the authors' study placed a priority on admitting local students. Such an emphasis at Baylor could enhance ethnic diversity on campus and strengthen "town-gown" relations.

Landmark work

This book, elegantly written and powerfully argued, is a landmark work on one of America's most important, ongoing debates. This book is a "must read" for those interested in higher education, generally, and for all who struggle to reconcile principles of fairness with the needs of society. It lifts the debate on affirmative action to a new level by offering findings that must be accepted or challenged but cannot be ignored.

The Shape of the River: Long-Term Consequences of Considering Race in College and University Admissions by William G. Bowen and Derek Bok

Kelley to Succeed Bargainer as Dean of School of Engineering, Computer Science

Dr. Benjamin S. Kelley, P.E., acting dean and professor in the School of Engineering at Mercer University in Macon, Ga., has been appointed dean of Baylor's School of Engineering and Computer Science by Baylor President Robert B. Sloan Jr. The appointment is effective July 1. Dr. James D. Bargainer, current dean of the school, will retire in the summer.

"We were very impressed with the ideas that Dr. Kelley presented to us about the future of our School of Engineering and Computer Science," said Dr. Donald Schmeltekopf, University provost and vice president for academic affairs. "He has the academic as well as the administrative experience to come in and hit the ground running. He's a very thoughtful person with a lot of energy."

"I'm very excited about coming to Waco and to Baylor," Dr. Kelley said. "Dean Bargainer has done a wonderful job and leaves the school and the position in a strong way. I look forward to coming and helping the school through the next phases of growth."

A graduate of Auburn University, Dr. Kelley earned his master's and doctorate in mechanical engineering from the University of Kentucky. He

joined the faculty at Mercer in 1988 as associate professor of mechanical engineering and was later named assistant dean. In 1992, he was appointed professor and department chair for biomedical and environmental engineering, a program that, under his leadership, developed into one of the university's largest undergraduate programs.

Aside from teaching, Dr. Kelley represents Mercer on numerous initiatives, including the Co-Curricular Task Force, the Medical School Admissions Committee and the Academic Council. He also acts on behalf of the president as the university's NCAA Faculty Athletic Representative. In recognition of his campuswide contributions and leadership, Dr. Kelley was named the university's 1996-1997 Outstanding Faculty Member of the Year.

Prior to Mercer, Dr. Kelley worked at the University of Kentucky in the department of mechanical engineering



Dr. Benjamin Kelley

and Wenner-Gren Engineering Laboratory as a graduate research and teaching assistant from 1979 to 1983. At the Southern Research Institute in Birmingham, Ala., he was head of the Polymer Technology Section and Biomedical Engineering Section from 1983 to 1988. He also was the senior research engineer in the applied sciences department while at SRI.

Dr. Kelley served as visiting faculty member at the Duke University/NSF Engineering Research Center during the summers of 1989 and 1990. He traveled to Kazakhstan and Eastern Europe in 1994 and 1995 as a visiting faculty fellow of the University of Pittsburgh's Center for Russian and Eastern European Studies. Kelley is the author of numerous technical and educational publications, and his professional affiliations include the American Society of Mechanical Engineers, the American Society for Engineering Education and the Biomedical Engineering Society.

Dr. Kelley and his wife, Katherine Fowler Kelley, have four children: Aaron, Robin, Shannon and Jordan Minh Yen. The Kelleys currently are members of Martha Bowman Memorial United Methodist Church. — BN

BaylorNews survey results informative

In January, one year after the redesign of *BaylorNews*, we conducted a survey of faculty and staff. The purpose was to determine if the revised monthly newsletter was achieving its goal of being an informative, useful, readable publication.

The survey was sent to 1,800 faculty and staff members on campus, and we received 278 responses, a 15.4 percent return rate.

The results were both gratifying and informative. The overall results show that 210 of the 278 respondents read every issue; 119 of them spend 10 to 20 minutes reading it; and 131 read most of each publication. A sizable majority — 264 of the respondents — believe *BaylorNews* fills a communication need for the University.

Respondents' ratings of *BaylorNews* on readability; accuracy of content; format, design, use of color; photography/illustrations; and timeliness showed the publication was considered "good" by the majority of respondents and "excellent" by many others. Overall opinion of the newsletter was 153 "good" and 105 "excellent."

We encourage you to e-mail or write your suggestions to improve *BaylorNews* to baylornews@baylor.edu or through campus mail at Box 97024. — BN

Summer Campers Fill Campus

Variety of programs keeps University busy while full-time students take a break

Although most Baylor students are gone during the summer months, the campus is still swarming with activity thanks to the 12,000 to 13,000 youths and adults who participate in summer camps and programs at Baylor.

Camps will begin May 20 and end Aug. 8. Baylor sponsors numerous athletic, musical, spiritual and academic camps and hosts programs for various churches and other organizations.

The University markets its availability for summer camps to capitalize on its relationship-building value, said Jeff Kilgore, University host.

"The camps create awareness of Baylor to a wide variety of groups and people of all ages," he said. "It is also a great chance for Baylor to be the first college experience for young people."

Baylor is an attractive choice for groups because of its central location in Texas and because its facilities (food service, dorms, classrooms) are within walking distance of each other, Kilgore said. Although the camps occupy many facilities, Kilgore said they do not interfere with Baylor summer school classes.

"We are here to complement and not compete with summer school," he said. "Academics are always the first priority."

Children's programs

Baylor's School of Education sponsors University for Young People (UYP) and Creative Problem Solving camp where talented young people can interact with intellectual peers in classes such as computers, photography, astronomy, theater and handbells. The programs are for children in grades 1-8 with UYP offering two sessions through the first of July and CPS offering a one



Kids enjoy a session of Creative Problem Solving Camp.

week classes June 7-11. First-time students must apply to the program before registering. To apply, contact Kathi Barbur, UYP and CPS director, at ext. 6153. Former students do not need to reapply, but if they did not attend UYP last summer, please contact Barbur for a registration packet.

The Strecker Museum Complex offers 13 different weeklong classes for children ages 2 through grade 6 from June 14 through Aug. 6. Registration began April 30 for family members of Strecker Associates and May 1 for the general public. All Strecker classes will be held at the Ollie Mae Moen Discovery Center and the Gov. Bill and Vara Daniel Historic Village. For more information and a schedule of these classes, contact Jill Barrow at 757-0922.

The Baylor School of Music hosts two junior

high band camps, one high school band camp and one high school choir camp. For more information on these programs, contact Betty Bradford at ext. 1122.

Adult learners can attend the Herbert H. Reynolds Academy the week of May 23-28. The program is geared toward retired persons age 50 or older and is sponsored by the Institute of Gerontological Studies. For information, call Connie Beran at ext. 1164.

Baylor athletic coaches hold various camps for children from grades 1-12. For information on who to contact for a specific sport or for information on any other camp not listed above, contact Kilgore at ext. 4107 or Linda Hardwick, assistant to the University host, at ext. 4850. — *Lesley Wallace*

Program Targets High-Risk Classes

Supplemental Instruction benefits students, teachers

It might be easier to explain what Supplemental Instruction is not. It's not tutoring. It's not remedial. It's not reteaching.

The program offers review sessions that target "high-risk" courses, not "high-risk" students, and helps students integrate course content and reasoning skills to master the course content.

"It is such a win-win situation," said Sally Firmin, student retention and SI coordinator.

First offered at Baylor in spring 1995, the University provided SI for eight classes last fall, including math classes for the first time. It is modeled after a program developed by Dr. Deanna C. Martin at the University of Missouri at Kansas City in 1973 and is designed as academic assistance to increase student performance and retention. The program targets historically challenging academic courses, those that have a high percentage rate of D or F grades and withdrawals, and provides regularly scheduled, out-of-class, peer-facilitated sessions to all students taking the class.

"We offer three sessions a week that are free and open to any student in the class," Firmin said. "It might not be a student who is struggling, but someone who just wants additional practice."

Students who have mastered the courses, which are typically freshman level, are referred to Firmin by their professors to be SI leaders. They participate in three days of training for a total of nine hours to learn how to be facilitators.

"We train the SI leader how not to answer



Beau Egert, an SI facilitator, helps a History 2365 class.

questions, but rather how to reflect them back to the group to give others an opportunity to rehearse the answer," Firmin said.

Last fall, Baylor had 12 SI leaders, who are compensated for their work.

Faculty and students are enthusiastic about the program, Firmin said.

"The faculty that have had SI have been so pleased that they have encouraged others in their departments to ask for the resource," she said.

Students see the results of the SI sessions in their grades. Preliminary research done by Firmin on test scores indicates that most of the time students who have participated even minimally in SI score higher on their tests.

For more information, contact Firmin at ext. 3089. — *Vicki Marsh Kabat*

Award Named for Retiree Thornton

The Association of Collegiate Conference and Events Directors International has renamed its Distinguished Service Award to honor Jack Thornton, a longtime Baylor employee, now retired. The announcement was made during the association's 19th annual conference in March.

"This has to be one of the most wonderful things that has ever happened to me. I'm humbled and honored that they would do this for me," said Thornton, 68, who helped create the association. "I will be forever grateful to the organization I love so much."

The Jack Thornton Distinguished Service Award honors members of the association who have shown outstanding service to the collegiate conference and event directors' profession. Recipients are nominated by a colleague. In 1992, Thornton was the fourth recipient of the award.

Thornton served as Baylor's University host for more than 21 years. Prior to that, from 1957 to 1977, he was the University's Data Processing Center director (now the Information Technology Center). As host, he was in charge of all summer programs on campus — everything from football camps to hosting visiting dignitaries. Thornton also assumed the role of director of the Wiethorn Visitors Center in 1980. He retired from Baylor in May 1998. — *LoAna Lopez*



Jack Thornton

Now You Know

Q: What should I look for in an educational summer camp for my child?

A: First, try to find a camp that matches your child's interest. There are Educational Opportunity Guides that are published in local newspapers, by state agencies such as the Texas Association for Gifted and Talented and by Duke University's Talent Identification Program. Next, inquire about admission standards, qualifications of the teaching staff and safety issues such as supervision. If possible, visit the camp or talk to previous participants to learn about their experiences. Hopefully, during summer camp your child's interest will be developed into a talent that may be enjoyed throughout his or her life.

Dr. Susan Johnsen
Associate Dean for Scholarship
and Professional Development
School of Education

Reader-posed questions for "Now You Know!" may be sent to *BaylorNews*, PO Box 97024 through campus mail or e-mailed to baylornews@baylor.edu.

Spotlight

Publications

Dr. Kendall Artz, assistant professor of management, had an article titled “A Transaction Cost Examination of Collaborative Strategic Alliances” accepted for publication in an upcoming issue of the *Journal of Economic Behavior and Organization*.

Janet Bagby, lecturer in educational psychology, co-authored “The Challenge and Rewards of Family-centered Services in Early Intervention” in the *Baylor Educator* (spring 1998).

Dr. Michael Beaty, director of the Institute for Faith and Learning and associate professor of philosophy, edited a book titled *Christian Theism and Moral Philosophy* published by Mercer University Press.

Dr. Betty J. Conaway, associate professor and chair of curriculum and instruction, had a review of the book titled *The Recognizing and Recording Reform in Mathematics Education Project: Insights, Issues, and Implications* published in *Mathematics: Teaching in the Middle School* (January 1998).

Dr. W. Dale Connally, assistant professor of health, human performance and recreation, co-authored an article titled “Adventure Recreation: It’s More Than Meets the Eye” in the summer issue of *Texas Recreation & Park Society Magazine*.

Dr. A.J. Conyers, professor of theology at George W. Truett Theological Seminary, had a new book titled *Eclipse of Heaven* published by St. Augustine’s Press in April.

Dr. Marjorie J. Cooper, professor of marketing, had an article titled “Using Logic as Competitive Advantage” published in the November 1998 issue of *Promotional Products Business*.

Dr. William V. Davis, professor of English and Writer-in-Residence, had a poem titled “The Inkblot” published in the *Mid-American Review*.

Dr. Charles J. Delaney, associate professor of real estate, had a co-authored article titled “Growth Management and Housing Costs: A Review of the Literature” published in the *Journal of Applied Real Property Analysis* (Vol. 2, No. 1, pages 18-31). Co-author is Marc Smith.

Susan Dunkerley, assistant professor of art, had a co-authored article titled “Gestalt, Context, Ambiguity and Archetypal Meaning in Photographic Education” published in the January 1999 issue of *Visual Literacy in an Information Age*, selected readings of the International Visual Literacy Association.

Dr. Marc Ellis, professor of American and Jewish studies, has had several recent works published including his latest book, *O Jerusalem: The Contested Future of the Jewish Covenant*, published by Fortress Press; an article titled “The Boundaries of Our Destiny: A Jewish Reflection on the Biblical Jubilee on the Fiftieth Anniversary of Israel,” published in *Holy Land, Hollow Jubilee: God, Justice, and the Palestinians* by Melisende and edited by Naim Ateek and Michael Prior. Also, Dr. Ellis contributed “Finding the Lost Agenda in Jerusalem: A Jewish Meditation on the 1967 War” to *The June 1967 War After Three Decades*, published by the Association of Arab-American University Graduates and edited by William Haddad.

Dr. Ruth Ann Foster, assistant professor of Christian scriptures at George W. Truett Theological Seminary, had an article titled “Mary the Mother of Jesus” published in the winter 1998 issue of *Biblical Illustrator*.

Dr. Greg Garrett, associate professor of English, had a short story titled “Bridges” published in *The Long Story 17* (1999, pages 12-24).

Dr. Kevin Gutzwiller, associate professor of biology, had a co-authored paper titled “Spatial Extent of Human-intrusion Effects on Subalpine Bird Distributions” published in *Condor* (Vol. 101, pages 378-389). Co-author is S.H. Anderson.

Dr. Keith Hartberg, professor and chair of biology, and **Dr. Rich Duhrkopf**, associate professor of biology and director of graduate studies, had a co-authored paper titled “Organophosphate and Pyrethroid Susceptibilities of *Culex salinarius* Adults from Texas and New Jersey” published in the *Journal of the American Mosquito Control Association* (Vol. 14, No. 4, pages 477-480). Other co-authors are K. Sukontason and J.K. Olson.

Dr. James Henderson, professor and The Ben H. Williams Professor of Economics, and **Dr. Allen Seward**, associate professor of finance and insurance, had a paper titled “Report on the Cost of Health Care System Mandates” published internally by the Texas Association of Business and Chambers of Commerce.

Danny P. Hollingsworth, professor, chair of accounting and business law, and The Arthur Andersen & Co. Alumni Professor of Accounting, had an article titled “Beware of Family Limited Partnership Traps” published in the April issue of *The Tax Adviser*.

Dr. Susan Johnsen, associate dean for scholarship and professional development, co-authored a nationally standardized test titled “Test of Mathematical Aptitude for Gifted Students” published by PRO-ED in Austin. She also wrote two articles titled “What Does Research Say? Developing Domain-Specific Talents” (Vol. 18, No. 3, pages 21-23) and “What Does Research Say? Staff Development” (Vol. 18, No. 2, pages 29-31) that were published in the Texas Association for Gifted and Talented journal, *Tempo*.

Joyce King, slide curator for the art department, had her work titled “Movement without Words” published in the 10th issue of *Art/Quilt Magazine*.

Dr. Beth Lanning, part-time lecturer in health, human performance and recreation, had an article titled “Child Sexual Abuse Prevention Programs in Texas Public Elementary Schools” published in the *Journal of School Health* (January 1999, Vol. 69, No. 1).

Dr. Blaine McCormick, visiting assistant professor of management, had a paper titled “Make Money, Not War: A Brief Critique of Sun Tzu’s ‘The Art of War’” accepted for publication in the *Journal of Business Ethics*.

Dr. Charles S. Madden, vice president for University relations and The Ben H. Williams Professor of Marketing, had a co-authored column titled “Quantifying the Payoff from Promotional Products” published in *Imprint* (spring 1999, pages 59-68). Co-author is Marjorie J. Cooper.

Dr. John D. Martin, professor and The Carr P. Collins Professor of Finance, had a co-authored article titled “Value Creation and Corporate Diversification: The Case of Sears, Roebuck & Co.”

PROFILE

Picture This

Mathematics prof helps students “see” answers

Imagine this: calculus that’s easier to understand. For right-brained people and “mathophobics,” deciphering higher mathematics can seem unimaginable. That’s a concern Dr. Mary Margaret Shoaf, associate professor of mathematics, understands and is working with her students to overcome.

“I want to help turn out better elementary, middle and high school teachers, and I want my students to think of it as a positive experience, that they have, indeed, learned and accomplished something worthwhile during the semester,” she said.

Dr. Shoaf is doing that by using imagery in mathematics to help her students grasp concepts on their own terms rather than just memorizing theorems and formulas. For example, Dr. Shoaf has students in her calculus classes at Baylor, where she has taught since 1997, verbally “paint a picture” of what they anticipate as the end result of a problem. They then compare their conclusions to what they see on a graphing calculator.

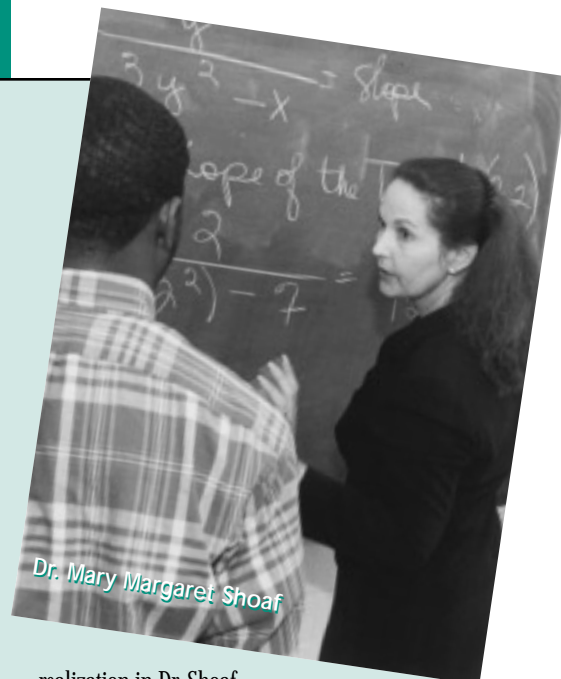
The results are gratifying. Dr. Shoaf’s early research, which focused on college algebra students, found that visual imagery developed with the use of technology does help students grasp abstract concepts in mathematics better than if they had not used such technology. The research of other mathematicians and mathematics educators indicates that technology also helps calculus students understand concepts better through visual imagery.

Dr. Shoaf began developing her visual imagery approach to teaching mathematical concepts as a graduate student working toward a doctorate at Columbia University. While there, she read the work of Dr. Shlomo Vinner, professor of mathematics at Hebrew University and director of the Mathematics and Science Education Institute at Beersheba University in southern Israel.

“He coined the terms ‘concept image’ and ‘concept definition.’ His hypothesis was if someone approached a new idea in math and then constructed a mental image to go with that ... they were more likely to recall and work with that mathematical concept correctly than if they had relied on memorization,” Dr. Shoaf said.

Reading Dr. Vinner’s work triggered the

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



Dr. Mary Margaret Shoaf

realization in Dr. Shoaf that this was the way she had learned mathematics, by approaching the problem and its end result through visual imagery. It was not an approach that had been taught to her, but rather one she developed intuitively.

And math didn’t necessarily come easily to her as a child, she said, despite having a mother who taught the subject.

“I enjoyed math (as a child), but I always had to work for it,” she said with a smile.

Building upon her interest in Dr. Vinner’s work, Dr. Shoaf’s dissertation focused on the effects of the graphing calculator on female students’ spatial visualization skills and level of understanding in elementary graphing and algebra concepts. She wanted to see if handheld technology could assist students in understanding mathematical concepts and enable students to “take ownership of that knowledge.” She finds graphing calculators and technology helpful for gaining insights into mathematical ideas, but she does not want technology to become a crutch or a replacement for learning.

Through workshops and presentations at conferences, Dr. Shoaf uses her research, which was among the first of its kind in the early 1990s, to help mathematics teachers develop and use mathematical visualization and mental construction of mathematical concepts in their classrooms.

“I’m hoping to help students who have developed misconceptions about some mathematical concepts to tear those concepts apart and realize why they were wrong and then rebuild correct schemas to understand the concept correctly. There’s more freedom this way,” Dr. Shoaf said. — *LoAna Lopez*

accepted for publication in *Journal of Financial Economics*. Co-authors are Stewart Gillan, Securities and Exchange Commission, and John Kensingler, University of North Texas.

Dr. Roger C. Mayer, associate professor of management, had a co-authored article titled “The Effect of the Performance Appraisal System on Trust for Management: A Field Quasi-Experiment” published in the *Journal of Applied Psychology* (Vol. 84, No. 1, pages 123-136).

Dr. Jim Moshinski, assistant professor of information systems, had an article titled “Collaborative Technologies and Organizational Development” published in the January 1999 issue of *Journal of Educational Technology and Society*.

Dr. Terrill F. Saxon, assistant professor of educational psychology, was lead author with **John Reilly**, a doctoral student in the Department of Educational Psychology, on an article titled “The Relationship Between Socioeconomic Status and Joint Attention in Mother-Toddler Dyads” published in *Early Child Development & Care* (Vol. 149, pages 59-69). As part of that same research, Dr. Saxon also co-authored “Language Competence and Joint Attention in Mother-Toddler Dyads,” which also was published in *Early Child Development & Care* (Vol. 142, pages 33-42). He also co-authored with Reilly an article titled “Behavior Management Through Intervention with Positive Reinforcement,” which was published in (Vols. 22, No. 2 and 23, No. 3, pages 52-58).

See “Spotlight” on page 8

Family Circle

Congratulations to

Kevin Kirk, financial aid, and wife, Lauren, on the birth of their daughter, Bethany Morgan.

Teresa Shaw, admission services, and husband, Jerry, on the birth of their daughter, Kelly Marie.

Krista Meek, academic advisement, and husband, Roger, on the birth of their daughter, Rebekah Ann. Grandfather is **Dr. Dale Allen**, professor of management.

With sympathy to

Bobby Jo Wilhelm, registrar's office, and her sister, Brandy Boner, a full-time student at Baylor, on the recent death of their father.

Dr. Don Mattingly, coordinator of youth programs, on the recent death of his father.

T.D. Bracken, retired health, physical education and recreation professor, on the death of her husband, Al Bracken.

The family of **Toy Cashion Marsh**, 97, on her recent death. Marsh was assistant to the dean of women for 17 years and was selected "Most Outstanding Baylor Woman Employee" in 1966.

Ron Beal, law professor, on the death of his father.

Betty Skelton, chaplain's office, on the death of her aunt.

Neal Rhoden, Waco Construction, on the death of his father-in-law, Leon Thompson.

Tim Logan, ITC, on the death of his father, William Logan.

Terry Price, theater arts, on the death of his father.

The family of **Dr. Donald F. Mullica**, research crystallographer in the Department of Chemistry, on his recent death.

Adriene Battles, financial aid, on the death of her grandfather.

The family of **Dr. Geddes**

McLaughlin, professor emerita and former dean of the School of Nursing, on her recent death.

Best wishes to

Jeanette Brown, financial aid, who had surgery recently and is recuperating at home.

Tim McKinney, husband of **Marilyn McKinney**, religion, who is recuperating from lung surgery.

Dana Leigh, financial aid, who is recuperating after recent surgery.

Dean Daniel Sternberg, professor emeritus and former dean of the School of Music, who suffered a stroke in Austria in March, but has returned home and is doing well.

Sudie Adams, associate professor emerita of Portuguese and Spanish, who had knee replacement surgery and is recuperating at home.

Spotlight

continued from page 7

Carol L. Schuetz, lecturer and social science and humanities reference librarian, had an Internet resource guide titled "Shakespeare Goes Online: Web Resources for Teaching Shakespeare" accepted by the Educational Resource Information Center. It is part of the Center's document resources available on microfilm in the Social Science and Humanities Reference Department of Jones Library.

Dr. Mark Serva, assistant professor of information systems, had an article titled "The Stresses and Politics of Project Management: A Systems Analysis and Design Simulation" accepted for publication in an upcoming issue of *Journal of Information Systems Education*. Also, Dr. Serva and **Dr. Mark Fuller**, associate professor of information systems, co-authored an article titled "Teaching Evaluations: Acknowledging the New Realities in the Modern Business School Curriculum" accepted for publication in an upcoming issue of the same journal.

Dr. Rob Straughan, assistant professor of marketing, and **Dr. Jim Roberts**, associate professor of marketing and The Mrs. W.A. (Agnes) Mays Professor of Entrepreneurship, had their manuscript titled "Environmental Segmentation Alternatives: A Look at Green Consumer Behavior in the New Millennium" accepted for publication in the *Journal of Consumer Marketing*. Dr. Straughan and co-authors Nancy Albers-Miller, University of North Texas, and Penelope J. Preshaw, Millsaps College, had their paper titled "Student Perceptions of Study Abroad Programs: A Survey of U.S. Colleges and Universities" accepted for publication in an upcoming issue of *Marketing Education Review*.

Dr. Beck A. Taylor, assistant professor of economics, had a co-authored article titled "Another Look at Minimum Wages and Business Failure Rates" accepted for publication in an upcoming issue of *Journal of Economic Issues*. Co-author is Jonathan Arnold, Arkansas Economic Development Commission. Dr. Taylor also had a co-authored article titled "A Theory of Quality-related Differences in Retail Margins: Why There is a 'Premium' on Premium Gasoline" accepted for publication in an upcoming issue of *Economic Inquiry*. Co-authors are John M. Barron and John R. Umbock, both of Purdue University.

Dr. Michael Umble, professor of management, had a co-authored article titled "How to Apply the Theory of Constraint's Process of Continuous Improvement" published in the September/October issue of the *Journal of Cost Management*. Co-author is Elisabeth Umble, Texas A&M University. He also had two articles titled "Synchronous Manufacturing Using Buffers" and "Activity-based Costing: An Evaluation" accepted for publication in an upcoming issue of *Encyclopedia of Production and Manufacturing Management*. The latter article is co-authored by Elisabeth Umble.

Dr. Kenneth T. Wilkins, professor of biology and associate dean of the Graduate School, had a paper titled "Morphometrics and Functional Morphology of Middle Ears of Extant Pocket Gophers (*Rodentia: Geomyidae*)" published in the *Journal of Mammalogy* (Vol. 80, No. 1, pages 180-198). Co-authors are **Jeff C. Roberts** and **Craig S. Roorda**, both former master's students in biology, and **Dr. Joseph E. Hawkins**, former distinguished professor in biol-

ogy, now with the Kresge Hearing Institute at the University of Michigan.

Dr. Terry York, associate professor of Christian ministry and director of the Doctor of Ministry program at George W. Truett Theological Seminary, had a new choral anthem titled "One Candle" published for Christmas 1998 by Shawnee Press of Delaware Water Gap, Pa.

Presentations & Participations

Dr. Tamarah Adair, lecturer in biology, and **Dr. Christopher Kearney**, assistant professor of biology, presented a co-authored paper titled "RNA Recombination between Transgenic mRNA and Viral RNA under Selective and Non-selective Conditions" at the Texas Academy of Science meeting held March 4-6 at Texas Lutheran University in Seguin.

Janet Bagby, lecturer in educational psychology, presented "Connecting Middle School Teachers and School-based Community Service Programs: A Staff Development Model" at the 1998 American Educational Research Association Conference in San Diego, Calif. She also was a featured presenter at the Missouri Department of Elementary and Secondary Education Conference on the Young Years in March and a co-presenter at the Texas Conference Preschool Teachers Workshop of the United Methodist Church in Longview in the fall.

Betty Ruth Baker, assistant professor of curriculum and instruction, presented a paper titled "Nurturing Caring Learning Environments for Children through Appropriate Transitions" at the annual conference of the Association for Childhood Education International in Tampa, Fla. She also served as a consultant for a video program titled "Help! Call 911," produced by Syndistar Inc. and was a consultant and a presenter for the Junior League-KCTF Public Television Parent Programs.

Dr. Michael Beaty, director of the Institute for Faith and Learning and associate professor of philosophy, gave three presentations titled

"Denominational Affiliation, Christian Identity, and the Church-related College," "Hiring Practices at a Christian Institution" and "The Idea of a Christian University and Moral Formatio," at Georgetown College March 1-2 in Georgetown, Ky. He also presented "Faith, Virtue and the Common Good" at William Jewel College Feb. 17-18 in Liberty, Mo. Dr. Beaty also attended "Religion and Scholarship: Present Positions, Future Prospects?" at the University of Notre Dame March 5-6.

Larry Brumley, associate vice president for communications, presented "Media Relations in a Marketing-Oriented University" at the District IV conference of the Council for Advancement and Support of Education held March 28-31 in Albuquerque, N.M.

Cynthia Burgess, instructor and librarian/curator of books and printed materials at Armstrong Browning Library, presented a paper titled "The Brownings and the Romantics: Reflections from their Library and Letters — Comments on the Exhibition" as the guest speaker at the library's international conference, "The Brownings and Romanticism," held March 11-13.

Dr. Marianna Busch, professor and chair of chemistry, presented a seminar titled "Analytical Applications of Flame/Furnace Infrared Emission Spectroscopy" to the Department of Chemistry at the University of North Texas March 26 in Denton.

Dr. Betty J. Conaway, associate professor and chair of curriculum and instruction, conducted a workshop titled "Hands-on Activities for Mathematics Grades 6-8" and "Integrating Mathematics and Literature for Grade 5" for Bryan Independent School District last fall.

Dr. W. Dale Connally, assistant professor of health, human performance and recreation, presented two workshops titled "How to Have a Successful Recreation Committee" and "Computers: Resource for Recreation Ministry" in February at Glorieta, N.M. He also presented "Awesome Opportunities at College" at the Baptist General Convention of Texas Evangelism Conference Recreation Workshop in January in Fort Worth and "Games that Build Groups" at the Texas Association of Health, Physical Education, Recreation and Dance summer 1998 conference in Waco.



U.S. Ambassador to Sweden

On a recent visit to Waco, U.S. Ambassador to Sweden Lyndon Olson Jr. (third from left, back row) visited with Baylor students from Sweden, Finland and Iceland at the Poage Legislative Library. The visit was arranged through the Office of International Programs.

Spotlight

Dr. A.J. Conyers, professor of theology at George W. Truett Theological Seminary, delivered the Staley Lectures on “Faith at the End of the Millennium” March 1-3 at Southwest Baptist University in Missouri. He also presented a paper on “Toleration and the Spirit of Modernity” at the Southwest Regional Meeting of the American Academy of Religion in March.

Dr. Marjorie J. Cooper, professor of marketing, presented two sessions of “Managing the Process of Ongoing Improvement: What is Stopping You from Making More Money?” at the Promotional Products Association’s Winter Showcase held Jan. 27 in Dallas. She also is acting as the facilitator for the Goldratt Global Satellite Program at the Motorola viewing site in Fort Worth March through May.

Dr. Robert Doty, professor of engineering, presented a paper titled “Acoustic Impedance Tube” at the annual Gulf Southwestern Section meeting of the American Society for Engineering Education held March 7-9 in Dallas. **Dr. Jim Farison**, professor and chair of engineering and ASEE campus representative, and **Dr. Ken Van Treuren**, associate professor of engineering, also attended the meeting.

Dr. Marc Ellis, professor of American and Jewish studies, presented a lecture titled “On Leadership” at Morehouse College in Atlanta, Ga.

Paul Erickson, professor and The R.E. and Marilyn Reamer Professor of Accounting, presented a paper titled “Effects of Testing Frequency in Introductory Income Tax Course” at the American Society of Business and Behavioral Sciences meeting held Feb. 20 in Las Vegas, Nev.

Dr. Jim Farison, professor and chair of engineering, served as the external examiner for a Ph.D. *viva* (oral examination) for a dissertation titled “The Compression of Deep Multispectral Images” at the University of Bradford, England, March 12.

Dr. Randy Ford, director of student teaching and field experience, co-presented “Everyone Who Can Read, Raise Your Hand... Not So Fast” at the Southwest Educational Research Association in January.

Dr. Ruth Ann Foster, assistant professor of Christian scriptures at George W. Truett Theological Seminary, was a speaker at the Baptist General Convention of Texas Christian Life Commission Conference on “Biblical Justice” held Feb. 8 in Austin. She also led a women’s retreat for First Baptist Church of Fredericksburg Feb. 26-27.

Dr. Karen Fredenburg, assistant professor, and **Bonnie Luft**, lecturer, both in health, human performance and recreation, presented “Developmental Activities for K-3” for the Texas Association of Baptist Schools on March 4.

Dr. David E. Garland, professor of Christian scriptures, gave the Thomas F. Staley Distinguished Christian Scholar lectures March 24-26 at Bluefield College in Virginia.

Dr. Diana Garland, professor of social work and director of the Center for Family and Community Ministries, and **Dr. Laine Scales**, assistant professor of social work, presented “Teaching Spirituality: Faith and Religion as Dimensions of Persons, Families, Organizations and Communities” at an invitational Faculty Development Institute at the annual Council on

Social Work Education Program Meeting held March 12-15 in San Francisco, Calif.

Dr. Greg Garrett, associate professor of English, read from his fiction at the Southwest Popular Culture Association meeting held Feb. 26 in Albuquerque, N.M. He also gave an invited reading and talk at the Conference of College Teachers of English held March 5 in Denton.

Dr. Kent Gilbreath, professor of economics and The E.M. and Thelma Stevens Professor of Private Enterprise and Entrepreneurship, was moderator of a meeting of the Waco Leadership Forum on “Indigent Health Care in Waco” Jan. 20.

Dr. Michael Haithcock, professor of conducting and director of bands, conducted the world premiere of American composer Daron Aric Hagen’s latest opera, *Bandanna*. The performances, staged by University of Texas Opera Theatre, were Feb. 25-March 7 at the University of Texas, Austin.

Dr. Keith Hartberg, professor and chair of biology, presented an invited paper titled “Mosquito-borne Diseases” at the spring workshop of the Texas Mosquito Control Association held March 10-11 in Kerrville. Also at that conference, **Dr. Rich Duhrkopf**, associate professor of biology and director of graduate studies, gave a presentation titled “Mosquito Surveillance.”

Dr. Alton Hassell, lecturer in chemistry, toured for the American Chemical Society Feb. 22-25 speaking at the University of Georgia and the following Society sections: Northeast Georgia, Western Carolinas, Carolina Piedmont and South Carolina.

Dr. James Henderson, professor and The Ben H. Williams Professor of Economics, spoke on “Health Benefit Mandates” to the members of the Texas Legislature at a breakfast meeting Feb. 18. **Dr. Allen Seward**, associate professor of finance and insurance, joined Dr. Henderson in the same address to the Legislative staff on Feb. 19.

Dr. Duane Ireland, professor of management and director of the Entrepreneurship Studies Program and The Curtis Hankamer Professor of Entrepreneurship, participated in the annual Entrepreneurship Center Directors’ Conference held Feb. 27-March 1 at the University of Southern California.

Dr. Susan Johnsen, associate dean for scholarship and professional development, participated in a symposium titled “Meeting the Challenges to University-based Programs” at the National Association for Gifted Children in November in Louisville, Ky., and conducted a pre-conference institute titled “Identifying Gifted and Talented Students” at the Texas Association for Gifted and Talented meeting in December. Along with educational psychology doctoral students **Marcus Jackson**, **Gerald McGregor**, **Garry Sigler** and **Cathy Snapp**, Dr. Johnsen also presented “Evaluating Gifted and Talented Programs” at the 13th annual Texas Assessment Conference in Austin.

Joyce King, slide curator for the art department, had two works titled “The Colors I Wear When I Get Home” and “The Pursuit of Joy” exhibited in the Materials: Hard and Soft exhibition held Jan. 31-March 12 in Denton. Another piece titled “Movement without Words” is being exhibited at the Yeiser Art Center in Paducah, Ky.



We Appreciate You!

Baylor’s School of Education held its first Teacher Appreciation Breakfast April 7 on the University’s campus for more than 150 area educators who were honored for their work with the School during the past year.

Blake LeCrone, lecturer in business law, presented a legal update on the topic of workplace sexual harassment at the joint meeting of the Central Texas Chapter of CPAs and Beta Alpha Psi held Feb. 18 on the Baylor campus.

Dr. J.R. LeMaster, professor of English, chaired a session of papers in creative writing and attended a meeting of the executive committee at the annual meeting of the College Conference of Teachers of English held March 4-6 in Denton.

Dr. Beth Lanning, part-time lecturer in health, human performance and recreation, presented “Implementing a Behavior Change Project in College Health Classes” at the Southern District American Alliance for Health, Physical Education, Recreation and Dance meeting held Feb. 18 in Greensboro, N.C. She also presented “Discussing Sexuality Issues with Your Children: A Parent’s Guide” for Hillcrest Women’s Connection on March 16.

Paul A. McCoy, associate professor of art, will have a ceramic sculpture titled “Earth, Limb, Thorn III” included in the national juried exhibition titled “Below 2000” May 4-June 13 at the Portland Center for Contemporary Craft in Oregon. He also has been invited to include several of his ceramic sculptures in the 39th Annual Invitational Exhibition at the Longview Museum of Fine Arts May 15-June 30.

Dr. Charles S. Madden, vice president for University relations and The Ben H. Williams Professor of Marketing, gave a speech titled “Marketing in 25 Years” to the Southwest Oregon Chapter of the American Marketing Association held March 17 in Eugene, Ore.; and “The Need for Innovation in a Post-Industrial Society” at the AMA’s Edison New Product Awards Gala held March 18 in New York, N.Y. He also spoke at the Council for the Advancement and Support of Education District IV meeting March 28 in Albuquerque, N.M.

Mary Massirer, lecturer in English, participated in a Special Interest Group on the status of non-tenure track faculty at the Conference on College Composition and Communication convention held March 24-27 in Atlanta, Ga.

Joyce Miller, coordinator for academic advisement, presented a workshop titled “Metamorphosis of an Adviser Training Model for the Millennium” at the Texas Academic Advising Network’s annual state conference held March 3-5 in San Antonio.

Dr. Jim Moshinskies, assistant professor of information systems, presented a workshop titled “How to Use Information Technology Effectively” at the annual regional meeting of the American Society of Training and Development held Feb. 25 in Dallas. He also was the guest of Conoco University president David Nelson March 12 in Houston.

Dr. Lee C. Nordt, assistant professor of geology, presented “Soil Carbonate Flux in Late Quaternary Subhumid Environments: Case Studies from Ohio and Texas” at the Geological Society of America South-Central Section Symposium on Caliche Soils of the Southwest March 16 in Lubbock. He also presented “Late Quaternary Climate Change in the Southern Plains: Orbital Forcing, Glacial Meltwater, or Atmospheric CO₂?” as an invited lecturer at the University of Tennessee, Knoxville, April 8.

Thomas A. Odegaard, lecturer in economics and assistant director of economic education programs, presented two workshops on the economic components of the geography Texas Essential Knowledge and Skills (TEKS) to the Texas Alliance on Geographic Education held Feb. 20 in Houston.

Elizabeth Palacios, part-time lecturer in educational psychology, presented a poster session on the “Development of the Sikes Youth Scale” at the American Psychological Association Conference in August in San Francisco, Calif. Along with her colleagues, she also presented a poster session titled “Developing Intervention Profiles for Emotionally Disturbed Adolescents” at the third annual conference of the National Coalition for At-Risk Children and Youth at Texas Woman’s University in June.

Diana Ramey, co-director of admissions, and **Heather Horst**, Information Technology Center analyst/programmer, presented a session titled “Snail Mail or E-Mail?” at the annual Student Information System User’s Group confer-

See “Spotlight” on page 10

President's Concert Set for May 1 in Jones Hall

The President's Concert, an annual tradition at Baylor since 1985, will be 8 p.m. May 1 in Jones Concert Hall.

Titled "An American Salute," the concert will feature the Baylor Wind Ensemble, conducted by Michael Haithcock, professor of conducting and director of bands. Also spotlighted will be Krassimira Jordan, professor of piano and Artist-in-Residence; Lynda Keith McKnight, assistant professor of vocal studies; and narrator Grant Teaff, executive director of the American Football Coaches Association.

The Wind Ensemble will perform a number of American classics, including the overture to Leonard Bernstein's musical *Candide*, Michael Daugherty's *Niagara Falls* and Dan Welcher's *Symphony No. 3 ("Shaker Life")*.

Jordan will perform numbers from George Gershwin's *Rhapsody in Blue* and McKnight will perform the Luigi Zaninelli arrangements of *Four American Hymns*, which include "His Eye Is on the Sparrow," "Give Me That Old Time Religion," "Shall We Gather at the River?" and "Amazing Grace."

Aaron Copland's musical number, *Lincoln Portrait*, will conclude the all-American program with the help of a man who has inspired some All-American performances: Grant Teaff. Baylor's former athletic director will read excerpts from President Abraham Lincoln's speeches and letters throughout the music.

Limited tickets for the event, performed in honor of the University's president, are \$5 and available by calling the School of Music at ext. 3991. — *Elizabeth Harris*

School of Education receives NCATE seal

Baylor's School of Education has been notified it has achieved continuing accreditation under the performance-oriented standards of the National Council for Accreditation of Teacher Education (NCATE).

"We are pleased with this affirmation of program excellence from NCATE," said Dr. Robert Yinger, dean of the School of Education. "National accreditation is an important indicator of quality for our professional programs."

NCATE soon will be implementing more rigorous performance-based standards for teacher preparation institutions with its "NCATE 2000" plan. Baylor's School of Education will be re-evaluated under these new standards in 2002. — *BN*

Spotlight

continued from page 9

ence held March 2-7 in Reno, Nev. Also at that conference, **Jane Moreno**, assistant director of student accounting, presented a session titled "Tuition Calc — New and Non-Technical Users."

Dr. Terrill F. Saxon, assistant professor of educational psychology, presented a poster session titled "Joint Attention and Toddler Characteristics: Race, Sex and Socioeconomic Status" at the Biennial International Conference on Infant Studies in Atlanta, Ga.

Dr. Mark A. Serva, assistant professor of information systems, presented "The Year 2000 Problem" to the Waco Chapter of the Society for Human Resources Management Feb. 23.

Dr. Rob Straughan, assistant professor of marketing, presented a research paper co-authored with **Dr. Jim Roberts**, associate professor of marketing and The Mrs. W.A. (Agnes) Mays Professor of Entrepreneurship, titled "College Students and the Environment: A Look at Green Consumer Behavior in the New Millenium" at the American Marketing Association's Winter Educators' Conference in St. Petersburg, Fla.

Dr. Betty Talbert, director of spiritual formation for George W. Truett Theological Seminary, participated in the Spirituality and Healing Conference "Death and Dying" sponsored by Harvard Medical School Dec. 12-15 in Boston, Mass. She also participated in the Christian Ethics Retreat sponsored by the T.B. Maston Foundation and the Christian Life Commission of the Baptist General Convention of Texas at Hardin-Simmons University's Logsdon School of Theology March 26-27.

Dr. Michael Umble, professor of management, co-presented two papers titled "The Theory of Constraint's Approach to Project Management" and "The Effect of Plant Type on Designing Stock and Time Buffers for Synchronous Manufacturing Environments" at the national meeting of the Decision Sciences Institute. The papers also were published in the institute's proceedings. Co-presenter was Elisabeth Umble, Texas A&M University.

John S. Wilson, associate professor and head of government documents, Moody Library, presented "An Annual Giving Campaign: Library Fellows," "Donor Recognition/Stewardship: The Baylor Book Society Revisited" and "Public Relations and Library Development: An Update" at the preconference workshop of the Academic Library Advancement and Development Network conference March 7-10 in Kansas City, Mo.

Truett Hires Student Services Director

René Maciel has been named director of student services at Baylor's George W. Truett Theological Seminary, effective May 24.

At Truett, Maciel will oversee all aspects of student services, including admissions, recruitment, orientation, financial aid, student life activities and placement.

Maciel comes to Truett from New Mexico Baptist Children's Home in Portales, N.M., where he served as assistant administrator from 1993-1997 and, for the past two years, as administrator. Maciel also has been involved in admissions and recruitment at Texas Baptist universities, working as director of admissions at Hardin-Simmons

Honors & Appointments

Janet Bagby, lecturer in educational psychology, has been elected to the board of directors of Waco Montessori School, elected chair of the board of directors of the Communities in Schools — McLennan County Youth Collaboration, and selected as an advisory committee member of the Baylor University Joy C. Reynolds Preschool Language Institute.

Dr. James E. Barcus, professor of English, has been awarded the 1999 Joe D. Thomas Scholar Teacher Award by the Texas College English Association.

Dr. Betty J. Conaway, associate professor and chair of curriculum and instruction, is a reviewer for the International Reading Association for Mathematics: Teaching in the Middle School, published by the National Council of Teachers of Mathematics.

Beverly Cowlover, interlibrary loan services, Jones Library, was chosen as the libraries' "Staff Member of the Month" for February.

Dr. Mark Dubis, lecturer in Biblical languages, has been appointed columnist for new information technologies for the *Journal of Religious and Theological Information*. He also was elected Fellow in the Institute for Biblical Research.

Dr. Randy Ford, director of student teaching and field experience, has been elected to serve as a regional director on the Texas Association for Gifted and Talented Executive Board.

Dr. Karen Fredenburg, assistant professor of health, human performance and recreation, has been elected to serve as chair-elect of the Professional Preparation Council of the Southern District of the American Alliance for Health, Physical Education, Recreation and Dance for 2000-2002.

Dr. Charles Garner, associate professor of chemistry, was issued a second patent titled "Fluorinated Organic Gelation Agents" in March.

William B. Hair, associate professor and theology and philosophy librarian, is the book review editor for *The Journal of Religious and Theological Information* published by The Haworth Press.

Dr. Duane Ireland, professor of management and director of the Entrepreneurship Studies

Program and The Curtis Hankamer Professor of Entrepreneurship, has been notified that his paper titled "Achieving and Maintaining Strategic Competitiveness in the 21st Century: The Role of Strategic Leadership," published in the February 1999 issue of *Academy of Management Executive*, has been selected to receive the "Best Paper of the Year" award by the program committee of the American Society for Competitiveness. The award will be presented to Dr. Ireland and co-author Mike Hitt at the society's annual meeting in October in Atlanta, Ga.

Dr. Susan Johnsen, associate dean for scholarship and professional development, is editor of *Gifted Child Today*, serves on the editorial review boards of Gifted Child Quarterly and the *Journal for Secondary Gifted Education*, and is a reviewer for the *Journal for the Education of the Gifted*.

Joyce Miller, coordinator for academic advisement, is vice president for memberships and treasurer in her second year on the board of the Texas Academic Advising Network.

Dr. Gwin Morris, associate vice president for University development, received a 1998 Star of Texas award from Texas Mental Health Mental Retardation for his work as president of the Volunteer Services Council for Waco Center for Youth.

Dr. Jim Moshinskies, assistant professor of information systems, was recognized at the Centennial Anniversary of Tau Kappa Epsilon for his work as sponsor in earning the Baylor TKE chapter the "Most Improved Chapter" award at Baylor and in the nation. The celebration was Jan. 8 in New Orleans, La. Dr. Moshinskies also has been named to the Web Page Roundtable, a subcommittee of the Baylor Technology Planning Council.

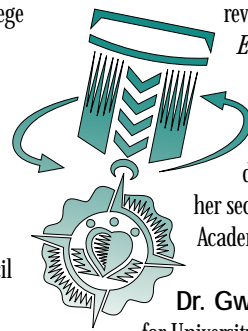
Dr. John Mosley, social sciences and humanities reference librarian, Jones Library, was chosen as the libraries' "Staff Member of the Month" for March.

Patricia H. Nunley, associate professor of business law, received the Distinguished Paper Award for the Southern Academy of Legal Studies in Business for her paper titled "Analysis and Implications of the Judicial Interpretations of 'Disability' Under the Americans with Disabilities Act: A Search for Objective Standards in Subjective Legislation." The award was presented at the Southwestern Federation of Administrative Disciplines awards dinner held March 10 in Houston. She also was honored as the past president of the academy.

Kay O'Brien, lecturer in social work, was honored by the Waco Unit of the National Association of Social Workers as "Social Worker of the Year" at a banquet held in her honor March 18. The nomination for this honor began with social work students and community practitioners.

Dr. David E. Pennington, professor of chemistry and master teacher, has been appointed president of the Southeastern Association of Advisors for the Health Professions for 1999-2001 and will represent the association for the region on the board of directors of the National Association of Advisors for Health Professions for 2000-2002.

Dr. A.G. Pinkus, research professor of chemistry, had a sixth U.S. patent titled "Tablets or Biologically Acceptable Implants for Long-term Anti-inflammatory Drug Release" issued and assigned to Baylor University.



Spotlight

Dr. Rita S. Purdy, professor and chair of family and consumer sciences, was recognized as the 1999 Leader of the Year in family and consumer sciences for Texas at the 81st annual meeting of the Texas Association of Family and Consumer Sciences held March 4-6 in San Antonio.

Terry M. Roller, professor of art, was a co-recipient of a Special Judges Award at the Waco Advertising Club's recent Addy Awards, which recognizes outstanding achievement in local advertising and promotion. Roller was graphic designer for a promotional campaign for the American Advertising Federation 10th District Convention.

Dr. Mark Serva, assistant professor of information systems, served as public relations chair for the Special Interest Group on Computer Personnel Research conference held April 8-10 in New Orleans, La.

Dr. Rob Straughan, assistant professor of marketing, and co-authors Nancy Albers-Miller, University of North Texas, and Penelope J. Prenshaw, Millsaps College, received the award for best paper in the area of marketing education at the annual American Marketing Association Winter Educators' Conference in St. Petersburg, Fla. The paper is titled "Study Abroad Programs: An Exploratory Study of Student Perceptions."

Dr. Nancy B. Upton, associate professor of management and entrepreneurship and The Ben H. Williams Professor of Entrepreneurship, has been appointed to the board of directors of Wings Across America and served on the University search committee for a head coach of the women's soccer team.

Dr. Kenneth T. Wilkins, professor of biology and associate dean of the graduate school, has completed his one-year term as president of the Texas Society of Mammalogists, presiding at its annual meeting in February.

Dr. Terry York, associate professor of Christian ministry and director of the Doctor of Ministry program at George W. Truett Theological Seminary, is serving as a member of the Pastoral Care Consultation Committee of Hillcrest Baptist Medical Center.

Baylor in the News

This month we introduce a new column in Spotlight highlighting faculty and staff who have been featured in the media. Submissions are provided by Media Relations in the Office of Public Relations.

Dr. A.J. Conyers, professor of theology at George W. Truett Theological Seminary, was quoted on the topic of 999 A.D. in "Millennial Hysteria of 999 Was Much Different" in the *Denver Post* on Feb. 14.

Dr. Joe Cox, professor of management, was quoted on the topic of Generation Y in "The Importance of Being Earnest: Today's Teens Seem Poised to Pick Up the Torch of Idealism Lit by Their Baby-Boomer Parents" and "How Earnest are They? Teen-oriented Films and TV Shows Reflect the New Surge of Sincerity" in the *Dallas Morning News* "Today" section on March 7.

Dr. Derek Davis, associate professor of political science and director of the J.M. Dawson

Institute of Church-State Studies, discussed religious freedom on San Antonio radio station WOAI on Feb. 3.

Dr. Stephen Gardner, The Herman Brown Professor of Economics and director of the McBride Center for International Business, was quoted on the topic of global economy in "Storm Watch: Can the U.S. Remain an Island of Calm Amid World Crises?" in the *Dallas Morning News* on Feb. 23.

Dr. Kent Gilbreath, professor of economics and The E.M. and Thelma Stevens Professor of Private Enterprise and Entrepreneurship, was interviewed on Waco KWTX-TV news in February.

Dr. J.R. LeMaster, professor of English, was noted in an article about recent books on Walt Whitman in "Hot Type" in the March 5 issue of *The Chronicle of Higher Education*. Dr. LeMaster and Donald D. Kummings, University of Wisconsin, Parkside, co-edited *Walt Whitman: An Encyclopedia*.

Dr. Michael Long, assistant professor of Russian and director of the Slavic studies program, was interviewed on the topic of Kosovo by radio stations KTRH in Houston and WOAI in San Antonio on March 26.

Dr. Charles S. Madden, vice president for University relations and The Ben H. Williams Professor of Marketing, was quoted in an article titled "More Developments are on the Way" in *Marketing News* (March 29, 1999, p. 26) and in an article titled "New Association Initiatives" in *Marketing Educator* (winter 1999, p. 3).

Dr. Bill Mitchell, professor of political science, was quoted on the topic of Iraqi economic sanctions in "Picturing Peace: An Austin Photojournalist Lends His Talent to a New Humanitarian Group Fighting U.N. Economic Sanctions in Iraq" in the *Fort Worth Star-Telegram* on Feb. 21.

Dr. Reagan Ramsower, professor of information systems and associate dean for technology, served as a Y2K expert in a phone-in discussion show on Waco Cable Channel 10 in February.

Dr. Wade Rowatt, assistant professor of psychology and neuroscience, was quoted on the topic of American society's views on lying in "Culture of Lies" in the *Oklahoma* (Oklahoma City) *Gazette* on Feb. 24.

Dr. Terrill Saxon, assistant professor of educational psychology, recently appeared in a 20-minute interview for "Real Help for Parents of Young Children," a PBS broadcast documentary.

Dr. Joel Thierstein, assistant professor of telecommunication, was quoted on the topic of the Telecommunications Act of 1996 in "Phone Rivalry Fails to Appear: Telecom Act Hasn't Brought Many Challengers to Bell" in the *St. Louis Post-Dispatch* on Feb. 7.

Dr. Terry York, associate professor of Christian ministry and director of the Doctor of Ministry program at Truett Seminary, was quoted on the role of music in church in the *Rockford* (Ill.) *Register Star* on Sunday, April 4.

Send "Family Circle" or "Spotlight" items by e-mail to baylornews@baylor.edu or by campus mail to P.O. Box 97024. Space limitations will result in some items being held until the next issue.

President

continued from page 2

Umphrey Law Center. Ground was broken for this project during Law Day activities on April 10. The 121,000-square-foot building will be located on the banks of the Brazos River behind the Texas Sports Hall of Fame on University Parks Drive. We anticipate construction to begin late this year and be completed in mid-2001.

- **Truett Seminary.** We have raised more than \$10 million to date and hope to have the remaining funds committed by the end of this calendar year for the new Truett Seminary campus. As you may have noticed, the old Kirk Wilson Elementary School has been demolished to make way for the Truett facility. I believe we will have construction under way on this project within the next year.

- **Harry and Anna Jeanes Discovery Center.** Fund raising is going well on the long-awaited new home for the Department of Museum Studies, Strecker Museum and the Ollie Mae Moen Discovery Place for Children. I also believe this project will be under way by this time next year. It will be located on University Parks Drive between the Hughes-Dillard Alumni Center and the Gov. Bill and Vara Daniel Historic Village.

- **Science facilities.** A science building planning committee was appointed last fall by Provost Don Schmeltekopf and Vice President Harold Cunningham and has been meeting and working the past several months with representatives of Harley Ellington Design out of Detroit to assist with the design of new and renovated science facilities. The committee has meetings planned for May and June, and we anticipate that preliminary designs and cost estimates will be completed in time for presentation at the July meeting of the Board of Regents, which authorized this project at its February meeting. I cannot overemphasize how important this project is to Baylor's central academic mission. At the April Regents meeting, I underscored the urgency of enlarging and updating our science facilities. This is an initiative that must happen sooner rather than later. I will enlist the Board's help in developing aggressive and creative methods of financing the new science facilities because I do not believe we can afford to delay this project.

Fund raising

Baylor completed an outstanding year in fund raising during 1998, with total contributions reaching \$37 million. We have shown tremendous progress and momentum in our development program over the past five years, averaging \$32.3 million a year in gifts. In 1997 we had a spike in our contributions due to the one-time gift from the Baylor Health Care System, which was a significant factor in our record \$59 million total. But even accounting for the BHCS money, 1997 was an excellent year and a tough act to follow. I am pleased to report that through the first three months of 1999 we are about \$4 million ahead of the 1998 pace, an impressive feat when you consider the success we had last year.

The University has seen a healthy increase in its endowment over the past five years, thanks to a robust stock market and the hard work of our development office, Chancellor Herbert Reynolds and many others. Baylor's endowment has grown from \$318 million in 1994 to approximately \$550 million at the end of 1998. As of March 31, that figure stood at \$566 million.

The Board of Regents at its April meeting enthusiastically endorsed a recommendation that Baylor prepare and carry out a major fund-raising campaign with a primary focus on endowment for scholarships, faculty positions and program support, along with a capital element for projects like the science facilities and an addition to the Rogers

Engineering and Computer Science Building. The campaign goal will be established within the next few weeks and the strategies will be developed to accomplish our objectives by the year 2005. You will be hearing more about the campaign details in the months ahead.

Finances

The successes we are seeing in the fund-raising arena are having a positive impact on the financial health of the University. A look at several key indicators underscores this fact.

Baylor's total assets were \$916 million on March 31, up from \$842 million at the end of last fiscal year. If the stock market does not plunge in the next few months, I believe we could see our assets reach the \$1 billion mark by the end of this calendar year. The University's net assets have

increased by \$53 million in the first 10 months of this fiscal year, compared to an increase of \$83 million for the same period last year. The difference is due

primarily to market fluctuations. Gifts and private grants in this fiscal year are at \$31 million compared to \$22 million received at this point last year.

We have seen the market value of our endowment increase about \$16 million, to \$566 million, since the end of last fiscal year. As you know, this has been a roller-coaster year on Wall Street.

The University's operating budget for this fiscal year is \$193 million, compared to \$169 million in 1997-1998. We generated 15,429 more semester hours this year than last year, and we will again finish the year with a balanced budget.

I want to thank department heads, deans, vice presidents and other administrators for the great effort that has been made over the past two years in transitioning to a five-year budget planning process. Coupled with the strategic plan, I believe the new budget preparation procedures will result in more effective and efficient planning for the University.

Athletics

Let me close with just a few words about athletics. We certainly have had our mountaintop experiences this year, along with a few valleys, but overall this has been an outstanding year in athletics. We won our first Big 12 championship — in women's soccer — and are making a serious run for the Big 12 championship in baseball. We had our second-consecutive post-season appearance in women's basketball and our men's and women's indoor track teams finished among the nation's elite. Men's tennis is ranked in the top 10 nationally and the women are in the top 50. Our men's and women's golf teams are turning in great performances in every tournament they enter. You may be surprised to know that Baylor currently ranks among the best athletic programs in the nation, as determined by the Sear's Directors Cup competition, which rates institutions on the basis of overall performance in men's and women's sports. The last rankings that we received — and they change throughout the year — had Baylor tied for 24th with UCLA. Colorado is the only Big 12 school ranked ahead of us.

Certainly we did not have a good year in football and men's basketball. These two sports have the greatest visibility for the University, and I believe we have the leadership in place now — in the form of head football coach Kevin Steele and head basketball coach Dave Bliss — to return these programs to greatness. These two coaches, along with new soccer coach Nick Cowell, not only have the technical skills to achieve success in the win-loss column, but they also identify with Baylor's mission as a Christian university, and they are committed to their players' academic success.

Traditions, New Beginnings Highlight Commencements

As the end of the academic year approaches and graduating Baylor students begin to bid farewell to classmates, faculty and staff, plans are under way for the annual graduation traditions.

Ring Out, which dates back to 1927, will be at 6 p.m. Friday, May 14, in the Burleson Quadrangle. The senior women, dressed in graduation gowns, will pass a chain of ivy, signifying the passing of the charge of leadership, to their chosen women friends in the junior class.

“Ring Out is an opportunity for students to reflect and have a quiet moment while surrounded by friends in a familiar place,” said Dr. Martha Lou Scott, dean of student life. “The students realize they are taking a place in history that others before them have held and that still others will hold

in years to come. They serve as a bridge between the past and the future.”

Men of the senior and junior classes will participate in the Passing of the Key ceremony during Ring Out. A tradition since 1946, this ceremony also symbolizes the binding of classes in loyalty to the University. A senior representative, the “Custodian,” will pass the key to the box of relics under the Centennial monument in the center of Founders Mall to the new Custodian, a representative of the junior class.

George W. Truett Theological Seminary graduates will gather with family and friends for baccalaureate, also at 6 p.m. Friday, May 14, in the sanctuary of Columbus Avenue Baptist Church. Dr. Charles Wade, pastor of First Baptist Church, Arlington, will speak to the class of approximately 32 graduates.

Truett alumni will sponsor a “homecom-



Senior graduates pass a ring of ivy to junior women during Ring Out.

ing” luncheon to welcome members of the Seminary’s third graduating class. Alumni attend baccalaureate and honor the graduates with a tribute.

“After each graduate walks across the stage, he or she continues standing in recognition of their fellow graduates,” said Dr. Michael Morgan, assistant dean at the seminary. “Alumni, who sit together behind the graduates, also participate in this tradition.”

Baylor commencement exercises are scheduled for Saturday, May 15, in the Ferrell Center. The first ceremony will be at 9:30 a.m. for stu-

dents from the College of Arts and Sciences and the Graduate School Arts and Sciences programs, and the second ceremony will be at 3 p.m. for the Hankamer School of Business and the Schools of Education, Engineering and Computer Science, Music, Nursing, the Graduate School professional school programs and Truett Seminary. Approximately 1,250 of the 1,400 graduates are expected to participate in the ceremonies, said Cindy Dougherty, assistant provost for academic services. — *Kate Langston*

Research Gazette

Grant Awards (March)

Dr. Eric Rust, history; \$2,000; Voyages into Oblivion: U-Boat Agonies in World War II; University Research Committee

Dr. Guillermo Garcia-Corales, modern foreign languages; \$2,000; Latin American Women’s Writing of the 1990s; University Research Committee

Dr. Tamarah Adair, biology; \$1,100; The Localization of Mutant TMV Protein and RNA Using Cytochemical Techniques; University Research Committee

Dr. Mairi C. Rennie, Armstrong Browning Library; \$1,900; The Childhood and Youths of Robert and Elizabeth Browning; University Research Committee

Dr. Roger C. Mayer and **Dr. Patricia M. Norman**, management; \$2,000; A Model of Interorganizational Trust; University Research Committee

Dr. Judith R. Lusk, family and consumer sciences; \$2,000; Evaluation of Tensile Strength and Elongation of Fibers from Poly(alkylene terephthalate) and Copolymers; University Research Committee

Dr. Janelle Walter, family and consumer sciences; \$165; Food Service Among Ethnic Groups in Texas; University Research Committee

Dr. Richard Jon Martinez, management; \$500; An Investigation into the Impacts of Patenting Activities and Signals on Firm Strategic Options in Research-Intensive Industries: A Study of Pharmaceutical Industry Patenting Activities; University Research Committee

Dr. Michael N. Jacobson, music; \$2,000; Saxophone Solo Repertoire in Chamber Music Settings; University Research Committee

Dr. Laine Scales, social work; \$991; Biography of Jewell Legget Daniel; University Research Committee

Dr. Kevin G. Pinney, chemistry; \$1,750; Preparation of Enediyne Derivatives and Tamoxifen Analogues as Improved Anticancer Agents; University Research Committee

Heidi Marcum, environmental studies; \$2,000; Predictors of Avian Disturbance; University Research Committee

Dr. Robert J. Yinger, education; \$15,720; Implementation of Pre-K Programs in Waco ISD; An Evaluation Plan for Rapoport Foundation; The Bernard and Audre Rapoport Foundation

Dr. Robert P. Adams, Plant Biotechnology Center; \$15,000; Conservation of Diversity of Vetiver Germplasm by the Use of DNA Fingerprinting and Subsequent Germplasm Collections; Wallace Genetic Foundation, Inc.

Pam Wilder, Piper Child Development Center; \$980; Child Care Training Project; Equal Opportunities Advancement Corp.

TOTAL AWARDS: \$ 50,106

Grant Proposals (March)

Dr. Diana R. Garland, social work; \$2,515,431; Graduate Social Work Education and Family and Community Ministries; Baptist General Convention of Texas

Dr. Blake Burleson, **Patricia Cook** and **Shannon Province**, African studies; \$6,000; Jung’s Contribution to Multiculturalism: An Examination of Black Africa in the White Psyche; Texas Council for the Humanities

Dr. Kenneth W. Van Treuren and **Dr. Nicole C. DeJong**, engineering; \$50,000; Local Heat Transfer and the Effects of Turbulence on Interrupted-fin Surface; National Science Foundation

Dr. Linda Haynes, nursing; \$95,000; Community Health Programs; Helene Fuld Health Trust

Kliff Kuehl, KCTF, and **Larry Brumley**, public relations; \$500,000; KCTF Digital Conversion; The Bernard and Audre Rapoport Foundation

TOTAL REQUESTED: \$ 3,183,131

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

Change Service Requested