

Campus News

Mayborn gift:

Benefactress donates \$5 million toward natural science and cultural history museum complex.

September Focus

DNA of the future:

A prescient degree plan is preparing bioinformatic students for tomorrow's jobs.

Academic Agenda

Surviving tenure:

Once in the Promised Land of academia, what next? Here are some tips to help.

Last Glance

Moove over Pippa:

A How-Now-Browning-Cow will graze on Armstrong Browning Library's lawn.

Vol. 10, No. 7 • SEPTEMBER 2000

BaylorNews

Monthly News for the Baylor University Community

Mapping the Future of Health Care

Baylor's bioinformatics students have their work cut out for them in helping to decipher human genome data

By LoAna Lopez

Ten years after the Human Genome Project began mapping the genetic DNA code of human chromosomes, scientists have nearly completed a working draft. Estimates are that by 2003 or sooner, the sequence will be finished. While that will be a groundbreaking accomplishment, navigating this genetic map will occupy researchers and scientists for years to come.

Baylor's bioinformatics students are preparing to take on the role of helping facilitate this genetic research. They have been at the forefront of this new technology since the degree program began in fall 1998, making Baylor one of the first universities in the world to offer an undergraduate degree in bioinformatics, an interdisciplinary curriculum blending computer science and molecular biology. As of April, 1999, other universities to offer undergraduate degrees in bioinformatics are Bielefeld University in Germany; Rensselaer Polytechnic Institute in New York.; Universität Tübingen in Germany; and Ben-Gurion University of the Negev in Israel.

These bioinformatics graduates will have their work cut out for them. Analyzing the human genome is expected to unlock a plethora of life's phenomena, including susceptibility to disease, the workings of cells and the functions of proteins. The implications for improved health diagnosis and care are extraordinary.



Dr. Greg Speegle and a student analyze data on genome sequencing.

"The mapping of the human genome is almost complete, but no one really knows what the information means," said Dr. Benjamin Kelley, dean of the School of Engineering and Computer Science. "This is the very tip of the iceberg."

Dr. Greg Speegle, associate professor of computer science, said strides in the completion of

the human genome sequence are the beginning of a much bigger feat. "In a way it's a milestone, but it's like seeing that first mile marker in a marathon," Dr. Speegle said. "We know what the basic things look like, but what do they mean? That really will be the wealth of information that people will get. That's where

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BaylorNews

Chartered in 1845 by the Republic of Texas, Baylor University is the state's oldest continually operating institution of higher learning and is the largest Baptist university in the world. With more than 13,000 students and 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 Louise Herrington School of Nursing, the School of Engineering and Computer Science, the School of Law, the Graduate School and George W. Truett Theological Seminary. Baylor is consistently ranked among the top college values in the country by such publications as *Fisk Guide to Colleges*, *Princeton Review* and *Money* magazine.

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Mayborn \$5 Mil Gift Benefits Museum Complex

The Frank W. and Anyse Sue Mayborn Foundation, based in Temple, has committed \$5 million to Baylor's much-anticipated museum complex, which will be named The Sue and Frank Mayborn Natural Science and Cultural History Museum Complex.

"This complex will provide a state-of-the-art natural science and cultural history experience for the children and families of Texas and beyond," said Calvin Smith, chair of the Department of Museum Studies and director of the future Mayborn Museum Complex. "Through its very generous gift, the Mayborn Foundation has made a significant impact on the educational future of the area, which will be good for Baylor, Central Texas and the Southwest, and certainly will be a real tribute to the Mayborn Foundation and all it represents."

Baylor President Robert B. Sloan Jr. also was enthusiastic about the gift. "Through the Mayborn Foundation's generosity, Baylor can now unite these venues to provide a world of learning comparable to nationally acclaimed museums," Dr. Sloan said. "The components of the Mayborn Museum Complex will incorporate new facilities, programs and state-of-the-art technology to rival or surpass any other natural science and cultural history experience in this region."

Among the integral components of the Mayborn Museum Complex will be the Harry and Anna Jeanes Discovery Center, the Gov. Bill and Vara Daniel Historic Village and the Department of Museum Studies. The Jeanes Discovery Center, which is the centerpiece of the complex, will con-



Mrs. Anyse Sue Mayborn and a rendering of the planned museum complex.



tain the Thomas E. and Emilyne W. Anding Exhibitions Gallery, The Children's World (the expanded Ollie Mae Moen children's educational program), the Southwestern Bell Discovery Theater, the AT&T Information Centers, the Doug and Ellen Miller Atrium of Wildlife Art, and the Permanent Exhibits Gallery, which will include the John K. Strecker Collection.

"This is a genuinely magnanimous act on the part of Mrs. Mayborn," said Dr. Herbert H. Reynolds, president emeritus. "She grasped immediately the uniqueness of this museum complex and what it can do for Central Texas, the state of Texas, the Southwestern United States and our entire nation. She was very much impressed by the exhaustive planning and the assurances that the assets of Baylor are pledged to the annual operation and upkeep of the museum complex. Mrs. Mayborn has been gracious and generous with Baylor in years past, and this is just further

evidence of her wonderful beneficence. She is a true benefactress of Baylor University."

Anyse Sue White Mayborn serves as president, editor and publisher of the *Temple Daily Telegram* and *Killeen Daily Herald* and as president of Channel 6 Inc. and the Mayborn Foundation. She is the widow of Frank W. Mayborn who, until his death in 1987, served as one of the leading figures in broadcast and print media in Central Texas, as well as in the political arenas of Texas and Washington, D.C., in promoting the interests of Central Texas.

Baylor has received gifts and pledges totaling \$14.1 million toward the \$18.1 million goal in the building campaign. Construction is anticipated to begin next spring. Baylor officials project that the Mayborn Museum Complex will attract several hundred thousand visitors annually. — *Julie Carlson*

McLaughlin Group Set for President's Forum Sept. 25

One of America's most popular weekly public affairs programs — "The McLaughlin Group" — will bring its inimitable style of discussing key national issues to Baylor in September.

The McLaughlin Group, which includes creator, executive producer and host John McLaughlin and panel members Michael Barone, Eleanor Clift, Lawrence O'Donnell and Eric Felten, will present its program during the President's Forum at 7:30 p.m. Sept. 25 in Waco Hall.

"The group's presentation will follow the same format as their popular PBS television show, which should make for a lively program," said Larry D. Brumley, associate vice president for communications.

"The McLaughlin Group" airs at 8 p.m. Fridays and at 11:30 a.m. Sundays on KWBW-TV Channel 34.

Tickets for The McLaughlin Group are free of charge for students, faculty and staff and are available at the Bill Daniel Student Center ticket office. Tickets for members of the Central Texas community are \$5 and will go on sale Sept. 4. Several Baylor students also will have the opportunity to meet The McLaughlin Group during an afternoon question-and-answer session, as they did with previous President's Forum lecturers Desmond Tutu and Steve Forbes.

McLaughlin, known for his incisive interviewing and moderating style and wry sense of humor, has earned numerous awards for The McLaughlin

Group, which premiered on PBS stations in 1982. In addition, McLaughlin has served as the Washington editor and columnist for the *National Review*, a speech writer and special assistant to Presidents Nixon and Ford and associate editor of the weekly opinion journal *America*. Barone is the senior staff editor for *Reader's Digest*, based in Washington, D.C. Previously he was senior writer with *U.S. News & World Report*, editorial page staff member at *The Washington Post* and vice president of Peter D. Hart Research Associates. Barone is the co-author of *The Almanac of American Politics* and the author of *Our Country: The Shaping of America from Roosevelt to Reagan*.

Clift became one of the first women at *Newsweek* to move from secretary to reporter. Now a contributing editor, she reports on the White House, Washington, women in politics and other issues. She and her husband, Tom Brazaitis, the Washington bureau chief for the *Cleveland Plain Dealer*, recently published *War Without Bloodshed: The Art of Politics*.

O'Donnell is an MSNBC political analyst and writes an opinion column for MSNBC on the Internet. He has served as the Democratic chief of staff of the U.S. Senate Committee on Finance, chief of staff of the U.S. Senate Committee on Environment and Public Works and senior adviser to Sen. Daniel Patrick Moynihan.

Felten is the new Washington correspondent for *Reader's Digest*, after spending 1999 as the editor of the Washington business and politics magazine *POWER* and the previous five years as a member of the editorial board of *The Washington Times*. — *Lori Scott Fogleman*

Diverse lineup for fall Chapel

The fall lineup of guest speakers for Baylor's Chapel program will include activists, musicians, authors, nationally renowned Christian leaders and a Nobel Prize-winning scientist.

Speakers will participate in both Chapel sessions each Monday and Wednesday at 10 and 11 a.m. in Waco Hall. Beginning this fall, two rows of seats will be reserved at the front for faculty, staff and guests. Faculty and staff are encouraged to attend when schedules allow.

Ken Medema, a Christian recording artist, will be the Chapel guest artist for the fall. Medema's two dozen CDs are a call to renewal of spiritual life and of relationships with people who are hungry and homeless. He will appear at Chapel Oct. 2 and 4, and will meet with students in a number of small-group settings throughout the week.

Other Chapel guests include Dr. Leslie Parrott, one of the founders and co-directors of the Center for Relationship Development at Seattle Pacific University, Sept. 4; Dr. William Phillips, the 1997 Nobel Laureate in physics, Oct. 11; Anne Graham Lotz, a Christian author and speaker and daughter of the Rev. Billy Graham, Oct. 23 (Lotz also will speak at a luncheon following Chapel); Ron Sider, author of *Rich Christians in an Age of Hunger*, Nov. 13; and Peggy Wehmeyer, religion reporter for ABC News, Nov. 27.

A full schedule of Chapel activities is available in the Office of the Dean of Chapel, or visit the website at www.baylor.edu/~Chaplain/. — *Randy Fiedler*

Bioinformatics Degree One of First Offered in World

continued from page 1

using this genetic information will become important, in things like finding cures for diseases.”

Of course, that goes hand-in-hand with Baylor's history of excellence at the undergraduate level in health-related fields of study and the University's mission to educate men and women for service to others.

Health emphasis

“The bioinformatics program fits well with Baylor's traditional emphasis in the health sciences,” said Dr. Ben Pierce, professor of biology and associate dean for sciences in the College of Arts and Sciences. “It is clear that there are genetic differences in susceptibility to various diseases and disorders and in how one responds to treatment. In the future, we will be able to take these differences into account and tailor treatment to a patient's unique genetic makeup.”

Much of the Human Genome Project is aimed at gaining knowledge that could directly improve diagnosis and treatment of patients with various chronic illnesses and application of preventative medicine and medication, among other things.

“Once they have all the information on the linear DNA sequence, then there will be the protein structure to analyze, then the function of that protein in the cell and the body, and then modifications of the sequence to learn more about the protein's function” said Dr. Chris Kearney, assistant professor of biology. “It's just the beginning. The end goal is a total knowledge of the human body from gene to cell to whole body.”

All of these discoveries will open doors to further research. It is a burgeoning career field, and Baylor's foresight in implementing the bioinformatics degree was prescient.

“Within today's knowledge society, the bio-economy is rushing to take its rightful place in alongside the information and electronic business,” Dr. Kelley said. “It's no wonder that several of Baylor's technology-based academic powers — computer science, biology, chemistry and biochemistry — were among the first to integrate an innovative undergraduate bioinformatics program.”

Baylor's degree in bioinformatics was developed jointly by the biology and computer science departments and is awarded through the School of Engineering and Computer Science. The curriculum combines computer science and molecular biology to create a broad, interdisciplinary degree applicable to a variety of career opportunities. Students who graduate with a degree in bioinformatics can work with the Human Genome Project, but they also will have other opportunities, including research or continuing on to medical school, to name a few.

Essential skills

“I think it's very likely that in the next 20 to 30 years, computers will be such an integral part of all that we do, that the informatics person who has education in computer science and something else will be essential,” Dr. Speegle said.

Dr. Kearney agreed that a career in the Human Genome Project is only one way to use a bioinformatics degree. “I

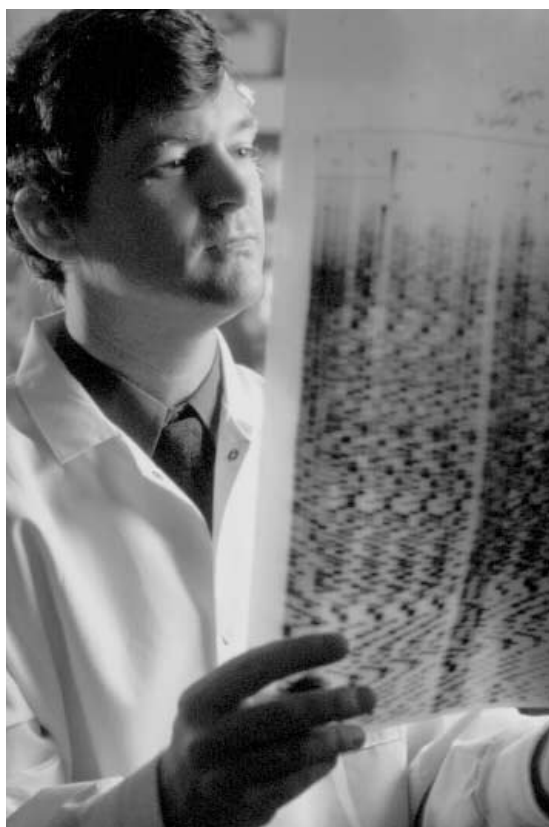
would say most students going into medicine or most of the laboratory biological sciences are going to have to become a hybrid of a biologist and a computer scientist to some degree.”

At Baylor, students are not merely signing up for computer science and biology courses, Dr. Speegle explained. The program is designed to give students a specialized approach to combining two disciplines.

“What's distinctive is that bioinformatics primarily is interdisciplinary and it's specifically tailored for students who are interested in this combination,” Dr. Speegle said.

“The courses selected from computer science and biology are designed to have students know how to combine the two in the workforce. They're not just taking a bunch of biology and a bunch of computer science.

“This is a very demanding program. But it's a win-win situation for the company who is able to hire a student right out of school, and for the student who may then get more education while working for that company.”



Dr. Chris Kearney studies a film of DNA sequencing.

BILLY HOWARD PHOTO

the nation's largest philanthropic organizations, recently awarded Baylor a \$500,000 grant for the purchase of top-line laboratory equipment that will enrich these two fast-growing undergraduate science majors.

Some of those funds will be used on laboratory equipment specifically for the advanced database course, giving bioinformatics students experience in research directly related to the Human Genome Project.

“In the past, there was one big project at the end of the course that was business-related,” Dr. Speegle said. “Starting in spring 2001, this senior capstone course also will feature a big project that is designed specifically for genome research. We'll have plenty of resources for students to conduct very realistic research in bioinformatics.”

Strengthens reputation

Because Baylor is on top of current scientific research and developing programs to prepare graduate students who will be knowledgeable and in demand, the University's reputation for excellence in health-related undergraduate studies will continue to be strengthened.

“We're at the forefront of research and we can offer an excellent education in undergraduate bioinformatics,” Dr. Kearney said. “With a mission toward helping people, I think Baylor has a unique role in being concerned with the character of its students. In this way, we're also adding to the Baylor's academic caliber. The bioinformatics program also adds to Baylor's reputation because we are sending out students who are in demand.”

Two Distinguished Professors Join New Faculty for Fall Term

Two new Distinguished Professors will join the Baylor faculty this fall, along with 47 new full-time faculty.

Dr. David Lyle Jeffrey, professor emeritus in the Department of English at the University of Ottawa, will serve as Distinguished Professor of Literature and Humanities, and Dr. Robert C. Roberts, professor of philosophy and psychological studies at Wheaton College, will serve as Distinguished Professor of Ethics.

“I am enormously pleased with the appointments of Dr. Jeffrey and Dr. Roberts,” said Dr. Donald D. Schmeltekopf, provost and vice president for academic affairs. “They both possess outstanding international reputations in their respective fields of literature and ethics, and they both are excited about contributing to Baylor's future.”

Dr. Jeffrey is a noted scholar in

medieval studies and the Bible and literature. He is the author or editor of 12 books, including *People of the Book: Christian Identity and Literary Culture*, which was named one of *Christianity Today's* Top Ten Books of 1997. He received his bachelor's degree from Wheaton College and his master's degree and doctorate from Princeton University. He began his tenure at the University of Ottawa in 1978, serving as professor and chair of the English department. He was named professor emeritus in 1996.

Dr. Roberts is the author or editor of numerous books and professional papers including *Faith, Reason and History: Rethinking Kierkegaard's Philosophical Fragments* and *Taking the Word to Heart: Self and Other in an Age of Therapies*. He regularly contributes to *Christianity Today* and *The Christian Century*. He

received his bachelor's and master's degrees from Wichita State University and a bachelor of divinity degree and doctorate from Yale University. He served as professor of philosophy at Western Kentucky University before joining the faculty at Wheaton College in 1984.

In 1998, Baylor officials announced plans to add high-profile scholars to the University's faculty over a seven-year period. Baylor now has three Distinguished Professors and two University Professors.

This fall's new full-time faculty members bring the total number of full- and part-time faculty at Baylor to 850. New faculty, by School or department, are:

College of Arts & Sciences

Robbie B. Barber, art; William G. Baker, modern foreign languages; Dr. Gary R. Brooks, psychology and neuroscience; Dr. Kenneth Hafertepe, museum studies; Amy L. Haislip, mathematics; Dr. Kevin K. Klausmeyer, chemistry; Dr. Robert B. Kruschwitz, philosophy; Scot Lahaie, theatre arts; Dr. Lorin S. Matthews, physics; Lisa E. Nakamura, history; Dr.

J. Richard Olivas, history; Nancy Jo Pfanner, communication sciences and disorders; Keith Sanford, psychology and neuroscience; Dr. David A. Sherwood, social work; Dr. Christopher A. Strathman, English; Kenneth J. Tebbe, aerospace studies; Dr. Jennifer Thackaberry, communication studies; and Dr. Charles M. Tolbert II, chair, sociology and anthropology.

Hankamer School of Business

Peter S. Coulter, information systems; Dana L. Currey, economics; Tamara C. Gage, economics; Dr. James R. Garven, finance; Krista Meek, information systems; Tisha Nakao, economics; and Nancy G. Sanchez, information systems.

School of Education

Dr. Rodney G. Bowden, Dr. Beth A. Lanning and Dr. Frank B. Wyatt, health, human performance and recreation; and Dr. Richard E. Watts, educational psychology.

School of Engineering & Computer Science

Dr. Harold C. Forbes and William Booth, computer science

School of Law

Matthew C. Cordon and Mark W. Osler

School of Music

Dr. Bradley C. Bolen, keyboard studies; Dr. C. Randall Bradley and Jonathan E. Brooks, academic studies; Dr. R. Kevin Chiarizzio and Stephen W. Roach, instrumental studies; Dr. Brian R. Marks, keyboard studies; Dr. Stefano Mengozzi, academic studies; Dr. William V. May Jr., dean and professor of music; Matthew O. Smith, music; Deborah Williamson, vocal studies; and Dr. Laurel E. Zeiss, academic studies.

Louise Herrington School of Nursing

Dr. Frances Strodbeck and Dr. Mary Ann Yantis

George W. Truett Theological Seminary

Dr. W. Hulitt Gloer, preaching and Christian scriptures.

Regents OK 2 degree programs, set goals

The Baylor University Board of Regents approved two new degree programs and established board goals for the coming year during its summer meeting July 13-15, which was the first meeting for eight new Regents.

The board gave its approval to a Ph.D. in mathematics and a joint bachelor of science in nursing/master of science in nursing degree in the Louise Herrington School of Nursing in Dallas. The mathematics Ph.D. will allow Baylor to solidify its leadership position in that discipline and support the University's science and engineering programs. The joint nursing degree will allow nurses with degrees from two-year and diploma programs to complete their BSN and MSN degrees in a time-efficient manner. — *BN*

Communications Award given to Steve Blow



Steve Blow

His gentle humor, even when tackling tough issues, has made Steve Blow of *The Dallas Morning News* one of the top columnists in the state. Last month, Blow added another award to his collection, this one from Baylor.

President Robert B. Sloan Jr. presented Blow with the 2000 Baylor Communications Award during the annual President's Media Luncheon Aug. 30 at Floyd Casey Stadium.

A graduate of the University of North Texas, Blow has several Baylor connections, namely his children, Allison and Corey, both students at the University.

"I feel very thankful for the reception we have had into the Baylor family since our children began attending," Blow said. "The atmosphere is warm and loving and provided lots of good column material."

Blow joined *The Dallas Morning News* in 1978 and has been a Metropolitan page columnist since 1989. He has been honored as the top columnist in the state by the Headliners Foundation of Texas and the Associated Press.

The Baylor Communications Award was established five years ago to honor those individuals who have distinguished themselves in the field of communications and also in their communities.

Previous recipients include Toby Druin, Hollis Biddle, Ann Roznovsky, Rick Bradfield, Jack Loftis, Troy Dungan and Dave Campbell. — *Lori Scott Fogleman*

Cherry Awards Program Marks 10th Year

Six recipients selected for great teaching will return for anniversary Oct. 2

Nine years ago, in fall 1991, Baylor presented the first Robert Foster Cherry Award for Great Teachers to honor non-Baylor educators who are renowned in their fields and superb teachers in the classroom. The committee for the program was instituted in 1990.

Dr. Barrett Hazeltine, professor of engineering and associate dean of the College of Engineering at Brown University, was the first recipient of the Cherry Chair for Distinguished Teaching. He received \$100,000 and taught in residence at Baylor during the 1991-92 academic year.

Since that inaugural selection, five other renowned educators, nominated by former students and colleagues, have been chosen for the award, and on Oct. 2 all six Cherry Chairs will gather at Baylor to celebrate the 10th anniversary of the program.

"The Cherry Awards program is relatively new, and with this anniversary celebration, we are trying to highlight the accomplishments and goals of the first 10 years, which is to recognize great classroom communicators," said Linda McGregor, coordinator of the program.

The 10th anniversary celebration will begin with a banquet at 6:30 p.m. Oct. 2 on the fifth floor of the Cashion Academic Center. A symposium will follow with each former recipient speaking briefly on the topic "The Past as Prologue: Reflections and Projections." On Oct. 3, the speakers will expand on their remarks during lectures sponsored by various academic departments.



Dr. Barrett Hazeltine



Dr. David Woods



Dr. Franklin Littell



Dr. Peter Beidler



Dr. Mario Benitez



Dr. John Boles

"Our former recipients represent a good cross section of academic disciplines — religion, biology, history, engineering, education and English — and these departments will host the Tuesday lectures," McGregor said.

The six Cherry Chairs who will be honored during the two-day event are Dr. Hazeltine, professor emeritus of engineering at Brown; Dr. David R. Woods, vice chancellor at Rhodes University in South Africa and former director of microbial genetics research units and deputy vice chancellor of research at the University of Cape Town, South Africa; Dr. Franklin H. Littell, professor emeritus of religion at Temple University; Dr. Peter G. Beidler, The Lucy G. Moses Distinguished Professor of English at Lehigh University; Dr. Mario A. Benitez, professor emeritus of curriculum and instruction at University of Texas at Austin; and Dr. John B. Boles, The William Pettus Hobby Professor of History at Rice University.

Robert Foster Cherry graduated from Baylor in 1929 and entered Baylor Law School in 1932, passing the state bar exam the following year. Before his death, he established the Cherry Chair for Distinguished Teaching and the Cherry Award for Great Teachers, which are awarded in alternating years, to honor great teachers. Recipients of the Cherry Chair have demonstrated extraordinary teaching abilities and a record of positive, inspiring and long-lasting effects on students. The recipients also are required to be scholars with national and international achievements.

For banquet and symposium ticket information, contact McGregor at ext. 2923. — *Julie Carlson*

Brooks Named VP of Finance, Begins Oct. 1

David R. Brooks, a Baylor graduate and chairman/CEO of McKinney-based First Bank Group, has been named vice president for finance and administration at Baylor. He succeeds Harold R. Cunningham, who will become vice president for special projects at the University.



David R. Brooks

Brooks, who began the transition to his appointment in mid-August and will join the administration full-time Oct. 1, also serves as president of Paloduro Investments, a real estate and commercial investment firm.

"Baylor owes a tremendous debt of gratitude to Harold Cunningham for coming out of retirement with Arthur Andersen four years ago to give leadership to our finance and administration area," Baylor President Robert B. Sloan Jr. said.

"He has made very important contributions to this critical area and has laid a solid foundation for David to build upon. I am grateful that Harold will remain a part of the Executive Council and provide leadership for a number of important projects that will have a major impact on the campus. He also will be a valuable resource to David as he makes the transition to this new responsibility.

"David's extensive financial and executive experience, combined with his commitment to educational issues and to Baylor's mission, will allow him to provide effective leadership for our finance and administration division," Dr. Sloan said.

As vice president for finance and administration, Brooks will be responsible for Baylor's budget,

business, controller's and treasurer's offices; the Information Technology Center; purchasing and campus services; Ferrell Special Events Center; Center for Community Research and Development; and the University's Institute for Technology Innovation Management.

Brooks, currently president of the McKinney Independent School District board of trustees, heads a seven-bank holding group in North Texas. He formerly served as chairman and CEO of First McKinney Bancshares Inc. and Farmersville Bancshares Inc. His other banking experience includes serving as president and CEO of Texas Commerce Bank - Brookhollow in Dallas, and various positions with Republic National Bank of Dallas.

"I am extremely impressed with the vision that Dr. Sloan and the Board of Regents have for

Baylor. It is a vision that I share, and I hope to use my background and experience to help the University fulfill that vision. It is going to be a tremendous service opportunity," Brooks said.

A 1980 graduate of Baylor's Hankamer School of Business, Brooks also holds a master of business administration degree from the University. He is a member of the board of directors for the Independent Bankers Association of Texas, the Baylor Foundation board of directors and the board of advisers for George W. Truett Theological Seminary. He is a member and lay director of finance and education at Crosspoint Church, a Baptist General Convention of Texas-funded mission of First Baptist Church, McKinney.

Brooks and his wife, Carolyn, a certified public accountant and 1981 Baylor graduate, have two children, Ryan, 12, and Reece, 10. — *BN*

Baylor's Authors & Artists Exhibit Opens

The fifth annual Baylor "Authors and Artists at Work" exhibit will be Oct. 9 to Nov. 17 in the foyer of Moody Memorial Library.

The exhibit, sponsored by Baylor Libraries, features works by Baylor faculty and staff members who have written or edited books from October 1999 through September 2000. It also includes works by fine arts faculty who have exhibited in a juried show or commercially recorded works during the same period.

A reception honoring the featured authors and artists and Baylor's new faculty members will be from 3 to 5 p.m. Oct. 12 in the Moody Memorial Library foyer.

Last year, about 50 faculty and staff displayed books, music and artworks in the exhibit, which draws interest not only from academic colleagues, but also from students.

"Because the materials are located right in the library foyer, the students can see them easily," said Beth Tice, fine arts catalogue librarian and chair of the exhibit committee. "We've received a lot of positive response from students, who are many times pleasantly surprised to find contributions from their own professors represented."

Faculty members who wish to submit materials for the exhibit should call Tice at ext. 1366. — *Randy Fiedler*

Post-Tenure Renewal, or How I Survived Success

Tips on how to gain focus, restore academic enthusiasm and ‘growl like a bear’ from a recently tenured professor

Dr. Jay Losey,
Associate Professor
of English

OK, you’ve arrived; you’ve reached the proverbial Promised Land. After many years of diligent labor and the abiding support of family and friends, you’ve finally earned tenure — a lifelong contract. Was it worth it, you may be wondering? Like the Israelites, you’re suffering complete physical, emotional and mental fatigue during the first months in the Promised Land.

Much has been written on how to obtain tenure. Recently published books, such as *Mentor in a Manual* by A. Clay Schoenfeld and Robert Magnan and *Ms. Mentor’s Impeccable Advice for Women in Academia* by Emily Toth, are now available in paperback. But little has been written on post-tenure realities. What are the expectations once tenure has been achieved? With a lifelong contract, why should you care what those expectations may be? How are you going to cultivate your tenure garden?

Building a taxonomy

These questions have puzzled me since I was awarded tenure June 1, 1999. In some ways, my writing this article illustrates my puzzlement over the apparently simple task of determining what’s next. After several months of post-tenure listlessness, I decided I’d better get motivated or that, mysteriously and inexplicably, tenure would be revoked. Restless nights and stark early mornings, accompanied by the fear of not achieving, of ultimate failure, kept me

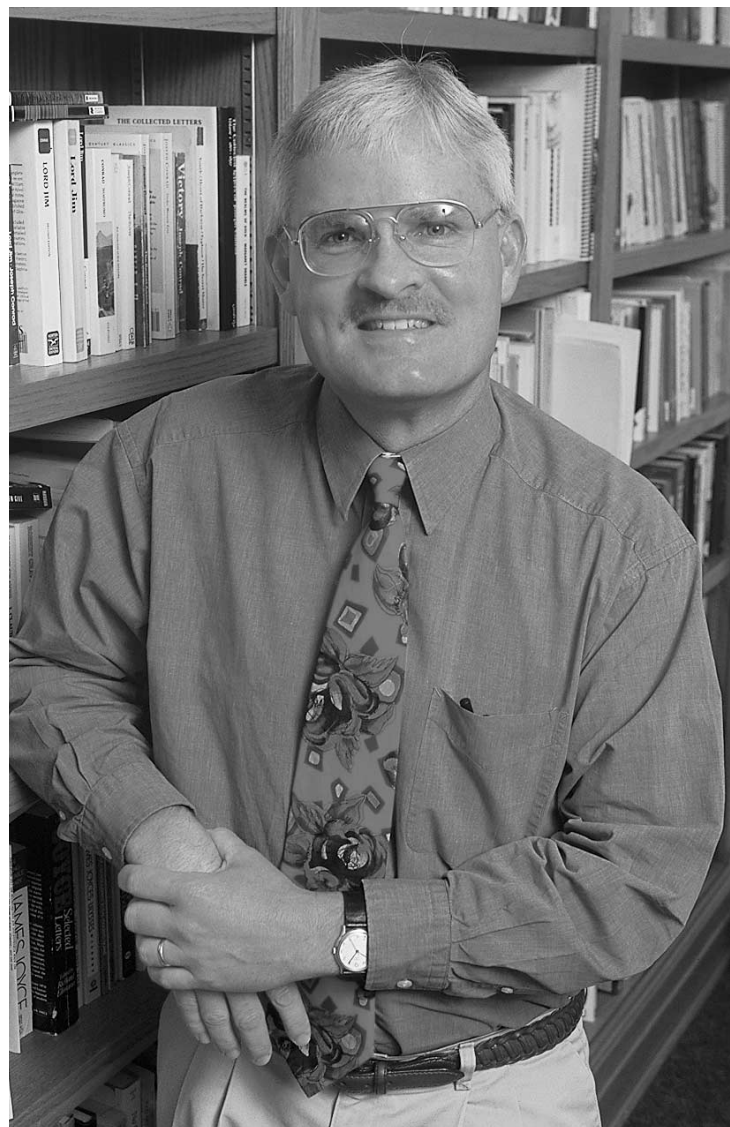
moving forward. Maybe my neurotic anxiety that I would be labeled a fraud during the tenure review process was, in the end, true? So, after considerable thought, many conversations with my colleagues and my spouse, Elizabeth, including bored expressions on our children’s faces, I’ve been able to formulate a post-tenure taxonomy.

The following taxonomy has two premises: the post-tenure faculty member wants to retire an emeritus/emerita professor having given many years to teaching and publishing (though I admit that quitting academia and starting a dot.com business has crossed my mind several times); and the post-tenure faculty member wants to be remembered as a loyal colleague and a committed member of the academic community. To that end, I present the following findings:

1. Post-Tenure Slowdown.

I discovered this phrase in Toth’s book cited above. Toth playfully defines PTS as “a common ailment in which the tenuree is blue, burned out, or suddenly overwhelmed with real-life adult woes (prolapses, pregnancies, crab grass, crab lice, mange and musk, pills and piles — plus children, elders, death, taxes, and right-wing loonies)” (189). This suggestive acronym, one that evokes the well-known Vietnam veterans’ syndrome PTSD (post-traumatic stress disorder), generally occurs in the first year of receiving tenure. One medical “cure” for this ailment is to have patients face their fears — a psychological return to the site of the trauma. I’ve had to confront psychologically this particular syndrome with all my guile — well, with what’s left of it anyway.

One endeavor that saved me from



succumbing entirely to PTS was related to my bid to receive tenure: a scholarly project. I had hoped to see my book in print prior to the tenure decision, but trying to dazzle everyone in the four domains — teaching, scholarship, University and community service, and collegiality — made it impossible for me to shortchange three domains only to excel in one. The project, already in process, beckoned, and I returned to it to help restore academic enthusiasm. Having to complete the final stages of the book project — revising the introduction, correcting copy-edited text and galleys, and creating an index — gave me much-needed focus and

enabled me, in part, to outwit this mesmerizing syndrome.

2. Becoming Green and Gold.

The dilemma here is that tenure candidates must explain why they should receive tenure. It’s understandable that candidates may puff their accomplishments. Frequently, I tortured myself in the following way: “Wait a minute: Many colleagues, including the dean, provost and president, read that letter! Did I really make all those promises? Did I truly claim that I could growl like a bear?”

Having promised so much to achieve tenure, I now realized it was time to deliver. A prosaic title for this syndrome might be “assuming responsibility.”

I understood the necessity of assuming responsibilities once I realized that my senior colleagues had assumed heavy departmental and University committee duties, had provided leadership on the Faculty Senate and on other shared governance and administrative committees and had mentored me as a tenure-track faculty member. In addition, they had served on thesis/dissertation committees and

editorial boards, edited newsletters and journals and assumed leadership positions in regional, national and international organizations. Finally, they had continued to publish books, articles and book reviews and had continued to take seriously the scholarship of teaching. The amount they have delivered is daunting; still, I knew that it was time to follow their leadership. Being a committed and contributing member of my department and the University would enable me to widen my perspective, to see that the probationary years were, out of necessity, me-oriented. Assuming responsibility would help me combat the PTS syndrome, deepen my University and community service and appreciate the vital importance of collegiality.

3. Buying the Farm.

A departmental colleague specializing in cultural linguistics explained this idiom as follows: “During WWI, American soldiers dreamed of buying a farm when they returned from the war. The phrase became a euphemism for those who were killed in action.” Let’s face it, earning tenure is a life-long investment, a living investment in an idea: contributing to one’s intellectual and spiritual growth so as to invest in the total intellectual and spiritual growth of the farm called the University. Thinking ahead, I now realize that earning tenure was only a step — admittedly huge — in a career that will have many ups and downs. I’ve now come to view being associate professor (promotion is usually linked to tenure) as similar to being assistant professor: there’s another probationary period before being evaluated for promotion to full professor. I’ve decided that earning tenure only means that, while I have no guidelines (no “Tenure Policy” to follow), I have many more responsibilities and commitments

than I ever had as a tenure-track faculty member.

I look forward to the challenge and appreciate the wisdom in the biblical injunction:

“Everyone to whom much is given, of him [and her] will

much be required” (Luke 12:48). I only wonder if being promoted to full professor is less stressful and anxiety-ridden than earning tenure and being promoted to associate professor? You know what? I’m going to read Michael Cunningham’s *The Hours* and indulge, nostalgically, in some PTS.



Concert Series to Honor New Music Dean

This fall, Baylor’s School of Music will honor its new dean, Dr. William V. May Jr., with the Dean’s Inaugural Concert Series, featuring three of the School’s most-honored ensembles.

Dr. May, a 1969 Baylor graduate, was appointed dean of the School of Music in May after a two-year nationwide search. He comes to Baylor from the University of North Texas, where he served as interim dean of the College of Music.

“The concert series is a celebration beginning my deanship,” Dr. May said. “It will give me the opportunity to meet people and have them enjoy

the best Baylor’s School of Music has to offer.”

The concert series begins Sept. 8 with a performance by the Baylor Symphony Orchestra under the direction of Stephen Heyde, The Mary Franks Thompson Professor of Orchestral Studies, Conductor-in-Residence and director of orchestral activities. Pianist Krassimira Jordan, professor of piano and Artist-in-Residence, will accompany the orchestra.

On Sept. 22, the internationally acclaimed Baylor Wind Ensemble takes center stage, directed by Michael Haithcock, professor of conducting and director of bands.

The series concludes Oct. 27 with a performance by the A Cappella Choir, under the direction of Dr. Donald Bailey, director of vocal studies, professor of conducting, The Mary Gibbs Jones Chair in Music, director of vocal studies division and director of choral activities.

All performances begin at 8 p.m. in Jones Concert Hall. Tickets are available from the School of Music at no cost. For more information, contact Dick Veit at ext. 3991. — *Lori Scott Fogleman*

Family Circle

Congratulations to

Andrea Nall, communication sciences and disorders, and husband, **Kevin**, MBA career services, on the birth of their son, Parker Wayne.

Dr. Keith Hartberg, biology, on the birth of twin grandchildren, Hunter Keith and Caroline Noel.

Randy Morrison, public relations, and his wife, Kim, on the birth of their daughter, Grace Ann.

Dr. Donald Schmeltekopf, provost and vice president for academic affairs, and wife, Judy, on the birth of their granddaughter, Claire Autrey Schmeltekopf.

Best wishes to

Diane Walbesser, wife of **Henry Walbesser**, computer science, on her recent surgery.

Helen Lake, associate professor emeritus and former chair of business communication/education, who is recuperating after a recent fall.

Billie Peterson-Lugo, library outreach services, on her recent surgery.

Dr. Mac Sterling, professor emeritus and former chair of psychology, who is back home after a recent hospitalization.

Barbara Butler, widow of **Dr. Roy Butler**, former professor and chair of classics, who is recuperating from injuries she received in a fall.

Barbara Lynn, wife of **Dr. Ralph Lynn**, professor emeritus of history, on her recent hospitalization.

With sympathy to

The family of **Dr. Mary Nowotny**, professor emeritus and former associate dean of the Louise Herrington School of Nursing, on her recent death.

Dr. Ben E. Dickerson, gerontology, on the death of his mother, Lois S. Dickerson.

Gary Blackmon, associate director of computing services, on the death of his father, William Blackmon.

Penny Jacko, public relations, on the death on her grandmother, Mary Gill.

Barbara Anderson, personnel, on the death of her mother, Geneva Ivy Pollei.

Burna Battles, assistant professor of health, human performance and recreation, on the death of his mother, Clarice Ann Battles.

Ron Garrett, Castellaw communications engineer, on the death of his mother-in-law, Barbara June Taylor.

Betty DuBois Jackson, widow of **Travis DuBois**, former dean of men, on the death of her brother, Willis Deviney.

Ann Miller, English, and **James Vardaman**, professor emeritus of history, on the death of their brother, Calvin T. Vardaman.

Fall Staff Forum

Sept. 5

Session I: 11 a.m.-12:15 p.m.

Session II: 12:30-1:45 p.m.

Barfield Drawing Room

Call Doris Kelly at ext. 3985

for more information

Presentations & Participations

Mary Abrahams, program coordinator for the John F. Baugh Center for Entrepreneurship, made a series of presentations on entrepreneurship to Montessori classes at Coe Academy in Waco during the spring.

Dr. Jesse T. Airaudi, lecturer in English, presented “Children of a Lesser God: Childhood Fantasy as a Corrective to ‘Adult Humbug’ in Salman Rushdie’s *Midnight’s Children* and *The Wizard of Oz* and Arundhati Roy’s *The God of Small Things*” to the Popular Culture/American Culture Associations’ conference April 19-22 in New Orleans, La.

Dr. Richard C. Chewning, professor of management and The Hazel and Harry Chavanne Chair of Christian Ethics in Business, delivered the Staley Lectures at Grace College March 22-23 in Winona Lake, Ind. He presented “At the Heart of Business Ethics is a Heart” and “Epistemology: The Contemporary Pitfall for Ethics” April 12-13 at Pacific Lutheran University in Tacoma, Wash., as part of its Dwight J. Zulauf Alumni Chair Lectures.

Dr. Charles J. Delaney, associate professor of real estate, chaired a session on the valuation of special use properties and presented “Mezzanine Financing” at the 16th annual conference of the American Real Estate Society March 29-April 2 in Santa Barbara, Calif.

Dr. Jeannette M. Denton, assistant professor of English, presented “Phonetic Insights into the Articulation of Early West Germanic /r/” at a workshop on the variation of /r/ articulations in Western European languages May 25-27 in Nijmegen, The Netherlands.

Dr. Diana Garland, professor of social work, director of the Master in Social Work Program and director of the Center for Family and Community Ministries, delivered the Children’s Concerns Lecture for the sixth annual Samuel DeWitt Proctor Institute for Child Advocacy Ministry July 19 in Knoxville, Tenn.

Dr. Greg Garrett, associate professor of English, presented “The Truest Lies I Know: Story, Parable and Myth” and “Trying to Be the Shepherd: Seeking the Sacred in Contemporary Film” at St. Paul’s Episcopal Church retreat July 7-8 at Camp Allen.

Dr. Sheila Graham, director of the Office of Access and Learning Accommodation, presented “The Development of Policy and Procedure of a Foreign Language Substitution Policy for Students with Language-Based Learning Disabilities” and “Champions On and Off the Field: Student Athletes with Disabilities Can be Successful” to the Association on Higher Education and Disability in July in Kansas City. She presented a workshop, “Transitioning for Student Athletes with Disabilities: Meshing the NCAA and Post-Secondary Education Criteria,” for the Texas Association of Vocational Adjustment Coordinators Conference in July in Waco.

Dr. Kevin J. Gutzwiller, associate professor of biology, organized and moderated a symposium titled “Applying Landscape Ecology in Biological Conservation” and presented “Constraints and Prospects of Applying Landscape Ecology” June 9-13 at the annual meeting of the Society for Conservation Biology in Missoula, Mont.

Jaffus Hardrick, assistant director of personnel services and AA/EEO office, and **Ashley Thornton**, organizational development specialist, presented “Leadership Characteristics: What Managers Need for a 21st Century Workforce” July 12 to the City of Waco management team.

Dr. Steven K. Huprich, assistant professor of psychology and neuroscience, presented “Empirical

Xtremely Well Done!

Baylor team comes in first in Mission Waco games

Should producers of a reality-based TV show ever come to Waco searching for Baylor staff members who can survive great physical challenges amid harsh environmental conditions, they need look no further than the team of Van Davis and Jaffus Hardrick.

Davis, fitness coordinator at the McLane Student Life Center, and Hardrick, assistant director of personnel services and the AA/EEO office, proved their superior endurance abilities by winning Waco’s version of the X Games competition July 8.

The X Games, sponsored by Mission Waco, Time Warner Cable and ESPN, pitted 21 teams from local businesses, schools and organizations against each other to raise \$13,000 for Mission Waco, a local nonprofit service organization. Each group’s team of two adults added a youth from Mission Waco as a third member. Patrick Williams, 13, joined Davis and Hardrick on the Baylor team.

“Of all the kids that were there, Patrick would be the one you wouldn’t guess to be an athlete,” Davis said. “He’s kind of a stocky kid, but gosh, he was so awesome.”

Each team competed in four separate events: outdoor basketball, sand volleyball, a rock-climbing wall and a street relay. The relay required team members to run a course carrying heavy weights and to walk a certain distance in tandem on 8-foot-long wooden planks.

Enduring these contests twice — in both the preliminary and final rounds — proved a special challenge for Davis. The night before the X Games she helped supervise a youth lock-in at the McLane Student Life Center, which meant she did not sleep. She also didn’t



Jaffus Hardrick (left), Patrick Williams and Van Davis

take time to eat breakfast the next morning.

As if sleeplessness and hunger weren’t enough, most of the events took place outdoors, where the temperature reached a high of 105 degrees. “You should have seen us; we were dying,” Davis said.

But despite the difficulties, the Baylor team had a secret weapon. “We did everything as a team from the get-go,” Davis said. “Other teams were as competitive as we were, but they were really competing as individuals. We acted as one, and we refused to give up, even though we were the underdogs.”

The Baylor athletes, who both admit to being competitive, said taking part in the X Games meant more than just the chance to win. “It was definitely a rewarding experience to be able to establish relationships with underprivileged kids,” Hardrick said.

Davis agreed, saying she plans to keep in touch with her young teammate, Patrick. “We’re going to go out to dinner and go to the movies every now and then,” she said. “And I’m looking forward to bringing more kids from Mission Waco out to see what Baylor has to offer.” — *Randy Fiedler*

Perspectives on Depressive Personality Disorder” to the Department of Psychiatry at the University of Kansas School of Medicine in May in Wichita, Kan.

Dr. John R. Knue, lecturer in information systems, presented a training session titled “Preparing Students for Distance Learning” at the Texas Distance Learning Association’s annual conference in April in San Antonio. He also served on the conference planning committee and was chair of the multi-interest program track.

Dr. Charles S. Madden, vice president for University relations and The Ben H. Williams Professor of Marketing, and **Larry D. Brumley**, associate vice president for communications, presented “Market Research Models: Using Survey Results to Develop Your Communications Strategy” at the Council for Advancement and Support of Education International Assembly July 15 in Toronto, Canada.

Dr. William R. Reichenstein, professor of finance and The Pat and Thomas R. Powers Chair of Investment Management, presented “Judicial Restrictions on Employment-At-Will and Employer Search” and was a discussant for “Gender Differences in Union Voice Effects on Quits: A Competing Risks Model Approach” March 24-26 at the annual meeting of the Eastern Economic Association in Washington, D.C.

Dr. M. David Rudd, professor of psychology and neuroscience, presented “Assessing and Treating Suicidal Behavior” at the Oregon Psychological Association meeting May 19 in Portland, Ore. He also presented “Assessing and Treating Suicidality” at Rusk State Hospital May 14 and 28, and presented “The Assessment and Treatment of Suicidality” at a workshop for Acadia Professional Seminars July 21 in Dallas.

Dr. S. Kay Toombs, associate professor of philosophy, presented a response to a paper titled “Phenomenology and Psychopathology” by Dr. Josef Parnas, Department of Psychiatry, University of Copenhagen, June 26-28 at the Centre de Recherche en Epistémologie Appliquée, Ecole Polytechnique, Paris, France.

Dr. Maxwell E. Shauck, professor and chair of aviation sciences, presented “The Present and Future Potential of Biomass Fuels in Aviation” and served as a panel presenter at a workshop titled “Bioenergy Complex for Commercial Production of Bioethanol toward Large Potential Markets” at the First World Conference and Exhibition on Biomass for Energy and Industry June 5-9 in Seville, Spain; presented “Atmospheric Investigations Using Small Instrumented Aircraft Powered by Biomass Fuels” at the Fraunhofer Institut für Atmosphärische Umweltforschung June 15 in Garmish, Germany; and presented a co-authored paper titled “Alcohol, Aviation and Air Quality: The Implementation of an International Project” at the international Symposium on Alcohol Fuels July 3-6 in Stockholm, Sweden. Co-authors are Sergio Alvarez and Grazia Zanin, research associates at the Renewable Aviation Fuels Development Center.

Dr. Nancy B. Upton, professor of management and The Ben H. Williams Professor in Entrepreneurship, presented “Competitive Strategies and Innovation in the Family Firm” to the Iowa Family Business Forum April 19 in Des Moines, Iowa. She presented “Best Practices of Fast-Growth Family Firms” to the Family Business Council May 11 at University of Illinois, Chicago.

Dr. Joseph D. White, assistant professor of biology, co-presented “The Relationship Between Leaf

Nitrogen and Radiation Absorption in New Zealand Indigenous Forests” (with Neal Scott); “Factors Controlling Carbon Accumulation in New Zealand Secondary Scrublands: Implications for the National Carbon Budget” (with Scott, David Whitehead, Jackie Townsend and Craig Trotter); and “Interrelationships Among Soil Respiration, Organic C:N Ratio, Biomass Production, and Soil Temperature During Old-Field Succession in the Blackland Prairie” (with **Brian Moore**, Baylor undergraduate, and **Dr. Wendy E. Sera**, assistant professor of biology) Aug. 5-10 at the Ecological Society of America meeting in Snowbird, Utah.

Dr. Daniel E. Wivagg, professor of biology and director of undergraduate studies, served as faculty consultant to the Educational Testing Service and read Advanced Placement Biology essays June 2-11 at Clemson University.

Publications

Dr. Dawn S. Carlson, assistant professor of management, and **Dr. John R. Carlson**, assistant professor of information systems, had an article titled “The Relationship Between Individual Power Moves and Group Agreement Type: An Examination and Model” accepted for publication in *SAM Advanced Management Journal*.

Dr. A.J. Conyers, professor of theology at Truett Seminary, had an article titled “History as Problem and Hope” published in the spring 2000 issue of *The Asbury Theological Journal*.

Dr. Mark Dubis, assistant professor of Christian scriptures at Truett Seminary, had an article titled “Messianic Woes” published in *Eerdmans Dictionary of the Bible* (Eerdmans, 2000), edited by David Noel Freedman.

Dr. Guillermo Garcia-Corales, associate professor of Spanish, had a chapter titled “The Poetic of Melancholy in the Narrative of R.B. Cantor” published in the book *Literature and Culture. Colombian Narrative of the Twentieth Century*, edited by Maria Jaramillo and Betty Osorio. The book received the Colombian National Award Scholarship of Excellence 2000 by the Colombian Ministry of Education.

Kathy Hillman, associate professor and acquisitions and collection development librarian, wrote and directed three biblical theme interpretations for Texas WMU’s Leadership Conference held in July on the Baylor campus. With her husband, John, she has co-authored the book *Devotions from the Women’s World of Sports*, published by Chariot-Victor. She also has written the churchwide plans for the 2000 Week of Prayer for Texas Missions for the Baptist General Convention of Texas.

Dr. Maurice A. Hunt, professor and chair of English, had an article titled “Fourteeners in Shakespeare’s *Cymbeline*” accepted for publication in the December 2000 issue of *Notes and Queries*.

Dr. Steven K. Huprich, assistant professor of psychology and neuroscience, had an article titled “Object Loss and Object Relations in Depressive Personality Analogues” accepted for publication in an upcoming issue of *Bulletin of the Menninger Clinic*. He had an article titled “Describing Depressive Personality and Dysthymic Analogues on the NEO-PI-R” accepted for publication in an upcoming issue of the *Journal of Clinical Psychology*.

Phillip J. Jones, assistant professor and social science and humanities reference librarian, had an article titled “Individual Accountability and Individual Authority: The Missing Links” published in *Library Administration and Management* (Vol. 14, pp. 135-145, summer 2000).

Dr. David E. Pennington, professor of chemistry and Master Teacher, and **Karen Wootten**, premedical/predental academic adviser, had a co-authored book titled *Pre-Medical — Pre-Dental Student Guide to Success and Career Paths* published in August by Thomson Learning Custom Publishing.

Dr. William R. Reichenstein, professor of finance and The Pat and Thomas R. Powers Chair of Investment Management, had an article titled “A Look at Roth IRA Conversions and Other Taxing Issues” published in the May issue of the *American Association of Individual Investors Journal*.

Dr. James A. Roberts, associate professor of marketing and The Mrs. W.A. (Agnes) Mays Professor in Entrepreneurship, and **Dr. Lawrence B. Chonko**, professor of marketing and The Frank M. and Floy Smith Holloway Professor in Marketing, had a co-authored article titled “Motivating Sales Entrepreneurs to Change: A Conceptual Framework of Factors Leading to Successful Change Management Initiatives in Sales Organizations” accepted for publication in *Journal of Marketing Theory and Practice*. Co-author is Eli Jones, University of Houston.

Dr. M. David Rudd, professor of psychology and neuroscience, had a chapter titled “A Conceptual Scheme for Addressing Treatment Outcome in Suicidality” published in *Suicide Science: Expanding the Boundaries*, co-edited with T. Joiner, Kluwer Academic Press, Boston. Dr. Rudd had a co-authored article titled “Personality Types and Suicidal Behavior: An Exploratory Study” published in *Suicide and Life-Threatening Behavior* (Vol. 30, No. 3, pp. 199-212). Co-authors are T.E. Ellis, M.H. Rahab and T. Wehrly.

Dr. Ann E. Rushing, associate professor of biology, had a co-authored article titled “Midstage Spermatid Architecture in *Riccia Gougetiana* (Hepaticae)” published in *The Bryologist* (Vol. 103, pp. 390-396). Co-author is Z.B. Carothers.

Dr. John F. Tanner, associate professor of marketing and associate dean for undergraduate business programs, and **Dr. James A. Roberts**, associate professor of marketing and The Mrs. W.A. (Agnes) Mays Professor of Entrepreneurship, had a co-authored article titled “Materialism in the Sport of Kings: An Exploratory Study of Race Horse Ownership” accepted for publication in the proceedings of the 2000 Society for Marketing Advances Conference, to be held Nov. 8-11 in Orlando, Fla.

Dr. Mark F. Taylor, associate professor of biology, had his Course Integration Guide for the second edition of *Human Anatomy & Physiology* by Kenneth Saladin published by McGraw-Hill.

Dr. S. Kay Toombs, associate professor of philosophy, had her book *The Meaning of Illness: A Phenomenological Approach to the Different Perspectives of Physician and Patient* published in a Chinese translation by Quingdao Press, Quingdao, People’s Republic of China.

Dr. Jessie L. Tucker III, assistant professor of health care administration, had an article titled “The Moderators of Patient Satisfaction” accepted for publication in the *Journal of Management in Medicine*.

Dr. William A. Weeks, professor of marketing and director of the Center for Professional Selling, and **Dr. Terry W. Loe**, assistant professor of marketing, had an article titled “Improving Moral Reasoning: A Study Assessing the Impact of Moral Reasoning Training in a Sales Education Setting” accepted for publication in the *Journal of Personal Selling and Sales Management*.

Dr. Joseph D. White, assistant professor of biology, had his BIO 1401 lab manual, titled *Life Processes: A Manual for General Biology*, published by Kendall-

Hunt. Dr. White had a co-authored article titled “Nitrogen Concentration in New Zealand Vegetation Foliage Derived from Laboratory and Field Spectrometry” published in *International Journal of Remote Sensing* (Vol. 21, No. 2, pp. 2525-2530). Co-authors are C.M. Trotter, L.J. Brown and N. Scott.

Honors & Appointments

Steve Chisolm, coordinator of Baptist Student Ministries/recreational activities at the Louise Herrington School of Nursing, has been selected for promotion to the rank of lieutenant colonel in the Texas Air National Guard. Chisolm, in his 25th year of military service, serves as a chaplain with the 136th Airlift Wing, Carswell Field, Fort Worth.

Dr. Diana Garland, professor of social work, director of the Master in Social Work Program and director of the Center for Family and Community Ministries, has been elected to the delegate assembly of the National Association of Social Workers.

Dr. Greg Garrett, associate professor of English, received the Golden Crane Creativity Award from

Dr. Kenneth T. Wilkins, professor of biology and associate dean of the Graduate School, had a co-authored article titled “Small Mammals of the Post Oak Savannah in East-Central Texas” accepted for publication in *Texas Journal of Science*. Co-author is David Broussard.

Creativity: An Instructional Resource for his writing website, “Hints for Writers: An Online Fiction Tutorial.” It was their featured site for June.

Dr. Roger Olson, professor of theology at Truett Seminary, received the Gold Medallion from the Evangelical Christian Publishers Association for his 1999 book, *The Story of Christian Theology*.

Ben Rogers, Baylor Libraries, was selected the Libraries’ “Staff Member of the Month” for June.

Dr. M. David Rudd, professor of psychology and neuroscience, was appointed to the editorial board of the *Journal of Contemporary Psychotherapy*.

Kay Stewart, Baylor Libraries, was selected the Libraries’ “Staff Member of the Month” for May.

Darryl Stuhr, Baylor Libraries, was selected the Libraries’ “Staff Member of the Month” for July.

Commencement Congratulations

Best wishes to the following Baylor employees and children or spouses of Baylor faculty and staff who graduated from the University in August.

Hankamer School of Business
Bachelor of Business Administration
Oran Daniel Fought III — husband of Karen Fought, admission services

College of Arts & Sciences
Bachelor of Arts
Donavin Ray Duhon — son of Raywerd Duhon, physical plant
Erika Susan Schwartz — daughter of Dr. Mark Schwartz, health center, and granddaughter of Dr. WJ Wimpee, Retired Professor’s Center

School of Education
Bachelor of Science in Education
Carolyn Elaine Edwards — daughter of Richard Edwards, communication studies
David Wade Gaines — husband of Holli Gaines, ITC
Deborah Ruth White — academic development services

School of Music
Bachelor of Music
David Michael Heyde — son of Dr. Stephen Heyde, School of Music

Graduate School
Master of Science in Education
Jana Dawn Penney — wife of Kyle Penney, alumni association
Kimberly Dawn Schiller — athletics
Jessica Leigh Truglio — residence life
Master of Science in Information Systems
Jianxing Zhang — chemistry

List compiled and provided by the Office of Vice President for Human Resources.



A Most Significant Journey will take to the road this fall with several stops throughout the nation to play before Baylor alums, prospective students and friends. The 38-minute high-definition presentation, which eloquently captures the Baylor experience, will be shown at the following sites in the coming months.

For more information about the presentation, visit the web site at www.significantjourney.baylor.edu. *Journey* DVDs and VHS tapes may be purchased at the Baylor Bookstore or through the Office of Public Relations (ext. 6274). DVDs are \$25 and VHS tapes are \$20, plus tax and shipping.

Sept. 7
Richard Rich Auditorium, Woodruff Arts Center, Atlanta, Ga.
Sept. 19
Majestic Theatre, San Antonio
Oct. 3
Loew’s Vanderbilt Plaza Hotel, Nashville, Tenn.
Oct. 19
The Folly Theatre, Kansas City, Mo.
Nov. 11
Homecoming Encore Presentation, Jones Concert Hall, Glennis McCrary Music Building
Nov. 16
National Cowboy Hall of Fame, Oklahoma City, Okla.
Nov. 21
Nancy Lee and Perry R. Bass Performance Hall, Fort Worth



Luanne Klaras (left) and Doreen Ravenscroft, organizers of WaCows, round up Baylor's How-Now-Browning-Cow in its temporary home before being painted by renown artist Kermit Oliver and moved to Armstrong Browning Library's front lawn.

A Moo'ving MOOSEum

Lions and tigers and ... cows? Oh, my! Baylor might be well known for its bears, but a cow soon will moove onto the grassy area in front of the Armstrong Browning Library. But this won't be any ordinary cow. This University bovine will have a literary bent that pays homage to one of Baylor's greatest collections.

How-Now-Browning-Cow, part of the Waco Art Center's WaCows project, will stand outside the Library from mid-September until it is auctioned in December. And the life-size, Fiberglas beast should garner lots of attention because it will be decorated by internationally known artist Kermit Oliver, who lives in Waco and became the first American to design a silk scarf for the venerable French fashion house Hermes.

A star is born

"This cow will be a star. That Mr. Oliver agreed to decorate the Baylor cow is quite a coup," said Luanne Klaras. Klaras and Doreen Ravenscroft are organizing the WaCows exhibit, which is modeled after similar, and hugely successful, exhibits in Chicago and Zurich, Switzerland.

The How-Now-Browning-Cow will be joined by approximately 40 embellished cows, a longhorn steer and a calf in locations throughout Waco. Sponsored by local businesses, organizations and individuals, the cows will remain scattered around town until Dec. 9, when they will be rounded up for a giant cattle auction. Proceeds from the auction will benefit Art Center programs.

The cows, manufactured in Switzerland and shipped over, weigh approximately 50 pounds but will be mounted on a 300-pound concrete base, which will sport a plaque with the cow's name, sponsor and artist. For those sponsors who would like to move their cows from location to location, a special key will allow the cows to detach from the base.

Museum without walls

Klaras said the Waco exhibit will accomplish two major goals. "The name of the exhibit is 'WaCows: A Mooving Experience,' which will remind the public that part of the Art Center will be moving to downtown Waco at Columbus and Fourth streets," she said. "The other goal is to provide a public art event — a museum without walls — for Waco."

The exhibit organizers are not the only ones having fun with the project — and all its punning possibilities. Cow designs submitted already include "InCowcerated," a bovine in hand or, actually, hoofcuffs; "Blue Moo Bonnets," which is decorated with the Texas state flower; and "Junkyard Cow," painted to resemble a rottweiler dog, complete with spike collar.

The first decorated cow, sponsored by Dr. and Mrs. Robert Crosthwait, made its appearance at the Art Center in mid-August. All the cows will be on the streets by Oct. 1.

Dr. Mairi Rennie, director of the Armstrong Browning Library, was delighted to provide a grazing plot for the Baylor cow. "This will be a bit of fun for the Library and will help a local museum," she said. "It is nice to show goodwill toward something happening in Waco." — Julie Carlson

Research Gazette

Grant Awards (June and July)

Dr. Robert P. Adams, Biotechnology Lab; \$15,000; Conservation of Diversity of Vetiver Germplasm; Wallace Genetic Foundation Inc.

Dr. Robert P. Adams, Biotechnology Lab; \$5,000; Biotechnology Fellowship; United Nations Educational, Scientific and Cultural Organization (UNESCO)

Dr. Stacy Atchley, geology; \$13,656; Hydrocarbon Development Opportunities and Existing Industrial Applied Stratigraphic Courses; Advantage Energy Services Ltd. of Alberta, Calgary

Mary Abrahams, John F. Baugh Center for Entrepreneurship; \$7,200; tuition remission funding for FastTrac Entrepreneurship Training Program; The Waco Foundation

Dr. Phyllis Karns and **Dr. Pauline Johnson**, Louise Herrington School of Nursing; \$18,782; Professional Nurse Traineeship; U.S. Department of Health & Human Services' Health Resources & Services Administration

Cassie Findley and **Rosemary Townsend**, Health Services; \$17,000; Mirrors Program/High Schools/WISD Initiative; Waco Independent School District

Dr. Ben Pierce, College of Arts and Sciences, **Dr. Marianna Busch**, chemistry and biochemistry, **Dr. Chris Kearney**, biology, **Dr. Greg Speegle**, computer science, **Marlene Tyrrell**, computer science; \$500,000; Science Equipment for Biochemistry and Bioinformatics; W.M. Keck Foundation

Dr. Diana R. Garland, social work; \$702,454; Services and Faith: The Impact of Christian Faith and Congregational Life of Organized Community Caring; Lilly Endowment Inc.

Dr. Robert Kane, chemistry and biochemistry; \$153,475; Synthesis of ADA-resistant Cordycepin Prodrugs, Novel Sensitizing or Anti-Inflammatory Benzamides, and Combretastatin; OXiGENE Inc. (amendment to existing contract)

Dr. B. Mark Britt, chemistry and biochemistry; \$60,640; Adenosine Deaminase and Cordycepin Derivatives; OXiGENE Inc. (amendment to existing contract)

Dr. Charles Garner, chemistry and biochemistry; \$67,450; Designed Inhibitors of Tubulin Polymerization as Vascular-Targeting Drugs: Scale-up; OXiGENE Inc. (amendment to existing contract)

Dr. Kevin Pinney, chemistry and biochemistry; \$232,483; Designed Inhibitors of Tubulin Polymerization as Vascular-Targeting Drugs: Discovery; OXiGENE Inc. (amendment to existing contract)

Dr. Chris Kearney, biology; \$155,175; Biological Evaluation of Cordycepins, Benzamides, and Tubulin-Binding Compounds; OXiGENE Inc. (amendment to existing contract)

Dr. Robert Kane, chemistry and biochemistry; \$115,000; Center for Drug Discovery Administrative Support; OXiGENE Inc. (amendment to existing contract)

TOTAL AWARDS: \$2,063,315

Grant Proposals (June)

Bruce Byars, CAGSR, **Dr. Joseph White**, biology, **Dr. Jeff Donahoo**, computer science; \$1,004,168; Developing an Assessment Database Tool for Water Quality Management of Lake Waco and the Bosque Watershed; U.S. Department of Agriculture

Dr. Truell Hyde, physics; (request for equipment) Los Alamos National Lab Education Equipment Gift Program; Los Alamos National Laboratory

Dr. Roger Kirk, statistics; \$19,995; Planning a Research Program to Study How to Improve the Effectiveness of Using Telecommunications; National Science Foundation

Cassie Findley, Health Services; \$308,059; Community Mentoring for Adolescent Development; Texas Commission on Alcohol and Drug Abuse

Sally Firmin, Academic Development Services-Student Retention; \$37,800; Supplemental Instruction Program; Ralph H. and Ruth J. McCullough Foundation

TOTAL REQUESTED: \$1,370,022

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