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November Focus

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Last Glance

Homecoming:

Family fun, Big XII football, parade and so much more await Baylor fans of all ages.

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BaylorNews

Monthly News for the Baylor University Community

FUNDING THE UNIVERSITY'S FUTURE
THE CAMPAIGN FOR GREATNESS IS A 5-YEAR INITIATIVE TO SUPPORT BAYLOR'S PLANS TO EMERGE AS AN EDUCATIONAL LEADER



By Vicki Marsh Kabat

Her father is a truck driver. She has four siblings. All her life she had dreamed of going to Baylor University. All her life, she knew there was no chance of that happening.

But it did. Through scholarships, this young woman from Columbus, Texas, realized her dream of attending the largest Baptist university in the world, graduated *summa cum laude* last spring and now works in Baylor's Office of Admission Services helping other young people realize their dreams.

Ask Dr. Richard Scott, vice president of University development, what the Campaign for Greatness is all about and he'll tell you Michelle

Salinas Holmes' story. Or a dozen others just like hers.

"It's all worthwhile when you can help a young person like that," he said. "We're here because we want to help kids go to a good school regardless of their financial situation. We feel like Baylor is a university worth putting our blood, sweat and tears into."

The Leadership Phase of the University's Campaign for Greatness was launched Oct. 13 at the annual Philanthropy Banquet, during which the nine persons who will spearhead this five-year initiative aimed at building Baylor's endowment to more than \$1 billion by 2005 were introduced (*see sidebar on page 3*).

A \$1 billion endowment is viewed as a level

of stability that will give the University the flexibility to pursue its goals, while providing accessible education to qualified students. That level also is seen as a necessity to Baylor achieving the next level of national recognition it seeks.

"The endowment touches everything on our campus — every program, building, faculty member and student," President Robert B. Sloan Jr. said. "It is the powerful engine that drives our University and produces annual income to enable Baylor to address top priorities, initiate innovative programs and sustain our heritage.

"As a private university, Baylor is fully responsible for every aspect of its financial

See "Campaign" on page 3

Chartered in 1845 by the Republic of Texas, Baylor University is the state's oldest continually operating institution of higher learning and is the largest Baptist university in the world. With 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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President's Perspective

BGCT Convention a watershed event for Texas Baptists

The Oct. 30-31 meeting of the Baptist General Convention of Texas in Corpus Christi was a watershed event in Texas Baptist history. A couple of very positive recommendations from BGCT committees were approved that will have an impact on Baylor well into the 21st century.

Texas Baptists acted boldly in Corpus Christi to stop funding the political machine of the Southern Baptist Convention leadership and to assume greater responsibility for how our state's Cooperative Program dollars are spent. This year, Texas Baptists provided contributions of more than \$5.3 million to support the six SBC-operated seminaries — Southwestern Baptist Theological Seminary in Fort Worth; Southern Baptist Theological Seminary in Louisville, Ky.; New Orleans Baptist Theological Seminary; Midwestern Baptist Theological Seminary in Kansas City; Southeastern Baptist Theological Seminary in Wake Forest, N.C.; and Golden Gate Baptist Theological Seminary in Mill Valley, Calif. Now, as a result of the action taken at the convention, the BGCT can reinvest its money in Texas Baptist stu-

dents and especially Texas Baptist seminary students — both men and women called of God — who choose to get a theological education at institutions like Baylor's George W. Truett Theological Seminary.

Beginning in January 2001, more than \$1 million in additional annual funding from the BGCT will allow Baylor and Truett Seminary to provide affordable theological education to additional students, to attract new faculty and to enhance programs. This fall Truett has about 250 students enrolled. With the additional financial support from the BGCT, coupled with the new Seminary campus that is under construction and scheduled for completion in 2002, Truett will be able to accommodate many more students. I believe within the next three to five years we could see more than 500 students enrolled at Truett.

For well over a century, Baylor has enjoyed a fruitful and mutually beneficial covenant relationship with Texas Baptists and the BGCT. This historic partnership has yielded thousands of well-educated ministers and missionaries who have



President Robert B. Sloan Jr.

taken the Gospel across our state and literally throughout the world. Our alumni serve as lay leaders in hundreds of Texas Baptist churches, and a new generation of servant-leaders from among our Baptist students is preparing to assume that role in the years ahead.

While change is sometimes painful and divisive, I believe what messengers approved at the BGCT in Corpus Christi will ensure that the partnership between Baylor and the state convention will continue to bear fruit for many years to come.

Regents Set Tuition, Fees; Adopt Resolution

At its September meeting, Baylor's Board of Regents set tuition and fees for the 2001-2002 academic year and adopted a resolution of support for the Baptist General Convention of Texas and its leadership.

Overall tuition and fees will increase by 6.5 percent next year, the smallest increase in four years. Tuition will rise to \$379 per semester hour next year, a 6.8 percent increase over the current rate of \$355 per semester hour. Charges for residence halls will increase by 7.3 percent, with the exception of Penland Hall and Collins Hall, which will increase by 15 percent. Meal plans will increase by 3 percent.

In presenting the proposed increases to the board, President Robert B. Sloan Jr. noted that the University will be investing an additional \$3.8 million in scholarships next fiscal year.

"While we find it necessary to increase tuition and fees to continue our quest to add value to a Baylor education, we also want to be sensitive to the sacrifices many of our students and their families make to attend the University," Dr. Sloan said. "We continue to review our financial aid packages

to increase scholarships where possible, and we are committed to raising significant endowment funds over the next five years to underwrite additional scholarships for our students. Even with the approved increases in tuition and fees, Baylor remains an outstanding educational value."

The resolution of support for the BGCT comes on the heels of the state convention's administrative committee approving a proposal to reduce funding for Southern Baptist seminaries and redirect those funds to Texas Baptist educational institutions, including Baylor's George W. Truett Theological Seminary. The funding proposal later was approved by the BGCT Executive Board. It went before the messengers to the convention's annual meeting in Corpus Christi Oct. 30-31 (*see President's Perspective above*).

The resolution states: "The Board of Regents of Baylor University conveys its support, prayers and encouragement to Dr. Charles Wade, executive director of the Baptist General Convention of Texas, to his coworkers and to all fellow Texas Baptists who have resolved to resist the Fundamentalist faction in Baptist life identified with the leadership of

the Southern Baptist Convention. We further call upon fellow Texas Baptists to reject all human creeds and statements of faith that would deny us freedom of individual conscience, the right to interpret Scripture for ourselves, and would in any way diminish Jesus Christ as our Guide and the Lord of Scripture. We support strongly the recommendations of the Baptist General Convention of Texas administrative committee regarding the reallocation of funding for theological education and call upon all Texas Baptists to affirm these new opportunities to advance the Kingdom of God through the ministries of the Baptist General Convention of Texas."

As the board continues to consider plans for a new science facility, regents toured Baylor's existing science buildings to get a first-hand look at the urgent need for additional labs, classrooms and faculty offices. Last year the board authorized a \$60 million fund-raising campaign to finance the new facility. Preliminary architectural plans for the 260,000-square-foot building have been reviewed by the regents' facilities and technology committee but have yet to be approved by the board. — *BN*

Retirement Income Plan Changes Effective Jan. 1

After several years of review by the Division of Human Resources and members of the faculty, staff and administration, Baylor's Retirement Income Plan is undergoing some changes, including a new contribution schedule and the addition of two new vendors for the University's retirement contributions. Open enrollment for these plans will be ongoing through Nov. 30, 2000.

"We believe the changes we have made to the contribution schedule are very positive. The addition of vendors (for University contributions) will provide choice, a feature frequently requested by our faculty and staff," said Marilyn Crone, vice president for human resources.

After researching the retirement plans of 26 private institutions, including 22 in the Higher Education Data Sharing (HEDS) Consortium, 11 public universities in the Big XII and seven large

local employers, Baylor will implement a new contribution schedule effective Jan. 1, 2001.

The plan extends University retirement contributions to faculty and staff under age 30, creates a separate category for senior lecturers and enhances the benefit provided to lecturers and staff, while continuing to be competitive for tenured/tenure-track faculty and executive staff.

The new plan accomplishes the following:

- Grandfathers into the current plan every tenured/tenure-track faculty and executive staff member age 30 or older on Dec. 31, 2000, at the continuing rate of 6.67 percent from ages 30 to 39 and 10.8 percent from age 40 on;
- Includes faculty and staff ages 21 to 29 at a contribution rate of 6 percent;
- Increases the contribution rate for new tenured/tenure-track faculty and executive staff

ages 30 to 39 from 6.67 percent to 7 percent and institutes a competitive rate of 10 percent beginning at age 40;

- Increases the contribution rate to 8 percent for senior lecturers beginning at age 40; and
- Increases the contribution rate to 7 percent for lecturers and staff between ages 40 to 49, a rate that previously went into effect at age 50.

Eligibility for participation in the retirement plan is subject to the existing requirements of one year full-time service at Baylor or at another accredited college or university. The existing five-year vesting schedule and other plan provisions remain unchanged.

In response to the feedback received from a spring 2000 employee benefits survey, Baylor's

See "Retirement" on page 8

Campaign for Greatness Will Focus on Academics

continued from page 1

resources,” Dr. Sloan said. “The endowment fund is the enduring resource that gives us greater flexibility to set our own standards. The degree to which we excel and remain affordable is directly related to the size of our endowment.”

The growth in Baylor’s endowment has doubled in the past five years, from \$341 million in 1995 to almost \$690 million currently. That growth is attributed to a steady increase in the rate of contributions as well as to sound investment strategies.

“We have much more now in deferred gifts than Baylor has ever had, eight or 10 times as much,” Dr. Scott said. “We’ve been working it hard, people have built significant net worth, and they’re willing to share some of it with Baylor.”

While the past five years has seen a frenzy of major building projects, what hasn’t been as visible is this underlying financial growth. The past year, for instance, was a banner one for contributions to the University, with gifts totaling \$51.2 million. This was an increase of 38 percent from the previous year and an increase of 178 percent from 1995. Of the \$51.2 million, three-quarters came from alumni and friends of the University, with the remainder a combination of gifts from corporations, foundations and the Baptist General Convention of Texas.

The results of this increase can be seen across campus.

Enrollment has doubled from 5,000 students in 1950 to more than 13,500 today, with a corresponding rise in faculty and an improved ratio of students to professors. The endowment supports scholarships, chairs and professorships, library resources,

technology and curriculum enhancements. It is one reason the University has been able to maintain tuition costs at levels that are lower than most private universities of Baylor’s size and stature.

“We did some things we needed to do,” Dr. Scott said of recent bricks-and-mortar projects that have included facilities upgrades and additions. “But at the same time we’ve generated enough money to improve the operations of the University and improve the academic programs, so it’s not been a single-focus five years. We have, in essence, raised the whole ship. There’s been a whole lot more going on than

just building buildings.”

Despite the growth in endowment, Baylor lags behind other private universities, such as Harvard, Yale, Duke and Princeton — all of which have exceeded that \$1 billion level of endowment.

“This campaign will almost exclusively support the academic mission of the University,” said Dr. Randy Lofgren, associate vice president for University development and the operations director of the Campaign for Greatness. “It’s timely because we’re not going to be able to reach the stature we’re trying to reach if we don’t have a much larger endowment than we have now.”

The Leadership Phase of the campaign continues through December. The Impact Phase begins in January, with the announcement of the total of commitments made during the Impact Phase to be made at the annual Philanthropy Banquet next October. It is expected that more than half of the \$500 million goal will have been committed in current and deferred gifts by that time. Then, the campaign will begin its Major Gifts Phase, seeking donations of \$30,000 or more in gifts or commitments — the cost of a named endowed scholarship. The General Gifts Phase will follow with aggressive direct mail, telemarketing and personal contact to generate individual gifts of less than \$30,000.

Leadership Committee

Members of the Campaign for Greatness Leadership Committee announced at last month’s Philanthropy Banquet are:

- Drayton McLane Jr., chair, Temple — Houston Astros Baseball Club and McLane Group
- Kenneth Q. Carlile, vice chair, Marshall — The Carlile Companies
- Mary Chavanne-Martin, Houston — Private investments
- Sue Getterman, Waco — Civic leader
- Gerald W. Haddock, Fort Worth — Private investor, entrepreneur
- James R. Hawkins, Waco — Chair and CEO, FirstCity Financial Corp.
- Thomas R. Powers, Houston — Investments
- Jim L. Turner, Dallas — President/CEO, Dr Pepper/Seven Up Bottling Group Inc.
- John Eddie Williams, Houston — Attorney, Williams Bailey LLP

Key in helping Baylor acquire major gifts, current and deferred, will be the newly named leadership committee, members of which will promote the campaign nationally, within and outside of Baylor circles.

“They have committed, beyond their personal financial resources, to engage the people in their acquaintance who have the capacity to make a major gift,” Dr. Lofgren said. “We would hope that the mission of this campaign, which is to provide endowment for academic programs and scholarships, would be such that people who have an affinity for our institution, whether they’re a graduate or not, would feel



Baylor President Robert B. Sloan Jr., left, and Dr. Richard Scott, vice president for University development, study the campus master plan.

like this would be a good investment.”

As a result of the Campaign for Greatness, more than \$300 million of the endowment will be reserved for scholarships, a windfall that will benefit faculty and staff across the campus.

“Faculty and staff are the primary beneficiaries of what the Development Office raises, especially in this campaign,” Dr. Scott said. “It enhances the ability of the faculty to do the job as they think it should be done.”

Dr. Lofgren agrees that the success of the campaign is a University-wide endeavor. “It is the highest priority of the University to raise the endowment. There has to be a partnership with faculty to make this happen. We can’t make the case to support a particular program or department nearly as well as the faculty can.”

Because an endowed scholarship gift is placed in a fund and a portion of the earned income is used to provide scholarship monies to students, they truly are gifts that keep on giving. Baylor’s current \$139.5 million in endowed scholarships provides assistance to more than 3,600 students. In the larger picture, 75 percent of Baylor students receive financial assistance, including grants, loans, scholarships and part-time employment.

In Dr. Sloan’s comments to the faculty in August, he challenged them to envision what Baylor will look like 10 years from now, and reiterated his belief in the role Baylor can play on the world stage.

“I believe Baylor can become the greatest Christian university in the world,” he said. “Further, I believe the process and result of creating a 10-year plan can facilitate the fulfillment of that aspiration. But more than that, I believe faithfulness to our calling will give us an exceedingly significant voice in the various intellectual, social and political discussions that weigh so

Medallion Awards

Nine couples were recipients of Baylor medallions at the Oct. 13 Philanthropy Banquet. The medallions are given in recognition of and appreciation for cumulative gifts to the University of more than \$250,000. Recipients this year are:

- Bill and Roberta Bailey, Waco — Pat Neff Medal
- Stephen and Lorie Carmack, Hinton, Okla. — James Huckins Medal
- George and Martha Chandler, Lufkin — James Huckins Medal
- Robert and Carolyn Fanning, Dallas — James Huckins Medal
- Harry and Anna Jeanes, Waco — Pat Neff and Presidents Medals
- Dale and Anita Jones, Dallas — Pat Neff Medal
- John and Martha Minton, Tyler — James Huckins Medal
- James and Carol Parker, Granite Shoals — James Huckins Medal
- Richard and Karen Willis, Colleyville — James Huckins Medal

heavily upon local, national and international life.”

Funding those aspirations will depend heavily on the success of the Campaign for Greatness.

“The University has come to this

point in its history where it is on the precipice of greatness,” Dr. Lofgren said. “We in development are here for this purpose, to undergird and elevate the work of the University.”

Y2K Baylor Baby

Gaven Tyler Smith and his parents, Gene Wright and Keri Smith, came to Baylor in mid-September to tour the campus. The fact that Gaven is only 8 months old made the visit a little unusual, but, it is never too early to emphasize education. When Gaven made his way into the world at 2:12 a.m. Jan. 1 at Hillcrest Baptist Medical Center, he became the first child to be born at Hillcrest in the new millennium. As such, he received a first-rate birthday present from Baylor — a full four-year scholarship to the University, if he meets application requirements. Dr. Charles S. Madden, vice president for University relations, who announced the gift Jan. 1, invited Gaven and his parents to campus Sept. 14 to look around and to meet President Robert B. Sloan Jr. Gaven received a Baylor teddy bear and photos were taken and then Gaven had another important appointment to keep: naptime.



Christmas tree lighting ushers in holidays

Baylor's Christmas tree lighting, the harbinger of the holiday season on campus, will be at 8 p.m. Nov. 29 on Fountain Mall.

The event, sponsored by Kappa Omega Tau fraternity, will feature special guest Jimmy Cybert, pastor of Antioch Community Church in Waco, musical performances and Christmas caroling. The purpose of the evening is to raise funds for the "Toys for Tots" program, an initiative of the U.S. Marine Corps Reserve to provide new toys for underprivileged children across the nation. In 1999, 13.8 million toys were distributed to nearly 5.9 million children in 342 communities nationwide. KOT members collect donations from local businesses and Baylor alumni and contribute proceeds from T-shirt sales to the program.

"I'm looking forward to the Christmas tree lighting because it's a time for Baylor students to get together, celebrate Christmas and support a wonderful cause," said Aaron Green, KOT chair of the event.

For more information, contact Dr. Alton Hassell, KOT sponsor, at ext. 4414. — *Haley Wright*



Last year was Baylor's first to participate in the local food drive.

Campus to pitch in for Food for Families drive

Baylor and the Waco community are joining forces again this year to participate in Food for Families 6 a.m. to 8 p.m. Nov. 17. Donations of non-perishable food items can be dropped off at the parking lot of Baylor's Ferrell Center or at the KWTX Channel 10 studio, 6700 American Plaza.

Food for Families is sponsored by H-E-B Food Stores, KWTX Channel 10, Boy Scouts of America and the National Guard to benefit food pantries throughout Central Texas. This is the second year Baylor has been involved in the effort.

Several student organizations, including Lambda Chi Alpha and Phi Kappa Chi, and Baylor professors and staff members will work side by side to make the food drive a success.

"It is special because it brings all community agents, not just Baylor students and organizations, together," said Jessica Truglio, student activities coordinator of community service.

Last year, the food drive collected more than 260,000 pounds of food, with more than 500 volunteers working in excess of 700 hours.

For more information or to volunteer, contact Truglio at ext. 2371. — *Erika Williams*

Nursing School Facility Completed

Administrators, donors and friends dedicate \$5 million Bass Academic Center

Using scalpels for the "ribbon-slicing" ceremony, Baylor's Louise Herrington School of Nursing celebrated the recent completion of a \$5 million facility expansion and renovation of its Harry W. Bass Academic Center during a dedication ceremony Sept. 25 at the School's Dallas campus. The dedication, which included the unveiling of a donor wall, took place in the School's Dale and Anita Jones Foyer.

Among those participating in the ceremony were Baylor President Robert B. Sloan Jr.; Dr. Donald D. Schmeltekopf, provost and vice president for academic affairs; Dr. Phyllis Karns, dean of the nursing school; Boone Powell Jr., chairman of the Baylor Health Care System; and Joel Allison, president and CEO of the Baylor Health Care System. Tim Parris, current president of the Baylor University Medical Center, presided.

Continuing partnership

Before an audience of nearly 100 people, Dr. Sloan expressed his gratitude for the continuing partnership between the Baylor Health Care System and Baylor University.

"It is our ability to work and serve together that makes days like this possible," Dr. Sloan said. "These two entities have remained sensitive to their calling for quality nursing care."

Powell echoed those comments, complimenting the nursing school on providing education for much-needed medical personnel in the workforce.

"This enhancement of the School of Nursing is a real help in the preparation of critically needed people," he said. "We have to compete now with other disciplines, and we have to have some of the best facilities to go along with great teaching."

Dr. Karns said that students preparing for a career in nursing will benefit from the generosity and commitment of others.

"The new facility and renovation means better classrooms, better teaching and better study and socializing opportunities for students," Dr.



Student nurses stand by to assist Joel T. Allison, president and CEO of Baylor Health Care System, from left, Dr. Robert B. Sloan Jr., Baylor president, and Dr. Phyllis S. Karns, dean of the Louise Herrington School of Nursing, as they don surgical gloves to slice the Center's dedication ribbon with scalpels.

Karns said. "We continue to be blessed through our very strong ties with the Baylor Medical Center, and for that we are thankful."

Major donors to the building campaign were the Pauline Allen Gill Foundation, Dale and Anita Jones, the Theodore and Beulah Beasley Foundation, the Crowley-Carter Foundation, the Tom A. Harris Fund Communities Foundation of Texas and the Richard D. Bass Foundation. More than 40 other entities and individuals also made sizable contributions to the campaign.

The Baylor School of Nursing was established in 1909 as a diploma program within Baylor Hospital in Dallas, which is now Baylor University Medical Center, and in 1950 became one of the six degree-granting schools of Baylor University. The first bachelor of science in nursing degrees were awarded in 1954, establishing the school as one of the oldest baccalaureate nursing programs in the

United States.

In November 1999, the School was renamed the Louise Herrington School of Nursing to honor Louise Herrington Ornelas, co-founder of TCA Cable Inc. of Tyler and a 1992 Baylor University *Alumna Honoris Causa*. Her gift of a \$13 million endowment to the School is the third-largest from an individual in Baylor's 155-year history. The nursing school is located east of downtown Dallas on the Baylor University Medical Center campus.

Accredited by the National League for Nursing and by the Board of Nurse Examiners for the State of Texas, the School offers bachelor and master of science nursing degrees in both patient care management and family nurse practitioner programs. Nearly 100 percent of the School's graduates who seek employment upon graduation find a position within one month and most are employed upon graduation. — *LoAna Lopez*

Polanyi Peer Review Committee Delivers Report

President Robert B. Sloan Jr. released Oct. 17 the report of the Michael Polanyi Center peer review committee, which was appointed last spring to assess the purposes and activities of the Center.

The eight-member committee, composed of academics from throughout the country and chaired by Dr. William F. Cooper, professor of philosophy and former dean of the Baylor College of Arts and Sciences, concluded that the Polanyi Center's mission of fostering dialogue regarding the history and philosophy of science and especially the relationship between science and religion is important, even if sometimes controversial.

The report further stated that "the committee wishes to make it clear that it considers research on the logical structure of mathematical arguments for intelligent design to have a legitimate claim to a place in current discussions of the relations of religion and the sciences." Polanyi Center Director William Dembski's research and writings in the area of intelligent design have been the most controversial aspects of the Center's work, even though its academic mission is much broader.

Shortly after the committee's report was released, Dr. Dembski was relieved of his duties as director of the Center, a decision based in part on his response to the report.

"The theme of the report emphasized the

need for the individuals associated with the Center to work in a collegial manner with other members of the Baylor faculty," said Dr. Michael Beaty, director of the Institute for Faith and Learning, which houses the Center. "Dr. Dembski's actions after the release of the report compromised his ability to serve as director."

Dr. Bruce Gordon, associate director of the Center, has been appointed interim director.

Specifically, the committee recommended that the University establish an advisory committee, to consist of Baylor faculty members from disciplines related to the Center's work, to assist in planning and reviewing the Center's activities. The report also said that linking the name of Michael Polanyi to programs related to intelligent design is, on the whole, inappropriate, given the late scientist's views as expressed in his book *Personal Knowledge*. The committee recommended that the University discontinue the use of the name while continuing the Center's work within the IFL, where the Center has resided administratively since it was established in 1999.

"I want to express my deep appreciation to Dr. Cooper and the other members of the review committee for their diligence and dedication in carrying out their charge," Dr. Sloan said. "I accept all of the committee's recommendations and have asked Provost Donald Schmeltekopf to implement

them fully and specifically as soon as possible.

"I am pleased that the central mission of the Center has been affirmed and that the committee has underscored the fact that support of academic freedom includes protecting controversial ideas," Dr. Sloan said. "We certainly could have and should have handled the program's implementation more effectively, but we will correct some of those early mistakes by acting on the committee's recommendations, specifically to appoint a faculty advisory committee and to discontinue the use of the Michael Polanyi name."

Dr. Schmeltekopf will begin putting together the advisory committee. "I will be consulting with Dr. Wallace Daniel, dean of the College of Arts and Sciences, and others on the appointment of an advisory committee that includes faculty members from disciplines that relate to the history and philosophy of science as well as those disciplines that touch on the relationship between science and religion. Its role will be to clarify policies and practices and serve as a sounding board for these programs in the Institute for Faith and Learning," Dr. Schmeltekopf said. "I also anticipate that the committee will play an important role in encouraging better communication between the Institute and various academic departments on campus."

— *BN*

Why Teach Biology? The 2000 Collins Professor Lecture

Tapping into student's natural motivations to 'fix things' can prompt creativity, discovery and sometimes careers

**Dr. Christopher M. Kearney,
Assistant Professor
of Biology**

Editor's Note: Dr. Kearney delivered the following lecture May 1 as part of his recognition by the senior class as the 2000 Collins Outstanding Professor. The honor carries with it a \$10,000 cash award and is funded by the Carr P. Collins Foundation.

After a nice dinner at a tony restaurant, you stroll through a small adjacent garden and spot two flowers, one pink and the other purple, which are lovely and quite unusual. Which of the following would typify your response to these flowers?

- "What beautiful flowers!"
- "What makes one flower pink and the other purple?"
- "These are strange plants — I wonder if they're herbs for cooking or folk medicine?"
- "They could have paved over this garden and gained at least eight parking spaces!"

The first three responses illustrate some natural motivations to study biology that reside within the human soul. These are the motivations that need to be tapped and encouraged in the student by the biology teacher. In this way, the student will be self-motivated, which makes the teacher's job easier. If one or more of these motivations is developed strongly, the student will possess a valuable source of energy and persistence for a career of research and/or teaching.

Motivations

Let's look at the motivations behind each response. Response (a) illustrates an appreciation for natural beauty. Often this quality is overlooked and undervalued. Response (b) reveals a fascination with the mechanisms behind natural phenomena. This is parallel to the desire to a take apart a car or a watch just to see how it works. Typically we see this as the "pure" motivation for studying nature in a scientific manner. Response (c) demonstrates a need to find practical applications for things seen in the world around us, including natural objects and phenomena. This ancient drive was an absolute necessity when non-technological man lived surrounded by nature. Results included medicines from plants, straight-arrow shafts from certain shrubs, mollusk extracts for staining cloth, silk from caterpillars, shellac from insects, and the list goes on and on. Today, this drive sustains biotechnological and medical research. I should note that if you chose response (d), you either are already in the business or engineering schools or you need to contact them for an exciting career opportunity.

Natural structures and systems are intrinsically beautiful, but most lay people are too busy or distracted to appreciate this beauty. The study of biology opens windows for students to see the world around them. A good biology course introduces the idea that spending time observing nature is a pleasurable experience. And it can prepare students to make sense of what they see.

Idle time

Let's take a student, Joe, who has had a course in biology and one day slows down long enough to idle through a field one spring day. He spots what looks like a small piece of very shiny metal. As he picks it up, he notices that it is light and flexible. It alternates between green and brown and gold, depending on how the light hits it. Upon closer inspection, it has tiny hairs protruding from it. Joe figures out that it's a wing cover (elytron) from a beetle. It's difficult to put down; the colors are so wild and the structure is so precise and perfect. Next, Joe finds some water striders sitting upon the water. He's seen them before, but he finds himself spending a good 20 minutes just watching them miraculously skittering about upon the film of water formed by the cohesion of hydrogen bonds of countless water molecules. Joe then discovers some wild strawberries growing beside the water and finds some strange spots on them. When he turns the leaf upside down, he looks closely and finds a fungus growing in the spots that has the most intense orange color he's ever seen. A powder comes off on his finger. He reasons that these must be the spores.

A student like this is now hooked. The images of opalescent elytra, water films and intense orange spores are now part of his real world. The teachers of his advanced biology courses can capitalize on this as Joe is led into worlds that are not part of our normal reality. The nature of the complex weaving of biomolecules in an insect's exoskeleton seems oddly important now that Joe has appreciated the macroscopic structure first-hand. The fact that water is drawn through a plant's vessels by the cohesion of individual molecules makes a lot of sense — Joe spent a lot of "idle" time just watching water bend and bounce back under the weight of the water striders. And when Joe gets to see some scanning electron micrographs of the fungal spores, he discovers a new world of beauty.

A fascination with mechanism

The beauty of nature can grab a young student and exert its positive influence throughout her life and career. In the same way, the enjoyment of discovering how nature works is meant to last a lifetime. This fascination with mechanism is a part of all of us from an early age. If I give my 2-year-old son a complex object, such



Dr. Christopher M. Kearney in the biology lab.

as a recently completed jigsaw puzzle or an heirloom pocket watch, he will take it apart, systematically or forcibly, until it is broken down into its constituent and fundamental pieces.

The Human Genome Project is an example of this natural drive to break things down to their fundamental components, to understand the mechanism of an object. The Human Genome Project has been carried out by scientists fascinated with how the human body works, from the level of the gene up to the level of anatomy and physiology. By discovering the DNA sequence of all functional human genes, researchers now can begin the long process of determining where in the body each gene is active, characteristics of the protein each gene produces and what function that protein per-

forms in a particular group of cells and in the body as a whole. This data will allow researchers to have a complete understanding of the human body, from DNA to cell to tissue to organ to whole body.

A need for application

As much as students are interested in natural mechanisms, Baylor pre-medical students are sometimes more interested in defective mechanisms and especially in how to fix them. I have found in my molecular genetics course that the mechanisms behind cancer make for a tragic but fascinating story. Our body can be viewed as a society of cells, with each cell sacrificing its own replicative success for the good of the body. Unlike microbial cells, many of our cells must replicate only early in

development, and then replicate no more, to preserve complex tissue and organ structures, such as the brain. Cancer involves a repudiation of this "self-control," which results in a disruptive tumor. My students are eager to learn about arcane molecular techniques because they want to know how cancer can be corrected. A natural urge springs up within them, and I often find students suggesting, sometimes as an interruption of my lecture, sophisticated and novel ideas for controlling cancer and other diseases. What does a teacher do at this point? Should he say, "Stop interrupting with novel approaches to cancer, we've got to finish this chapter!"? A teacher has to design his lessons to encourage and develop this natural need to fix things.

Why study biology?

This is a question, from disinterested students, that drives biology teachers crazy. However, this is the question biology teachers must ask themselves. Many biologists study biology eagerly because they are entranced by the beauty of nature. So let's make it a goal to develop this in students. Other biologists study biology to figure out how things work. If we emphasize this in our lessons, many students will hang on our words, waiting for the other shoe to fall as we tell the mysterious tale of how our bodies work. Students often study biology because they just want to ace the MCATs and move on to med school, quite frankly. Let's move past that as teachers and ask why a student wants to be a physician. Often, it's a desire to fix things that are broken. We can encourage and develop that natural and valuable motivation. Cutting through the massive mounds of information and course structure in order to tap these natural motivations in students is a satisfying and productive venture. If we do so, we might just get to relive what attracted ourselves to biology in the first place.

United Way Campaign Kicks Off on Campus

In mid-October, Baylor employees received their United Way information packets and have the opportunity to help the University reach its goal this year to raise \$60,000 with 50 percent faculty and staff participation.

The United Way of Waco-McLennan County is a local non-profit organization that raises volunteer funds to meet health and human service needs of people through agencies in McLennan County. More than 140,000 people in Central Texas were served in 1999 through United Way's funded programs, through participating agencies. Some of these agencies include American Red Cross, Heart of Texas Chapter; Salvation Army; Girls



United Way

Scouts-Bluebonnet Council Inc.; Compassion Ministries; and others.

This year's campaign co-chairs are Dr. Donald M. Greene, professor of geology, and Dr. Eileen E. Hulme, assistant vice president for student life.

"United Way provides many critical services in the Waco-McLennan County area and it is heartwarming to know our gifts to United Way really do make a difference," said President

Robert B. Sloan Jr.

Donations can be made to the United Way campaign by payroll deduction, cash, check, direct billing or major credit card. Donors may specify which agency or program they would like their contribution to benefit by completing the donor preference card available in their packets. Pledge and preference cards can be returned to the payroll office in Robinson Tower, Suite 600, Box 97048. The campaign is expected to conclude by the Thanksgiving holidays.

For more information, contact the campaign co-chairs, Dr. Greene at ext. 2361 or Dr. Hulme at ext. 1020. — *Erika Williams*

Family Circle

With sympathy to

Julie Bolin, Center for Christian Ethics, on the death of her twin brother, Jon Combs.

Linda Cobbs, Baylor Libraries, on the death of her mother, Rebo Ray.

Dr. Ernest E. Norden, director of Spanish and Portuguese, on the death of his father, Ernest Norden.

Jack W. Wimer, former lecturer in management, on the death of his wife, Patricia.

Dr. James E. Wood Jr., professor emeritus of church-state studies, on the death of his wife, Alma Leacy McKenzie Wood.

Congratulations to

Adonna Cook, chemistry and biochemistry, on the birth of her granddaughter, Calla Jensen Cook.

Dr. J. Clifton Williams, former vice president for human resources and planning, and his wife, Jan, on their 50th wedding anniversary.

Best wishes to

Dr. John Boyd, career services, on his recent surgery.

Dr. Edward Dalglish, Macon Professor Emeritus of Religion, who was hospitalized recently.

Dr. Eddie L. Dwyer, former chair and Macon Professor Emeritus of Religion, who is recuperating from an illness.

Marjorie Hyden, wife of **Dr. A.A. Hyden**, vice president emeritus for student affairs, who was hospitalized recently.

Dr. Helen H. Ligon, professor emeritus of information systems, who is recovering from a heart attack.

Jacque Wolske, University host's office, who is recuperating from back surgery.

Santa and Mrs. Claus to stop at Baylor Dec. 1

More than 600 preschoolers are expected to visit Baylor Dec. 1 during the eighth annual Santa's Workshop 9:30 to 11:30 a.m. in Russell Gymnasium. The Baylor Office of Student Activities, Baylor Staff Council and ARAMARK will sponsor the event.

The event is designed for Waco-area children ages 3 to 5 and promotes interaction between the Baylor and Waco communities. Santa and Mrs. Claus will make an appearance, and each child will be treated to lunch, a goodie bag and a Christmas gift donated by faculty and staff across campus.

Gift donations are being accepted through Nov. 21, and donors can place the unwrapped gifts in special receptacles located across campus, give them to a Staff Council representative or drop them by the student activities office in the Bill Daniel Student Center. Monetary donations also are being accepted to help buy enough presents to give each child.

More than 300 campus volunteers are expected to participate in collecting and wrapping gifts, decorating the gymnasium and hosting children at the event.

For more information, call ext. 2371. —
Randy Fiedler

Presentations & Participations

Dr. Michael D. Beaty, director of the Baylor Institute for Faith and Learning and associate professor of philosophy, presented "Why We Are Here: Baptist Higher Education Revisited," "Integrating Faith and Learning in Teaching and Scholarship: Practical Examples" and "Where Do We Go From Here?: Practical Suggestions" Aug. 15 at Louisiana College in Pineville, La. He presented "Identity and Relationships: Baptist Models Past, Present and Future" Oct. 7 at the Conference on the Future of Religious Colleges at Harvard University.

Dr. John M. Davis, assistant professor of mathematics, presented "Eigenvalue Problems on Time Scales" at the World Congress of Nonlinear Analysts July 19-26 in Catania, Sicily, Italy. He presented "Applications of Fixed Point Theory to Nonlinear Partial Differential Equations" at the Mathematical Challenges of the 21st Century conference Aug. 7-12 at the University of California, Los Angeles.

Dr. James B. Farison, chair and professor of engineering, and **Dr. Byron P. Newberry**, associate professor of engineering, presented the co-authored paper "EGR 3380 Engineering Design I (Junior Design) at Baylor University" at the annual Gulf Southwest section meeting of the American Society of Engineering Educators April 5-8 in Las Cruces, N.M.

Dr. Charles M. Garner, associate professor of chemistry, presented a co-authored paper titled "A Systematic Study of Electronic Effects in Asymmetric Hydroboration" at the American Chemical Society meeting Aug. 20-24 in Washington, D.C. Co-authors are **Shirley Chiang**, Baylor undergraduate, Matthew Nething and Robert Monestel. Dr. Garner also presented co-authored posters titled "Rearrangement of Methylenecamphor: Remarkably Clean Access to a Brominated Derivative of the Unnatural Fenchyl System" and "New Effectively C2-Chiral Pyrazoles: Possible Components of Asymmetric Catalysts" at the meeting. Co-authors of the first poster are **Keith Monk** and **Allen Thomas**, Baylor graduate students; **Sonia Abraham**, **Stella Lee** and **Eric Sappenfield**, Baylor undergraduates; and **Diane Ellis**, Baylor postdoctoral fellow. Co-authors of the second poster are **Joshua Mou**, Baylor undergraduate, and **Matt Lu** and **Jason Kautz**, Baylor graduate students.

Dr. Fredrick R. Gehlbach, professor emeritus of biology, presented a co-authored poster titled "Genetic Relations among North American Screech Owls" Aug. 16 at a joint meeting of the American Ornithologists Union, Canadian Ornithological Society and British Ornithologists Union held at Memorial University in St. Johns, Newfoundland. Co-authors are Diane Rowe and Dan Kim, Texas A&M University. He gave readings from his forthcoming book, *Messages from the Wild: An Almanac of Suburban Natural and Unnatural History*, Oct. 2 to the Twin Rivers Sierra Club in Waco.

Dr. L. Kent Gilbreath, professor of economics and The E.M. and Thelma Stevens Chair of Private Enterprise and Entrepreneurship, taught a continuing legal education course titled "Working Together: Some Practical Advice for Lawyers and Forensic Economists" Sept. 8 to the Waco-McLennan County Bar Association. He presented "America's Role in the Global Economy" Sept. 13 to retired Exxon employees in Waco.

Charles E. Kemp Jr., senior lecturer in nursing, presented "Infectious Diseases of Refugees and Immigrants" June 26 at the Texas Department of Health refugee health conference in Austin.

Dr. Julia M. Kisacky, lecturer in Italian, presented "Magic in the Decameron: Exceptions that Prove the Rule" Sept. 9 at the Texas Medieval Association meeting on the Baylor campus.

Dr. Owen T. Lind, professor of biology, presented "Clay and the Movement of Metals into Food Fishes" at a meeting of the American Society of Limnology and Oceanography June 5-10 in Copenhagen, Denmark. **Laura Davalos-Lind**, coordinator of Baylor's Chapala Ecology Station, presented "The Chapala Ecology Station: A Binational Partnership for the Environment" at the same meeting.

Richard J. Martinez, assistant professor of management, presented a co-authored paper titled "The Valuation of Goods: A Resource-based Perspective" Aug. 8 at the Academy of Management's annual meeting in Toronto, Canada. Co-author is Dr. Ed Levitas, University of Wisconsin-Milwaukee.

Paul McCoy, associate professor of art and Ceramist-in-Residence, presented demonstrations of wheel-thrown ceramics and a slide lecture addressing his development as a ceramist and educator Sept. 19 at Tarrant County College-Southeast campus in Arlington.

Mary E. McCullough, lecturer in French, presented "Language and Hybridity in the Works of Leila Sebbar" at the African Literature Association conference April 12-16 at the University of Kansas in Lawrence. She presented "*L'Évolution de la violence et du racisme dans oeuvre romanesque de Mehdi Charef*" at the Congr s du Conseil International d'Etudes Francophones in Sousse, Tunisia, May 28-June 3. She also chaired a panel on "*S' crire dans la violence: modalit  de l'expression dans quelques romans francophones*" at the meeting.

Dr. Kevin G. Pinney, associate professor of chemistry, presented co-authored posters titled "Synthesis and Biological Evaluation of Dihydronaphthalene and Indene Anti-Tubulin Ligands" and "Synthesis of a Benzo[b]thiophene-Based Vascular Targeting Prodrug and Related Anti-Tubulin Ligands" at the American Chemical Society meeting held Aug. 19-22 in Washington, D.C. Co-authors of the first poster are **Zhi Chen**, Baylor graduate student; Dr. Vani P. Mocharla, Ohio State University; and **Jill Ploszay**, Baylor undergraduate. Co-authors of the second poster are Chen; Dr. Mocharla; **Dr. Nandeo Choony**, Baylor postdoctoral research associate; and **Tori Strong**, Baylor graduate student. Dr. Pinney also presented a co-authored paper titled "Stereoselective Synthesis of Conjugated Dienes from Alkynyl Oxirane Precursors" at the meeting. Co-authors are **Rajendra Tanpure** and **Deana F. Wang**, Baylor graduate students.

Dr. Wendy E. Sera, assistant professor of biology, and **Dr. Kevin J. Gutzwiller**, associate professor of biology, presented a co-authored paper titled "Species Diversity of Medium- and Large-Sized Mammals in a Variety of Habitats in Big Bend National Park" at the annual meeting of the American Society of Mammalogists June 17-21 at the University of New Hampshire. Additional co-authors are **Tracy A. Carter**, Baylor graduate student, and Wylie Barrow, National Wetlands Research Center. Dr. Sera presented a co-authored poster titled "Average Pup Mass at Birth Increases with Parity in *Microtus ochrogaster*: Life History Implications" at the same meeting. Co-author is **Cathy Early**, Baylor graduate student.

Jeffrey A. Steely, outreach services librarian, presented a document delivery software workshop titled "Introduction to Ariel" at four Texas universities in

August. The workshops were sponsored by the Texas State Library and Archives Commission.

Dr. F.G.A. Stone, The Robert Welch Distinguished Professor of Chemistry, chaired a session and presented "Recent Developments in the Chemistry of Monocarbollide Metal Complexes" at the Intraboron 2000 conference Aug. 21-24 at Bath University in the United Kingdom.

Dr. M. Michael Umble, professor of management, co-presented a co-authored paper titled "A Comparison of Drum-Buffer-Rope Production Scheduling and Critical Chain Project Scheduling Techniques" June 23 at the International Project Management Institute research conference in Paris, France. Co-presenter was Dr. Elisabeth Umble, Texas A&M University, and co-authors are **Dr. Van D.**

Gray, associate professor of management; **Dr. Joe T. Felan III**, assistant professor of management; and Dr. Umble. The paper was published in the proceedings of the conference.

Dr. Kenneth W. Van Treuren, associate professor of engineering, presented a co-authored paper titled "Assessment Tools in an Introductory Engineering Course" at the annual Gulf Southwest section meeting of the American Society of Engineering Educators April 5-8 in Las Cruces, N.M. Co-author is **Dr. Nicole C. DeJong**, assistant professor of engineering. He also presented "Introductory Freshman Engineering in a Problem-based Learning Environment" at the meeting. Dr. Van Treuren presented "Undergraduate Gas Turbine Design Using Spreadsheets and Commercial Software" at the International Gas Turbine Institute Turbo Expo 2000 May 8-11 in Munich, Germany. He served as chair for the impingement heat transfer session and as vice-chair for two other sessions at the meeting.

Dr. Paula M. Woods, lecturer in English, presented "Lady Ann Clifford: Her Roles as Caregiver" at the Women's Private Writing/Writing Women's History conference June 15-18 at Westbrook College in Portland, Maine.

Publications

Dr. Robert M. Baird, chair, professor of philosophy and Master Teacher, had an article titled "The Deep Spirit of the Enlightenment: A Defense" published in *Philosophy in the Contemporary World* (fall-winter 1999).

Dr. Michael D. Beaty, director of the Baylor Institute for Faith and Learning and associate professor of philosophy, and **Dr. Larry Lyon**, dean of the Graduate School and professor of sociology, had a co-authored chapter titled "Baylor's Great Conflict and Herbert Reynolds' Great Victory" published in *No Little Plans: The Leadership and Legacy of Herbert H. Reynolds*, edited by **Dr. Steven Sadler**, lecturer in religion and assistant director of the Honors Program, Narrative Publishing, Waco.

Robert F. Darden, assistant professor of English, had a co-authored book titled *Little Mo's Legacy: A Mother's Lessons, A Daughter's Story* published by Tapestry Press. Co-author is Cindy Brinker. Darden had a co-authored article titled "Eclectic Mix of Museums Makes Waco Worth the Stroll" published in *The Fort Worth Star-Telegram* July 23. Co-author is John McLemore.

Dr. John M. Davis, assistant professor of mathematics, had an article titled "Eventual Disconjugacy on Time Scales" published in *Applied Mathematics Letters* (Vol. 13, pp. 77-82, 2000).

Puzzling Pastime

Searching for words in all the right places

When Baylor's Michele Wyan was forced to find a way to pass the time during a recent hospitalization, she decided to solve some of the word search puzzles she had loved since childhood. Little did she know her solution to boredom would lead to a paying hobby and artistic renewal.

Wyan, who is the administrative associate for Louise Herrington School of Nursing Associate Dean Alice Pappas, has worked 17 years at Baylor, where her son Joshua is now a junior Honors student. She has been writing poetry since high school, and a historical romance novel she wrote titled *Night Singer* won an award from the Romance Writers of America in 1995 shortly before its publication.

After being released from the hospital, Wyan found her literary muse calling to her in a puzzling way. She got the idea it might be fun to try her hand at creating some of the addictive little puzzles that had kept her busy during her hospital stay.

Word search puzzles require the solver to identify words and phrases hidden within a seemingly random grid of letters. Wyan created 10 puzzles, each with words relating to a specific topic, such as "Princess Di" or "The Royal Family," and submitted them to *Word Circle Search* magazine. To her surprise, an editor called and offered to buy them all.

"I was very happy," Wyan said, "and somewhat surprised, because I've been writing novels and poetry for years, and I know how long it usually takes to get a response, and how frequent rejections are."

The editor kept asking for more of Wyan's puzzles, and she obliged.

"He thought there was creativity and a



Michele Wyan zeros in on a find.

liveliness to them," she said, "and apparently they stood out. I think that's because I had made sure to research the market first, so I knew what they wanted in terms of layout and content."

Wyan eventually sold a total of 30 puzzles to the magazine — for the princely sum of \$8 apiece.

"It was a lot of work for very little pay," she said.

It seemed the beginning of a fun and reliable — if not profitable — pastime, but the realities of the publishing world soon weighed in. Wyan learned that *Word Circle Search* had been sold, and the new owners planned to pay even less for her submissions.

"I decided my puzzle career was over," she said.

While one pastime ends, though, another is revived. The challenge of creation and the thrill of being published again reawakened Wyan's desire to write novels. And that's a word search that should keep her busy for awhile.

— *Randy Fiedler*

Partner, eds. E.T. Anderson and J. MacFarlane, by Lippincott, Williams and Wilkins, Philadelphia, and a chapter titled "Grief and Loss" published in the second edition of *Psychiatric Health Nursing*, eds. K.M. Fortinash and P.A. Holoday-Worret, by Mosby, St. Louis. He has written two chapters titled "Spiritual Care in Terminal Illness" and "Cachexia and Anorexia" for the forthcoming *Oxford Textbook of Palliative Nursing*, eds. B. Ferrell and N. Coyle, Oxford University Press, New York.

Dr. Owen T. Lind, professor of biology, had two co-authored articles published in *Journal of Environmental Science Health*: "Trace Metal Concentrations in Chirostoma sp. from Lake Chapala, Mexico: Elevated Concentrations of Mercury and Public Health Implications" (Vol. 35, No. 3, pp. 313-325, March 2000), with co-authors Dr. Tim Ford, Dr. Jim Shine and R. Ika, Harvard School of Public Health, and **Laura Davalos-Lind**, coordinator of Baylor's Chapala Ecology Station; the other chapter is "Clay and the Movement of Metals into Food Fishes" (Vol. 35, No. 7, pp. 1171-1182, July 2000), with co-authors Dr. Ford and Davalos-Lind.

Dr. Christopher Marsh, assistant professor of political science and associate director of Slavic and East European studies, had an article titled "One Down, One to Go: The 2000 Elections and Russia's First Presidential Turnover" published in the May issue of *Analysis of Current Events*. He had an article titled "Social Capital and Russian Democracy" published in the June issue of *Communist and Post-Communist Studies*, and had a co-authored article titled "The Internet, e-social Capital and Democratization in China" published in the April issue of the *American*

Journal of Chinese Studies. Co-author is Laura Whalen, Connecticut College.

Dr. Sandra J. McCollister, assistant professor of art education, had a chapter titled "Gloria Dillard and the Traditional Indian Arts Program in Blackfoot, Idaho, 1976-1981" published in the anthology *Remembering Others: Making Invisible Histories of Art Education Visible* by the National Art Education Association. She had a co-authored appendix titled "Taking Another Look: Secondary Analysis of the NAEP Report Card in the Visual Arts" published in *Studies in Art Education* (Vol. 41, No. 3, pp. 202-207, spring 2000). Co-authors are Dr. R. Diket, William Carey College; Dr. D. Burton, Virginia Commonwealth University; and Dr. E.R. Sabol, Purdue University.

Dr. P. Blain McCormick, assistant professor of management, had an article titled "Benjamin Franklin: Founding Father of American Management" accepted for publication in the January/February 2001 issue of *Business Horizons*. His book, *Ben Franklin's 12 Rules of Management*, is in its second printing by Entrepreneur Press.

Dr. A.G. Pinkus, research professor of chemistry, had a co-authored article titled "Synthesis of Poly (Methylene Terephthalate) and Copolymers with Poly (Ethylene Terephthalate)" published in *Macromolecular Science Pure & Applied Chemistry* (Vol. 37, pp. 1037-1051, September 2000). Co-authors are L. Patrick Thrasher, McMurry University; **Atta P. Kesse**, Baylor undergraduate; and Dr. Rajan Hariharan, Georgia-Pacific.

Dr. Kevin G. Pinney, associate professor of chemistry, had a co-authored article titled "Preparation of New Anti-Tubulin Ligands through a Dual-Mode, Addition-Elimination Reaction to a Bromo-Substituted a,b-Unsaturated Sulfoxide" published in the *Journal of Organic Chemistry* (2000). Co-authors are **Zhi Chen**, Baylor graduate student; Dr. Vani P. Mocharla, Ohio State University; Matt Farmer; Dr. George R. Pettit, Arizona State University; and P. Verdier-Pinard and Dr. Ernest Hamel, National Cancer Institute.

Dr. Wendy E. Sera, assistant professor of biology, had a co-authored book review of *Applied Population Ecology: Principles and Computer Exercises Using RAMAS® EcoLab 2.0* by H.R. Akcakaya, M.A. Burgman and L.R. Ginzburg published in *Journal of Mammalogy* (Vol. 81, pp. 213-215, November 2000). Co-authors are Richard N. Howard and Baylor graduate students **Tracy A. Carter** and **Cathleen N. Early**.

Dr. David A. Sherwood, professor of social work, had a chapter titled "Common Ground and Conflict: The Study of Professional Ethics" published in *BioEngagement: Making A Christian Difference through Bioethics Today*, edited by Nigel M. De S. Cameron, Scott E. Daniels and Barbara J. White, Eerdmans, Grand Rapids.

Dr. M. Michael Umble, professor of management, had a co-authored article titled "Manage Your Projects For Success: An Application of the Theory of Constraints" published in *Production and Inventory Management Journal* (Vol. 41, No. 2, pp. 27-32, 2000) and a co-authored article titled "Activity-based Costing: An Evaluation" published in the *Encyclopedia of Production and Manufacturing Management*. Co-author is Dr. Elisabeth Umble, Texas A&M University. He had an article titled "Synchronous Manufacturing Using Buffers" published in the *Encyclopedia of Production and Manufacturing Management*.

Dr. Kenneth W. Van Treuren, associate professor of engineering, had a co-authored article titled "Vapor Phase Lubrication in Cold Engine Bearings" published in the *Journal of Engineering for Gas Turbines and Power* (April 2000). Co-authors are Matthew J. Wagner and Nelson H. Forster, U.S. Air Force Research Laboratory, and David T. Gerardi, UES Inc.

Dr. Richard E. Watts, associate professor of educational psychology, had an article titled "Biblically Based Christian Spirituality and Adlerian Psychotherapy" published in *The Journal of Individual Psychology* (Vol. 56, pp. 316-328, fall 2000).

Honors & Appointments

Brenda Anderson, Baylor Libraries, was selected the Libraries' "Staff Member of the Month" for September.

Dr. Donald L. Bailey, professor of conducting, director of vocal studies, director of choral activities and The Mary Gibbs Jones Professor of Music, has been named a distinguished alumnus by the University of Northern Colorado in Greeley.

Dr. James M. Bennighof, associate professor of music theory and director of academic studies, and **Dr. Earlene Rentz**, assistant professor of music education, have been chosen as ASCAPLU\$ standard award recipients for 2000-01 by the American Society of Composers, Authors and Publishers. The awards are made to writers of serious music based on the prestige value of each writer's catalog of original compositions and recent performances of those works.

Dr. Nicole C. DeJong, assistant professor of engineering, was selected as 2000-01 vice chair of the new engineering educator division of the American Society for Engineering Education at its annual conference in St. Louis June 18-21.

Dr. Richard E. Duhrkopf, associate professor of biology and director of graduate studies, and **Dr. W. Keith Hartberg**, chair and professor of biology,

have been selected to serve on the American Mosquito Control Association's special publications committee of the newsletter editorial board; Dr. Duhrkopf as chair and Dr. Hartberg as a member. Dr. Duhrkopf also will serve on the annual meeting program committee and Dr. Hartberg on the science and technology committee.

Dr. William L. Pitts Jr., professor of religion, served as religion editor for *World History*, a forthcoming textbook published by Prentice-Hall.

Dr. T. Laine Scales, associate professor of social work, will be the associate editor for the second edition of the *International Encyclopedia of Marriage and the Family*, published by Macmillan Library Reference.

Dr. S. Kay Toombs, associate professor of philosophy, has received a contract from Kluwer Academic Publishers to compile and edit *The Handbook for the Philosophy of Medicine: Volume Three, Phenomenology and Medicine*, to be published in 2001. She also has been invited to serve on the board of advisers of the Association for Phenomenology and the Cognitive Sciences.

Dr. Kenneth W. Van Treuren, associate professor of engineering, has received a \$1,000 award from the American Society of Mechanical Engineers. The award requires the money be used to establish a scholarship for an outstanding Baylor engineering student interested in propulsion, and the spring 2000 recipient was **Brett Taylor**.

Family Fun at Homecoming Nov. 10-12

Baylor Homecoming, long a favorite event of students, parents and alumni, this year features even more fun activities for family entertainment and community involvement.

Homecoming weekend, Nov. 10-12, includes a revamped schedule for some of the most popular activities to make them more family-friendly. The Pep Rally and Bonfire this year will conclude with a fireworks display — a delight for all ages. Special guest for the evening will be Trey Wingo, sports anchor for ESPN. Activities begin at 9 p.m. Nov. 9 on Fountain Mall.

Extravaganza, the annual dance for students, alumni, family and friends, will move from Saturday night to Thursday, Nov. 9, at 7:30 p.m. on Fountain Mall. Admission is free.

The 91st anniversary Homecoming parade will get under way at 8 a.m. Nov. 11, winding its way through downtown Waco and back to the Baylor campus. This year's parade promises to be especially fun for youngsters with the addition of balloon artists and face painters.

The Baylor Bears and Missouri Tigers tangle at a 1 p.m. scheduled game time at Floyd Casey Stadium. Snickers Touchdown Alley opens two hours prior to kick off.

Freshman Mass Meeting will be at 10 p.m. Nov. 8 in Waco Hall. Pigskin Revue, a musical variety show highlighting student organiza-



Betty Ann Bird



David R. Brooks



John Cullar



Will Davis Jr.



Pat Nunley



Trey Wingo

tions, kicks off its four-show run at 7 p.m. Nov. 9 in Waco Hall and will feature the crowning of the Homecoming Queen and her court.

At the 7 p.m. Nov. 10 Pigskin Revue, six Baylor graduates will receive Outstanding Young Alumni awards from the Baylor Alumni Association. They are: Betty Ann Bird, founder and executive director of Quest Leadership Consulting Inc. and an executive with Intrahealth, a medical consulting firm in Auckland, New Zealand, where she lives; David R. Brooks, recently named vice president for finance and administration at Baylor; John Cullar, attorney with Mills, Millar and Cullar, LLP in Waco and chair of the McLennan County Democratic Party; Will Davis Jr., pastor and founder of Austin Christian Fellowship, a non-

denominational church in Austin; Pat Nunley, attorney with Naman, Howell, Smith and Lee law firm in Waco; and Wingo, host of ESPN's *Sportscenter* and *Baseball Tonight*.

Other Revue performances will be at 10:15 p.m. Nov. 10 and 7 p.m. Nov. 11.

Singspiration and Cabaret are two other Homecoming favorites. Singspiration, featuring a sing-along of traditional and contemporary hymns and musical performances by alumni and the Baylor Religious Hour Choir, will be at 7:30 p.m. at First Baptist Church, Waco. Cabaret celebrates the 20th anniversary of ShowTime! in a special performance at 8 p.m. Nov. 10 in the Hooper-Schaefer Fine Arts Center.

Back by popular demand this year for an

encore presentation after its debut last Homecoming will be Baylor's high-definition documentary, *A Most Significant Journey*. The 38-minute tribute to Baylor will be shown hourly from 5 to 10 p.m. Nov. 10 at the Jones Concert Hall in the Glennis McCrary Music Building. Admission is free.

The weekend concludes with the Homecoming Worship Service at 9 a.m. Nov. 12 at Seventh and James Baptist Church.

To order tickets for Pigskin Revue, Singspiration and Cabaret or for more information, call the Bill Daniel Student Center ticket office at ext. 3210 or visit <http://www.baylor.edu/Homecoming/schedule.html> or ThisWeek@Baylor — *Haley Wright*

Research Gazette

Grant Awards (October)

Dr. Walter Wilcox, physics; \$22,000; Hadron Structure and Lattice QCD, National Science Foundation

Dr. Susan Johnsen, educational psychology; \$63,875; 21st Century Learning Centers, WISD/ED

Dr. Greg Garrett, English; \$1,260; Art & Soul, Texas Council for the Humanities

Dr. Greg Garrett, English; \$1,500; Beall Poetry Festival, Texas Council for the Humanities

Dr. W.M. Alexander and **Dr. Bob Farmer**, physics; \$10,000; Stratospheric Ozone Intrusion to the Troposphere from the Texas Natural Resource Conservation Commission (subcontract with UT-Austin)

Dr. Kyle Cole, journalism; \$6,000; Mayborn Scholar in Journalism, Frank W. and Anyse Sue Mayborn Foundation

TOTAL AWARDS: \$ 104,635

Grant Proposals (October)

Dr. Truell W. Hyde, physics; \$297,287; Research Experiences for Undergraduates; National Science Foundation

Rosemary Townsend and **Cassie Findley**; \$304,527; Governor's Mentoring Initiative; Texas Workforce Commission

Dr. Michael Thompson, engineering; \$70,000; Data-based Performance Prediction Modeling of Mine Detection Sonar Systems, Applied Research Laboratories at UT-Austin/Office of Naval Research

Dr. Charles Garner and **Dr. Kevin Pinney**, chemistry and biochemistry; \$160,939; Chemistry Undergraduate Research Program, National Science Foundation

Dr. Susan Johnsen, educational psychology; \$63,875; 21st Century Learning Centers

Dr. Stephen Huprich, psychology and neuroscience; \$50,000; Depressive Personality Disorder and the TCI from National Institutes of Health, B/Start Program

Dr. Christopher Pappacena, mathematics; \$64,673; K-Theory and Intersection Theory for Noncommutative Spaces from the National Science Foundation

TOTAL REQUESTED: \$ 1,011,301

Retirement

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retirement income plan now will include additional vendors for University contributions. Effective Jan. 1, 2001, participants in the plan will be able to select from three vendors: Annuity Board, TIAA-CREF and Vanguard.

"Most of our faculty and staff members who participated in the benefits survey are pleased with the performance of and services

provided by the Annuity Board," Crone said. "However, one-third of tenured/tenure-track faculty expressed a strong interest in the addition of TIAA-CREF, the largest provider of higher education retirement plans."

Vanguard was the second most-requested vendor from those who took part in the survey, Crone said.

For more information about the plans, contact Dick Jackson, senior benefits specialist, at ext. 8571, or Richard Amos, director of compensation and benefits, at ext. 8577. — *Lori Scott Fogleman*

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