

<b>Campus News</b> <b>Technology:</b> Reagan Ramsower named associate vice president and chief information officer.	<b>December Focus</b> <b>It's all Greek:</b> Sororities and fraternities keep students busy with academic, social and service pursuits.	<b>Academic Agenda</b> <b>Accountability:</b> Ten-member task force assigned to review tenured faculty development process.	<b>Last Glance</b> <b>Sounds of season:</b> It's beginning to sound a lot like Christmas as School of Music concerts resound.
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# BaylorNews

Monthly News for the Baylor University Community

## ALL THINGS GREEK

*Active Greek system on campus provides social, academic, service and leadership opportunities for students.*

By Julie Carlson

We have seen them in their matching shirts — Baylor students who belong to one of the University's many social fraternities or sororities. And while some might think that members of Baylor's Greek community are primarily seeking social benefits, these students annually volunteer thousands of hours of community service while they maintain

strong grade point averages and acquire leadership skills.

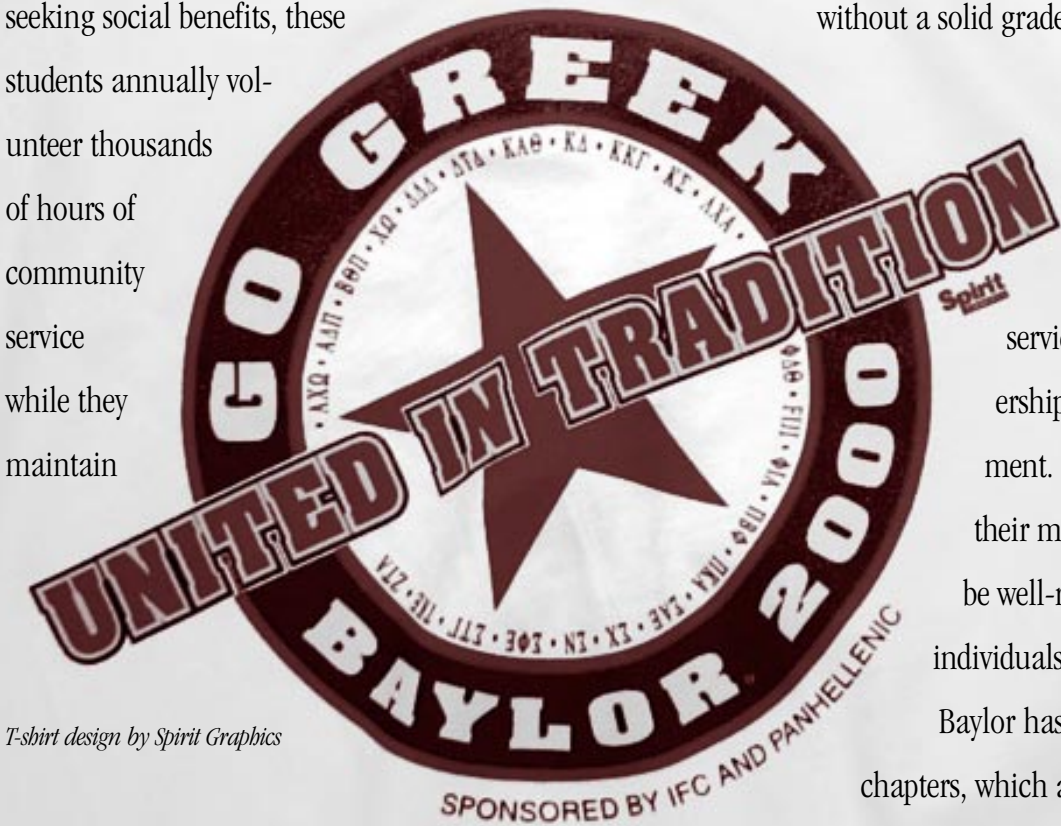
"The Greek fraternities and sororities do far more than just social activities," said Dr. Martha Lou Scott, dean of campus life. "The groups stress academics, and in fact, students cannot join Baylor's fraternities and sororities without a solid grade point average. The

Greek groups also stress service and leadership development. They want their members to be well-rounded individuals."

Baylor has 30 Greek chapters, which are defined as social organizations that are part of Interfraternity Council, the consortium of national fraternities; Panhellenic Council, the

governing body of national sororities; or the National Pan-Hellenic Council, the national coordinating body for the eight historically African-American fraternities and sororities. Many other service, honor, professional and local student organizations use Greek letters for their name but are not considered a part of the Greek system. According to Dr. Scott, approximately one-fourth of Baylor's student body are members of a social fraternity or sorority, a percentage that hasn't changed significantly in several decades.

"Students join a Greek group for a variety of reasons," said Kathy Hillman, a Tri Delta alumna and faculty adviser for the Baylor chapter. "For many, it provides an immediate-circle of friends. A lot of students no longer live on campus, and these groups help them form a connection on campus. Philanthropy is also a focus, and the groups attract students who are interested in service. Many believe that being a member of a national organization



T-shirt design by Spirit Graphics

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* and *Princeton Review*.

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# Information Tech Areas Reorganized

Ramsower named to newly created associate vice president position

**D**r. Reagan M. Ramsower, professor of information systems and associate dean for technology in the Hankamer School of Business, has been appointed to the newly created position of associate vice president and chief information officer by Baylor President Robert B. Sloan Jr. The appointment came following a reorganization of Baylor's information technology areas and was effective Nov. 3.

Dr. Donald L. Hardcastle, who has directed Baylor's Information Technology Center since 1981, will return to a teaching post in the University's physics department. Dr. Hardcastle is a tenured professor of physics and has been a Baylor faculty member since 1967.

"The University is deeply grateful to Dr.

Hardcastle for his leadership over these past 19 years," said David R. Brooks, vice president for finance and administration. "He has guided the Information Technology Center through enormous growth and transformation and influenced a number of innovations in the application of technology on the Baylor campus.

"Dr. Ramsower will lead in the creation of a new vision that will seek to bring rapidly expanding information technology issues into sharp focus and leverage technology to enhance Baylor's academic mission and the administrative support of that mission," Brooks said.

Approximately 100 staff work in the information technology division, which includes instructional technology, information systems and ser-



**Dr. Reagan Ramsower**

for Technology Innovation Management and the Institute for Emerging Technology also will be integrated into the area that Dr. Ramsower oversees.

Dr. Ramsower joined the Baylor faculty in 1976. He earned a B.B.A. and a master's degree in economics from the University and holds a Ph.D. in management information systems from the University of Minnesota's Carlson School of Management.

He serves as editor-in-chief of *ISWorld Net* and is publisher of the *Journal of the Association for Information Systems and Communications* of the Association for Information Systems. He is program chair for the 2002 America's Conference on Information Systems, which will be co-hosted by Baylor and the University of North Texas. In addition, he is technology chair for the association's annual conference and is a founding member and former chair of Baylor's Technology Planning Council.

"The opportunities created by this new position will bring together all the various areas involved with using technology and information to effectively and efficiently accomplish the mission and strategic goals of the University," Dr. Ramsower said. "I look forward to working with all members of the University community, and I'm honored by the confidence and encouragement that the administration has placed in me by giving me this challenge." — *BN*

## ExxonMobil Awards Business School Grant

**T**he Hankamer School of Business will receive \$18,000 from ExxonMobil under the corporation's program to provide \$1.9 million in grants to 105 colleges and universities nationwide.

ExxonMobil awards the grants to universities that offer degrees in educational fields from which the company recruits employees. Past grants have supported scholarships, field trips, visiting speakers, equipment purchases, student and faculty travel to professional meetings and other academic projects.

"The Hankamer School of Business has enjoyed a long and fruitful relationship with Exxon and Mobil and now we look forward to an even stronger relationship in the future with the new firm, ExxonMobil," said Dr. Terry S. Maness, dean of the business school and professor of finance. "These two firms have provided outstanding career paths for our graduates, and we are especially appreciative of the support and financial commitment they have made to Baylor."

ExxonMobil's overall support of education totaled more than \$40 million last year, according to Sharyl Hackett, ExxonMobil campus relations manager. — *Alan Hunt*

## University Mourns Death of PsyD Founder Dr. Mac Sterling

**T**he University family lost another of its esteemed members in the death Nov. 1 of Dr. Mac E. Sterling, professor and chair emeritus of the psychology department.

Dr. Sterling began his teaching career at Baylor in 1956 in the psychology department, serving as chair from 1964 to 1969 and again from 1981 to 1985. According to Dr. Rufus Spain, director of the Retired Professors/Administrators Program and longtime friend, Dr. Sterling designed and implemented the Doctor of Psychology program at Baylor and served as its first director. At the time, it was only the second such program in the country, Dr. Spain said. Dr. Sterling retired in 1986.

"Dr. Mac Sterling was a venerated professor in our department largely on the basis of his vision and hard work as an administrator that resulted in the development and success of one of the best graduate programs in the country for training clinical psychologists," said Dr. Jim H. Patton, chair and professor of psychology and neuroscience. "Yet, those of us who were his students will remember him most for his personal attributes of warmth, kindness and selflessness, as well as his commitment to seeing that all of us, undergraduate and graduate, were consummately prepared for the real world."


Born March 30, 1921 in Dallas, Dr. Sterling graduated from Texas A&M University in 1942. He married Judith Hodge in 1945. After serving in the



**Dr. Mac E. Sterling**

While at Baylor, Dr. Sterling was active in providing psychological services in Waco and Central Texas. He was a member of the McLennan County Mental Health/Mental Retardation planning team whose work led to the establishment of the Methodist Home Guidance Center and the 75-bed psychiatric unit at Providence Hospital. He also served as consultant to the McLennan County Rehabilitation Center, the Waco State Home, MH/MR, the Texas Department of Child Welfare, the Corsicana Independent School District and the McLennan County Juvenile Center. He was a member of the American Psychological Association, the Texas Psychological Association and Lake Shore Baptist Church.

Dr. Sterling is survived by his wife, a son and two daughters, seven grandchildren, one great-grandchild and a sister. — *BN*



# Rockin'

## Around the Christmas Tree

**Annual Faculty/Staff Christmas Dinner**  
**6:30 P.M. Dec. 12 Ferrell Center**

Hosted by  
**President and Mrs. Robert B. Sloan Jr.,**  
the dinner is a Baylor tradition  
dating back to 1962. Donations of  
non-perishable food items for caritas  
will be collected.

Please RSVP to Doris Kelly at ext. 3985 by Dec. 5.



## Greeks Volunteer Thousands of Service Hours

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will help them with their professional lives. After all, 85 percent of Fortune 500 executives were members of a Greek organization."

Baylor's Greek system began when the University was located at Independence. Records show that Phi Gamma Delta and another fraternity had Baylor chapters but disbanded in the mid- to late-1800s. In 1924, Alpha Omega became the first local women's social-service club, with Delta Alpha Pi and the Athenean Club formed 11 years later. The Peer Club followed in 1938 and Pi Alpha Lambda in 1940.

### Leadership training

"During the early years, sororities were where women received their leadership training," said Hillman, Baylor associate professor and acquisitions and collections development librarian. "Most of the groups were founded before co-education was really in vogue. Women banded together for friendship, support and leadership training. While most organizations were controlled by men, the sororities were an outlet that allowed women to run the show. For example, I am active in WMU (Woman's



Fundraising is nearly complete for a new Panhellenic building on campus near the Collins dormitory.

(Abner) McCall was at a dinner and seated next to him was a man whose wife was national president of a sorority," Hillman said. "This man spent the evening telling Judge McCall about the benefits and good works that national Greek organizations

Charities, Susan G. Komen Breast Cancer Foundation and Ronald McDonald House, among others.

The national groups also made academics a priority, and Baylor's chapters have lived up to that goal. The University's sororities and fraternities all have grade point averages above the national Greek chapter average.

"Students have to have a 2.5 GPA to join an organization, but the sororities require a 2.75 GPA," explained Tam Dunn, coordinator of Greek life. "Grades are all-important to these groups. All the women's groups have GPAs well above 3.0, and the men's average is 2.96, which is also good."

### Faculty outreach

Additionally, members of Baylor's Greek system have reached out to the Baylor academic community to show faculty that sororities and fraternities are much more than social clubs.

"The Greek groups host special coffees for faculty or will hold faculty appreciation events," Dr. Scott said. "They also invite the entire campus to participate in various events, such as the Kappa Kappa Gamma Easter egg hunt. These students put in long hours on Sing and Pigskin in an effort to provide worthwhile programs for the entire campus."

Dr. James Moshinskie, associate professor of information systems, serves as faculty adviser for Tau Kappa Epsilon fraternity and relishes the role.

"I look at it as an honor, not a chore," said Dr. Moshinskie, who was a member of TKE as an undergraduate at Arkansas State University. "Being a TKE meant a lot to me, mainly because my chapter had an adviser who did it right. He made sure that the fraternity functioned correctly, that the ritual was done right. I wanted to give back to TKE for what that adviser did for me."

As an adviser, Dr. Moshinskie attends most fraternity meetings, athletic events and off-campus activities. He said fraternity members always make him feel welcome.

"They see me as a friend and not as big brother watching," he said. "I often have members come over to talk not just about fraternity stuff, but about personal problems. Last year, when one of our members was killed at College Station (in a vehicular accident), the guys leaned on me a lot to get through that time. I believe that serving as an adviser allows me to have a new perspective on students and their needs that I probably wouldn't get just being in the classroom."

Claiming he was a terrible introvert before he joined a fraternity, Dr. Moshinskie credits his undergraduate TKE chapter with bringing him out of his shell.

"It helped me tremendously," he said. "Being a fraternity member enabled me to meet people and taught me how to stand up in front of a group to express my opinions. The Greek system also enables students to see how to work in teams and how to encourage others. It is a good addition to the Baylor campus."

### New building

Baylor's sororities are involved in an effort to bring a new building to campus. The Panhellenic building will provide meeting rooms for each sorority as well as computer labs and a chapel open to the entire student body.

"Baylor needs the Panhellenic building because we just don't have the space for the large women's groups to meet on campus anymore," Dr. Scott

explained. "These are groups that have over 200 members, and there is no place on campus that can hold them."

### Riddle Foundation

Thanks to a major gift from the Riddle Foundation of Houston, the University will break ground on the \$5.5 million project in February 2001, and construction could begin as early as next fall. Funded entirely by outside sources, the two-story, 51,000-square-foot building — which will be named The Stacy Riddle Forum, after Stacy Riddle Baumgartner, a 1989 Baylor graduate — will contain nine sorority suites/meeting rooms, a Panhellenic office, apartment for a resident manager and the aforementioned computer lab and chapel. The Forum, designed to be expanded to include additional sororities, will be constructed on the south side of the Baylor campus behind Harrington House on Ninth Street and Bagby Avenue.

"We are deeply grateful to the Riddle Foundation for this significant and pivotal gift, one that allows this project to move forward to groundbreaking and eventually to construction," said Baylor President Robert B. Sloan Jr. "It also is appropriate that the building be named The Stacy Riddle Forum. The ancient Forum was a place to plan and organize activities. Baylor will soon have its own Forum where Greek women come together to meet, plan activities and coordinate service to others."



Members of Delta Tau Delta perform at last spring's All University Sing, a favorite community tradition.

Missionary Union), and if you look at the early leaders of it, many received their training in sororities."

Baylor men did not form local social fraternities until 1946, with the chartering of Tryon Coterie. Other groups — Taurus Society, Alpha Phi Omega, Alpha Kappa Psi and Kappa Nu — soon emerged. More local fraternities organized in the 1970s.

A major change in the Greek system occurred in 1976 when the local groups affiliated with national organizations. With this move, the number of sororities and fraternities mushroomed with other national groups colonizing chapters at Baylor.

"I have heard the story that Judge

provide. Judge McCall came back to Baylor and immediately told the local chapters that they were free to affiliate with the national groups."

The national groups brought with them a focus on philanthropy. While the local groups had contributed to the campus and the community — the Atheneans hosted a Christmas party for the Waco State Home each year and the Peer Club provided a full Baylor scholarship and founded Pigskin Revue — the national groups made service a chapter priority. Today's Baylor Greek groups donate several thousand hours in community service annually to such diverse causes as the Family Abuse Center, Children's Cancer



Kappa Delta sisters proudly sport chapter tees.



## Regents OK science building renovations

At its November meeting, Baylor's Board of Regents approved a \$25.6 million budget for the renovation of Marrs McLean and Sid Richardson science buildings and authorized a \$1.5 million fund-raising campaign to expand the locker and workout rooms at Floyd Casey Stadium.

Following a presentation on the science facility plans by Dr. Ben Pierce, associate dean for sciences in the College of Arts and Sciences and professor of biology, the board adopted a resolution approving the expenditure of up to \$25.6 million to renovate the existing science buildings, which were constructed in the 1960s. Two years ago the board authorized a \$60 million campaign to secure the necessary funds to construct a new 230,000-square-foot science building. Fundraising is under way for the two-phase, \$85.6 million project, which incorporates construction of the new building and renovation of the existing buildings. Regents have yet to approve the architectural plans for the new and renovated facilities.

At Floyd Casey Stadium, plans are to expand the football locker room from 3,700 square feet to more than 7,000 square feet. The strength and conditioning room will be enlarged to 12,000 square feet, and another 1,500 square feet will be added to the training room.

In other action, the board elected Baylor Law School Professor Patricia A. Wilson to fill an unexpired term on the Brazos Valley Public Broadcasting Foundation Board of Directors. Re-elected to three-year terms on the board were Waco bankers Jim Hallock and Steve Hernandez, Waco civic leader Nell Hawkins, and Baylor Vice President for University Relations Charles S. Madden. Brazos Valley Public Broadcasting Foundation holds the licenses for and operates KWBU-TV and KWBU-FM. — BN

## Fall commencement expects 800 graduates

Fall commencement will be at 10 a.m. Dec. 16 in the Ferrell Center, with doors opening at 8:30 a.m. to facilitate seating. Approximately 800 students are scheduled to graduate, with some 15 to 20 doctoral presentations. The graduates will be from all Baylor's academic units, except the School of Law.

President Robert B. Sloan Jr. will bring remarks to the graduates and award the diplomas, assisted by the deans of each College or School. Bearer of the Mace will be Dr. L. Gerald Fielder, professor emeritus of political science. For more information, contact Lois Ferguson, assistant provost for academic services, at ext. 3663 or visit the web site at <http://www.baylor.edu/~commencement/>. — BN

# New Baptist Studies Program Approved

Dr. William Brackney to oversee interdisciplinary study, symposia, web site, publications

**W**ith the goal of enabling graduate students and academics to study various dimensions of what it means to be Baptist, Baylor has established a Baptist Studies Program, administered through the Department of

"We will repackaging already existing courses to provide a broad set of methodologies and curricula that will help students investigate Baptist life and thought in its broadest sense — history, theology, polity, mission, a whole variety of studies in a Baptist denominational context," Dr. Brackney said.

In addition to the academic element, program activities will include holding symposia, developing publication programs, providing a visiting scholars program and managing the web site [baptistheritage.com](http://baptistheritage.com).

"This web site has come to Baylor through cooperation with the D.C. Baptist Convention in Washington, D.C. It is intended to be a resource for anybody who at any level wondered about things Baptist," Dr. Brackney said. "An elementary school student could use the web site to obtain a brief history of the Baptists, while graduate students would be provided with a set of suggestions on where they could go to get resources on certain topics. For the scholar, there will be a massive bibliography and a scholarship-in-progress section as well as a chat room."

The Baptist Studies Program will administer the web site under the auspices of a national committee sponsored by the D.C. Baptist Convention, which conceived the idea and invited Baylor to play a role.

### First symposium

For its first symposium, the program will hold a meeting of representatives of the World Mennonite Conference and the Baptist World Alliance that focuses on ways the two groups can cooperate and what they have in common. The symposium will take place in September 2001. Additionally, Baylor will become a partner with McMaster University and Conrad Grebel College in Ontario, Canada, in producing "Studies in the Believers Church Tradition," a series of scholarly monographs that make available recent work in the Free Church tradition.

"There is a great deal happening in the Baptist world, and we need to ask the question

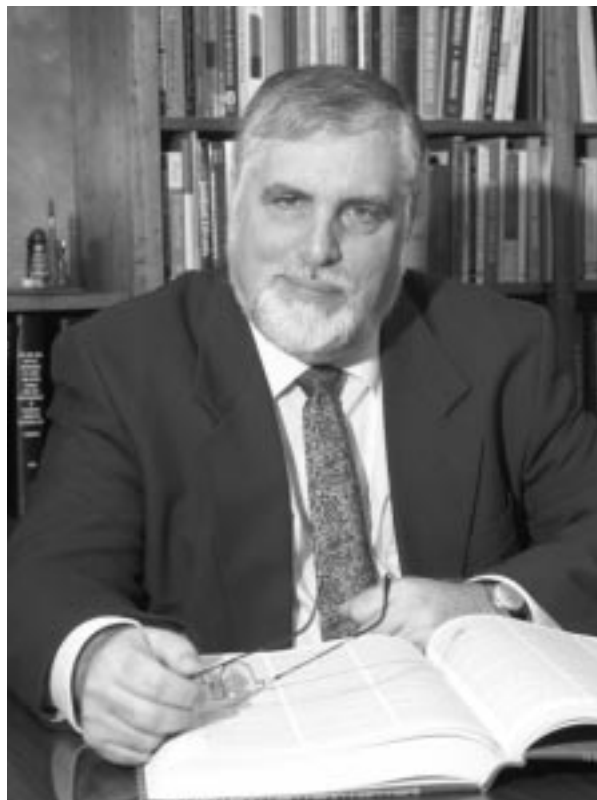
"What does it mean to be Baptist in this era?" Dr. Brackney said. "I don't have a set of easy answers. We need some reflection; we need the best minds and most open and committed people that we can find to sit and have dialogue about that. And maybe after four or five years of reflection and scholarly gathering, Baylor's position as a forum where that can happen will be strengthened and Baylor's own institutional identity will be strengthened as well."

### Previous experience

Dr. Brackney received his bachelor's degree *cum laude* from the University of Maryland and his master's degree and doctorate from Temple University. He also holds a master's degree in religion from Eastern Baptist Theological Seminary and was ordained in the Dallas Baptist Association in 1971.

Prior to his appointment at Baylor in 1999, Dr. Brackney taught at Houghton College, Colgate Rochester Divinity School, Eastern Baptist Theological Seminary, Toronto School of Theology and McMaster University. He is the author or editor of numerous books, book chapters and articles, including *The Baptists*, *Baptists Faith and Witness*, *Christian Voluntarism*, *Historical Dictionary of the Baptists*, *Human Rights and the World's Major Religions* and the forthcoming *A Genetic History of Baptist Theology*. He also served as editor of *Foundations*, managing editor of *American Baptist Quarterly*, editor of *The Primary Source* and guest editor of *Christian History Magazine*.

He served on the board of trustees of the Moscow Baptist Seminary and as a member of the Human Rights Commission of the Baptist World Alliance and on the governing board of the Canadian Council of Churches. — Julie Carlson



Dr. William Brackney

Religion. Dr. William Brackney, professor and chair of the religion department, will direct the program.

"This field of study will be for people who want to critically evaluate issues in a denomination that is four centuries old and needs self-criticism," Dr. Brackney said. "This is in no way supposed to be an indoctrination course. We will look at the warts as well as the beauty marks."

The Baptist Studies Program will work cooperatively with faculty in other departments, specifically George W. Truett Theological Seminary and The J.M. Dawson Institute of Church-State Studies. Graduate students will work toward an M.A. or Ph.D. in religion with a focus in Baptist studies. Dr. Brackney believes that although some universities offer courses on Baptist-related topics through their history and theology departments, Baylor will be able to provide students with a variety of Baptist-related course work from a number of departments.

## HeartWalk 2000

**Dr. Robert B. Sloan Jr. joins in a spirited cheer as Baylor participants prepare for HeartWalk 2000. Baylor walkers collected more than \$9,600 for the American Heart Association, just \$400 shy of the University's \$10,000 goal. During the walk, held Sept. 23 at the Hart-Patterson Track Complex, Baylor was recognized with the "Spirit" award for its Heart Rally and other campus initiatives to generate support for the fundraiser. Those raising the most from Baylor were: the Hankamer School of Business, the Controller's Office and Van Davis, fitness coordinator at the McLane Student Life Center.**



## A Little Christmas Music from ShowTime!

**Continuing Education  
Faculty/Staff Lunch  
Noon, Dec. 13  
Barfield Drawing Room**

You're invited to join Baylor colleagues for Christmas music from ShowTime!, presented by Dr. Leta G. Horan, associate professor in keyboard studies and director of ShowTime! Please make reservations early by calling ext. 3550 by Dec. 11. A sandwich lunch costs \$4.75, or you may bring your own lunch. Coffee and iced tea are provided.



# Tenured Faculty Development Plan Studied

Newly named task force charged with responsibility to review post-tenure procedures

**Dr. Jay Losey, Chair of Faculty Senate, and Dr. Donald D. Schmeltkopf, Provost and Vice President for Academic Affairs**

*Note: This essay first ran in the Baylor University Faculty Senate Newsletter (November 2000).*

One of the ever-growing realities of higher education today is evaluation and assessment. These bureaucratic-sounding words were not dominant in higher education when many of us began our careers 20 to 30 years ago. Then, the emphasis for faculty was on demonstrating the requisite credentials to qualify as an academic, secure a tenure-track position, achieve tenure and attain promotion to full professor. While there was nothing easy about this advancement, the process was basic and straightforward. Similar standards might be applied to institutions as a whole. Expected then was a qualified faculty, a good library, adequate resources and a sound administrative structure. If all of these components were in place, few, if any, questions were asked either by accrediting bodies or by the public.

## Accountability

While the foregoing scenario may be an oversimplification for some universities, it is certainly the case today that matters have changed substantially with regard to the evaluation and assessment of both faculty and institutions, including the leadership of institutions. The principal reason for this change can be summed up in another bureaucratic-sounding word: accountability. The push for accountability in higher education comes from many sources and for many reasons (not the least of which is the competition for money). But its tell-tale signs are everywhere, from new standards issued by accrediting bodies, to state-mandated policies and goals regarding expected educational results, to more activist institutional boards in both the public and private sectors, and to the enormous public attention given to the various national ranking systems of educational programs and other features of our institutional life.

One of the last features of the university to come under the public microscope of accountability is the tenured faculty, under the notion of "post-tenure review." While some policy makers view tenure with suspicion, the post-tenure review policies that have been put in place across the country actually have had the opposite effect: strengthening tenure precisely because there is a credible and operative process of accountability. Such accountability has, since the implementation of post-tenure reviews, taken two primary forms: "formative" and "summative." "Formative"



**Dr. Donald D. Schmeltkopf**

reviews stress development and opportunities, while "summative" reviews stress administrative action if a faculty member does not meet agreed-upon goals. Of the 88 institutions surveyed in a book by Cathy A. Trower, 25 percent have formative policies, 69 percent summative policies, and 6 percent hybrids (combining both). The process of accountability in post-tenure review we believe most appropriate at Baylor is formative, not summative.<sup>1</sup>

## Task force report

In June 2000, Baylor's annual Academic Summit was devoted to the theme "Trends and Challenges in Higher Education: Evaluation and Assessment." Assisted by the invited speaker and consultant, Dr. Frank Horton of Southern Illinois University, we considered and discussed six areas of academic life in which evaluation and assessment are important nationally and at Baylor. Those areas were teaching, department chairs, deans and other administrators, tenure, post-tenure and academic programs. Each of these topics was addressed by our speaker/consultant and each topic was discussed at length by a focus group. Each focus group then presented a report to all the summit participants, identifying important issues to be explored further and making relevant recommendations.

## Post-tenure review

Not surprisingly, the report that received the greatest attention was from the group focused on post-tenure review. Here is a summary of a few crucial observations contained in the final report of this group:

- Post-tenure review is probably coming regardless of how we feel about it.
- We (the University) should create a process in response to our own needs rather than having it imposed on us.
- Any process of post-tenure review must not constitute a threat to tenure, but should be used instead for the purpose of faculty development.
- Significant faculty development



**Dr. Jay Losey**

## Task Force for Tenured Faculty Development Process

### Appointed by Faculty Senate chair:

**Dr. Robert Baird**  
**Dr. Mark Bateman**  
**Dr. Georgia Green**  
**Dr. Carole Hanks**  
**Dr. Baxter Johns**  
**Dr. Linda Livingstone**  
**Dr. Dan McGee**

### Appointed by provost:

**Dr. Steve Green**  
**Dr. J. Larry Lyon**  
**Dr. Jim Patton, chair**

requires significant resources, but the expenditure of these resources is in the University's best interests.

One of the conclusions of the focus group — and this conclusion is extremely important — ensures that post-tenure review be used for faculty development; that is, to provide opportunities for faculty to fulfill their teaching and research agendas and responsibilities. We endorse the following statement from the focus group report: it is "absolutely necessary to separate post-tenure review from the revocation of

tenure in a manner that follows the American Association of University Professors' assessment reported in the June 26, 1998, *Chronicle of Higher Education*: 'If a college wants to revoke tenure . . . , it should use a separate process, in which the burden would remain on the institution to prove that a tenured professor is incompetent, rather than on the professor to prove that he or she isn't.'"<sup>2</sup> This approach is the one we want to follow at Baylor — that is, to separate post-tenure review from the process for the revocation of tenure.

## Core idea of plan

We are proposing that we call our plan the "Tenured Faculty Development Process." The core idea of the plan is that, while tenured faculty would continue to be evaluated annually for the purpose of determining compensation, another periodic review — perhaps every five years — would be conducted by departments and deans to determine the faculty member's goals and accomplishments regarding teaching, research and service. Additionally, the faculty member would be evaluated on how he/she supports the broader goals of the department and the University. This understanding and evaluation would then be used to allocate resources such as sum-

mer sabbaticals, research equipment, travel funds and other faculty development opportunities.

The final recommendation of the Academic Summit focus group was that a 10-member task force be appointed to develop a plan, including implementation procedures, for a tenured faculty development process. It was recommended further that seven members of the task force be appointed by the Faculty Senate and three by the provost. The latter members would include one dean and two department chairs.

## Recommendation approved

We are pleased to report that this recommendation has been approved by all parties. The seven faculty members appointed by the Faculty Senate are Drs. Robert Baird, Mark Bateman, Georgia Green, Carole Hanks, Baxter Johns, Linda Livingstone and Dan McGee. The three appointed by the provost are Drs. Steve Green, Larry Lyon and Jim Patton. The chair of the task force, appointed jointly by the chair of the senate and the provost, is Jim Patton. The charge of the task force is to establish a set of recommendations regarding a system of faculty development that fulfills the aim of the "Tenured Faculty Development Process" as noted above. The task force has been asked to submit its final report to the Chair of the Senate and to the Provost by April 2001.

We are grateful for the mutual support of the Faculty Senate and the administration in developing this project. We also are grateful for the wise and sensible recommendations of those who participated in the "post-tenure review" focus group at the Academic Summit this summer. They provided excellent counsel, and we now look forward to receiving the report and recommendations of the task force.

## Notes

1. Cathy A. Trower, ed. *Policies on Faculty Appointment: Standard Practices and Unusual Arrangements*. New York: Anker Publishing Co., 2000.
2. See "Post-Tenure Review: An AAUP Response." *The Chronicle of Higher Education*. Documents. 15 June 1998: 1-9. As quoted by the focus group.

# Covey 'Habits' Workshop to be Offered in December

Employees will have a chance to participate in "The 7 Habits of Highly Effective People" workshop sponsored by the Office of Organizational Development Dec. 12-14. Based on the best-selling Stephen R. Covey book of the same name, the workshop gives participants the opportunity to examine their effectiveness in personal and professional arenas.

The three-day workshop will be held from 8 a.m. to 5 p.m. in the Baines-Fentress Room on the third

floor of the Bill Daniel Student Center. There is ongoing web enrollment for the workshop at [http://www.baylor.edu/~Professional\\_Development/](http://www.baylor.edu/~Professional_Development/). The workshop is free to Baylor employees.

"It is an overall personal effectiveness course that talks about how to run your life and accomplish things in a way that won't burn you out," said Ashley Thornton, organizational development specialist.

Dub Oliver, associate dean of campus life and director of student activi-

ties, and Cliff Neel, assistant vice president and director of scholarships and student financial aid, will facilitate the December workshop.

The Covey seminar has been offered seven times since it was introduced at Baylor in September 1998 and 125 people have participated, Thornton said. In addition to the December workshop, it will be offered again in February and June. For more information, contact Shelby Peak at ext. 2699. — *Erika Williams*

## Family Circle

### With sympathy to

**Dr. Kenneth W. Busch**, chemistry and biochemistry, on the death of his mother, Gertrude Busch.

**Darla Millsap**, biology, on the death of her mother, Doris Peugh.

**Dr. Don F. Parker Jr.**, professor of geology, on the death of his father, Donnie F. Parker.

**Dinah Siemon**, Gov. Bill and Vara Daniel Historic Village, on the death of her mother, Frances McNeil.

The family of **Dr. Mac Sterling**, professor emeritus and chair of psychology, on his death.

The family of **Dr. James W. Swain**, professor emeritus of theatre arts, on his death.

**Dr. Joe C. Yelderman Jr.**, professor of geology, on the death of his father, Joe C. Yelderman.

### Congratulations to

**Patt Black**, Baylor Computer Store, and husband, Robert, on the birth of their son, Robert Denton.

**Gregg Greer**, ITC, and wife, Karen, on the birth of their daughter, Jessica Michelle.

### Best wishes to

**Richard A. Powell**, chief pilot emeritus, who is recovering from surgery.

## Village hosts ‘Midnight Clear’ event Dec. 5

Lighting the winter skies this Christmas season will be lanterns at the Gov.

Bill and Vara Daniel Historic Village, which will hold “It Came Upon a Midnight Clear” from 5 to 9 p.m. Dec. 5.

Visitors are invited to do a

little holiday shopping at the

General Store and sample “gossip,” a

popular 19th-century drink of roasted apples floating in chilled apple cider.

Children can visit St. Nicholas in vintage dress, make Victorian ornaments, carol on the grounds and help trim the Village’s community tree in the Green Chapel Baptist Church.

Admission to the event is \$3 for adults, \$2 for children 7 to 16 years of age and free for children 6 and younger. Baylor faculty, staff and students are free. For more information, call the Gov. Bill and Vara Daniel Historic Village at ext. 1160. — *BN*

## Facility Services offers extended hours

Baylor Facility Services, formerly known as the Physical Plant, has extended its business hours to better serve the needs of the campus. New hours are 7:30 a.m. to midnight, Monday through Friday. Key Shop hours are 7:30 a.m. to 5:30 p.m. During business hours, call ext. 1361 to request services. For services at other times, call ext. 2121. For emergencies affecting life safety, call Baylor Department of Public Safety at ext. 2222. — *BN*

## Presentations & Participations

**Dr. D. Ray Bagby**, associate professor of management and The Robert M. and Louise Rogers Chair of Entrepreneurship, presented “Still Searching: Some Thoughts on the Entrepreneur” at the Rencontres de St-Gall small business research conference Sept. 24-29 in Lugano, Switzerland. The paper was published in the proceedings of the conference.

**Dr. James E. Barcus**, professor of English, chaired a session on “Defining and Constructing the Self” at the 2000 Southwest Conference on Christianity and Literature Sept. 28-30 at Oklahoma Baptist University in Shawnee, Okla.

**Dr. Robyn L. Bateman**, assistant professor of sociology, presented “Occupational Distribution of Mexican-American Workers: The Impact on Income and the Importance of Networking” Aug. 14 at the annual meeting of the American Sociology Association in Washington, D.C.

**Cynthia A. Burgess**, instructor and librarian/curator of books and printed materials, Armstrong Browning Library, presented “A Medieval Miscellany: Notable Canterbury Tales and Other Treasures at the Armstrong Browning Library” Sept. 8 at the Texas Medieval Association conference held on the Baylor campus. She also curated an exhibit at the conference.

**Dr. Marianna A. Busch**, chair and professor of chemistry and biochemistry, and **Dr. Kenneth W. Busch**, professor of chemistry, presented co-authored papers titled “Design and Evaluation of a Near-infrared Dispersive Spectrometer that Uses a He-Ne Laser for Automatic Internal Wavelength Calibration” Sept. 24 and “Determination of the Pungency Levels of Capsicum Fruits and Their Food Products by Near-infrared Spectroscopy” Sept. 28 at the annual conference of the Federation of Analytical Chemistry and Spectroscopy Societies in Nashville, Tenn. Co-authors of the first paper are **Dennis Rabbe** and **Karalyn Humphrey**, Baylor graduate students. Co-authors of the second paper are Rabbe, Humphrey and **Ben Dundee**, Baylor undergraduate.

**Dr. Stanley C. Denman**, acting chair and assistant professor of theater arts, presented “Political Playing for the Soul of the American South: Theatre and the Maintenance of Cultural Hegemony in the American Bible Belt” Sept. 21 at an international colloquium on the arts and regional identity in Perpignan, France.

**Dr. Mark Dubis**, assistant professor of Christian scriptures at Truett Seminary, presented “Crafting Sermons Online” Sept. 18 at Baylor’s Center for Ministry Effectiveness conference titled “Technology and the Church” on the Baylor campus.

**Dr. David E. Garland**, professor of Christian scriptures at Truett Seminary, presented The George Walker Redding Lectures Sept. 25-26 at Georgetown College in Georgetown, Ky.

**Dr. Gregory T. Garrett**, associate professor of English, served as a faculty member at the Perfect Words Writing Conference Sept. 21-24 in New Orleans, La.

**Dr. Norman L. Gilchrest**, professor of health, human performance and recreation, presented “The Wonder of It All: A Celebration of Life” and “How to Add Bicycling to Your Fitness Program” Oct. 8 at the Texas Outdoor Education Association state conference in Marble Falls.

**Dr. Nikolas K. Gvosdev**, associate director of The J.M. Dawson Institute of Church-State Studies and assistant professor, presented “Is Capitalism Compatible with Orthodox Values?” Oct. 2-18 at the Christian Basis of Economic Ethics, an international e-mail conference sponsored by the University of Omsk (Russia), the International Association for Christian Social Teaching and *Sobornost* magazine. He presented “Religious Freedom: Russian Constitutional Principles (Historical and Contemporary)” at the seventh annual international Law and Religion Symposium Oct. 8-11 at Brigham Young University in Provo, Utah.

**Bob Hartland**, associate director of networking systems, Information Technology Center, presented “Delivering Bandwidth: Reliability and Quality of Service for Bandwidth-intensive Applications” Sept. 26 at Infrastructure Planning: Building a Network for E-Government, a meeting sponsored by the Department of Information Resources in Austin.

**Dr. Maurice A. Hunt**, chair and professor of English, presented “Cobbling Souls in Shakespeare’s *Julius Caesar*” at the 2000 Southwest Conference on Christianity and Literature Sept. 28-30 at Oklahoma Baptist University in Shawnee, Okla.

**Dr. David L. Jeffrey**, Distinguished Professor of Literature and Humanities, presented “A Tale of Two Cities (Not Dickens)” Sept. 21 at the annual Writers’ Conference at Wheaton College, Wheaton, Ill. He presented the chapel address, “Christian Faith and the Life of the Mind,” Sept. 22 at Wheaton College. He presented “Thoughts on the Idea of a Christian Research University” Sept. 29 at the Council of Christian Scholarly Societies’ annual meeting in Carol Stream, Ill. He presented three lectures, “Wisdom and the Christian Intelligence,” “Intelligence, Truth and the Affections” and “Truth and Fashion” to the Duke University Chapel/InterVarsity Graduate and Faculty Ministries conference Oct. 6-7 in Durham, N.C.

**Dr. Jay B. Losey**, associate professor of English and director of graduate studies, presented “Pater, Epiphany and Postmodernity” at the international Walter Pater Conference July 28-30 at Christ Church College, Oxford University. He participated in a reading performance of Tom Stoppard’s *Invention of Love* at the conference, performing the roles of John Ruskin and Henry Labouchere.

**Janet Ludgar**, senior lecturer in nursing, presented a poster chosen as most creative at a conference titled “Health Promotion Puppetry: An Experience for Nursing Students” at the Children’s Hospital Association of Texas conference Oct. 6-7 in Houston.

**Dr. Charles S. Madden**, vice president for University relations and The Ben H. Williams Professor of Marketing, presented “The Impact of a Fully Integrated Marketing Program for Universities and Colleges” June 27 at the Presidents’ Enrollment Management Institute in Beaver Creek, Colo. He presented “How to Improve a Good Student Recruitment Program” July 15 at the national Conference on Student Retention in Washington, D.C.

**Kathleen Morley**, associate director of Institutional Research and Testing, presented “The Enrollment Prediction Model — How Did We Do?” at the Southern Association of Institutional Research conference Oct. 22-23 in Myrtle Beach, S.C. **Jana Marak**, assistant director and coordinator of testing, and **Sue Herring**, senior research analyst, both in Institutional Research and Testing, co-presented “Data Warehouse in the Educational Environment” at the same conference.

**Dr. James F. Moshinskief**, associate professor of information systems, presented a workshop titled “Converting Classroom Training into Interactive e-Learning” Oct. 18 at the Chief Learning Officer conference in Phoenix, Ariz. He presented “On-line Tools to Build Interactive On-line Learning Experiences” Oct. 20 at the Community College Faculty conference at Baylor.

**Dr. Lee C. Nordt**, assistant professor of geology and acting chair of environmental studies, **Dr. Stacy C. Atchley**, assistant professor of geology, and **Dr. Stephen I. Dworkin**, associate professor of geology, co-presented a paper titled “Atmospheric CO<sup>2</sup> Levels across the K-T Boundary Based on a Stable Carbon Isotope Paleosol Sequence from Southern Alberta, Canada” Nov. 16 at the National Geological Society of America meeting in Reno, Nevada.

**Dr. Kevin G. Pinney**, associate professor of chemistry and biochemistry, presented an invited seminar titled “The Synergism of Molecular Recognition, Molecular Modeling and Molecular Diversity in the Development of Tubulin-binding, Cancer Chemotherapeutic Agents” Oct. 11 at Angelo State University in San Angelo.

**Phil Rhodes**, senior research analyst, Institutional Research and Testing, presented “Providing Access to a Data Warehouse Using SAS/Internet and the SAS/MDDB Report Viewer” Oct. 24 at the South Central SAS User’s Group conference in Austin.

**Dr. Eric C. Rust**, associate professor of history, chaired a session titled “Military Government and Cultural Influences” at the Ohio Valley History conference Oct. 19-21 in Murray, Ky.

**Dr. Maxwell E. Shauck**, chair and professor of aviation sciences, presented “Ethanol/AVGAS Blends Test Results” at the Coordinating Research Council Unleaded Avgas Development Group meeting Sept. 6-7 at the Federal Aviation Administration Technical Center in Atlantic City, N.J. He presented “Recent Developments in Aviation Fuels” at a U.S. Department of Energy conference titled “Renewable Fuels for Rural Economic Development and Clean Air in Texas” Sept. 27 in Austin. **Monty Suffern**, assistant director of aviation sciences, was a facilitator for a panel titled “Focus on Ethanol in Texas: The Markets — Current and Developing” at the same conference.

**Dr. Mary Margaret Shoaf**, associate professor of mathematics, presented “Mathematical Modeling: Using the TI-83+ to Model Real-life Situations” at the Conference for the Advancement of Mathematics Teaching July 27-29 in Houston. She was visiting professor of mathematics at Columbia University in July, teaching a course titled “Incorporating Technology into the Secondary and Tertiary Mathematics Classroom.”

**Dr. Frances Strodbeck**, associate professor of nursing, presented “The State of the Association” Sept. 29 at the national Association of Neonatal Nurses meeting in San Antonio. She serves as president of the association.

**Karl A. Umlauf**, professor of art and Artist-in-Residence, had a painting titled “North Highlands Wall” accepted in the juried Delta Exhibition Aug. 4-Sept. 17 at the Arkansas Art Center in Little Rock.

**Dae Vasek**, assistant director of the Office of Access and Learning Accommodation, presented a paper written by **Dr. Sheila Graham**, director of the Office of Access and Learning Accommodation, titled “Coaching Adjustments for Students with Learning Disabilities and Attention Deficit Disorder” Oct. 21 at the international Conference on Learning Disabilities in Austin.



**Dr. Ralph C. Wood**, University Professor of Theology and Literature, presented “Three Kinds of Christian Witness in Imaginative Literature (The Desire for Fantasy in C.S. Lewis and J.R.R. Tolkien, The Necessity of Satire in Walker Percy and Flannery O’Connor and The Call to Devotion in George Herbert and Gerard Manley Hopkins)” at The E.C. Westervelt Lectures Jan. 31-Feb. 2 at Austin Presbyterian Theological Seminary in Austin. He presented “Lost in Wonder, Love and Praise: The Witness of the Wesleys for Christian Life Today” March 9 for The Carleton-Willson Families Lecture at McMurry University in Abilene. He presented “Outward Life in Christ as the Basis for Inward Piety: A Response to Alister McGrath” and “What Evangelicals Can Learn from Karl Barth” at For All The Saints: An International Symposium on Evangelical Theology and Christian Spirituality Oct. 2-4 at Beeson Divinity School, Samford University in Birmingham, Ala.

## Publications

**Dr. Robyn L. Bateman**, assistant professor of sociology, and **Dr. J. Larry Lyon**, dean of the Graduate School and professor of sociology, had a co-authored article titled “Losing and Finding Community: The Quest for Territorial and Psychological Community from the Neighborhood to Cyberspace” in *Research in Community Sociology* (Vol. 10, pp. 59-78, August 2000).

**Dr. Marianna A. Busch**, chair and professor of chemistry and biochemistry, and **Dr. Kenneth W. Busch**, professor of chemistry, had a co-authored article titled “Wavelength Calibration of a Dispersive Near-infrared Spectrometer Using Trichloromethane as a Calibration Standard” published in *Applied Spectroscopy* (Vol. 54, pp. 1321-1326, 2000). Co-

authors are **Dennis Rabbe** and **Karalyn Humphrey**, Baylor graduate students, and **Ben Dundee**, Baylor undergraduate.

**Robert F. Darden III**, assistant professor of English, had an article titled “Magnifique: Fall Foliage in Cape Breton, Nova Scotia” published in *etc.* magazine (October 2000).

**Dr. William V. Davis**, professor of English and Writer-in-Residence, had the poems “Pay No Mind” and “Trying Things On” published in *The Old Red Kimono*.

**Dr. Sharyn E. Dowd**, associate professor of religion, had a book titled *Reading Mark: A Literary and Theological Commentary on the Second Gospel* published by Smyth and Helwys Publishing Co.

**Dr. Michael B. Frisch**, professor of psychology, had “Quality of Life Inventory” selected for publication in the *International Compendium of Quality of Life Instruments*, Wiley Publishing, and in the *Handbook of Psychiatric Measures*, published by the American Psychiatric Association.

**Dr. Guillermo Garcia-Corales**, associate professor of Spanish, had an article titled “The Poetics of Disenchantment in the Narrative of A.M. Del Rio” accepted for publication in *ALPHA — Revista de Literatura de la Universidad de Chile* (2000).

**Dr. Gregory T. Garrett**, associate professor of English, had an essay titled “The Stories That Find Us” reprinted in *The Double Dealer Redux 6* (pp. 34-37, 2000).

**Dr. Sheila Graham**, director of the Office of Access and Learning Accommodation, and **Dr. Joel R. Porter**, academic adviser, student athlete services, had a co-authored article titled “Using the Principles of Assisted Reading to Improve Fluency in the Performance of a Student Athlete with Language-based Learning Disabilities” in *Academic Athletic Journal* (Vol. 14, No. 1, fall 2000).

**Dr. D. Thomas Hanks Jr.**, professor of English, had an essay titled “Back to the Past: Editing Malory’s *Le Morte D’Arthur*” published in *Arthurian Studies 47, The Malory Debate: Essays on the Texts of Le Morte D’Arthur* (pp. 285-300, 2000).

**Dr. Linda Haynes**, assistant professor of nursing, and **Janet Ludgar**, senior lecturer in nursing, had a co-authored article titled “Latex Allergy and Education” accepted for publication in an upcoming issue of *Nurse Educator*. They had a co-authored article titled “Latex Allergy: Implications for Nursing Education” accepted for publication in an upcoming issue of *Journal of Nursing Education*.

**Dr. David L. Jeffrey**, Distinguished Professor of Literature and Humanities, had an article titled “C.S. Lewis, the Bible, and its Literary Critics” published in *Christianity and Literature* (Vol. 50, No. 1, 2000). He had a co-authored article titled “Biblical (II) Literacy in the Church” published in *Christian Week* (June 13, 2000). Co-author is Katherine Jeffrey. He had an article titled “The Idea of a Christian University” published in the *Institute for Advanced Christian Studies Newsletter* (November 2000). He had a review of *The Seven Psalms: A Commentary on the Penitential Psalms Translated from French into English by Dame Eleanor Hull*, Alexandra Barratt, editor, published by *Speculum* (Vol. 75, No. 4, 2000). He had a review of *The Jewish Bible and the Christian Bible: An Introduction to the History of the Bible* by Julio Trebolle Barrera published in *Sbofar: An Interdisciplinary Journal of Jewish Studies* (Vol. 19, No. 4, 2000).

**Hajime Kumahata**, senior lecturer in Japanese,

had an article titled “Waco, Texas: Where the Cowboy Spirit Still Lives” published in *MacLife* (November 2000).

**L. Scot Lahaie**, lecturer in theater arts, had a review of *The Outrageous Idea of Christian Scholarship* by George Marsden published in the *Journal of Interdisciplinary Studies* (Vol. 12, No. 1-2, 2000).

**Dr. Ute S. Lahaie**, assistant professor of German and language laboratory director, served as editor of *Uniting Language, Culture and Technology in the New Millennium*, the published proceedings of the South Central Association for Language Learning Technology 2000 conference at Louisiana State University. She contributed an article to the publication titled “Annotated Video Exercises.” Other Baylor faculty who contributed articles include **Janet B. Norden**, instructor of Spanish, “Using VidViewer to Enhance Comprehension of Destinos”; **Hajime Kumahata**, senior lecturer in Japanese, “Making New Friends: Using E-mail Pen Pals as a Teaching Tool”; and **Dr. Rasma Lazda-Cazers**, assistant professor of German, “How to Find and Edit Suitable Texts for the Language Learner.”

**Dr. Eric C. Lai**, assistant professor of music theory, had a Chinese translation of his review of *Zhongguo Minzu Jiben Yueli* (Theories of Traditional Chinese Music) by Du Yaxiong published in *Zhongguo Yinyue* (Chinese Music) (June 2000).

**Dr. Charles S. Madden**, vice president for University relations and The Ben H. Williams Professor of Marketing, had a chapter titled “Adapting Marketing Principles for Use in Higher Education” published in the third edition of the *Handbook of Institutional Advancement* published by the Council for Advancement and Support of Education (July 2000). He had an article titled “The Case for Integrated Marketing in Higher Education” published in the *CASE International Journal of Educational Advancement* (October 2000).

**Dr. Bob E. Patterson**, Distinguished Professor of Religion, had his book *Carl F.H. Henry* translated into Chinese by Cross Communications Ltd., Hong Kong, for distribution in China and Southeast Asia.

**Dr. T. Laine Scales**, associate professor of social work, had a book titled *All That Fits a Woman: Training Southern Baptist Women for Charity and Mission, 1907-1926* published by Mercer University Press.

**Dr. (Maj.) Jessie L. Tucker**, assistant professor of health care administration, had an article titled “Patients’ Knowledge about Their Health Plan Coverage and Satisfaction with Care” accepted for publication in *The American Journal of Managed Care* (Vol. 7, No. 4, 2001).

**Dr. G. Peter van Walsum**, assistant professor of environmental studies, had an article titled “Severity Function Describing the Hydrolysis Using Carbonic Acid” accepted for publication in an upcoming issue of *Applied Biochemistry and Biotechnology*.

**Dr. Ralph C. Wood**, University Professor of Theology and Literature, had a review of *Inventing Southern Literature* by Michael Kreyling published in *Christianity and Literature* (Vol. 49, No. 1, pp. 153-156, autumn 1999). He had a review of *A Question of Time: J.R.R. Tolkien’s Road to Fairie* by Verlyn Flieger published in *An Anglo-American Literary Review* (Vol. 7, No. 16, pp. 115-117, 1999). He had essays titled “Be Ye Hearers of the Word and Not Doers Only,” “The Sermon as the Center of Baptist Worship” and “The Uses of the Imagination in Preaching the Gospel” published under the heading “How Shall They Hear Without a Preacher?” in *Christian Ethics Today* (Vol. 6, No. 2, pp. 4-17, April 2000).

See “Honors” on page 8

## Table for Two

Harrington House duo retire after combined 50 years

Things won’t ever be quite the same at Baylor’s Harrington House Faculty Center. After all, it’s almost impossible to replace a combined 50 years of employee experience, much less duplicate the close relationships formed between the faculty and recent ARAMARK retirees Virginia Witt and Doris McKay.

On Oct. 24, a retirement reception attended by a large number of fellow employees and Baylor faculty was held for Witt, Harrington House director and a 30-year ARAMARK veteran, and McKay, who was the Harrington House administrative assistant when she retired after 20 years with ARAMARK. Greg Hensley is the new Harrington House director.

Witt began her Baylor/ARAMARK career in August 1970 as a cashier in what was then called the Student Union Building. In 1980, she was joined in the SUB by McKay, who was the new ARAMARK bookkeeper, and the two women became fast friends as well as efficient co-workers.

### Good friends

“We worked together so close we were almost able to think for each other,” Witt said. “It was great to have someone you work with also be such a good friend.”

“We became friends the minute I hit the campus,” McKay said. “We have run around together ever since, and have seen each other through good times and bad. We’re very dear friends.”

The friends were separated when Witt left the SUB in the early 1980s to become manager of Harrington House. But the two were working side-by-side again in 1992 when McKay transferred to Harrington House after expanding her duties at the SUB to include catering and planning faculty parties.

“It was much better than bookkeeping,” McKay said. “I learned that I really enjoyed making pretty meat, cheese and fruit trays and decorating tables. I liked all of that a lot.”

The women say the best part of working at Harrington House was the chance to develop friendships with faithful faculty patrons, as well as with the students who served on the wait staff.

“I loved being with the students,” Witt said. “I really got close to many of them, and

felt as though they were my own kids.”

Witt and McKay also have fond memories of supervising the many wedding receptions and parties that were held at Harrington House over the years.

“The minister had the hard part — we got all of the fun,” McKay said. “Wedding receptions are such happy times, and we got to be a part of that.”

According to ARAMARK District Manager Jerry Finch, it was a love of people and life that made Witt and McKay the beloved employees they were.

### Customer service

“I think they had a great sense of customer service — that was probably their biggest strength,” Finch said. “I have never had clients want to reward employees the way they did with Virginia and Doris.”

Finch said Baylor faculty not only played a large part in planning and publicizing the women’s retirement party but insisted on raising money to provide them both with a monetary gift of appreciation.

Now that they are retired, both women say they are looking forward to spending more time with their children and grandchildren. Aside from that, Witt is happy for the chance to “slow down” and relax a bit, while McKay plans to devote more time to her 40-year passion for playing bridge.

And both women agree on one final thing. “We have a lot of great memories,” Witt said. “There are a lot of great people who work and teach at Baylor University, and we really enjoyed our time there.” — *Randy Fiedler*



Doris McKay, left, and Virginia Witt



Early December will be filled with the sounds of the holiday season from the annual Christmas concerts offered by the School of Music, a long-standing tradition for the Baylor and Central Texas communities. The Combined Choirs concert will be at 8 p.m. Dec. 1 and 2 in Jones Concert Hall in the Glennis McCrary Music Building. Almost 290 students will provide a varied selection of secular and sacred music for the concert, which traditionally includes a candlelight procession and an audience sing-along, said Richard Veit, concert and promotions manager. “Our Christmas concert is the highlight of the fall semester and it comprises four of the choirs in the School of Music, the A Cappella Choir, Concert Choir, Women’s Chorus and Men’s Glee Club, in a combined celebration of music of the Advent season,” said John W. McLean Jr., assistant director of choral activities. The 17-member Chamber Singers will per-

form at 3 p.m. Dec. 3 and 8 p.m. Dec. 4 and 5 in the McLean Foyer of Meditation at Armstrong Browning Library. This concert has been a sell-out performance for several years, said Dr. Donald Bailey, professor of conducting, director of choral activities and of vocal studies and The Mary Gibbs Jones Professor of Music. Tradition plays a large role in the Chamber Singers Christmas Concert, Dr. Bailey said. The Singers always process into the foyer singing “Once in Royal David’s City,” a tradition observed at King’s College in Cambridge, England, and they end the concert with “The Blessed Son of God,” in which alumni present are invited to join the Singers. “A third tradition we have is that Dr. Robert Young, who founded the group, would write new music for each Christmas concert, and I will continue that,” Dr. Bailey said, with the premier of his “The Blessed Child.” — BN

## Honors & Appointments

**continued from page 7**  
**Dr. Michael E. Bishop**, APR/Fellow and professor of journalism, was elected president of the Central Texas chapter of the Public Relations Society of America.  
**Dr. Charles S. Madden**, vice president for University relations and The Ben H. Williams Professor of Marketing, was selected as track chair for strategic marketing for the 2001 conference of the Academy of Marketing Science. He chaired the nominating committee of the American Marketing Association, was named to the Leadership Circle of the American Marketing Association Foundation (AMAF) and was chosen for another three-year term on the AMAF board of directors. He served on the faculty of the integrated marketing workshop for the

Council for Advancement and Support of Education in May in Toronto, Canada, receiving a “stellar speaker” rating from participants.  
**Dr. Andy J. Moore**, associate professor of English, and **Rachel H. Moore**, senior lecturer in English, were named Distinguished Alumni of Mississippi College in Clinton, Miss.  
**Dr. James F. Moshinsk**ie, associate professor of information systems, was elected president of the Texas Association for Educational Technology.  
**Earl F. Newland**, director emeritus of purchasing, was honored Sept. 26 as Retiree of the Year by the Baylor University Retired Professors/Administrators Program. **Dr. Mary Nowotny**, Louise Herrington School of Nursing, was awarded the same honor posthumously.  
**Janet Pence**, Baylor Libraries, was selected the Libraries’ “Staff Member of the Month” for October.

## Research Gazette

**Grant Awards (November)**  
**Dr. Mikeal Parsons** and **Dr. Rosalie Beck**, religion; \$50,000; The Teaching Fellows Program: Mentoring Religion Graduate Students for Careers as Teachers, Wabash Center  
**Dr. Benjamin A. Pierce**, biology; \$10,000; EPA Reservoir Assessment, Brazos River Authority  
**Dr. Kyle Cole**, journalism; \$6,000; Mayborn Scholar in Journalism; Frank W. and Anyse Sue Mayborn Foundation  
**Sally Firmin**, Academic Development Services; \$37,800; Supplemental Instruction Program; Ralph H. and Ruth J. McCullough Foundation  
**Dr. Michael Beaty, Dr. A.J. Conyers, Dr. Jeter Basden, Dr. Todd Lake, Dr. Steve Moore, Dr. Tom Charlton** and **Terry Morgan**; \$2,000,000; Baylor Horizons: Exploration of Vocation; Lilly Endowment Inc.  
**Dr. Phyllis Karns**, nursing; \$50,000; Neonatal Nurse Practitioner; March of Dimes  
**Dr. Susan Wallace**, anthropology; \$32,000; forensic science field vehicle; Vivian L. Smith Foundation  
  
*TOTAL AWARDED: \$2,185,800*

**Grant Proposals (November)**  
**Dr. Robert B. Adams**, plant biotechnology; \$60,000; Investigation of Texas Cedars for Their Wood Preservation and Termiticidal Properties; The Clayton Fund Inc.  
**Dr. Robert B. Adams**, plant biotechnology; \$30,000; Wood Preservative Properties of Extracts from Texas Cedars: Safer Wood Preservatives and an Economic Incentive for Cedar Eradication in Invaded Grasslands; M.G. and J.D. Perry Foundation  
**Dr. Mark Sepanski**, mathematics; \$26,000; Relative Extremal Projectors and Lie Algebra Cohomology; National Security Agency  
**Dr. Mark Sepanski**, mathematics; \$26,000; Relative Extremal Projectors and Lie Algebra Cohomology; National Science Foundation  
**Dr. Christopher Pappacena**, mathematics; \$26,000; K-Theory and Intersection Theory for Noncommutative Spaces; National Security Agency  
**Dr. Christopher Pappacena**, mathematics; \$26,000; K-Theory and Intersection Theory for Noncommutative Spaces; National Science Foundation  
**Dr. Patrick Odell**, mathematics; \$157,212; Develop and Evaluate Economical, Social, Environmental and Technical Feasibilities for Using Crop Residues for Manufacturing Products in Small Rural Communities; Texas Department of Agriculture  
**Dr. Patrick Odell**, mathematics; \$121,622; Develop and Evaluate Economical, Social, Environmental and Technical Feasibilities for Using Crop Residues for Manufacturing Products in Small Rural Communities; Texas Department of Economic Development  
**Dr. Patrick Odell**, mathematics; \$284,965; Develop and Evaluate Economical, Social, Environmental and Technical Feasibilities for Using Crop Residues for Manufacturing Products in Small Rural Communities; U.S. Department of Agriculture  
**Dr. Kyle Cole**, journalism; \$6,000; Mayborn Scholar in Journalism; Frank W. and Anyse Sue Mayborn Foundation  
**Dr. Robert Kruschwitz**, Center for Christian Ethics, and **Dr. Terry York**, George W. Truett Theological Seminary; \$10,500; “Sing to the Lord a New Song” Workshop; Cooperative Baptist Fellowship  
**Dr. Robert Kruschwitz**, Center for Christian Ethics; \$54,000; Christian Reflection Journal; Cooperative Baptist Fellowship  
**Dr. Robert Kruschwitz**, Center for Christian Ethics, and **Dr. Diana Garland**, Center for Family and Community Ministry; \$10,400; *AM/FM Audio* Magazine; Cooperative Baptist Fellowship  
**Dr. Robert Kruschwitz**, Center for Christian Ethics; \$19,900; Symposium: New Baptist Initiatives in Ethics and Social Witness; Cooperative Baptist Fellowship  
  
*TOTAL REQUESTED: \$ 858,599*

