

President's Perspective

Baylor 2012:

A timeline and update on the University's 10-year plan shows initiative is making steady progress.

Campus News

Paul Powell:

Well-known Baptist state leader named third dean of fast-growing Truett Seminary.

Academic Agenda

"Yes, sir!":

Math professor's year at West Point offers insight into quality of military education.

Last Glance

Golden Jubilee:

Gala times are on tap for coming year as Armstrong Browning marks 50th year.

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Baylor News

Monthly News for the Baylor University Community

building a better baylor

University seeks to make user satisfaction top priority as it examines service and response procedures.

By Randy Fiedler

With 2001 here and another batch of New Year's resolutions come — and gone — one resolution of the Baylor administration remains firm. The University will soon realize the firstfruits of a campuswide effort to streamline administrative procedures and make them more effective and user-friendly.

One of the strategic initiatives established by Baylor President Robert B. Sloan Jr. and approved during the past year by Baylor Regents calls for making sure appropriate measures are in place to maximize effectiveness and efficiency, eliminate unnecessary steps, increase user (students, faculty and staff) satisfaction and reduce costs among the various processes used by University staff on a daily basis. The results of an initial pilot will be inaugurated this spring with significant changes in the way Baylor hires its staff employees.

Dr. Sloan's efforts to increase effectiveness and user satisfaction were given a jump start about a year ago during a conversation with Marilyn Crone, vice president for human resources.

"I challenged Marilyn to put into place a review of the work processes we have across the campus and suggest possible redesigns," Dr. Sloan said. "This is critical to Baylor truly being a great university in every dimension in which greatness may be measured — from

excellence in scholarly teaching to the ways we serve our students and one another to issues such as financial soundness."

Crone assigned the job of overseeing all redesign efforts to Dr. Jeffrey Haldeman, director of professional and organizational development. Together, the two reviewed books and articles on the subject and examined redesign projects done in the corporate and academic worlds, including a successful redesign project completed at Baylor a few years ago under the direction of Dr. Charles S. Madden, vice president for University relations, which involved changes in financial aid, recruiting and admissions.

Crone and Dr. Haldeman also decided to hire a consultant, Dr. Lon Roberts. "We knew we wanted to largely do our redesign process internally," Crone said, "since we wanted our

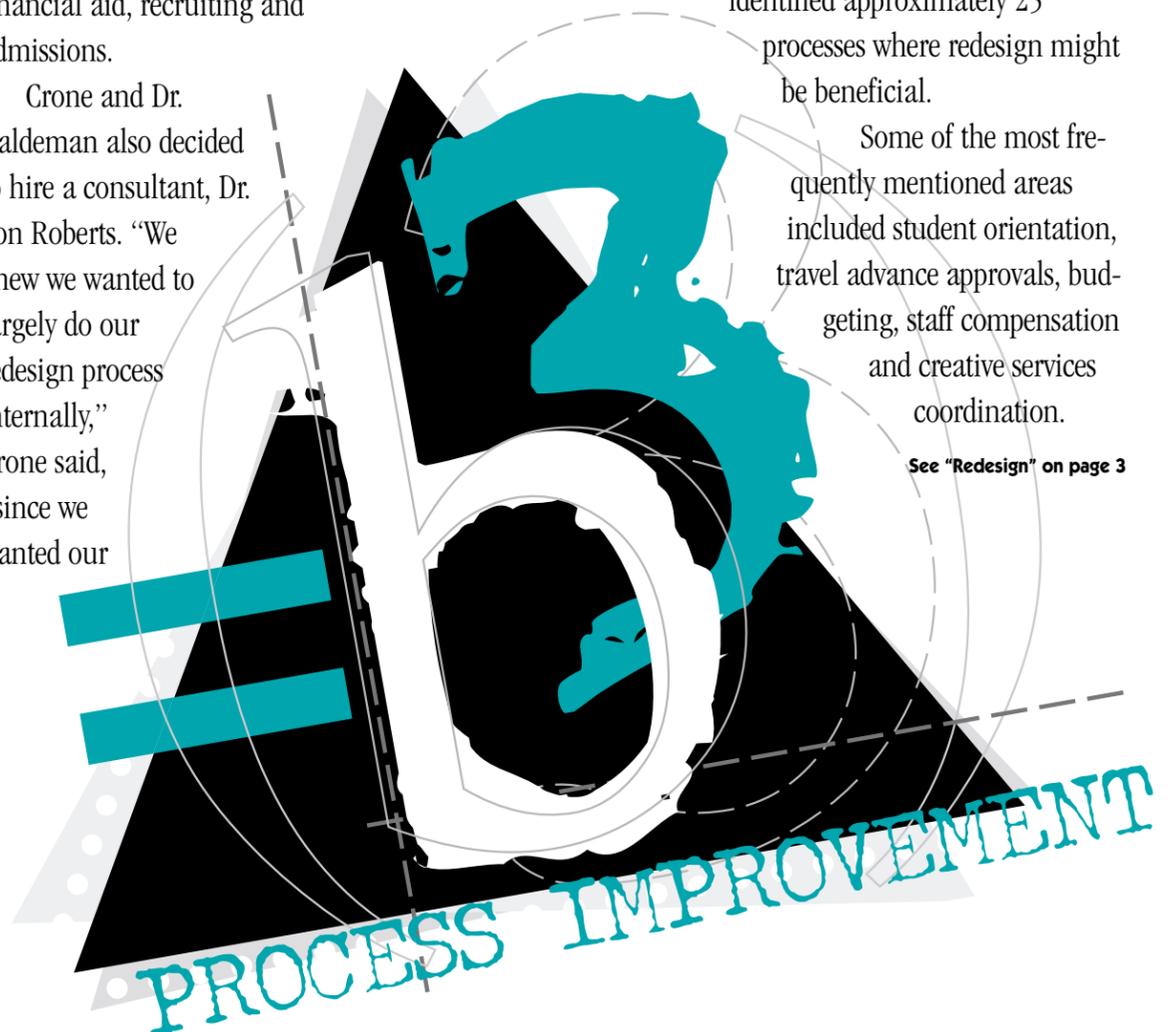
employees to be a part of any changes made. That's one reason we liked Lon Roberts — he believes that the people most invested in and affected by a process should play a part in changing it."

Once these preliminary steps were completed, a steering team was created to provide executive leadership and support for the effort (see sidebar, page 3), and Dr. Haldeman performed an "organizational scan" of the Baylor campus to find out which processes employees believed most needed improvement. In August 2000, Dr. Haldeman talked at length with 50 academic and staff administrators who

identified approximately 25 processes where redesign might be beneficial.

Some of the most frequently mentioned areas included student orientation, travel advance approvals, budgeting, staff compensation and creative services coordination.

See "Redesign" 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 13,500 students and 650 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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Vice President for Finance and Administration

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BaylorNews
PO Box 97024
Waco, TX 76798-7024
Tel: (254) 710-1963
Fax: (254) 710-1490
baylonews@baylor.edu
http://pr.baylor.edu

Larry D. Brumley
Associate Vice President for Communications

Brenda S. Tacker
Director of Publications and University Editor

Vicki Marsh Kabat
Associate Director of Publications and Managing Editor

Randy Fiedler
Editor/Writer and Associate Editor

Lori Scott Fogleman
Director of Media Relations

Writers
Julie Carlson, Alan Hunt, LoAna Lopez
Art Director: Eric Yarbrough
Associate Art Director: Randy Morrison
Graphic Artist: John Mark Lawler

Photographers
Chris Hansen and Clifford Cheney
Cover photo: Billy Howard

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President's Perspective

Ten-year plan for University progressing well

At last August's faculty meeting, I announced that one of our major institutional goals for this year is the development of a 10-year vision for the University that would cover the years 2002 to 2012. I want to bring you a mid-year update on the status of our visioning process, which I believe is going quite well.

Vice President for University Relations Stan Madden has been directing the 10-year vision development process, which is broken into four major elements: Academic Excellence, Community Excellence (constituent relations), Athletic Excellence and Enabling Factors — financial resources, facilities and infrastructure, and human resources. These various components have been assigned to the vice presidents and other members of the Executive Council, as well as deans, for information gathering and input.

Listening sessions

Last fall we had several very productive listening sessions with faculty and staff, the Faculty Senate, the Alumni Association Board of Directors, the Board of Regents and other constituent groups. In mid-January, the Executive Council devoted the bulk of its winter retreat to a discussion of the 10-year vision.

At the next three Regents' meetings — in February, May and July — we will present the information we have gathered from faculty, staff,

the deans, alumni and other constituents for Board feedback and discussion. In February the Board will look at the information we have collected relative to peer school comparisons. In May we will present to the Regents findings relative to Community and Athletic Excellence, and July's Board retreat will focus extensively on the Enabling Factors — the resources needed to accomplish our vision.

Later next summer we will begin assembling and polishing the vision document, distribute it to Regents and the Executive Council for final tweaking, and hopefully begin putting the finishing touches on the vision presentation by October. Our goal is to release the finished document in January 2002.

Themes emerging

While we are not ready to go into detail about what we have learned thus far in the envisioning process, I will say that a number of themes are emerging. I want to underscore what I said at last August's faculty meeting — this is not another planning document. This is not so much about what we are going to do as an institution, but what we are going to become over the next decade. We are closing our eyes and envisioning what we would like Baylor to look like in the year 2012. For example, one of our aspirations is to be a "Top Tier" university that has a solid commitment to a



President Robert B. Sloan Jr.

Christian worldview. What is that going to make us look like in terms of academic programs, financial resources, athletics, student body, faculty, staff and campus facilities? What kinds of relationships are we going to need to have with our constituents? How might peer institutions view Baylor in 2012? These are the kinds of questions that form and inform the vision.

I am very excited about this process because I believe it will push us to achieve greatness for Baylor. I hope that if you have not already had an opportunity to voice your dreams for Baylor that you would communicate your ideas to your dean, department chair or supervisor so that you can have a part in this process. I believe it is the most important thing that we will do as an institution this year.

Joneses Honored with Founders Day Medal

Mule and plow break ground on long-awaited Discovery Center Museum Complex

In celebration of Founders Day, on Jan. 31 Baylor honored two of its long-time supporters and broke ground on one of its most-anticipated projects.

Johnny and Wilma Jones of Austin received the Founders Day medal during 11 a.m. Chapel. The Founders Day award is bestowed on those whose service and contributions to Baylor have been significant to its growth and prosperity.

Johnny Jones was born in Hubbard and attended Baylor as a part-time student from 1935 to 1941. In 1941 he married Wilma Richter, who graduated from Baylor in 1940. Jones served in the U.S. Army during World War II and after the war moved to Austin. He founded his own printing business, The Whitley Co., in 1950 and is still actively serving on its board of directors.

For more than 50 years, the Joneses have been active members of First Baptist Church of Austin, where Jones has served as chair of the board of deacons and Wilma Jones taught Sunday School. For many years, the Joneses have served on the Baylor Development Council. Although he never graduated from Baylor, in 1992 Jones was designated a Baylor *Alumnus Honoris Causa* for his devotion to the University.

The couple also were guests of honor at a luncheon following Chapel.

Discovery Center

At 2:30 that afternoon and using a mule and plow to loosen the soil, Baylor officials and other dignitaries held a ceremonial groundbreaking for the Harry and Anna Jeanes Discovery Center, the centerpiece of the Sue and Frank Mayborn Natural



Founders Day Medal recipients Johnny and Wilma Jones

Science and Cultural History Museum Complex. Actual construction on the building, which is located on University Parks Drive adjacent to the Gov. Bill and Vara Daniel Historic Village, is expected to begin this summer.

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

"We are most fortunate and proud to have this opportunity to offer a lifelong learning, entertaining, family-oriented, community resource for future generations that will also serve as the best face of the University and a major tourist attrac-

tion for the city of Waco," said Calvin Smith, chair of the Department of Museum Studies.

Public campaign stage

The groundbreaking also signaled the beginning of the public campaign stage of fund raising for the Discovery Center. Smith hopes to raise \$3 million in contributions during the campaign.

"This amount would complete phase II or the support wing of the complex, which would house our offices, labs, collections, fabrication shop and the Department of Museum Studies and the future Institute of Museology," Smith explained.

Harry and Anna Jeanes, for whom the Discovery Center is named, are both graduates of Baylor. Jeanes, the former chair and CEO of First Federal Savings, served two nine-year terms on the Baylor Board of Trustees/Regents and was chairman in 1983 and 1984. He was elected regent emeritus in 1990. Jeanes is a recipient of Baylor's W.R. White Meritorious Service Award, and he and his wife, the former Anna Sturgis, also have received the Herbert H. Reynolds Award and the James Huckins Medallion.

More than \$14.1 million has been raised toward the \$18 million project. Baylor officials estimate that the museum complex will attract several hundred thousand visitors annually. — Julie Carlson

Process Redesign a Major Initiative of Administration

continued from page 1

Another process mentioned frequently was staff hiring procedures — an area in Crone's division — and she quickly volunteered to make it the pilot project of the redesign effort.

Lead by example

"We wanted to lead by example," she said, "and because we know that our methodology of redesign is going to need some fine-tuning we'd rather experiment on ourselves."

By October, Dr. Haldeman had formed a hiring process redesign team, led by Jaffus Hardrick, assistant director of personnel services and AA/EEO office. The team includes Cheryl Ervi, staff employment recruiter in personnel services; George Vickery, associate budget director; Randall Brown, compensation and benefits specialist; and Vicky Gerik, associate director of workstation systems for the Information Technology Center. Rounding out the team are Baylor DPS Chief Jim Doak and Sherry Cook, personnel/facilities coordinator for Baylor Libraries, who both served as "customers" providing insight into how any proposed hiring changes would affect end users.

"Much of our job was to identify issues that may be impediments to the hiring process," Hardrick said.

Recommendations

After several weeks of flow charting the existing process and thinking creatively about alternatives, the redesign team came up with a number of recommendations to improve the hiring process. They include:

- *Increasing consultation.*

Personnel Services staff would provide more up-front assistance in ways to recruit and hire most effectively. "We want to be able to determine a department's needs at the very start of the hiring process," Crone said, "so that we can provide more targeted recruit-



Dr. Jeff Haldeman, left, and Jaffus Hardrick look over redesign plans.

ing and advertising, greater assistance in interviewing and creation of timetables to keep the process on track. At the same time, we want to increase our efforts to advise departments on ways to attract candidates from underrepresented groups."

- *Streamlining the paper trail.*

The forms required to hire an employee would be simplified and streamlined to eliminate redundancy. "One of the biggest complaints we received was that the hiring process requires too many forms," Dr. Haldeman said, "and, as a result, the entire process has become somewhat enigmatic to its users. The time was ripe for a major change."

- *Adding online capability.*

Begin completing and submitting all employment forms online. "Hopefully this will reduce the need to have printed forms and will save the University a lot of money," Gerik said. "The form you fill out online could also be printed with the click of a button, so if some people need a printed version it would be available that way."

- *Creating a tracking system.*

Enable supervisors and authorized per-

Process Redesign Steering Team

- Dr. Robert B. Sloan Jr., president (team leader)
- David Brooks, vice president for finance and administration
- Marilyn Crone, vice president for human resources
- Harold Cunningham, vice president for special projects
- Dr. Van Gray, associate professor of management
- Becky King, associate director of information systems and services
- Dr. Linda Livingstone, associate professor of management and associate dean for graduate business programs
- Dr. Charles S. Madden, vice president for University relations
- Tom Stanton, director of athletics
- Brad Toben, dean of the School of Law

sonnel to go online and check the status of an employment candidate. An online check also should show the sta-

tus and location of completed employment forms.

- *Decentralizing hiring authority.* For hires not needing a budget change, require the vice president of that division to make only a final review of the proposed candidate. Hiring decisions for new positions would go through regular administrative

reviews. "Currently, input from a vice president is required frequently and early on in the hiring process," Hardrick said, "even though 75 percent of Baylor hires are made simply to fill vacancies in already-budgeted positions." Divisional vice presidents will continue to be informed when vacancies occur and replacement is considered the appropriate action.

Proponents say the end result of all of these changes should be a hiring process that is quicker and more user-friendly.

"If the average Baylor hire now takes about six weeks to complete, it's our hope that the redesign process could reduce the time by about one-third, to three to four weeks," Ervi said.

Implementation

The steering team met with Hardrick, Dr. Haldeman and Roberts in early January to review the proposed changes. Impressed with the early results, the steering team approved the implementation plan for the redesigned hiring process, which could be accomplished as early as the end of the spring semester. The team then will

turn its attention to the next process in need of redesign — the University's student orientation efforts.

"The information I received during the organizational scan was that because of a lack of coordination, these orientation events are causing frustration for the people who do them within each functional area," Dr. Haldeman said. "We hope to quickly appoint a new redesign team and have some proposals completed this spring for summer implementation."

Long-range goal

The University's long-range goal is to have multiple redesign efforts in progress at any given moment to maintain momentum.

"We anticipate that we have at least two, and maybe even three, years worth of major process redesign ahead," Crone said. "By doing this pilot process, we're learning some things and gaining some efficiencies that will allow us to accomplish several significant redesigns each year."

Once all of the redesigns are complete, Crone believes the end result will benefit students, faculty and staff.

"We want to make sure the users of various processes around the University are happy," she said. "We believe we will gain greater effectiveness for Baylor, significantly reduce frustration with various processes and reduce our expenses. We want the Baylor community to understand that what we're really trying to do is improve how we all work, that is, how we serve our students and how we serve each other. That is expressed well in the name for the redesign effort the steering team agreed on: 'building a better Baylor.'"

Baylor Grad Recipient of Prestigious Marshall Scholarship

Baylor graduate Cinnamon Gilbreath is a committed environmentalist who sees herself developing and strengthening future international environmental policies and laws.

For the next two years Gilbreath will continue her studies in environmental change and management at Oxford University as a 2001 Marshall Scholar, one of the highest accolades given to American college students. The announcement was made Dec. 18 by British Ambassador Sir Christopher Meyer.

"I'm very honored and very appreciative of my parents, my professors at Baylor and the administrators who encouraged and inspired me every step of the way," said Gilbreath, a University Scholar while at Baylor and now a third-year law student at the University of California-Berkeley.

She is the daughter of Dr. Kent Gilbreath, Baylor professor of economics, and his wife, Shirley, a part-time lecturer in information systems.

Great Britain established the Marshall Scholarship in 1953 in gratitude for U.S. assistance after World War II under the Marshall Plan. The scholarships, financed by the British government and worth approximately \$50,000 over two years, provide an opportunity for American students who have demonstrated academic excellence and leadership potential to continue their studies for two or three years at a British university. The scholarships cover the scholar's tuition costs, books, travel and living expenses while in the United Kingdom.

Gilbreath is one of only two Texans and 40 American students nationwide who were awarded the 2001

scholarship. Thirty-four colleges and universities are represented in 2001, including Baylor, Harvard, Princeton, MIT and Northwestern, as well as fellow Big 12 universities Texas, Kansas and Oklahoma.

"It is extremely exciting for the University academic community to have one of its own win a Marshall Scholarship because it shows the high quality of the undergraduate education that students receive here at Baylor," said Professor Elizabeth Vardaman, assistant dean of the College of Arts and Sciences and Baylor's Marshall Scholarship representative.

While at Baylor, Gilbreath was involved in several environmental organizations, including the Environmental Concern Organization (ECO), where she concentrated her volunteer efforts on Earth Day and recy-



Cinnamon Gilbreath

cling. She also provided environmental education to Central Texas schoolchildren through another Baylor organiza-

tion called Econnections. She now is editor-in-chief of the prestigious *Ecology Law Quarterly*, an environmental policy journal published by U.C.-Berkeley's law school.

Dr. Kent Gilbreath said the Marshall Scholarship fulfills his daughter's dream of studying at Oxford and pursuing two degrees — a master's degree in environmental management and a graduate degree in international environmental law.

"This opportunity will open doors for her to be of service in the future," said Dr. Gilbreath, who also lauded the "team effort" by Baylor faculty and administrators who helped his daughter throughout the application process.

— Lori Scott Fogleman

Stuhr named Libraries' Staff Member of Year



Darryl Stuhr, circulation supervisor in the Crouch Fine Arts Library, was named the Baylor Libraries' Staff Member of the Year for 2000 in December.

Stuhr came to Baylor from Florida International University in Miami, where he obtained a bachelor's degree in music composition in 1995. While working on his master's in music composition at Baylor, he was a graduate assistant in the School of Music's METALab.

Stuhr manages the circulation of all fine arts materials and reserves at the library and supervises student assistants. This past year he served as technical director and webmaster of the Spencer Collection digitizing project, funded with a grant from the Texas State Library. He is working on a master's in computer science.

The Staff Member of the Year is selected by the dean of libraries after staff voting narrows monthly staff member award recipients to three. — *BN*

Baylor law mock trial team second in nation

Competing in New York against some of the country's top law schools, the Baylor Law School Mock Trial team battled its way to second place in the Tournament of Champions, sponsored by the National Institute for Trial Advocacy (NITA).

Baylor was represented by students Wade Faulkner of Vernon, Libby Ketelers of Richmond, Zollie Steakley of Sweetwater and Rhonda Thompson of Waco. Thompson also was named the top advocate in the competition.

The team is coached by Adjunct Professor Kathy Serr and Professors Mark Osler and Jerry Powell.

"This is perhaps the most prestigious of the national mock trial tournaments. NITA invites the top 16 mock trial schools in the country to compete," Powell said.

The students participated in an imaginary criminal trial based loosely on the Rodney King beating trial.

"The students are not informed which side they will represent until right before the trial begins," Serr said. "We were prepared for both sides." — *Alan Hunt*

Art & Soul Features Stellar Slate

Second year of literary, religious festival brings nationally renowned to Baylor campus

Best-selling novelists, award-winning poets, prominent literary critics, scholars and a Grammy winner will headline the second annual Art & Soul, an international festival of religious faith and literary art at Baylor.

The four-day event, Feb. 22-25, will feature public cultural events, a national writing conference and a scholarly conference on religion and culture. It is co-presented by the Institute for Faith and Learning, the Center for American and Jewish Studies, the College of Arts and Sciences and the Department of English.

Bruce Hornsby, three-time Grammy-winning pianist/singer/songwriter whose hits include *The Way It Is* and *Mandolin Rain*. Lamott will deliver a public lecture and reading at 8 p.m. Feb. 23 in Jones Lecture Hall and participate in a question/answer session at 10 a.m. Feb. 24 in the Bill Daniel Student Center. Hornsby will perform a public concert at the Waco Hippodrome, 724 Austin Ave., at 8 p.m. Feb. 24.

Other major presenters include Jane Hirshfield, author of *Nine Gates: Entering the Mind of Poetry*; Rodger Kamenetz, author of

Christians; and Joe R. Christopher, author of *C.S. Lewis* in Twayne's English Authors Series.

Art & Soul also will feature workshops on fiction writing, screenwriting and songwriting, as well as a new track on writing for peace and justice.

Dr. Garrett said that the success of last year's inaugural conference, which featured a public lecture by best-selling author John Grisham, has generated interest in this year's conference.

"The response has been exciting," Dr. Garrett said. "There is a tremendous buzz about this program nationally. We have more people coming to read and to present their research than last year, and more interest in the writing conference."



Anne Lamott



Bruce Hornsby



Lee Smith



Bret Lott

"Art & Soul is a festival that brings together people from a wide spectrum of beliefs, fields and genres," said Dr. Greg Garrett, associate professor of English and director of the event. "Scholars, writers, editors, filmmakers, musicians and the general public all interact over the course of four days of the festival, creating a community of people interested in religion, spirituality and the arts."

Dr. Garrett has arranged an impressive range of presenters for this year's conference, including Anne Lamott, author of the critically acclaimed novels *Crooked Little Heart* and *Rosie*, as well as the best-selling non-fiction works *Bird by Bird: Some Instructions on Writing and Life* and *Traveling Mercies: Some Thoughts on Faith*, and

The Jew in the Lotus and *Stalking Elijah*; Bret Lott, author of the Oprah Book Club selection *Jewel* and the novels *The Hunt Club* and *The Man Who Owned Vermont*; and Lee Smith, author of nine novels, including *Saving Grace*, *Oral History*, and three collections of short fiction.

Oxford Christians

This year's scholarly conference will focus on the Oxford Christians (C.S. Lewis, J.R.R. Tolkien and Dorothy Sayers), with presentations by J. Stanley Mattson, director of the C.S. Lewis Foundation; Christopher Mitchell, director of the Marion E. Wade Center at Wheaton College, a major research center devoted to the Oxford

Conference success

Dr. Garrett also believes the success of the conference will reflect well on the University.

"Since Baylor wants to be at the forefront of integrating faith and learning, and since Art & Soul so visibly illustrates the possibility of combining first-rate artistic and scholarly concerns with faith and spirituality, it's an obvious fit for us," he said. "When people see us bringing award-winning writers, musicians and scholars from diverse backgrounds for a conversation on the relationship between art and spirit, it can't help but impress them favorably."

All Baylor faculty, staff and students with a valid ID may attend any Art & Soul session free, except for Lamott's Friday night lecture and the Hornsby concert. Tickets for Lamott are \$10. Concert tickets are \$25 for reserved seats and \$10 for general admission. For a complete schedule of conference events, visit www.baylor.edu/~Rel_Lit or call the Institute for Faith and Learning at ext. 4805. — *Julie Carlson*.

Powell Named Dean of Truett Seminary

Garland appointed associate dean of academics

Baylor President Robert B. Sloan Jr. announced in January the appointments of Dr. Paul W. Powell of Tyler as dean and Dr. David Garland, professor of Christian scriptures, as associate dean for academic affairs of George W. Truett Theological Seminary. Both appointments are effective Feb. 26.

"I'm thrilled to have Paul Powell as dean of Truett Seminary," said Dr. Sloan, the Seminary's founding dean. "He is a man of leadership and vision, a man of stature among Texas Baptists and an outstanding preacher. He has spent a lifetime doing the very things that Truett Seminary wants to prepare ministers to do — to preach the word of God, to evangelize and to lead Baptists forward into the 21st century. Paul Powell will bring those experiences not only to the classroom but to his leadership of Truett."

A well-respected Baptist pastor and leader, Baylor graduate and former Baylor Regent, Dr. Powell is the former president of the Robert M. Rogers Foundation of Dallas and continues to serve on the foundation's board of directors. He retired in 1998 as president and CEO of the Annuity Board of the Southern Baptist Convention and has served in numerous offices with the Baptist General Convention of Texas, including a term as president from 1985-87. A former Baylor Regent chair, Dr. Powell is president of the board of advisers for Texas Baptist Leadership.

He also has served as pastor at Texas Baptist churches in Belfalls, Troy, Taylor, San Marcos and Tyler, where he served for 17 years as pastor of

Green Acres Baptist Church.

"I really believe that the future of our historic Baptist witness is tied closely to Baylor University and to Truett Seminary," Dr. Powell said. "I'm very grateful for the foundation laid by Robert Sloan and Brad Creed, and I look forward to getting to know the faculty members individually and meeting with students."

"There is probably no one in the state of Texas who is more revered and respected as a Texas Baptist than Paul Powell. His credibility with Baptists will be of enormous benefit to Truett Seminary," said Dr. Donald D. Schmeltekopf, Baylor's provost and vice president for academic affairs.

Dr. Garland joined Truett's faculty in 1997 as professor of Christian scriptures. He came to Baylor after 21 years at The Southern Baptist Theological Seminary in Louisville, Ky., where he was The Ernest and Mildred Hogan Professor of New Testament and chair of the Biblical Division from 1992-97. A graduate of Oklahoma Baptist University, Dr. Garland received his master of divinity and doctoral degrees from Southern Seminary and also spent a year of post-graduate work at Eberhardt-Karls Universität in Tübingen, Germany, as well as a year at Macquarrie University in Sydney, Australia.

Dr. Garland is the author of 10 books and



Dr. Paul Powell, center, and Dr. David Garland, right, visit with a Seminary student.

more than 50 articles and has lectured at universities and colleges in Australia and the United States. He also has remained closely connected to the local church, serving as interim pastor at 14 churches in Kentucky and Indiana.

"This is an important moment in the history of Truett Seminary," Dr. Garland said. "I have the greatest respect for the gifts that Paul Powell brings for the task before us and am honored to be chosen to serve in this capacity. We have an extraordinary, dedicated faculty, staff and student body, and I am even more honored to be numbered among them and to share with them the exciting mission of preparing ministers for God's service."

For complete stories on the appointments, visit the Public Relations web site at pr.baylor.edu. — *Lori Scott Fogleman*

Math Professor's Memorable Year at West Point

Living in quarters, walking on post and teaching cadets give Ray Cannon new appreciation for military education

Note: Dr. Cannon spent the 1999-2000 academic year at the U.S. Military Academy (USMA) in West Point, N.Y., as visiting professor in the Department of Mathematical Sciences.

Dr. Raymond J. Cannon Jr. Professor of Mathematics

A visitor to West Point cannot help but be moved by its powerful combination of place and history. A National Historic Landmark, it is situated high above a double bend in the Hudson River where the Revolutionary Army stretched a heavy chain to prevent the British from sailing up from New York City. My wife, Jo, and I lived in an apartment that had a spectacular view of both the river and the Hudson Valley. From there I would walk to my office, following the river for a while, then veering between the famous parade grounds and the barracks named for Grant and Lee, and passing statues of Thayer, MacArthur, Washington, Eisenhower and Patton. Not until one November day when I was being pelted with sleet did I make that walk without stopping at some point to soak it all in. No wonder West Point is a major tourist attraction.

Military academics

While the depth of sentiment that West Point evoked was unexpected, I was more surprised by the relationship between academics and the military. I had visited West Point a few years before to give a colloquium and knew several of the faculty through my work with the Advanced Placement Program. I went there with the general impression that I was going to a four-year college with a very strong ROTC program. I was wrong. West Point is an Army post, where future officers receive a college education. About 60 percent of the faculty are regular Army officers who are serving 3-year tours-of-duty. The superintendent of West Point is a three-star general and the dean of the academy is a one-star general, as is the commandant, who is in charge of the military training for the cadets.

USMA's founding

The USMA was established in 1802 as the nation's first school of engineering; at that point graduates had no further military obligation. The "Founding Fathers" realized that the fledgling nation needed technically educated people but were in debate about creating a professional military. Some had no respect for the military class in Europe and didn't wish for one in this country; others argued that the Revolution had shown the need for trained officers. The academy was then transformed in the early 1800s by Sylvanus Thayer, who adapted the French system to produce technically educated military officers.

The military aspect forced me to

learn a new language. Jo and I really didn't live in an apartment; we had living quarters. I didn't walk across campus; I walked on the post. The people in my class were not students; they were cadets. They didn't live in dormitories; they lived in barracks. Also, Jo and I had to learn to speak the language of TLAs (that's "three letter acronyms"). Probably the most telling indication that we were not in a civilian setting came one morning when we needed a plumber. We called the maintenance office at about 8:30 and the problem was fixed by 10 with no charge!

Cadets, not students

There are approximately 4,000 cadets, 1,000 in each year; one in six is female. They are not civilians (they are under the Uniform Code of Military Justice) but they are not in the Army either; they are cadets. They buy their own uniforms, books, etc., out of the pay they receive as cadets, and have no future military obligation until the beginning of their third year.

At first, I was somewhat apprehensive about my classes. How would we all get along? Before I left Baylor, one of my colleagues asked me what would it be like to teach classes where all the students did what you told them to do. I didn't know the answer to that question then, and I still don't. After only about three days I told Jo, "They're just like 18- and 19-year-olds at Baylor except for three things: they start every sentence with "Sir"; they all dress the same; and they all have the same first name (Cadet)."

BS degree only

During the fall semester, I taught two sections of calculus. West Point is on a semester calendar, but does not have a MWF-TR schedule. Rather, they have what they call Day 1 and Day 2, which simply alternate throughout the semester. Thus, if you were teaching a 3-hour class you would meet on MWF during one week, TR the next week, then back to MWF for the third week, etc. The classes I taught met almost every day, nine times every two weeks. During their first four semesters, almost all the cadets are taking the same courses, and all must take a common core of 16.5 hours of mathematics. West Point still is heavily weighted toward engineering and physical sciences and only offers the BS degree. There now is some discussion about changing this



Dr. Ray Cannon stands on the route he walked each morning, the scenic Hudson River Valley behind him.

emphasis, even offering an AB degree.

The syllabus for each core course is developed by a course director. Each day's material and the homework assignment are the same in every section. All the people teaching the course meet together once a week to discuss how things are going, but it's not a discussion as we would think of it. While the department tried to foster a free exchange of ideas, it is difficult for a captain to argue with a colonel. The hour is more like a briefing with the course director going over the major points to be covered the next week, or showing us the exam that would be given.

Individual instructors do not schedule, compose or grade exams for their own sections. In fact, halfway through the course, the cadets changed sections. I was reminded of where the word "regimentation"

comes from!

The maximum class size in mathematics is 18. Each room has 19 chairs; one is kept vacant, not for Elijah, but for anyone who wants to come and observe: the dean, the chair of the department, the course director, a fellow faculty member or a guest of one of the cadets. More often than not, problem sheets would be handed out to the cadets, and they all would work the problems on the blackboards. The instructor would then look at the solutions and ask the cadet who had written the best solution to give an oral presentation of the board work. During this presentation, the cadet must field questions from the other cadets and the instructor.

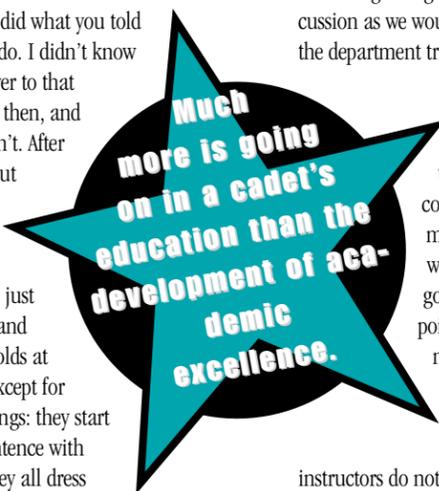
Three results

There were three results of the cadet education that particularly impressed me. The first is their ability to give an oral presentation; they exude confidence and are able to think on their feet. I was surprised at how polished they become by their second year.

Secondly, they use technology as a matter of course; each cadet has a personal computer. Finally, they are willing to be accountable for their actions, or lack thereof. The cadets frequently didn't do their written homework assignment, but their only comment to the instructor was "No excuses, sir." I had a cadet who was having trouble writing because of a broken finger, but he refused my offer of extra time on an exam. When I asked an officer about this he was rather matter-of-fact. When your task is to win a war, excuses don't matter. I was reminded again of the institution's purpose; much more is going on in a cadet's education than the development of academic excellence.

While I confess that I missed somewhat the variety of students we have here at Baylor, I did develop a profound respect for the cadets' commitment to service of our country.

And finally, I learned the importance of the phrase "BEAT NAVY!"



Sullivan Featured Speaker at Scholar's Day

Approximately 100 Baylor faculty and students will present their latest research during Scholar's Day, Feb. 14. Sponsored by the Graduate School, the annual event will feature presentations on a variety of topics, from philosophy and sociology to physics and physical therapy.

Presentations will be given each hour between 8 and 11 a.m. and between 2 and 4 p.m. in various rooms in the Bill Daniel Student Center, Tidwell Bible Building and the Learning Accommodation Center in the Draper Academic Building.

A luncheon for presenters will take place in the Barfield Drawing Room at

noon. Dr. Teresa Sullivan, vice president and dean of graduate studies at the University of Texas at Austin, will be the featured guest speaker.



Dr. Teresa Sullivan

Dr. Sullivan, who also holds appointments as professor of sociology and a Cox & Smith Faculty Fellow in Law, received her Ph.D. in 1975 from The University of Chicago, and has been a member of the faculty at Texas since 1981. As a labor force demogra-

pher, she also writes on issues of economic marginality. She received the 1990 Silver Gavel Award of the American Bar Association for her co-authored study of consumer bankruptcy, *As We Forgive Our Debtors: Bankruptcy and Consumer Credit in America* (Oxford, 1990). Her most recent book is *Fragile Middle Class*. During her lecture, Dr. Sullivan will share some of the findings from her research on consumption, debt and the changing experience of being a "middle-class American."

For more information on Scholar's Day, contact the Graduate School at ext. 3588. — Julie Carlson

Family Circle

With sympathy to

Sharon Humphrey, computer science, on the death of her mother-in-law, Lometa Humphrey.

Dr. Mary L. Klingman, English, and **Berry J. Klingman**, art, on the death of her father, James W. Anderson.

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

Diane Russo, residence life, on the death of her father-in-law, Edwin Russo.

James Threlkeld, engineering, on the death of his mother-in-law, Tillie Rogas.

Dr. Rufus Spain, retired professors/administrators program, and wife, Carol, on the death of her brother, David Hanna. Their father was the late **Dr. Ben Hanna**, School of Education.

To the family of **Rosemary Smith**, former director of Allen Hall, on her death.

Congratulations to

Scott Stricklin, athletics, and wife, **Anne**, English, on the birth of their daughter, Abigail Clair.

Best wishes to

Sandy Marx, wife of **Paul Marx**, director of tax/compliance accounting, on her recent surgery.

Dr. Clement Goode, professor emeritus of English, and wife, Jane, who are recovering from a recent automobile accident.

Baylor will host Komen Race for Cure April 28

Baylor faculty, staff and students can take part April 28 in one of the country's most visible fundraising 5K races and one-mile walk/runs — the Susan G. Komen Breast Cancer Foundation Central Texas 2001 Race for the Cure — from Heritage Square in downtown Waco to the Baylor campus. Baylor will be the race's host sponsor.

Known for its pink ribbons and inspiring ceremonies that honor breast cancer survivors and women who are fighting the disease, the Komen Race for the Cure was established in 1982 and has raised more than \$200 million to fund one of the most innovative and responsive grant programs for breast cancer research, education, screening and treatment.

The Central Texas affiliate of the Dallas-based volunteer organization has set a goal of 5,000 participants of all ages and athletic abilities in the Waco 5K and one-mile walk/run. At least 75 percent of the proceeds will remain in six local counties — Bell, Bosque, Coryell, Falls, McLennan and Milam — and will be available through a local granting process.

For more information about participating in the Race for the Cure or to volunteer, call the race hotline at (254) 776-1204 or visit www.centraltexasraceforthe cure.org. — *Lori Scott Fogleman*



Witness the Progress

Construction of the Sheila and Walter Umphrey Law Center is on schedule and should be completed in August, allowing classes to begin in the facility for the 2001 fall quarter, Dean Brad Toben said. The 125,000-square-foot law center, being built at a cost of \$30 million, was structurally "topped out" in mid-September. Occupying a 4 1/2-acre site on the banks of the Brazos River, the building, with its classic exterior of red brick and cut stone, is highly visible to southbound I-35 traffic.

Presentations & Participations

Dr. Frieda H. Blackwell, associate professor of Spanish and associate dean for humanities, College of Arts and Sciences, presented "Medieval and Modern Elegies: Manrique's 'Coplas' and García Lorca's 'Llanto'" Sept. 22 at the Mid-American Conference on Hispanic Literature at the University of Wisconsin in Madison, Wis. She chaired a session Nov. 10 and presented "Using Visuals in the Advanced Foreign Language Literature Class" Nov. 11 at a South Central Modern Language Association meeting in San Antonio.

Dr. Charlene Spoede Budd, professor of accounting and The Emerson O. Henke Chair in Accounting, and **Dr. Marjorie J. Cooper**, professor of marketing, presented "Work Flow Case: Linking Marketing, Production and Accounting in an Experimental Exercise" Jan. 19-20 at the American Accounting Society meeting in Savannah, Ga. Third co-presenter was Dr. James R. Holt, Washington State University. The paper was published in the e-journal of the Institute of Management Accountants.

Jaffus Hardrick, assistant director of personnel services and AA/EEO office, and **Ashley Thornton**, organizational development specialist, presented "Performance Management" Dec. 5 at Tarleton State University in Stephenville.

Dr. Maurice A. Hunt, chair and professor of English, presented a lecture on *Macbeth* Dec. 12 to senior English classes at Midway High School in Hewitt.

Dr. Julia M. Kisacky, lecturer in Italian, presented "Does Love Endure?: Cast-off Lovers in Boiardo and Ariosto" Nov. 16-18 at a meeting of the American Association of Teachers of Italian in Boston.

Paul McCoy, associate professor of art and Ceramist-in-Residence, had a ceramic sculpture accepted in the juried Greater Midwest International Exhibition Jan. 19-Feb. 16 at the Art Center Gallery at Central Missouri State University in Warrensburg, Mo. He had a ceramic sculpture accepted in the juried exhibition "Viewpoint:

Ceramics 2001" Jan. 22-Feb. 9 at Hyde Gallery at Grossmont College in El Cajon, Calif.

Dr. William A. Mitchell, director of the Middle East Studies Program, The Jo Murphy Chair in International Education and professor of political science, presented "Politics and Recent Earthquake Disasters" Dec. 5-6 in San Jose, Costa Rica, at a workshop on Central and South America sponsored by the Office of Foreign Disaster Assistance, U.S. Agency for International Development, National Science Foundation and Florida International University.

Dr. John F. Tanner, associate professor of marketing and associate dean for undergraduate business programs, and **Dr. James A. Roberts**, associate professor of marketing and The Mrs. W.A. (Agnes) Mays Professor in Entrepreneurship, presented "Materialism in the Sport of Kings" Nov. 9 at a Society for Marketing Advances meeting in Orlando, Fla.

Honors & Appointments

Kathryn H. Blakeman, senior editor and lecturer, Institute for Oral History, was named editor of *H-Oralhist*, an online discussion network for oral history scholars and professionals.

Dr. Gregory T. Garrett, associate professor of English, had his short story, "Sins of the Fathers,"

Publications

Dr. Frieda H. Blackwell, associate professor of Spanish and associate dean for humanities, College of Arts and Sciences, had an article titled "Conventions of Detective Fiction and Their Subversion in 'A través de las ondas' and *Queda la noche* by Soledad Puértolas" published in *Letras Femeninas* (Vol. 26, No. 1-2, spring-fall 2000).

Dr. Sharyn E. Dowd, associate professor of religion, had an article titled "Faith That Works: James 2:14-26" published in *Review & Expositor* (Vol. 97, pp. 195-205, 2000).

Dr. Marc H. Ellis, University Professor of American and Jewish Studies, had a book titled *Revolutionary Forgiveness: Essays on Judaism, Christianity and the Future of Religious Life* published by Baylor University Press (2000). **Dr. Gregory T. Garrett**, associate professor of English, contributed the foreword to the book.

Dr. J.R. LeMaster, professor of English, had a poem titled "Against the Glass of January" published in *New Texas 2000* by the Center for Texas Studies. He had a review of *The Politics of Reputation: The Critical Reception of Tennessee Williams' Later Plays* by Annette J. Saddik published in the *Journal of the American Studies Association of Texas* (Vol. 31, pp. 90-91, October 2000).

Dr. Jay B. Losey, associate professor of English, had a co-edited book titled *Mapping Male Sexuality: Nineteenth Century England* published by Fairleigh Dickinson University Press (2000). Co-editor is William D. Brewer. Dr. Losey had a chapter titled "Discussing the Self in Pater and Wilde" and a co-authored introduction published in the book. Co-author is Elizabeth Dell.

Dr. John L. Pisciotta, associate professor of economics, had a report titled "Teacher Attitudes in Texas Public and Private High Schools" published by the Texas Public Policy Foundation, San Antonio (2000). The report is available on the foundation's web site at www.tppf.org.

selected by *Texas Books in Review* as one of four outstanding stories among the 80 in the collection *Texas Short Stories II*.

Dr. James L. McAtee, professor emeritus of chemistry, was named a distinguished graduate of the Waco Independent School District for 2001.

David Moseman, Baylor Libraries, was selected the Libraries' "Staff Member of the Month" for December.

eNriched eNews

Baylor Public Relations' eNews, an e-mailed index of news and features about the University community, updated and enhanced this service in January to include photos, multimedia clips and links to more complete stories on the public relations web site at <http://pr.baylor.edu>.

If you have HTML format on your e-mail service, which allows you to readily view the formatted version of the new eNews, and would like to become an eNews subscriber, please sign up by visiting <http://pr.baylor.edu/enews.html>.

Let us know what you think about the enhanced eNews by using either the direct link for feedback on eNews, or you can e-mail Colin Witt, director of online communications, at Colin_Witt@baylor.edu.

eNews is one of several services offered by the Office of Public Relations to provide information for the Baylor community.



Baylor Grad Named Chief of Staff to President's Office

Jerome R. Loughridge has been appointed chief of staff to President Robert B. Sloan Jr., effective Feb. 5.

A 1995 *summa cum laude* graduate of Baylor and currently the acting director of field operations for Oklahoma Sen. Don Nickles, Loughridge will be responsible for managing the day-to-day operations and staff of the President's Office. He will serve as a senior adviser to the president on various issues and projects, as well as a liaison to Baylor's constituents, including the Board of Regents, faculty and staff, students, parents, administration and the community. Dr. Sloan made the announcement Jan. 19.

"I am pleased to have Jerome Loughridge as a part of Baylor's administrative team," Dr. Sloan said. "His experience in a role of this kind with Sen. Nickles, his knowledge of Baylor, his outstanding academic record and his personable manner all combine to make Jerome a great fit for Baylor in this position. I look forward to Jerome's arrival on campus."

A member of Phi Beta Kappa and the Mortar Board honor society, Loughridge was a University Scholar at Baylor, president of the Baylor Chamber of Commerce and co-founder of the Baylor Leadership Council. In 1998 he earned his master's degree in public policy from Harvard University, where he was selected as Harvard's first Summer Fellow in Business and Government and served as director of the Harvard Summer Internship Fund.

In addition, Loughridge received the prestigious Harry S Truman Scholarship for leadership

and academic achievement and was chosen to serve on the 2001 Truman Scholar Selection Committee for the south central United States.

Loughridge's work experience includes serving from 1995-96 as the first Foundation Fellow for the Children's Memorial Medical Center Foundation of Chicago and Cambridge, Mass.; a consultant to Northwestern University's pediatric academic medical center during a \$100 million fundraising campaign from 1997-98; a graduate researcher in 1998 at Harvard's Center on Nonprofit Institutions; and an adjunct faculty member from 1999 to the present in the Tulsa Community College System, where he teaches American federal government and European history.

As Nickles' acting director of field operations, a position he has held since 1999, Loughridge oversees a 27-county area in eastern Oklahoma. He also has served as the first statewide policy liaison on the senator's staff in 20 years and represents the Majority Whip at meetings and appearances throughout Oklahoma.

An active community volunteer, Loughridge serves on the board of directors for the Oklahoma Foundation for Excellence and the Baylor Alumni Association and is on the government advocacy steering committee of the Oklahoma Juvenile Diabetes Foundation. In addition, Loughridge is an inaugural Fellow with the Schusterman Fellows Program, a pilot project for improving low-performing schools, and teaches Sunday School at First Baptist Church of Tulsa. He is married to the former Tricia Turman, also a 1995 Baylor graduate. — *Lori Scott Fogleman*



Bear Ridge Tee Time

Because of inclement weather, no dirt was turned but representatives from Baylor, the Houston-based Mission Equities Inc. and Bosque River Chase Ltd. of Waco symbolically "broke ground" on the new Bear Ridge Golf Course Jan. 10 in the Galloway Suite at Floyd Casey Stadium. The 18-hole course, designed by Jacobsen Hardy Golf Course Design of Houston and developed by Mission Equities, is part of the Villages at Twin Rivers complex, a 255-acre planned unit development of Bosque River Chase Ltd. Bear Ridge will become the home course for the Baylor men's and women's golf teams. The site is near the intersection of Highway 84 and Speegleville Road in west Waco. A clubhouse built specifically for the Baylor teams will include locker rooms, space for team meetings and offices for the coaches. Construction on the clubhouse will begin this spring. Course designers Jim Hardy, left, and Peter Jacobsen, right, help President Robert B. Sloan Jr. with his golf grip following the announcement.

Commencement Congratulations

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

Hankamer School of Business

Bachelor of Business Administration

Carlos Alberto Garza — son of Dr. Baudelio Garza, modern foreign languages
Leslie Renee Graves — daughter of Teri Dobbs, financial aid

College of Arts and Sciences

Bachelor of Science in Family and Consumer Sciences

Samantha K. Pappas — daughter of Dr. Alice Pappas, School of Nursing
Stacy Lynn Ramey — daughter of Brenda Ramey, Alumni Association



Bachelor of Arts

Marie J. Archambeault — daughter of Dr. Betty Conaway, curriculum and instruction
Jessica Marie Attas — daughter of Dr. Michael Attas, medical humanities
Natalie Z. Burt — wife of Earl Burt, Department of Public Safety
Clint Alan Hassell — son of Dr. Alton Hassell, chemistry
Allison Anne Hastings — daughter of Dr. Chester Hastings, School of Education
Adrienne Michelle Little — residence life
Janya Cecilia Martin — daughter of Drs. Philip and Janya Martin, modern foreign languages
Cansie Leigh Oxford — daughter of Dr. Edwin Oxford, mathematics
Matthew W. York — son of Dr. Terry York, Truett Seminary

School of Education

Bachelor of Science in Education

Angela Marie Crow — daughter of Dr. Douglas Crow, modern foreign languages
Kristy Lynn Gilley — daughter of Virginia Stone, financial services

Graduate School

Master of Accountancy/Bachelor of Business Administration

Karen E. Poucher — daughter of Bill Poucher, computer sciences

Master of Science in Education

Lindsey M. Smith — daughter of Dr. Randy Wood, curriculum and instruction

Master of Arts

Alisan J. Abercrombie — University Development
Vincent T. Carpenter Sr. — Academic Development Services
Doctor of Philosophy
Phillip Allen Rhodes — Institutional Research and Testing
Richard David Moseman — Moody Library

George W. Truett Theological Seminary

Timothy L. Dahl — Moody Library



List compiled and provided by the Office of Human Resources.

Internet2 Membership Offers Benefits

Baylor has become a member of Internet2, a consortium led by more than 180 universities working in partnership with industry and government to develop and deploy advanced network applications and technologies.

"Baylor's membership in Internet2 provides researchers throughout the University with the world's most advanced networking technology," said Dr. Reagan Ramsower, associate vice president and chief information officer. "Baylor faculty can now fully participate with other researchers around the world to pioneer new educational technologies utilizing the ultra high-speed networks of tomorrow."

In addition, the Internet2 initiative concerns application development in all disciplines from the sciences through arts and humanities, and in

every location where learning occurs — from the classroom, laboratory and library to the dorm and apartment, Dr. Ramsower said.

The primary goals of Internet2 are to create a leading-edge network capability for the national research community, enable revolutionary Internet applications and ensure the rapid transfer of new network services and applications to the broader Internet community.

Through Internet2 working groups and initiatives, its members are collaborating on advanced applications, middleware, new networking capabilities, advanced network infrastructure, and partnerships and alliances.

For more information, visit the Internet2 web site at <http://www.internet2.edu/>. — *BN*

Habitat House Spring Service Project

Folks at Baylor have big plans for the spring service project. Plans as big as a house, actually.

Faculty Senate, Staff Council and Baylor's Habitat for Humanity student chapter will join forces to raise funds toward construction of Waco's 61st Habitat house. Construction will be on Saturdays from March 17 to April 28, with the exception of Easter weekend.

Faculty and staff may contribute financially through payroll deduction or by sending a check to the payroll office at PO Box 97042. Those using payroll deduction are encouraged to complete giv-



ing by June. Or, they may contribute by working on the house. Carpentry skills are not necessary.

The cost for one Habitat project is \$32,000. Faculty and staff hope to raise half with the student chapter raising the other half.

For more information about this project, contact Dr. Jay Losey, chair of the Faculty Senate, at ext. 4896, or Rona Stefka, chair of the special projects committee for Staff Council, at ext. 4881. — *BN*

Armstrong Browning Library's Golden Jubilee

The dream of visionary English professor Dr. A.J. Armstrong, founder of Baylor's acclaimed Armstrong Browning Library, will be realized this year during the library's Golden Jubilee celebrations.

Dr. Armstrong, chair of the English department from 1912-52, dedicated his life to introducing scholars to the works of famous Victorian poets Robert Browning and his wife, Elizabeth Barrett Browning. Now, through the marvels of 21st century technology, the Brownings' works soon will be available to scholars worldwide.

The first phase of a fully annotated research database will be demonstrated and inaugurated online on Oct. 13, enabling Internet users to study the works and lives of the Brownings and their circle of associates.

"It will revolutionize Browning studies," said Dr. Mairi Rennie, library director. "Dr. Armstrong would have given this facility his enthusiastic support. His dream was to share the Brownings' works

and this database will be the means of accomplishing that goal — bringing our magnificent resources within instant reach of Browning scholars all over the world."

Pilgrimages to Waco

Many visitors from abroad already make the pilgrimage to Armstrong Browning Library, which houses the world's largest collection of letters, manuscripts, personal items and other materials relating to the Brownings. Dedicated on Dec. 2, 1951, the library and its artifacts were a lifelong project for Dr. Armstrong, who died March 31, 1954, two days after his 81st birthday. Dr. Rennie said the database will make the library's extensive holdings more accessible and, as a result, probably will attract more visitors to Baylor.

Funded by a major gift from the late Waco physician, Dr. Howard Dudgeon Jr., and his wife, Jane Dudgeon, the new bibliographical database

will list 70,000 known Browning-related items held in Browning collections worldwide. Dr. Rennie said this fully searchable resource will be the first phase of a comprehensive database

to be completed over a 15-year period that has the potential to become one of the world's premier online literary databases. Baylor's Information Technology Center will design and develop the web site, and the editorial and publishing firm of Wedgestone Press will compile the database entries, in consultation with Armstrong Browning Library staff. Formed in 1978, Wedgestone Press edited and published the letters of Robert and Elizabeth Barrett Browning.

Predicting a "busy and exciting year" for the library and its patrons and supporters, Dr. Rennie said the jubilee events will include a Browning Day program April 4, during which two new stained glass windows will be unveiled in the

Cox Reception Hall. Also, Baylor's coveted James Huckins Medal will be presented, posthumously, to Jacie Linthicum Hyatt (Mrs. Caleb Hyatt), a generous library benefactor and Marlin native who died in 1995 at the age of 86. An educator, she attended Baylor in the 1930s. Her cousin, Dr. Stewart Chilton, a Stephenville educator, will accept the award.

International conference

Also planned is a three-day international conference Oct. 11-13 titled "The Prize is in the Process." The conference will include a panel of distinguished Browning scholars from the United Kingdom, Canada and the United States. A banquet is scheduled for Oct. 12 and a performance by American soprano Frederica von Stade will be Oct. 13. On Oct. 14, a memorial wreath will be placed on the Armstrong family grave in Waco's Oakwood Cemetery, followed by a cornerstone ceremony at the library and a ser-

"Dr. Armstrong's dream was to share the Brownings' works and this database will be the means of accomplishing that goal — bringing our magnificent resources within instant reach of Browning scholars all over the world."

Dr. Mairi Rennie

will explore the works of both prominent and lesser-known composers of the sacred art song in America.

"Our preparations for the Golden Jubilee are going well and have been greatly helped by the gen-

erosity of the Baylor/Waco Foundation," Dr. Rennie said. The foundation has chosen the restoration of portions of the Armstrong Browning Library as its service project for the year, as well as funding major web site and electronic projects at the library.

For more information, visit the library web site at www.baylor.edu/~abl/overview.htm — *Alan Hunt*



A bust of Robert Browning

Research Gazette

Grant Awards (January)

Dr. Pauline Johnson, nursing; \$50,000; Neonatal Nurse Practitioner; March of Dimes (correction on project director; not part of January total awards)

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

TOTAL AWARDS: \$19,995

Grant Proposals (January)

Dr. Joseph White, biology; \$212,712; Quantifying Above-ground Carbon Fluxes to the Soil at Large Scales: Implications for National Forest Inventories and Predicting Wildfire Potential; a collaborative proposal with CSIRO Forestry and Forest Products, Australia, and Woods Hole Research Center, submitted to the National Aeronautics and Space Administration

Dr. Charles M. Tolbert II, sociology and anthropology; \$99,832; Changing Places, Changing Faces: Immigration in the Nonmetropolitan United States, 1990-2000; a collaborative proposal with Rice University submitted to the U.S. Department of Agriculture

Dr. Owen Lind and **June Wolfe III**, biology; \$5,000; Nutrient Processing by In-stream Periphyton in a Reservoir-watershed Landscape; Texas Water Resources Institute

Dr. Peter van Walsum, geology; \$108,533; BES-Biochemical and Biomass Eng; National Science Foundation

Dr. Doug Rogers and **Dr. Trena Wilkerson**, School of Education; \$850,000; C3-C-Cubed: Content, Collaboration and Connectivity; Texas Infrastructure Fund Board

Dr. Kyle Cole, journalism; \$12,000; Mayborn Scholar in Journalism program; Frank W. and Ansey Sue Mayborn Foundation

TOTAL REQUESTED: \$1,288,077

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Baylor University
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