

Baylor science programs have a fabulous new home

Eureka! The wait is over

By Judy Long

After seven years of planning and two of construction, the \$103 million Baylor Sciences Building opened for classes Aug. 23 and was dedicated Sept. 24.

The University broke ground in May 2002 on the five-story structure, which houses departments formerly located in Sid Richardson and Marrs McLean science buildings. The building's 508,000 square feet makes it one of the largest science teaching and research facilities in the United States.

During the two-year construction period, as many as 900 tradesmen were working on the building site during peak periods. HarleyEllis served as the building's architect while The BECK Group of Dallas was general contractor.

The Departments of Biology, Neuroscience, Physics, Chemistry and Geology have relocated into the building and share a number of common lab and teaching spaces. The new building also is home to five multidisciplinary research/education centers on pre-health education, molecular biosciences, drug discovery, reservoir and water education and scientific analysis and computing.

Encouraging regular interaction between practitioners of different scientific disciplines was the intent of the building's designers.

"One of our goals when we started the planning seven years ago was to create bridges between the traditional science departments to encourage multidisciplinary collaborations in both teaching and research," said Dr. Benjamin A. Pierce, professor of biology.

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TOWERING BEAUTY: Baylor's new Sciences Building is the University's largest campus structure.

BaylorNews

News for the Baylor University Community

Chartered in 1845 by the Republic of Texas, Baylor University is the state's oldest continually operating institution of higher learning. With approximately 14,000 students and 850 full-time faculty, Baylor offers undergraduate, graduate and professional degrees through its 10 academic divisions and is consistently ranked among the top college values in the country by such publications as *Fiske Guide to Colleges* and *The Princeton Review*.

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Regents Reaffirm 2012, Decline Sloan Referendum

The Baylor Board of Regents has supported the University's leadership and vision for the future in a number of separate votes taken since the conclusion of the spring 2004 semester.

On July 23, Regents unanimously reaffirmed their commitment to Baylor 2012, the University's 10-year vision. At the conclusion of the summer retreat meeting, the board released a resolution which stated, "The Regents of Baylor University reaffirm our commitment to Vision 2012, and recognize the positive impact it has made to our campus and in the lives of our students."

At their Sept. 24 meeting, Regents voted unanimously to decline a request by the University's Faculty Senate to conduct a faculty referendum on President Robert B. Sloan Jr.'s leadership. The board also elected not to take a vote on Dr. Sloan's status as president.

In other action in the September meeting, Regents granted independent status to the School of Social Work and authorized the addition of women's equestrian as the school's 18th varsity team sport. Both actions are effective with the 2005-2006 academic year.

The Baylor School of Social Work was established in 1999 when the university began offering the master of social work degree and the program was moved from within the department of sociology, anthropology, social work and gerontology to become a separate

department in the College of Arts and Sciences.

Over the ensuing five years, the School has rapidly risen to national prominence and is ranked No. 87 in the latest *U.S. News & World Report* "Best Graduate Schools" listing. Under the leadership of Dr. Diana R. Garland, chair and professor of social work, the faculty has grown from five full-time professors and lecturers to a full-time faculty of 15. Graduate student enrollment in the program has increased from 17 to 65 and undergraduate enrollment has grown 24 percent to 105 students.

Regents have directed Baylor's NCAA Division I-A intercollegiate athletics program to add women's equestrian as part of its on-going commitment to Title IX compliance.

The addition of women's equestrian, coupled with two other elements of a resolution approved Sept. 24 by the Regents, is expected to achieve substantial proportionality with respect to the male/female ratio of student-athletes in comparison to its male/female ratio of undergraduate students.

Baylor Engineering Highly Rated by U.S. News

Baylor's engineering program climbed to rank as the nation's 14th best in the 2005 edition of "America's Best Colleges," compiled by *U.S. News & World Report*. That's five spots up from last year when the program was ranked 19th, and an increase of 12 places over 2001, when Baylor ranked 26th in the listing of undergraduate engineering courses without doctoral programs.

Baylor's undergraduate business program at the Hankamer School of Business is ranked by *U.S. News* in a

tie with 11 other schools at 77th place among 375 undergraduate business programs in the survey.

Also highly ranked is Hankamer's entrepreneurship program, which is rated at 10th best in the nation, tied with New York University (Stern).

Overall, the *U.S. News* survey places Baylor 84th out of 248 top national doctoral-granting universities included in the rankings, a drop from the University's 78th ranking last year.

Alan Hunt

Fall Enrollment Breaks Records

Baylor has enrolled the fourth-largest, most diverse and most accomplished freshman class in the University's history, according to official 12th day enrollment statistics compiled by the Office of Institutional Research and Testing.

Baylor's freshman class of 2,785 students — up 107 students from last fall — is the University's most

academically qualified freshman class in history, with an average SAT of 1190, compared with last year's average SAT of 1179. The Class of 2008 also is the most diverse, with a minority student population of 30.3 percent, up from 25.5 percent last fall.

Baylor also had a record 10,971 applications for the fall 2004 freshman class. This year's total University

enrollment stands at 13,799, a decrease of 138 students from last fall's enrollment of 13,937. It includes 11,580 undergraduates, 1,297 graduate students, 424 students in the School of Law and a record 391 students in George W. Truett Theological Seminary.

Lori Scott Fogleman

GREEN AND LOTS OF GOLD: Baylor and the city of Waco rolled out the green and gold carpet Sept. 2 at the Ferrell Center for Baylor track stars Darold Williamson (left) and Jeremy Wariner (right), who combined to win three gold medals at the Olympic Games in Athens, Greece. A boisterous crowd of about 1,500 cheering fans heard words of appreciation from the gold medalists and their coach, Clyde Hart (center), who is entering his 43rd year as head coach of the University's track program.



Bear Briefs

A look at recent news of interest around the Baylor campus

NEW DEANS ON BOARD

Two faculty members have been appointed to new associate dean positions. **Dr. Laine Scales**, associate professor of social work, has been appointed as associate dean of graduate studies and professional development in the Graduate School. She will focus on professional development of graduate students and support graduate faculty in such areas as thesis and dissertation directing and mentoring. **Dr. Beck A. Taylor**, associate professor of economics and The W.H. Smith Professor in Economics, has been appointed to the newly created position of associate dean for research and faculty development in the Hankamer School of Business. He will give leadership to faculty development initiatives, identifying and deploying best practices in research and faculty development, overseeing the School's sabbatical and research leave programs, developing strategies and resources for grant writing and developing faculty excellence initiatives. Both Dr. Scales and Dr. Taylor will continue to teach.



Dr. Laine Scales



Dr. Beck A. Taylor

TASK FORCES BUSY

Two faculty-staff task forces appointed by President Robert B. Sloan Jr. have been busy over the summer studying personnel issues. One task force is researching various human resource benefits, programs and policies at Baylor. Chaired by **Dr. Elizabeth B. Davis**, the task force is looking at various programs and policies including an honorary retiree program, holidays, missions/community leave, extending the tenure clock, a breastfeeding program and flexible work arrangements. Meanwhile, the Task Force on the Impact of Faculty and Staff Compensation on Financial Planning, chaired by **Dr. Bill Thomas**, is establishing where Baylor stands on compensation issues for faculty and staff, where it aspires to be and how it will eventually succeed in that effort.

DR. DORM

As students and their parents arrived for fall move-in at Baylor's new North Village Residential Community, the first residential complex to be



The Bradleys

built on campus in nearly 40 years, two occupants are a bit different as residence hall dwellers go. **Dr. Walter Bradley**, Distinguished Professor of Engineering and associate dean for research in the School of Engineering and Computer Science, and his wife, Ann, moved into Texana House as Baylor's first faculty in residence. "I've been waiting 40 years to live in a dorm. I couldn't afford it when I was an undergraduate," he said. Dr. Bradley also is excited about his reduced commute to work. "I've timed it and I can get from my front door to my office in 30 to 45 seconds," he said.

BAYLOR FRESHMAN MOURNED

Lauren Frazier, an incoming freshman planning to move into North Russell Residence Hall this fall, was killed in a nighttime auto accident near her home in Longview Aug. 18. Her mother, Tanya Frazier, was injured in the accident. Dr. Todd L. Lake said Lauren Frazier was a graduate of Longview's Pine Tree High School and was looking forward to coming to Baylor just as her two sisters, Lindsey (2001 graduate) and Lacy (May 2004 graduate), had before her.

LEGAL LANDMARKS

The 66 students who began **Baylor Law School** this fall have established two significant firsts in the School's 147-year history. Dean Bradley J.B. Toben says the undergraduate grade point averages of the entering class surpass those of any prior entering class and the group includes the highest proportion of women ever welcomed in an entering class — 57.6 percent.

HAVE FIRE, WILL TRAVEL

An Aug. 16 fire in **Harris House** caused a temporary relocation of the offices of University Ministries and Vice President for Student Life. No one was injured when an electrical panel caught fire and damaged the panel and some wiring inside. While workers make repairs, Harris House residents

are enjoying close access to Starbucks in their temporary home in the first floor of the Dutton Avenue Office and Parking Facility.

CLOSER TACOS

Ninfa's, the popular Mexican restaurant, has opened in the SUB in the Bill Daniel Student Center, filling space previously occupied by HomeZone. Ninfa's serves a selection of taquitos for breakfast, while the lunch menu includes crispy and soft tacos, tacos al carbon, burritos, quesadillas, chips, salsa and queso. Restaurant hours are Monday thru Friday from 7 a.m. to 3 p.m. Baylor Dining Services director Brett Perlowski said the change follows a spring 2004 survey which revealed students wanted a TexMex food option on campus.

HAPPY BIRTHDAY, TIDWELL

Baylor's **Tidwell Bible Building** is getting ready to celebrate its 50th anniversary. The \$600,000 building was dedicated Oct. 22, 1954, a day before Baylor beat Bear Bryant's Texas A&M football team at Homecoming. The building was the dream of its namesake, Dr. J.B. Tidwell, who was

professor of Bible at the University for 36 years and a longtime chair of the religion department. One early plan for the building called for a 10-story structure boasting the world's largest window and a huge illuminated cross. The seven-story structure eventually built was one of the first air-conditioned buildings on campus.

RED, WHITE AND BULLOCK

Five years after his death, researchers and the public are getting their first look at the papers of Texas statesman and Baylor law graduate Bob Bullock. The **Bullock Archive** opened July 12 in the Baylor Collections of Political Materials

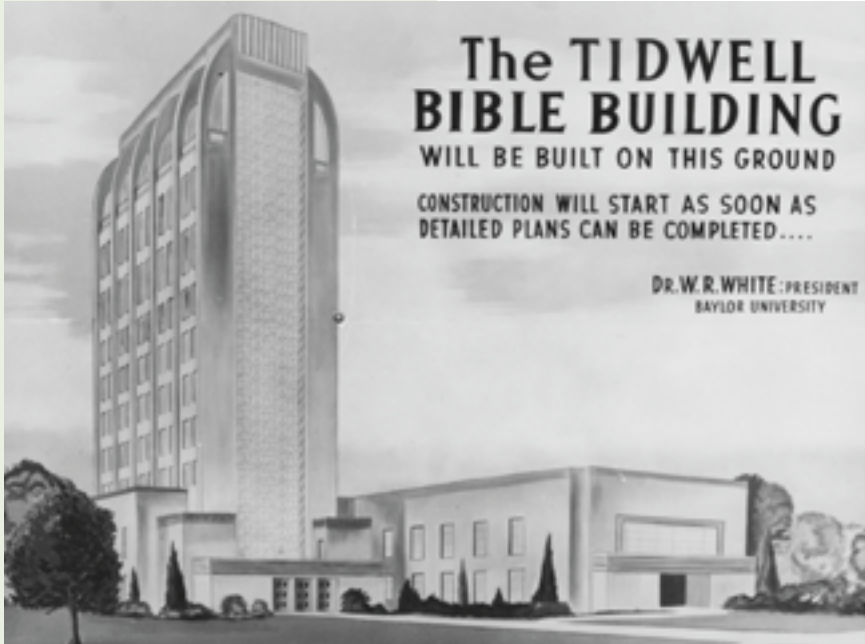


Bob Bullock

in the Poage Legislative Library. It contains thousands of letters and official documents, as well as some more unusual items such as personal memorabilia and collections of political cartoons and ceremonial gavels. An interesting exhibit featuring some of the items, "Red, White and Bullock," was displayed in the Anding Traveling Exhibits Gallery in the Mayborn Museum Complex.

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An early design conception.



Sciences Building Fosters Interdisciplinary Cooperation

Continued from page 1

The building is designed to comfortably accommodate a peak number of 5,000 students at one time. It contains 33 classrooms, varying in size from small 12-15 seat rooms to a 300-seat auditorium. There are 161 faculty offices as well as a total of 153 labs — 75 for teaching, 78 for research. To transport the fixtures needed to equip those labs required 120 truckloads.

A welcoming beauty

One of the most striking components of the building is its sunny, four-story atrium, which extends across the semicircular front of the building adjacent to the McLane Student Life Center. The ground floor is filled with tables, couches and chairs that serve as a central gathering place for students and faculty, as well as the Atrium Café, already a popular destination for meals and snacks.

Dr. James W. Karban, director of science facilities for the building, oversees the shared areas of the building and believes it's a beautiful place to work.

"I spent the last 22 years in the basement [of the Sid Richardson Science Building]. It's great to have windows," he said.

But Dr. Karban said the sciences building should be valued as more than merely a striking work of design. Significant safety features — from state-of-the-art ventilation to a software program that tracks every chemical in the building — are found throughout the facility.

Dr. Joseph D. White, assistant professor of biology, said he is looking forward to the physical proximity with colleagues in geology and with the Center for Applied Geographic and Spatial Research (CAGSR).

"I already work closely with Steve Dworkin and Joe Yelderman in geology and with CAGSR, and I expect the proximity to breed even greater productivity," Dr. White said. He added he is pleased with his new lab, which is significantly larger than the one he left behind in Sid Richardson.

The science building's design also encourages interaction between students and faculty from the various academic disciplines, Dr. Pierce said. Common areas throughout the building are designed to enhance communication and the sharing of ideas.

"If we're to prepare students to be the next generation of world leaders in science and health care, it's critical we provide them with experience working in a multidisciplinary environment, and this new building will do that," Dr. Pierce said.

New life for older buildings

As the new sciences building opened, the fate of the mostly vacated Marrs McLean and Sid Richardson science buildings has not been neglected. Both 40-year-old buildings will be renovated to allow expansions of departments and services in need of extra space.

Rick Creel, associate vice president for operations and facilities, said structural tests on Sid Richardson and Marrs McLean science buildings revealed that the structural integrity of each is excellent.

"In our master planning we are working toward being good stewards, not just with the new space, but with the space we already have," Creel said.

A \$6 million renovation for Baylor's Academic Success Center has been approved for funding by Regents and will bring together five academic student services in one location in Sid Richardson. Creel said once sufficient funds have been raised, the former Strecker Museum space in the basement of

Sid Richardson as well as the building's first floor will become the Academic Success Center's new home, merging academic advisement, the academic support program, the Office of Access and Learning Accommodation, the student-athlete services study center and career counseling.

"We are 're-purposing' the buildings," Creel said. "Now it's a matter of people catching the vision for a student-benefiting program."

The second and third floors of Sid Richardson will eventually house the mathematics and psychology departments. The change will allow the entire mathematics faculty to reside under the same roof for the first time in many years.

Psychology faculty offices have moved with the rest of the psychology and neurosciences department into the Baylor Sciences Building, but psychology classes will be still be taught in renovated Sid Richardson classrooms. Faculty and student community areas designed to foster collaboration will be included in the renovation.

To complete the renovation of Sid Richardson, all common areas and the building's courtyard will be refurbished. The courtyard will feature landscaped gardens and a winding path and a coffee and food kiosk will be added inside the building.

Creel said project plans for Marrs McLean Science Building haven't been formalized, but said the building will definitely remain in use. Plans are being discussed to set aside space in the building to host conferences and promote more collaborative research between faculty, graduate students and the private sector, including pharmaceutical and other research companies.

Marrs McLean will continue to house the Department of Statistical Science, and the Department of Communication Studies will expand into the building's second wing, providing offices for graduate students and Dr. Martin Medhurst, Distinguished Professor of Rhetoric and Communication.

Fun Facts

About the Baylor Sciences Building

At the peak of construction, approximately 900 tradespeople were working on the construction site at one time.

It took 120 loaded trucks to transport all of the lab fixtures installed in the building to Waco.

There are 22 large air conditioning units in the building, which change the air 45 times each hour. Enough air is pumped through the system every 15 minutes to fill the Goodyear blimp.

The original plans for the building called for a basement, but after a devastating storm flooded the basements of downtown Houston buildings in 2001, designers instead decided to add a large fifth floor "penthouse" where electrical, plumbing and air conditioning equipment is located.

Wireless Internet (AirBear) access is not only available in all 508,000 square feet of building space, but in the 75,000-square-foot plaza and in other outdoor areas surrounding the building.

The height of the water in the two outdoor fountains is regulated by a wind sensor mounted on top of the McLane SLC. During calm periods the fountains are at full strength, but when winds increase significantly the fountain height drops and eventually water flow will shut off.

A Bible verse is inscribed above the columns across the building's east side: "By Him all things are made; in Him all things are held together." (Col. 1: 16-17)

It's estimated that the normal building population will be 1,000 students each hour, with as many as 5,000 students at one time possible during a "peak load" period.

Information supplied by BECK Construction and Rick Creel.

Sciences Building Attracting Top Students, Faculty

To provide early opportunities for potential researchers, Baylor has offered a summer program for outstanding high school scientists since 1991. This year's young researchers, however, are the first group with a majority declaring Baylor as their top choice for a college home. The difference, said program officials, has been the effect the new Baylor Sciences Building has on visitors.

In the past, one or two of the 10 student researchers would eventually enroll at Baylor. This year, Dr. Lee C. Nordt, associate dean for sciences and director of the summer program, said seven of the 10 students in the program have expressed an interest to returning to the University for college study.

"More than half of them of them did so after seeing the new sciences building," he said.

Baylor researcher Dr. Kevin G. Pinney, associate professor of chemistry, invites high school scientists into his lab every summer.

"We feel we have a responsibility to foster interest in the sciences and with the new building, we can do

that even better," Dr. Pinney said. "Of course, we like to take advantage of the opportunity to interest them in Baylor, too."

One of the high school students in the 2004 summer program, Nathan Grohmann, said he couldn't think of another experience that had impacted his life so much and vowed to return in 2005.

"The building is phenomenal. It's a major incentive to come to Baylor," Grohmann said.

Dr. Nordt said the building also was a pivotal factor in recruiting Dr. Stephen Driese from the University of Tennessee to become Baylor's new geology chair. After touring the building, Dr. Driese told Dr. Nordt, "That did it. I'm coming."

"I have no doubt that the new science building will continue to reap enormous benefits," Dr. Nordt said.

Judy Long

TOP STUDENTS: High School Summer Science researcher Nathan Grohmann and chemistry graduate student Madhavi Sriram worked in Dr. Kevin Pinney's research lab this past summer.



Q&A

James Karban

Dr. James Karban began work in May 2004 as director of the Baylor Sciences facility. Randy Fiedler spoke with Dr. Karban one morning in July in the Baylor Sciences Building atrium over a fresh-brewed cup of coffee from the Atrium Café.

BaylorNews:

How did you get the particular job you have now?

James Karban:

I was on the initial planning committee (for the new sciences building), and I was asked to join the project team. We discussed bringing five departments into the building and what that would mean as far as control of the interaction and shared spaces. There was concern about the shared teaching and research facilities as to who would be in charge of them. The more we talked about it, the more we realized there needed to be a central figure in the building who would help control those areas.

BN: So, are you in charge of running the day-to-day operations of the building?

JK: The simple answer to that question is yes. I am responsible for the academic functions of the building and ensuring that the requirements needed by the academic departments to fulfill their teaching and research needs in shared and common areas are met. Aramark remains responsible for the physical facilities, the mechanical rooms, the electrical units, the air handlers and all mechanical and electrical units required for the building.

BN: Was safety a major concern in the building's design?

JK: From the very beginning. One of the most important changes we made was to move the graduate students out of the laboratories into their own spaces with views into the laboratories. In Marrs McLean Science Building, they had desks and offices in every little nook and cranny of the research laboratories. Also, the room air changes in our new building are significantly better than what we had in the old buildings. We concentrated on providing proper ventilation and keeping the students safe. We have a very safe building.

BN: What does all the additional space mean to the departments?

JK: All of the science departments really struggled with space (in the old buildings). Some of the four-person laboratories had as many as 18 students. Plus, over the years, we had to add new fume hoods, new equipment and instrumentation that the building wasn't designed to handle. There was no room to grow. We have extremely good research projects going on, and a lot of it was being hampered by space. We were stressing the physical size and the environment of the building — the air conditioning and the heating — to the maximum.

BN: Why has 80,000 square feet in the new building been left empty and unfinished? Is that to provide room to grow?

JK: Yes. It's labeled on the plans as unfinished areas and it was designed into the building to allow us to expand in the future.

BN: What kind of feedback have you gotten from professors who have moved in here?

JK: By far, the majority of the feedback has been extremely positive. But there have been some setbacks, very minor problems. With 500,000 very sophisticated square feet, there's bound to be problems. The biggest disagreement we had was in the planning stage over whether we should use marker boards or chalkboards. The faculty was split 50-50, right down the middle.

BN: How did you solve that?

JK: The decision was made to use the marker boards. We do have three classrooms with chalkboards for those who absolutely have to have them.

BN: If that's the worst problem you had, you're lucky.

JK: At the beginning of the move there was a lot of concern about the building design, even though everyone had several opportunities to come in ahead of time and look at their space to see what it was like. Some of the faculty has moved from smaller offices to larger offices while some have moved from larger offices into smaller offices. That was difficult, especially for those who have a lot of textbooks and reference books that they use every day. But overall, I would say that the move has been extremely positive and successful.

BN: Did the professors have a say in how their research spaces were laid out and designed?

JK: They actually had several meetings with the architects and designed their own laboratories, within a limited scope. There was a tremendous amount of interaction between faculty, staff and students with the architects and the contractors.

BN: This atrium that we're in is one of the most striking public spaces I've ever seen, certainly at Baylor. Was the intent to have this space be a bit overwhelming?

JK: We tried to make it not overwhelming but attractive. The view is beautiful here. The idea was to make spaces where students, staff and faculty could meet and discuss science in areas we call "interaction spaces." There are many such places in this building where they can meet, at lunch time or at any time during the day, and that's already beginning to happen.

BN: Tell me something about this facility that the average person would be surprised to learn.

JK: I can think of several. We have around 280 chemical fume hoods in the building, and the statistic I heard was that if they were placed end-to-end they would reach from here to the Suspension Bridge. We have enough lab countertop to cover an acre of ground.

BN: What's the part of this new job of yours that you think you're going to like the most?

JK: I am going to enjoy working with all the departments in the instrumentation areas and shared spaces. I'm really excited about seeing the collaborative research that's being fostered between the departments because I think there's going to be a tremendous increase in major research from all areas. And I certainly enjoy showing the building to anyone who wants to see it.

WEB EXTRA:

A complete transcript of this interview, which includes additional comments, is available at www.baylor.edu/bn.

HIGH ON SCIENCE: Dr. James Karban in the spacious Baylor Sciences Building atrium.



President's Perspective

Faculty, staff compensation a major focus for the coming year

It is wonderful to be at the start of a new academic year. I am now into my 10th year as president of the University, and I have learned many things over the past decade. It is obvious to me as one looks back there are a number of things you wish you could do differently. There are things that you learn in the process. Baylor has changed a great deal in recent years, so even if you come into a given spot prepared for that spot, there is so much change that goes on that you are never as prepared as you would like to be. I hope that all of us as faculty and staff will continue to do the kind of learning that enables us to do a better job day by day of what we do, learning from our mistakes.

There is one thing though that I think I can say with a good conscience. I have had a core conviction for many years that the character and identity of an institution is vested in the faculty. There is no greater asset that an institution of higher learning has. There is no greater asset that Baylor has than the faculty of this University. I have always believed that, and I believe it even more powerfully and strongly today. The same can be said for staff — the

individuals across this University who, day-in and day-out, interact with and serve our students, alumni, donors, visitors, parents and other members of the Baylor community with faithfulness and commitment.

There is no doubt in my mind that everything we are, our ability to retain our tradition, our history, our ability to press forward, to improve, the influence that we have in the lives of our students, our ability to have a transformative effect upon them in the social, spiritual, and academic experiences that we are a part of is carried in large measure by the faculty and staff of the University. Our character is dependent upon you. And that means that we have to make sure as an institution — and one of the most important things I must do as president of the University — is to ensure that we have a strong faculty and staff.

Having a strong faculty and staff is not just a question of compensation, though that is vitally important. It is also a question of providing the kinds of facilities and infrastructure and opportunities for professional development that you simply must have as faculty and staff. I want you to know that I am committed to that.

One of the deepest regrets that I have about this last year, however, is the fact that we had a zero percent increase in compensation for our faculty and staff. The financial pressure that higher education in general has been under has not missed Baylor. We have shared in that, but I can honestly say that the University is financially stable and strong and with the solid freshman class this fall and with the ongoing progress that we are making in fund-raising, I am very optimistic that the financial picture will look even brighter in the days ahead.

This past summer I asked Dr. Bill Thomas, The J.E. Bush Professor of Accounting in the Hankamer School of Business, to chair a task force related specifically to the issue of faculty and staff compensation. The charge that I gave that task force, which is composed of faculty and staff from all across the University, was to ascertain where we are right now with respect to our peer institutions and other highly successful institutions.

They have evaluated a lot of data and made an interim report to the Board of Regents in July. Very soon we will have some specific recommendations from this task force that will be considered by the board. Another task force, chaired by Dr. Elizabeth Davis, is working on other issues of positive importance to the working environment of Baylor faculty and staff. I hope to receive their report this fall.

The progress we will be able to make on salaries will depend on a number of factors, most notably the amount of revenue we will be able to generate from tuition. Baylor is, as are almost all private universities, tuition driven. We must balance the twin demands of delivering a sound value to our students and their families while at the same time ensuring that we have adequate resources to compensate our faculty and staff and fund the other enterprises that make this university special.

Budgets are approved by the Regents on an annual basis. That is very important always to remember. Tuition is only set annually, but we do have a long-term financial model that attempts to project out 10, 12 and even 15 years as to where the University is going. We will continue to use these tools to guide our budget planning and assist the regents as they make important decisions about Baylor's tuition, and, concurrently, determine what resources are available in the future to increase faculty and staff salaries.

In summary, I want you to know that we are taking the issue of faculty/staff compensation very seriously. We will continue to keep you informed of our efforts to make progress in this important area throughout the year.

God bless you as you do the things that build Baylor University and enable us to be the servants and mentors to our colleagues, to our students, and to the broader Baylor family that looks to us to continue to strengthen their University, to continue to be the kind of University of which they can be proud, and the kind of University that they can continue to support with their whole heart.

Dr. Robert B. Sloan Jr.

Smith Appointed Honors Director

President Robert B. Sloan Jr. has announced the appointment of Dr. R. Alden Smith as director of the Honors Program and associate dean in the Honors College. Dr. Smith succeeds the late Dr. F. Ray Wilson, the program's former director and longtime professor of biology, who passed away in July.

While serving in his new role, Dr. Smith will continue as chair of the Department of Classics and director of the University Scholars program for the 2004-05 academic year.

"It is an honor to succeed so dynamic and inspiring a person as Ray Wilson as director of the Honors Program and to have the opportunity to work closely as an associate dean with Tom Hibbs, dean of the Honors College," Dr. Smith said. "I hope to be able to enhance and develop the learning community in the Honors Program and the entire Honors College. Cicero once said that honor nourishes the arts, and our goal will be to infuse the spirit of that statement into every aspect of the Honors College."

Dr. Smith joined the Baylor classics faculty in 1994 and has served as chair of the classics department since 1999 and director of the University Scholars program since 2000. A member of Phi Beta Kappa, his scholarly interests are in Latin poetry, specifically the poetry of Virgil and Ovid. He has received several teaching awards, including the American Philological Association's Award for Excellence in the Teaching of Classics in 2003.



Dr. R. Alden Smith

Lori Scott Fogleman

Passing the Book

Library staffers prove when there's a will, there's a way

There are book clubs, bookworms and now the book brigade.

When elevators at Moody Memorial Library were declared inoperable in early June due to heavy rains, library staff were notified it could take as long as 12 weeks to fix them. The damaged elevators were the only ones that provide access to the building's garden level and third floor.

That created a bit of a problem for Ami Hartsock, the preservation manager who oversees new books during their final steps before they are shelved. The books are delivered to the first floor, go down to the garden level for processing and then come back to Hartsock on the first floor to get entered into the computer system. Since there were no elevators operating, that meant carrying the books up and down stairs.

"After carrying a couple handfuls up back to back, I decided this isn't very fun," Hartsock said.

To make sure the 2,500 new books and 1,100 new journals received in June got to their destinations without leaving any one employee with a bad back, Hartsock came up with the idea for a "human chain." Her supervisor, assistant director for University libraries Beth Tice, got the idea to issue an e-mail call for help from library colleagues, calling the venture "Party on the Stairs/Summer 2004" and asking for volunteers to help move books between floors.

"We didn't know if we'd have enough people show up," Tice said.

It turned out that so many people showed up Tice had to turn some away. The book brigades initially assembled three times a week, but were soon cut back

to twice a week. Tice said after the first few times they had volunteers showing up from all over the library, and eventually they were standing almost shoulder-to-shoulder.

"We were all laughing, having a good time," volunteer Nancy Gautier said. "You didn't realize it was a library."

Depending on the number of books, the party lasted from 10 to 15 minutes with about 20 volunteers per party.

"We had people getting really sad when they missed that day," Hartsock said.

Tice said the morning routine turned out to be a little like a game you might play at camp. Some participants made airplane gestures while others commented on book titles, asking who would read certain books. She said a reference librarian familiar with content gave commentary on the relevance of different titles as each book was passed.

"We would try to speed it up to see how fast she could get that information," Tice said.

The Moody Library book brigade was not the first in the University's history. In 1922, a huge midday fire threatened thousands of books inside Baylor's Carroll Library. Students, professors and staff braved the flames to form human chains that saved hundreds of valuable books from destruction.

This summer's book brigade disbanded when the first of the elevators was restored to service in mid-July. A note was sent out saying there would be no more parties on the stairs.

"We made lemonade," Tice said. "The best thing that came out of it was there was a lot of camaraderie."

Dana Wallace

PASSING TALES, NOT PAILS: Moody Library's book brigade made dealing with a broken elevator a fun way to exercise.



Bear Briefs *continued from page 3*

REAGAN BUTTONS

Speaking of the Bullock Archive, on a recent visit to the bookstore run by retired anthropologist Dr. Robert M. Platt in the Fort Worth Livestock Exchange Building, Ben Rogers, the director of the Baylor Collection of Political materials, was given a collection of 227 matted and framed **Ronald Reagan campaign buttons** by Dr. Platt. The buttons cover Reagan's career from the governorship of California to his second term as president, and are on display in the BCPM.

CHANGING PHONE BILLS

When you reimburse the University for **personal long distance phone calls** from now on you'll have to go online. Janet Knox, coordinator of telephone services, says printed bills are no longer being sent to departments. All departmental long distance charges should be viewed on the Baylor web site by clicking "Faculty and Staff," then "Tools and Services," then "Telephone Long Distance Billing."

INSECT INVESTIGATORS

When torrential rains caused a mosquito population explosion over the summer, McLennan County health officials and Baylor biologists kept busy monitoring the problem. Baylor and the county health district officially entered an agreement to cooperate in collecting mosquitoes from across McLennan County to test for West Nile virus. The state provided the mosquito traps while Baylor graduate and undergraduate biology students under the supervision of **Dr. Richard E. Duhrkopf** collected mosquitoes twice a day. The mosquitoes were then sent to Austin to be tested.



Dr. Richard Duhrkopf

BAYLOR TOPS THE CLASS

Baylor's commitment to provide an academically sound and integrated education has placed the school at the top of its class. According to a study on general education requirements conducted by the American Council of Trustees and Alumni, Baylor is the only

school that meets the highest criteria. Fifty schools in the Big 12, Big Ten, Ivy League, Seven Sisters and a collection of 13 other institutions of higher learning were examined and graded on a scale of "A" to "F" according to the quality of their general education curricula. Only Baylor received an "A," requiring six of the seven ACTA-recommended core courses. To hear Paul Harvey's comments about Baylor and the study, go to BaylorTV.com.

THESE PEDS ARE MADE FOR WALKING

If you have bought a pedometer to measure how far you're walking each day, be assured you're not alone. As a part of the University's **"Walking Works@Baylor"** program, more than 500 faculty and staff have bought more than 600 pedometers for \$7 each since March 1. About 200 of those people have been logging their daily steps in a special online site which keeps track of their weekly totals and compares them with their colleagues. The goal of the program is for participants to stay healthy by walking at least 5,000 steps each day. A typical American averages fewer than 3,000 steps a day. Sign up for the program by calling 710-3985.

InMemoriam

Dr. Chip Conyers

1944-2004

Dr. Abdah Johnson (Chip) Conyers III, professor of theology at George W. Truett Theological Seminary, died July 18 in Houston following a long struggle with cancer. He was 60.

“Chip was not only a valued colleague and member of the Baylor family, but also a dear friend,” said President Robert B. Sloan Jr., who hired Conyers while serving as Truett’s first dean. “He possessed a rare combination of gifts — a wonderful ability to teach, to write and to relate as a mentor to students. He was compassionate and gentle, yet had very high standards and expected much from his students. Chip was constantly thinking theologically in the best possible sense. He was always asking how the Christian faith could impact living. One of the great gifts he left at the end was to be very vulnerable and transparent with his colleagues and students about the process of facing death and the gracious providence of God in it all. He will be dearly missed.”

Before joining Truett as professor of theology in 1994, Dr. Conyers served as chairman of the Department of Religion and Philosophy at Charleston Southern University in South Carolina. He held the AB degree from the University of Georgia and earned his master of divinity from Southeastern Baptist Theological Seminary and his PhD from the Southern Baptist Theological Seminary.

His books include *The Eclipse of Heaven: The Loss of Transcendence in Church and Society*, *A Basic Christian Theology*, *The End: What Jesus Really Said About the Last Things* and *Last Things: The Heart of New Testament Eschatology*. His essays have appeared in popular magazines and a number of academic journals. A frequent talk-show guest and columnist in the local and national media, he also was a regular speaker at churches, civic groups and academic conferences throughout the country.

Dr. Conyers was a member of First Baptist Church, Waco, and is survived by his wife, Debbie; a daughter, Emily; a son, A.J. IV; and one grandson, Paul.

Remembering Chip

Dr. Ruth Ann Foster

Associate professor of Christian Scriptures at Truett Seminary

On July 1, 1994, of the four people coming together to help “birth” a new seminary, Chip Conyers was the only one without Texas connections and without previous acquaintance with the other three (Robert Sloan, Brad Creed and myself). His network of colleagues was not in Texas and his family had not yet arrived in Waco. Feeling somewhat disconnected, our participation in several relational and community building exercises, which, for Chip, proved to be somewhat too “touchy-feely,” further complicated the situation, leaving him somewhat nonplussed, I think. In addition, during that first week, Chip learned he had leukemia and that he could expect only five to seven years to live, 10 at the most.

The confusion and distress of the diagnosis did not however distract him from the work at hand. The next several weeks granted us a glimpse into the strength and character of a man whose consistent professionalism and attention to detail in our preparations were enhanced by his kindness and good humor. Later, even as his health failed, he never complained, never



“Rarely a week passed during these past few years without someone remarking on the personal lessons they learned while observing Chip’s living in the midst of dying.”

gave up, never stopped writing, teaching, mentoring, caring for students, and he never gave up hope.

Chip Conyers was a resolute man with a strong drive likely intensified by his illness. Even in the face of the inevitable Chip continued to strive — for example, during debilitating treatments in Houston, driving back and forth to meet his classes; and earlier this summer driving to Louisiana to deliver lectures; and about three weeks before he left us, completing a manuscript written when he was the most depleted because he thought he had something important to say. He also was planning to teach in the fall semester, to participate in a symposium next March at the Vatican at their invitation, and to work on his next project.

When hearing of his death, his colleagues immediately commented about what a warrior he was, not merely in regard to his illness but also to the way he lived his life. Rarely a week passed during these past few years without someone remarking on the personal lessons they learned while observing Chip’s living in the midst of dying. Courage, humor, concern for others, dependability and integrity are merely a few of the virtues he consistently displayed whether in health or in sickness.

A kind, honorable and gracious friend, Chip was supportive of colleagues but never lacked courage to take a stand for his beliefs. One of his better traits (and one he tried to convey to students) was the ability to differ greatly with colleagues but still be able to pray sincerely with them, holding them in high regard. He was truly a good man who sought to live out his Christianity honestly and humbly, always trying to see the best in people. At Chip’s funeral his son A.J. thanked God publicly that Chip Conyers had been his father. His daughter Emily wrote an essay for him mentioning that as a child she had never been awakened from sleep with violence, but only by the soft blue eyes of her father. Debbie, Chip’s wife and partner, told me that he was her hero. Appropriate praise given for a man beloved by students, colleagues, friends and family. People loved and respected him because when conversing with him, Dr. Conyers — as noted by alumnus Matt Schobert — was someone who “was fully present, who was listening carefully, and who cared deeply.”

Students responded well to Dr. Conyers — because of his brilliant mind and thoughtful discourse, and because he valued students and took their ideas seriously. One

of Chip’s greatest gifts to Truett remains his influence on Truett’s curricular and pedagogical design, which has been proven time and again in the lives and ministries of Truett students. His own commitment to quality scholarship demanded the same from his students who grew in their academic performance in his presence. The first year a Truett graduating class gave the award “Professor of Choice” Chip received it, as he did again this past May.

Through an e-mail group several Truett alumni voiced their love and respect for Dr. Conyers. I think it appropriate to list a few quotes. Andy Black, reflecting on “An Anchor for Troubled Times,” said:

Dr. Conyers’ powerful essay reflecting on the experience of trusting in a loving God in the midst of much pain and uncertainty was so typical of this wonderful servant of our Lord. Never one to minimize the importance of theology in favor of personal experience and preference, Dr. Conyers was also never one to give anyone cause to consider theology an abstract, detached “mind-game” with little relevance for the real issues of our lives. Dr. Conyers — both in and out of the classroom — was living proof that careful yet joyful study of God and God’s ways is vital to living life realistically and courageously — and abundantly.

Coleman Fannin spoke of Dr. Conyers’ involvement inside and out of classroom:

I think back to...hearing him speak on issues of social justice. Yet he never fell into the trap of uncritical support of left- or right-leaning positions; instead he sought the difficult way enlightened by Jesus Christ. I also think back to his attending our Capstone class this past spring, seemingly by effort of will alone, and of the honor of being part of his last seminar.

Having urged Chip to rest and take care of himself, I was somewhat chastened by the words of alumnus Matt Schobert who saw things differently:

“I came to see (Dr. Conyers’) ardent commitment to teaching not as a further drain on his health, but as a wellspring of strength for him. Teaching and investing his life in the lives of students wasn’t taxing him, it was sustaining him.”

In my eyes Chip Conyers embodied the best qualities of a good faculty member — thoughtful and creative research and writing, passionate teaching and mentoring, and untiring service to seminary, university, community and church.

Vitality may seem an unusual word to describe someone with a terminal disease, but the word best represents a man whose love for God and life spilled over in love for people and for doing theology. Chip’s life, teachings, and writings were offerings of praise to Jesus Christ, his adoration of Christ clearly confirmed in his dying. Chip always emphasized the New Testament teaching that the true hope of Christianity resides in the power of the resurrection. He lived within that hope and he now lives in the reality of that Hope.

I am thankful to God for the privilege of working alongside such a caring and gracious person. My life along with the lives of countless others has been deeply enriched by knowing him; and although he is already sorely missed, Truett Seminary and its people will forever enjoy the impact of his life on us.

Dr. F. Ray Wilson

1941-2004

Dr. F. Ray Wilson, professor of biology, director of the Honors Program and Master Teacher, died July 10 while on a study-abroad program in Rome. He was 62.



“This is a great loss for the Baylor family. Ray Wilson was one of the most beloved professors in the University’s history, having taught literally thousands of students over his long and distinguished career,” said Baylor President Robert B. Sloan Jr.

Dr. Wilson was born Aug. 1, 1941, in Wichita Falls to Forest Ray Sr. and Nancy Wilson. He was a 1966 graduate of Texas Wesleyan University, later earning his master’s degree in biology from Texas Christian University in 1969 and his doctorate in physiology and biophysics from the University of Illinois in 1973. That year, Dr. Wilson joined the Baylor faculty as an assistant professor of biology and was named full professor in 1989. Last spring, Wilson was appointed director of the Honors Program, a post he began on June 1, 2004.

During his three decades at Baylor, Dr. Wilson was honored with numerous teaching awards, including his selection by the 1997 senior class as the Collins Outstanding Professor. He also was honored seven times by Mortar Board as “Top Professor” and was named to the academic honor society’s Circle of Achievement for Outstanding Professors eight times. In November 2003, Dr. Wilson was designated as Master Teacher, the highest honor granted to Baylor faculty members.

More than anything, Dr. Wilson was legendary among the Baylor student body for mentoring hundreds of students pursuing graduate degrees in the sciences, while also directing countless undergraduate honors theses.

Dr. Wilson was preceded in death by his parents and brother, David Wilson. He is survived by his mother, Eileen Wilson, of Garland; sister, De’Andrea Myers, and husband, Jerry, of Dallas; brother, James Wilson, and wife, Belinda, of Allen; and three nieces and a nephew.

To the faculty, staff and students of Baylor:

Dear Baylor Family,

Your many kindnesses during the last few weeks have been such a comfort. The beautiful calla lilies and roses for Ray's casket were exactly what he would have wanted. Everyone has been so kind and we have especially loved hearing all the wonderful stories you have shared with us about Ray. He loved you all and enjoyed that rare luxury of going to work everyday with people you admire and doing something you love. We thank you all for holding him in your hearts.

De'Andrea Myers and the Ray Wilson Family

Remembering Ray

Dr. Christopher M. Kearney
Associate professor of biology
and

Dr. Rene D. Massengale
Assistant professor of biology

How do you know your students really love you? For Ray Wilson, it was finding the podium from which he lectured at Fountain Mall or a myriad of other locations. Dr. Wilson promised that he would lecture from wherever his desk was located, and several times per semester the students would happily oblige by placing the desk all over campus.

On July 10, 2004, this beloved biology professor, Dr. F. Ray Wilson, died in Rome en route to leading his treasured Baylor-in-Great-Britain program. For more than 30 years, Ray Wilson taught a number of courses including the much-feared Human Physiology, a senior-level course for Baylor pre-medical students. Ray felt that students learned best by teaching, and students were expected to "teach the class" on a topic when called on spontaneously by Dr. Wilson. Human Physiology was a tough class but there was a deep bond between teacher and student. His students awarded him the Collins Outstanding Professor Award in 1997. His acceptance lecture was titled, simply, "Friendship." In the hallway of the biology department on his biographical sketch under the category "Family," Ray, a lifelong bachelor, had listed "Baylor Students."

Enthusiasm was a "core value" for Ray Wilson. "Fire up!" was a commonly heard admonition to students going off to medical school or just trying to make it through Human Physiology. And Ray loved the topic of human physiology. He had endless stories about any subtopic of this subject, whether it be important, obscure or very odd. In his office he had what visitors thought was an abalone shell until Ray would reveal that it was an ornamental silver-clad skull from a shrunken head he had obtained from Tibet. It was always filled with gummy worm candy.

Ray Wilson was generous with all things. He wrote hundreds of letters of recommendation, sponsored a score of Honors students and independent study projects and tirelessly supported the pre-med program. He knew that one of his graduate students enjoyed hunting; consequently, at graduation, this student received from Ray a very nice hunting item. Another graduate student mentioned that he was going to lunch, prompting Dr. Wilson to give him a \$20 bill. The student tried to return the money, but Ray kept throwing it back at him. The student had to hide the money under the receiver of Ray's telephone to give back that \$20.

Ray was generous with his laughter as well, which always preceded him as he walked down the hall. Ray chose to laugh. He knew he set the tone for his students and he wanted optimism and opportunity to seep into them. He gave special attention to bedraggled students worried about their current class performance and future career

opportunities. There was always a line outside of Dr. Wilson's office and often of people of various ages. These comprised a curious mix of worried current students and formerly worried former students who were now surgeons or radiologists and just decided to drop by Ray's office to say hello. And they all knew Ray's life verse (Jer. 29:11): "...plans for welfare and not for calamity to give you a future and a hope."

There are many other stories to tell about Ray Wilson. He was very active in his church, Highland Baptist. He had an amazing art collection, which filled his office and home. But perhaps it's best to end by quoting Josh Balsam, one of his recent students: "His life was lived as a convenience for others, not for himself." Ray, we will miss your laugh, your presence, and your contribution to our lives.

Robert B. Jones

1952-2004

Robert B. Jones, senior lecturer in management and Entrepreneur-in-Residence, died July 13 at age 52.

Jones, who joined Baylor's business faculty in 1992, was named by the 2002 senior class as the recipient of the Collins Outstanding Professor award. As the Collins Professor, Jones was recognized at commencement ceremonies and received a cash award of \$10,000. Jones also delivered a lecture prior to graduation, "Teaching: The Challenge of Developing Tomorrow's Leaders." Jones said of the coveted award, "There are so many good professors on campus. Since it's a student-elected award, I consider it the greatest honor."

A native of Seattle, Wash., he received his bachelor of arts and bachelor of science degrees from the College of Idaho and his master of business administration from Baylor. Jones also received the business school's Teaching Excellence Award for Non-Tenured Faculty in 1994 and the Alpha Kappa Psi Outstanding Professor award in 1997, also a student-elected award.

In his entrepreneurship class, Jones' students made a business plan, and he covered the many areas required to start and manage a business. "An entrepreneur has to be a jack-of-all trades," he used to tell his students. He taught the course this year during Baylor's first summer semester. Before becoming a teacher, he ran Jones Distributing Company, a family-owned Evinrude distributorship that had three divisions spanning 13 states.

Jones is survived by his wife, Patty; his son, John Louis Jones of Arlington; his daughter, Jennifer Leigh Jones of San Francisco; his mother, Bernice Jones of Emmett Idaho; two sisters, Victoria Josslin of Bainbridge, Wash., and Elizabeth Medes of Emmett, Idaho, and her husband Mike; and a brother Mark Jones of Meridian, Idaho, and his wife Kathleen.

Remembering Bob

Dr. Raymond Read

Professor of management

I first met Bob Jones in the fall of 1975 when he was a student in my graduate management course. Even then, he was in a class by himself. I have never known anyone who was as well-read in so many areas. He was a voracious reader. Bob could quote philosophy, science, psychology, medicine and the classics. Based on my experience, this is a rare trait among business professors. Bob was one of the most inquisitive students I have taught. His thirst for new information and understanding seemed endless and his performance was superior.

Bob Jones was one of the most popular professors I have known. He really connected with his students and they understood that he brought to the classroom a wealth of real world experience. More than anyone I know, Bob encouraged his students to "think outside the box" and challenge commonly held assumptions as well as the traditional wisdom of the textbook. He put his money where his mouth was when it came to rewarding students. I can remember semesters when he put up \$200 or so of his own money so there would be a tangible reward for several teams that performed well.

I handle the internship program and field studies class for the management department and when I would be stressed about being two or three companies short for the coming semester, I would ask him if he had any suggestions. He would always offer to procure these organizations himself and, sure as the sun, in a couple of days he would hand me a list of companies which he had recruited for me. All I had to do was give them a call. He was a friend you could count on.

Always affable, ever a friend, Bob is greatly missed in the management department. There is a hole in the management department and I fear it will be there for some time.

Robert B. Jones



"More than anyone I know, Bob encouraged his students to 'think outside the box' and challenge commonly held assumptions as well as the traditional wisdom of the textbook."



Dr. L. Gerald Fielder

1926-2004

Dr. L. Gerald Fielder, professor emeritus of political science, died Aug. 8 in San Angelo. He was 78.

Dr. Fielder was born in Zhengzhou, Henan Province, China, on April 26, 1926, to Maudie and Wilson Fielder, who were missionaries to China. Because of a strong family tradition, Dr. Fielder entered Baylor in 1944 beginning preparation for his chosen field of teaching. After grading from the University, he also earned a master's degree from Vanderbilt University, a master of divinity degree from Southwestern Baptist Theological Seminary and his doctorate from American University.

Dr. Fielder was an instructor of political science at Baylor from 1949-51. In 1954, he was appointed Southern Baptist Missionary to Seinan Gakin University in Fukuoka, Japan, where he served as a faculty member for 23 years. He returned to Baylor in 1976 and taught political science until his retirement in 1997.

At Baylor, Dr. Fielder broadened his interest to other nations. He became founding director of the Asian Studies Program, helping to implement the teaching of Japanese and Chinese languages, and the establishment of faculty/student exchange programs between Baylor and several universities in Asia.

He was preceded in death by his parents, Wilson and Maudie Albritton Fielder; son, Patrick Dale Fielder; brothers, Wilson Fielder Jr. and Richard Byron Fielder; and sister, Golda Jean Fielder Moore.

Survivors are his wife, Jo Beth McKneely Fielder, and daughter, Dorcas Elaine Fielder, both of San Angelo; sister, Florence McKinney, and husband, L.G., of San Angelo; brothers-in-law, Dr. Robert A. Moore, of Houston, and Jack W. McKneely and wife, Claudia, of Georgetown.

Dr. Larry D. Vanlandingham

1937-2004

As the September issue of *BaylorNews* was going to press, Dr. Larry D. Vanlandingham, professor emeritus of percussion instruments at Baylor's School of Music, passed away after a long illness. He was 67.

Dr. Vandlandingham was born Aug. 18, 1937, in Mexico, Mo. He earned his master's degree from Baylor while serving as assistant marching band director under Donald I. Moore. Dr. Vanlandingham flourished as a percussion professor at Baylor for 41 years and was the head of the instrumental division of the School of Music. In 1992 he was named one of three outstanding professors at Baylor.

A full obituary and memorium in honor of Dr. Vanlandingham will appear in the next issue of *BaylorNews*. — Ed.

"How I Spent My Summer Vacation"

Summer isn't only a time for family trips to amusement parks and national monuments. It's also a time when many Baylor faculty and staff use time away from classes and normal duties to pursue research, teaching abroad or personal intellectual goals. We asked a number of Baylor faculty and staff how they spent their summers, and the responses reveal a varied mixture of activities.

William G. Baker
Director of Asian and African languages and lecturer in Arabic



"I traveled on my own dime to Egypt, (the Sinai Peninsula), Israel and the West Bank of the Jordan River, for personal and professional reasons. I am gathering first-hand information on a book manuscript I'm writing about the Arab-Israeli conflict and 'Why They (Arabs and Muslims) Hate Us.'"

Dr. Francis J. Beckwith
Associate professor and director of the J.M. Dawson Institute of Church-State Studies



"I reviewed the galley of my new book *To Every One Answer: A Case for the Christian Worldview* (InterVarsity Press), wrote a 9,000-word review essay on Philip Hamburger's book *Separation of Church and State* (Harvard), lectured on six occasions at Summit Ministries in Manitou Springs, Colo., and once for Blackstone Fellowship (a summer intern program for Christian law students), finished manuscripts for two articles that will be published in the *American Journal of Jurisprudence* and *Journal of Medical Ethics*, and completed work on a forthcoming monograph tentatively titled *Abortion Rights and Wrongs: A Case for an Inclusive Human Community* (Eerdmans)."

Dr. Rodney G. Bowden
Assistant professor of health, human performance and recreation



"I am presently working with College of Education faculty at the University of Hawaii at Manoa in Honolulu. My family and I are living in the Waikiki area for the summer and fall semester while taking a research leave from Baylor. I am working with the associate dean for research to establish the Center for Culture and Education which will attempt to understand the ways in which culture impacts educational outcomes. We are also writing a textbook covering school violence prevention. This text will be the only textbook in this area and will be widely adopted by many college and schools of education nationally and internationally. I am also publishing a number of manuscripts with Baylor and University of Hawaii faculty covering diverse topics from cholesterol control and management, homocysteine and disease and Omega-3 fatty acid

supplementation in end-stage-renal disease and how each (cholesterol, homocysteine and Omega-3) predict vascular access thrombosis — and doing all of this while living in Honolulu near Waikiki beach."

Dr. Gerald B. Cleaver
Assistant professor of physics



"I was one of seven physicists who spoke at the 2004 National Faculty Leadership Conference (NFLC) in Washington, D.C., June 24-28, sponsored by Campus Crusade's Christian Leadership Ministries. I presented a paper entitled 'String Cosmology: God's Blueprint for the Universe.' During Aug. 1-6 I attended the Third International Conference on String Phenomenology at the University of Michigan.

For 10 weeks I was faculty advisor to three of the nine undergraduate students participating in the NSF-sponsored REU summer program at Baylor. My REU students worked with my graduate students and me in our ongoing investigation of our Heterotic String Optical Unification model. REU student involvement in this project will continue (via the Internet) during the 2004-2005 academic year and, as a result, these REU students will be co-authors with us of a peer-reviewed publication.

During the summer, a Baylor graduate student and I, along with my Texas A&M collaborators, continued investigation of supersymmetry constraints on the 'string-derived flipped SU(5)' Grand Unified Theory, a model first constructed by string physicists at Texas A&M and CERN. I also spent time studying recent developments in M-theory and non-perturbative properties of string models, directions my research is branching into.

My summer time was also devoted to preparing my upcoming lectures for the Department of Physics' new graduate course PH6373 Quantum Field Theory, to be first offered this fall."

Cynthia C. Fry
Lecturer in computer science and engineering



"During the first summer session of both 2001 and 2003, the School of Engineering and Computer Science hosted a study abroad trip for their students in partnership with the Universiteit Maastricht in the Netherlands. This study abroad opportunity was developed primarily as an opportunity for an abroad experience for students who do not usually have the time or electives needed.

I serve as program director for the Baylor In Maastricht Summer Study Abroad Program. This summer, in preparation for the summer 2005 program, I and Mary Abrahams, program director at Baylor's John F. Baugh Center for Entrepreneurship, worked on a modification of this summer study abroad program titled 'International Technology Entrepreneurship.' The six-hour course covers a broad range of topics that critically affect technology-based companies and technology-based start-up businesses. Primary emphasis is placed on the

marketing concerns, intellectual property issues, economic analysis and business plan preparation for these technology-based e-businesses. Our students will apply this knowledge by preparing a business plan for a high tech company, implementing a prototype of the web application that they develop and presenting their final product to private equity, venture capital, bank and other sources of start-up capital.

The course will be project-based, and the participants will be upperclassmen in engineering, computer science and business. The project teams will be both multi-disciplinary and multinational, with Baylor and Maastricht students participating in the project teams."

Dr. Greg Garrett
Professor of English



"This summer, when I was not working on novels, non-fiction, my screenplay in progress or my collaboration with alumnus Chris Seay on a new contemporary-language version of the Bible, I was teaching, studying and making public appearances. I was one of five writers chosen to participate in the Austin Writers Downtown series by the Writers League of Texas and the Austin Convention and Visitors Bureau. I gave a fiction reading and made several presentations on writing at a high school summer camp, made presentations and conducted a workshop titled Writing Dynamic Dialogue at the Writers League of Texas' annual agents conference in Austin, led a discussion on Joseph Campbell and myth at the Austin-Westlake Barnes & Noble and led a discussion at Baylor's summer faculty institute.

Some of my other summer activities included giving readings from my novels *Cycling* and *Free Bird*, lecturing on marketing and publication for a creative writing class at Texas Tech-Junction and participating in a short course on the Gospel of Thomas at Seton Cove Retreat Center in Austin. In July I was the lone Texas writer performing at the Texas Arts Exchange conference organized by the Texas Commission on the Arts. I taught the course 'Advocacy Writing' at the Ghost Ranch Conference Center in Abiquiu, N.M., and upon returning to Texas began classes at the Episcopal Theological Seminary of the Southwest in Austin."

Dr. Kenneth C. Hafertepe
Assistant professor of museum studies and director of academic programs and academic director



"My summer was devoted to research for several projects dealing with American material culture and historic buildings and sites. A Cecilia Steinfeldt Fellowship in Material Culture and Decorative Arts from the Texas State Historical Association allowed to me do field work in Fredericksburg, Round Top and Winedale. I am beginning work on a book-length study of the material culture of German Texans — everything from buildings to furniture to gravestones.

I hope to clarify the evolution of the Texan-German house and the pace

of Texan-German assimilation into the Anglo-American mainstream. I also closely examined several important schrank — German for wardrobe — made between 1850 and 1890, and I will be attempting to distinguish between several shop traditions in Fredericksburg furniture. The many photographs I have taken of buildings and artifacts will certainly find their way into my classes for the coming year. I will also be giving a lecture on furniture made in Texas at a symposium in Fredericksburg in November.

I am also working on several articles — one about a corner cupboard owned by a pioneer Texas woman, another about the architecture of urban slavery in antebellum Texas and a third about the architectural writer A.J. Downing, the books that shaped his ideas and the influence his own books had on American taste in the mid-19th century."

Dr. Barry C. Hankins
Associate professor of history and church-state studies



"My summer was productive but not very exciting. I am currently writing a biography of Francis Schaeffer, a Christian pop-intellectual and preacher who was quite influential among evangelicals during the sixties and seventies. Schaeffer and his wife Edith ran a retreat center called L'Abri ('The Shelter') in the Swiss Alps where young people, often refugees from the hippy drug culture, would live and study in Christian community in an attempt to find meaning for their lives. Schaeffer's lectures became a string of published books that in collected form now constitute five volumes of more than 400 pages each, and herein lies the reason why my summer has been productive but not very exciting. Most days, I sat all day and read his published works, highlighting significant portions, then I would take notes on what I had highlighted. To break the tedium, I sometimes left my office and sat at Koehne Park on the shores of Lake Waco.

I am also scheduled to give a paper on Bellevue Baptist Church for a session on religion in Memphis at the Southern Historical Association meeting, which will be in Memphis in November. Bellevue is the largest Baptist church in America. I had been there before and interviewed the pastor, Adrian Rogers, for a previous book. I visited again in June, doing a day of research in the church library, then went on to the Southern Baptist Historical Library and Archives in Nashville for a couple more days of research. Nashville is a great place for music lovers to do research. After a day in the archives my wife and I listened to up-and-coming country music songwriters at the Bluebird Café, a famous launching point for many country artists."

Dr. Heidi J. Hornik
Professor of art history and

Dr. Mikeal C. Parsons
Professor of religion and
The Kidd L. and Burna Hitchcock
Macon Chair in Religion

"We spent much of the summer in Florence, Italy, on research leave. The world's best library for renaissance art history, the Kunsthistorische Institut, is located there. We completed the manuscript for Volume Two of our *Illuminating Luke*



project (this one on *The Public Ministry of Christ in Italian Renaissance and Baroque Painting*) and submitted it to our publisher, T&T Clark International. It should be published in spring 2005.

We also conducted research for Volume Three of that project, *The Passion and Resurrection Narratives in Italian Renaissance and Baroque Painting*. In addition, we wrote and submitted an essay, ‘The Bible and Visual Art,’ which will appear in *Blackwell’s Companion to the Bible and Culture*. Heidi wrote an article on eschatology and art for the *Oxford Handbook on Eschatology* (Oxford University Press) and I wrote a short essay for *Interpretation: A Journal for Bible and Theology*. Our two sons, Mikeal and Matthew, ages 7 and 6, traveled with us and enjoyed days at the pool and park with a nanny while mom and dad were in the library! We left Aug. 12 for Cambridge, England, where we will spend the fall semester working on various projects.”



Dr. Thomas S. Kidd

Assistant professor of history



“With generous grants from Baylor and the National Endowment for the Humanities, I was able to visit eight historical archives this summer, including Yale

University’s Rare Book and Manuscript Library, the Historical Society of Pennsylvania and the South Caroliniana Library (Columbia, S.C.). I was doing research for my book *Awakenings: The First Generation of American Evangelical Christianity*.

Dr. Todd L. Lake

Dean for University Life



“I had the opportunity over the summer to continue working with Dr. David Rudd, chair of psychology and neuroscience, on a book we have now completed titled

What to Do When Thinking About Suicide. It draws on the insights of psychology and theology to help people who are tempted to end their own life. This has been a great chance for both of us to learn more about the other’s field and to produce an interdisciplinary work that will be, I trust, stronger than if it had not integrated Christian faith with the perspectives of psychology.”

Dr. Timothy R. McKinney

Associate professor of music theory



“I was granted a sabbatical for the summer to work on several research projects in the field of 16th century music and music theory. In addition to preparing articles for journal submission, I gave a paper presentation entitled ‘Music and Rhetoric in Vicentino’s Solo e pensoso’ at the annual international Medieval and

Renaissance Music Conference, held this year in Glasgow, Scotland, in July. I will present a related paper in progress during the sabbatical at the joint conference of the American Musicological Society and the Society for Music Theory in Seattle in November.”

Dr. Christopher Marsh

Director of the Asian Studies Program and associate professor of political science



“In addition to teaching a course on church-state relations in the post-Communist world, I was able to spend one week this July participating in a seminar on Sino-American relations.

The seminar was held at the Kuangou retreat facility, an extravagant and beautiful compound north of Beijing which is owned and operated by the Beijing city government and used to host delegations, government retreats, and to host VIPs. I was one of only three Americans invited to attend this program, which was sponsored by the Ford Foundation, with the other participants coming from some of China’s leading universities and think tanks, as well as the government and military.

While the papers and discussions were interesting and enlightening, the high point of the experience for me was taking a sauna with an admiral from the Chinese navy. I believe I personally fell victim to the Sino-American rivalry, because the admiral seemed to take great satisfaction in raising the temperature of the sauna to a level that was simply intolerable (but of course I stayed to show that I could tough it out!). Almost as if to not be outdone, a Chinese army colonel also serenaded me one evening during Karaoke!”

Dr. F. Carson Mencken

Associate professor of sociology and anthropology



“I spent ‘summer vacation’ with Rusty Parker, a sociology graduate student, working on a grant from the U.S. Department of the Interior, Minerals Management Services. We are

examining the effects of the oil and natural gas industry in all Texas and Louisiana counties/parishes on demographic change and migration patterns between 1900 and 2000. What we found so far is that more than 90 percent of Texas counties have an oil and gas exploration history, and the greatest impact of this industry on the composition of the local population prior to 1950 was in the Permian Basin of Texas. Our preliminary results indicate one ‘negative’ social impact, because the Permian Basin counties had lower than expected school enrollments for males age 16-17 for all Census years from 1930-1950. We presume that oil and gas exploration work lured these young men out of school. This research will continue through the academic year and next summer.

Minerals Management Services manages oil leases in federal lands and waters. They are mandated by Congress to study the impact of the oil and natural gas industry on the human population. The project was awarded through a competitive process and will run for a total of two years. Dr. Charles Tolbert Jr., chair of sociology, is a co-PI on this project.”

Dr. Lee C. Nordt

Associate professor of geology and associate dean for sciences, College of Arts and Sciences



“The summer of 2004 was probably the most interesting summer ever. It began with a bang by moving my office and lab, along with the entire Department of Geology, to the new Baylor Sciences Building. It’s a spectacular facility that will lead the sciences at Baylor well into the future. Also in June, I was invited to give a presentation at a national symposium in Kansas on the evolution of the North American grasslands. I was fortunate to have developed a transfer function based on the modern relationship between warm season grass production and temperature, permitting the reconstruction of temperatures by latitude through time for the last 12,000 years.

All of this was happening at the same time that 10 High School Summer Science Research students were attending Baylor. Although I am the director of this exciting program, it is a success only because of contributions from outstanding professors that give so freely of their time mentoring these bright young scientific minds. Incredibly, many of the students this year voiced a keen interest in attending Baylor!

After the dust settled a bit in July, I completed a paper on Inca irrigation agriculture in Peru during the contact period with the Spanish. The technological state of this society was astonishing, especially given the hyperarid El Niño climate that they worked in. Switching gears, I turned to a project reconstructing atmospheric CO2 concentrations, temperatures, and rainfall during the greenhouse maximum of the Cretaceous period 65 million years ago. This information will permit us to project into the future potential climate changes in response to ever rising atmospheric CO2 levels from fossil fuel emissions.”

Maxey Parrish

Lecturer in journalism



(Armenia, June 10-25) — “The bus window framed a striking double image. On the mountainside men cut hay by hand the way farmers have for centuries. In the window appeared the reflection of Baylor student wearing headphones. Sickles and CDs. The contrasts of Armenia say so much.

This summer I took a group of nine Baylor missionaries to the first country to officially become Christian. We certainly felt God’s presence as we worshiped in the world’s oldest Christian church, Etchmiadzin, founded in 303 A.D.

Parts of Armenia are modern. Sections of Yerevan, the capital, could be mistaken for any major Western European city. The outlying areas proved to be more of what I expected in Eastern Europe — bouncing down potholed roads I knew we were 10 time zones away in a place sharing borders with Iran, Georgia and Turkey. Mount Ararat, the landing place of Noah’s ark, always seemed to float in the distance.

I will never forget Armenia’s beautiful churches, scenery and people. There, God showed me that He transcends time and

space. Not only is He the common thread among today’s believers, He has been in this business a very, very long time.”

Dr. Andy Pittman

Associate professor of health, human performance and recreation



“I have been involved in a couple of data collecting projects for the past year and will probably be collecting data on one for another year and probably longer for the other. The shorter project involves the probability that a hockey spectator injured by a puck or hockey stick will win a lawsuit. The longer project involves the probability that a baseball spectator injured by a ball in the stands, either foul ball, fair ball, intentionally or unintentionally thrown ball from the field of play, will win a lawsuit. So far, I have found hockey cases that go back 70 years. Baseball cases go back almost 100 years. I will start work again this fall with the Department of Statistical Science to determine which of two statistical analyses is most appropriate — decision analysis or logistic regression analysis. I hope to identify 10-12 factors which I am going to call, for lack of a better term and ignorance on my part, predictor variables. The purpose of this research is to educate sport facility managers and owners to preclude injuries and lawsuits.”

Dr. Brian E. Raines

Assistant professor of mathematics



“I was a Visitor at the Mathematical Institute at the University of Oxford and a member of the Senior Common Room (a.k.a. High Table) at St. Edmund Hall, Oxford, from the beginning of June through late July. I collaborated with several mathematicians on various research questions in the topology of chaotic systems, including R.W. Knight of Worcester College, Oxford, G.M. Reed of St. Edmund Hall, Oxford, and C. Good of the University of Birmingham. I also collaborated on applying techniques from topological dynamics to economics with A. Medio of the University of Udine, Italy.

I spent one week at the University of Cape Town, South Africa, where I presented a paper (co-authored with A. Medio) at the 19th Summer Topology Conference. Together with C. Good I have received a small grant from the Educational Advancement Foundation to travel to England and to bring him to Texas. Together we will implement the teaching of mathematics via the Discovery Method at the University of Birmingham. I have already successfully implemented this style of teaching in an undergraduate mathematics course here at Baylor.”

Dr. M. David Rudd

Chair and professor of psychology and neuroscience



“This summer I was invited to participate in two very interesting national studies. First, the recent controversy over the possibility of child and adolescent suicide/suicidal behavior being triggered by antidepressant use resulted

"How I Spent My Summer Vacation" *Continued from page 11*

in the formation of a Food and Drug Administration (FDA) expert panel to review and re-classify cases in drug trials that had previously been identified as suicidal. I was invited to be an expert panel member participant and help address the central question of whether or not observed behaviors by children during the drug trials were accurately classified as 'suicidal.' The study group is being managed by a group at Columbia University and recently completed its work, with a report pending for the FDA.

Second, you'll also note that there has been some controversy over the past year about whether or not an anti-malarial drug (mefloquine) had resulted in suicides or violent behavior among military personnel stationed in Afghanistan and Iraq. I was invited to participate as an expert panel member on the Department of Defense on the Mefloquine Adverse Events Study Design Options Panel, a group formed to assist in the design and implementation of a study to answer the question of whether or not Mefloquine (also known as Lariam) poses any risk of suicide to troops. I'll continue with this group as a consultant over the next year or so."

Dr. Ann E. Rushing Associate professor of biology



"I was recently awarded a Kenan Fellowship for College Professors by the National Tropical Botanical Garden. This summer, I and the other 2004 Kenan Fellows spent two weeks

studying tropical plants, ethnobotany and conservation at The Kampong in Coconut Grove, Florida, one of five gardens of the National Tropical Botanical Garden. Using tropical plant examples, we developed educational modules designed to integrate more plant biology into undergraduate biology courses."

Dr. Julia A. Sweet Assistant professor of history



"I had two very different intellectual adventures during this past summer. First, for three weeks in June, I participated in a teaching institute called Crossroads in American History administered by

the College of Education and funded by a Teaching American History grant from the U.S. Department of Education. This institute brought more than 30 public school teachers from around Central Texas to the new Mayborn Museum Complex where we spent mornings exploring new discoveries in American history and afternoons on how to apply different methodologies to a variety of grade levels and students. I served as one of the instructors, and I enjoyed getting to know teachers in the areas and learning as much from their classroom experiences as they did from mine.

For three weeks in July, I used my University Research Committee Grant for a research trip to Georgia. I began in Atlanta at the Organization of American Historians Regional Conference where I not only gave a paper but also had the opportunity to see various historic sites. After that, I traveled to Savannah where I worked in the Georgia Historical Society for a week and found rich material on the colonial

era, my area of interest. I also took several field trips to nearby historic sites including Fort Frederica, Tybee Lighthouse and Wormsloe Plantation, just to name a few. The experience gave me much to consider, and I look forward to using all that I have accumulated in upcoming writing projects."

Dr. Jeff Tanner Professor of marketing



"I evaluate programs that promote abstinence as part of grants from the Texas Dept. of Health and the federal government's Special Projects of Regional and National Significance

(SPRANS). This summer, I examined data from Worth the Wait (Pampa Texas), McCAP (Waco) and Right Choices for Youth (San Angelo). Typically, in addition to reports to the evaluated agencies, these analyses result in several journal articles and white papers, the latter being used by the Office of Population Affairs to make changes to policy concerning abstinence promotion. I traveled to Washington, D.C., in July to review demonstration grants for the Office of Adolescent Pregnancy Prevention."

Dr. Kenneth W. Van Treuren Associate professor of engineering



"During a trip to Europe in June, I visited the Osney Lab in Oxford, England, chaired a session and delivered a paper at the American Society of Mechanical Engineers and International Gas

Turbine Institute Turbo Expo Conference in Vienna, Austria. After returning to the United States, I presented one paper at the American Society for Engineering conference and two papers at the Christian Engineering Educators conference in Salt Lake, visited the heat transfer labs of Dr. Phil Ligrani at the University of Utah and visited NASA's John H. Glenn Research Center in Cleveland, where I taught a short course in aeronautics. In addition, I am supervising two graduate and four undergraduate students who are doing research this summer."

Dr. Bennie F.L. Ward Chair and Distinguished Professor of Physics



"My summer began with a trip to CERN, the world's largest particle physics laboratory, in Geneva, Switzerland, May 26-June 4. There, in interaction with the CERN Large Hadron Collider (LHC)

physicists, I did research on state-of-the-art theoretical calculations of precision LHC physics studies, which will be essential in discovering the as yet unseen Higgs particle and its attendant physics scenarios when the collider begins operations in 2007.

Since returning from CERN, I have continued research associated with the CERN issues and maintained the effort with my research group on the general theory of precision high energy collider physics. In July we submitted a joint proposal for funding our group's work with Dr. Bardin's group in Dubna.

I continued research on my new approach to the quantum gravity to make it more understandable to other experts and to apply it (resumed quantum gravity) to phenomena such as black hole physics.

As the fruition of our recent progress, our group was invited to give three lectures on our results at the 32nd International Conference on High Energy Physics in Beijing, China, in August. That same month, I was invited to present three lectures on the same topics at the annual meeting of the APS Division of Particles and Fields at California's UC Riverside. These six invitations showed that our group had a successful summer."

Dr. Richard E. Watts Associate professor of educational psychology



"In addition to teaching a class and my regular counseling program director responsibilities, I did the following this summer:

1. I completed a book manuscript titled *Adlerian Therapy: Theory and Practice*. The book will be published by the American Psychological Association in late 2004 or early 2005.
2. I began work on a new book manuscript tentatively titled *Techniques in Counseling and Psychotherapy* to be published by Merrill-Prentice Hall.
3. I presented two papers at the Constructivist Psychology Network Conference in Memphis, Tenn.: 'Counseling Conservative Christian Clients: A Relational Constructivist Perspective' and 'Play Therapy from a Constructivist Perspective.'
4. I presented two papers at the North American Society of Adlerian Psychology Conference in Mirtle Beach, S.C.: 'Using Constructivist and Social Constructionist Techniques in Adlerian Context' and 'Principles and Procedures in Play Therapy: A Brief Introduction.' The first paper included educational psychology doctoral students Dan Williamson and Jennifer Williamson as co-presenters."

G. Dwayne Whitten Visiting assistant professor of information systems



"This summer, I submitted two articles to journals — 'The Effect of Switching Costs on Intent to Switch: An Application in IS Service Provision Markets' to *Journal of Business Research* and 'The Effect of Switching Costs on the Decision to Switch Vendors or Backsource in an Application Development Outsourcing Environment' to *Information Resource Management Journal*.

I completed a number of research projects and will submit the resulting articles to journals, including 'Determinants of Cognitive Absorption: Examining the Influence of User Traits on Beliefs and Intentions to Use Information Technology' to *MIS Quarterly*, 'Further Investigation of Why Customers Stay With a Provider: An Analysis of Switching Costs' to *Information Resource Management Journal*, 'Exploring the Influence of Service Quality on Relationship Quality,' to *Journal*

of Management Information Systems and 'The Impact Of Strategic Human Resource Management On Organizational Performance.'

I also collected data over the summer, including CIO research data which I've been collecting since February with Dr. Dorothy Leidner of Baylor and Jane Mackay of TCU. In July I began collecting ERP/JIT research survey instrument data with Ken Green of Henderson State University and Anthony Inman of Louisiana Tech University. In July I also began the collection of outsourcing research survey instrument data with Selwyn Ellis of Louisiana Tech University."

Dr. Ralph C. Wood University Professor of Theology and Literature



"It's been an unusual time for me, away from the usual routine of research and writing that I've followed most of my 33 summers as a professor. I led a four-week seminar called Reading Tolkien and Living the Virtues. It was sponsored by the Lilly Foundation and it enabled 10 scholars from Baylor and other campuses to spend three hours every day discussing the classical Christian tradition of the seven cardinal virtues in relation to the work of the greatest fantasist of our time, J.R.R. Tolkien. Rather than leading the seminar as its teacher, I found myself learning from my colleagues, whose vigorous participation enriched my own understanding both of Tolkien and the moral life. In sum, a splendid summer."

Dr. Joe C. Yelderman Jr. Professor of geology



"A lucky group of 13 spent three weeks this summer studying in Costa Rica. Graduate student Brian Scheffe lived several years in Costa Rica operating study abroad programs with the Monteverde

Institute prior to this trip. He and I created this year's Natural Resource Management and Sustainable Development course. Brian and I were blessed with dedicated students from several diverse disciplines. After arrival, we departed on a journey that would traverse much of Costa Rica.

The first of many highlights was a trip down the Sarapiquí River, where among other things we saw howler monkeys, toucans, aningas and iguanas. Students also visited the Organization for Tropical Studies (OET) research facility to examine Atlantic slope tropical rainforest. In route to Árenal Volcano, our group toured the Toro II hydroelectric power plant with its impressive 1,000-foot waterfall. At Árenal I had difficulty keeping the students' attention during a lecture as new lava tumbled down the volcano.

In Monteverde, we mist-netted bats with world-renowned bat biologist Dr. Richard Laval and looked at climate change indicator species such as the three-wattled bellbird with researcher Deb Derosier. Memories of sloths, marauding army ants, café negro, searching for sea turtles on the Pacific beach, Costa Rican culture and friendships formed in the tropics will stay with these students for a lifetime. Pura Vida!"

If you have news about a recent professional presentation, publication or honor you'd like to share, please send it to "Spotlight" at baylornews@baylor.edu.

Publications

Dr. Bryan W. Brooks, assistant professor of environmental studies, had a co-authored article titled "Reproductive Assessment of Japanese Medaka (*Oryzias latipes*) Following a Four-week Fluoxetine Exposure" published in *Archives of Environmental Contamination and Toxicology* (Vol. 46, pp. 511-517, 2004). Co-authors are Dr. C.M. Foran, West Virginia University, and Dr. M. Slattery, J.J. Weston and Dr. D.B. Huggett, University of Mississippi.

Dr. William V. Davis, professor of English and Writer-in-Residence, had a poem titled "The Knife-Seller" published in *Border Senses*. He had a poem titled "Novel" published in *Seems*.

Dr. Maurice A. Hunt, chair and research professor of English, had an article titled "Shakespeare's 'Still-Vexed' Tempest" accepted for publication in an upcoming issue of *Style*.

Dr. Thomas S. Kidd, assistant professor of history, had an article titled "Passing as a Pastor: Clerical Imposture in the Colonial Atlantic World" published in *Religion and American Culture: A Journal of Interpretation* (Vol. 14, No. 2, pp. 149-174, summer 2004).

Dr. Terry S. Maness, dean of the Hankamer School of Business and professor of finance, had a co-authored book titled *Short-term Financial Management* published by South-Western (2004). Co-author is John T. Zietlow, Indiana State University.

Dr. Keith Sanford, assistant professor of psychology, had an article titled "Attributions and Anger in Early Marriage: Wives are Event-dependent And Husbands are Schematic" accepted for publication in an upcoming issue of *Journal of Family Psychology*. He and **Dr. Wade C. Rowatt**, assistant professor of psychology and

neuroscience, had a co-authored article titled "Emotion and Attachment in Marriage and Roommate Relationships: When is Negative Emotion Positive for Relationships?" accepted for publication in an upcoming issue of *Personal Relationships*.

Presentations and Participations

Dr. Bryan W. Brooks, assistant professor of environmental studies, presented "Emerging Aquatic Contaminants: Pharmaceuticals and Effluent-dominated Streams" May 3 at a Department of Biology meeting at Texas State University in San Marcos. He presented "Emerging Pollutants in Wastewater" June 8 at a Texas Commission on Environmental Quality water quality advisory group meeting in Austin. He presented "Pharmaceuticals as Contaminants of Aquatic Ecosystems" June 25 at the American Academy of Environmental Medicine Symposium on Man and His Environment in Health and Disease in Dallas.

Dr. Gerald B. Cleaver, assistant professor of physics, presented "String Cosmology: God's Blueprint for the Universe" June 24-28 at the National Faculty Leadership Conference in Washington, D.C.

Dr. Joseph Jeyaraj, assistant professor of English, presented "Religious Rhetoric and Postcolonial Discourse: The Politics of Conversion" May 28-31 at a Rhetoric Society of America conference in Austin.

Dr. Scott H. Moore, director of the Great Texts Program and assistant professor of philosophy, served as a consultant June 9-13 at a seminar titled "Young Scholars in the Baptist Academy" at Georgetown College in Georgetown, Ky. **Dr. Douglas V. Henry**, director of the Institute for Faith and Learning and assistant professor of philosophy, Honors College,

and **Dr. Margaret W. Tate**, assistant professor of philosophy, served on the seminar steering committee.

Dr. John N. Ochola, interim associate director of the African Studies Program and assistant professor and collection department librarian, had reviews of *Faith in Development: Partnership Between the World Bank and the Churches in Africa*, edited by Deryke Belshaw, Robert Calderisi and Chris Sugden (2001) and *The Courage to Hope: The Roots for a New Vision and the Calling of the Church in Africa* by Samuel Kobia (2003) published in *Journal of Church and State* (Vol. 46, No. 2, spring 2004). He and **Billie R. Peterson-Lugo**, associate professor and assistant director of Electronic Library resources and collection management services, had a co-authored article titled "Collaboration Between the Library and Classroom Faculty in the Assessment of Student Research Needs: A Case Study with Geology Undergraduates" published in *Collection Management* (Vol. 28, No. 4, 2003).

Dr. Keith Sanford, assistant professor of psychology, presented a poster titled "Mechanisms of Change in Marital Conflict: Anger and Attribution" in July at the International Conference on Personal Relationships in Madison, Wis.

Baylor faculty made the following presentations May 17-21 in a retreat titled Vocation, Liberal Learning and the Professions at Laity Lodge near Kerrville: **Dr. Michael D. Beaty**, professor of philosophy and vice provost for faculty development, "Recapturing the Concept of Vocation" and "Vocation and the Modern University;" **Dr. Thomas S. Hibbs**, dean of the Honors College and Distinguished Professor of Ethics and Culture, "Wonder, Utility and Eros in the University," "Eros Deformed: American Culture, Student Culture" and "Eros Reformed: American

Culture, Student Culture;" and **Dr. Douglas V. Henry**, director of the Institute for Faith and Learning and assistant professor of philosophy, Honors College, "Faith: Discerning a Narrative Unity for Christian Life" and "Hope: Bearing Witness to God Amidst a Culture of Despair and Presumption." Dr. Beaty, Dr. Hibbs, Dr. Henry and **Dr. Todd L. Lake**, dean for University life, served as retreat directors.

Honors

Sarah Jane Abbott-Kirk, associate professor of piano, was named 2004 Collegiate Teacher of the Year by the Texas Music Teachers Association.

Matthew C. Cordon, associate professor of law and reference librarian, received the 2004 Outstanding Article Award from the academic law libraries special interest section of the American Association of Law Libraries.

Linda Gradel, Baylor Libraries, was selected as the libraries' Outstanding Staff Member for summer 2004.

Dr. Barry G. Hankins, associate professor of history and church-state studies, was named associate editor and area director for history for Christian Scholar's Review.

Dr. Ann E. Rushing, associate professor of biology, was awarded a Kenan Fellowship for College Professors by the National Tropical Botanical Garden.

Faculty and staff who received BaylorPlus Salutes during August 2004 include: **Barbara Carbajal** and **Richard Amos**, compensation and benefits; **Lisa Steed**, ITS; **Gloria Baker** and **Linda Garrett**, registrar's office; **Ron Garrett**, communication studies; **Dr. Jerry Gordon**, vocal studies; **Leigh Ann Moffett**, **Josh Waits** and **Jim Huggins**, risk management; and **Brent Howell**, Baylor DPS.

Family Circle

Congratulations to

Jeryl Hejl, public relations, on the birth of her granddaughter, Elizabeth Brianna Yankie, July 21.

Judy Long, public relations, on the birth of her granddaughter, Zoe Elaine Noelani Augustine.

Randy Morrison, public relations, and wife, Kim, on the birth of their son, Micah James Morrison, Sept. 14.

Janet Pence, University libraries, on the birth of her granddaughter, Caroline Elizabeth Pence.

James Steen, enrollment management, and wife, Heather, on the birth of their son, Henry Cannon Steen, Sept. 15.

Tom Waden, ITS, and **Lana Waden**, admission services, on the birth of their grandson, John Miles Holton Wray, July 22.

Best wishes to

Norma Broom, retiree spouse, who is recovering from surgery.

Dr. Henry Jackson Flanders Jr., professor emeritus of religion, who fractured his hip in a fall.

Huy Vinh Huynh, Baylor student, who was injured in a motorcycle accident.

Jordan Stanford, Baylor student, who is receiving chemotherapy treatments for lymphoma.

Jean Streetman, retiree spouse, who is recovering from triple bypass surgery.

With sympathy to

Michael Compton, Baylor student, on the death of his father, Donald Compton, Sept. 16.

The family of **Lauren Frazier**, Baylor student, on her death Aug. 18.

Katherine Hart, Baylor student, on the death of her brother.

Dr. Eric Holleyman, religion, on the death of his nephew, Aaron Holleyman, an Army medic serving in Iraq.

Brian Lee Johnson, Baylor student, on the death of his mother, Lori Burleson Johnson, Aug. 10.

Aaron Pennington, Baylor student, on the death of his brother, Russell Pennington, Sept. 14.

Nell Smith, retiree spouse, on the death of a grandson.

Tanya Teixeira, Baylor student, on the death of her father, Peter Teixeira, Sept. 1.

Research Gazette

Grant Awards (May)

TOTAL AWARDS: \$188,869

Dr. Russ Duren, engineering; \$29,246; Signal Processing with a Reconfigurable Computer; National Security Agency through the Naval Postgraduate School

Dr. Erich Baker, bioinformatics; \$69,123; Bioinformatics for Mouse Phenotype Analysis; National Institutes of Health through the University of Tennessee

“Research supported by this award focuses on the development of new methodologies to analyze and elucidate gene regulatory networks in the mouse. This includes the creation of distributed computing resources, biological databases and knowledge sharing tools. The award has been extended to for the 2004-2005 year.” — EB

Majka Woods, Baylor University Evaluation Services Center; \$19,000; Improving Teaching and Learning; U.S. Dept. of Education through Midway Independent School District

Dr. Robert Marks, engineering; \$50,000; Collective Behavior of Biological Swarms: System Modeling, Analysis, and Algorithmic Development for Distributed Dynamic Resource Allocation Problems; NASA’s Jet Propulsion Laboratory

“Dumb insects collectively do very smart things. Ants optimize the distance between the Hershey bar on the sidewalk and their anthill. The ability of social insects to perform complex tasks such as foraging and nest building from simple local rules at the insect level is dubbed swarm intelligence. Engineers have a renewed interest in this process. In this NASA work, we apply swarm intelligence to schedule resource allocation.” — RM

Matt Williams, Gear Up; \$1,500; Lighted Schools 21st Century Community Learning Centers Grant; U.S. Dept. of Education through Waco Public Schools

Dr. Judy Wright Lott; Louise Herrington School of Nursing; \$20,000; PDA Technology for Nursing School; Hillcrest Foundation

Grant Proposals (May)

TOTAL REQUESTED: \$1,217,551

Dr. Diana Garland, social work; \$39,950; The Role and Resources of Historic Faith-based Child and Family Service Agencies; Annie E. Casey Foundation

“This is a planning grant proposal that Dr. Isaac Gusukuma and I have been invited to submit to the Annie E. Casey Foundation. We will use these resources over the next six months to plan a multi-year research project exploring the current services and resilience over time of historic religiously-affiliated child and family service agencies. The project will develop models of service designed to help children at risk of or already placed in out-of-home care and

their families as part of the whole system of child welfare services.” — DG

Dr. Rene Massengale, Dr. Joseph White, and **Dr. Robert Doyle**, biology, and **Dr. Bryan Brooks**, environmental studies; \$225,000; Concentrated Animal Feeding Operations (CAFOs): Water Utility Issues and Regulatory Controls; AWWA Research Foundation

Dr. Kieran McNulty, sociology and anthropology; \$3,000; New Excavations at the Pliocene Fossil Primate Locality of Graunceaunu, Romania; National Science Foundation

“This grant will fund exploratory excavations at the 2 million-year-old fossil locality of Graunceaunu, Romania. The goals of this Romanian-American collaboration are to relocate the original 1960s excavation, study the stratigraphic sequence of the site and locate the fossiliferous layer. Beyond its general importance to paleontology, this rich locality is one of only three sites in the world that has produced a large number of specimens of the enigmatic fossil monkey Paradolichopithecus.” — KMcN

Dr. Karla Leeper, communication studies, and **Matt Williams**, Gear Up; \$49,999; Gaining Early Awareness and Readiness for Undergraduate Programs; National Council for Community and Education Partnerships and Southwestern Bell Co.

Dr. Keith Sanford, psychology and neuroscience; \$128,082; Marital Conflict and Change in Child Conduct Problems; National Institutes of Health

“Previous research has found that, in families with two married parents, marital conflict is correlated with children’s behavior problems. The proposed study will investigate the extent to which improvements can be made in children’s behavior simply by teaching parents how to improve communication in their marriage. In the proposed study, a sample of families will be assessed on six occasions over the span of three months as parents complete a communication skills training program.” — KS

Dr. Dovalee Dorsett, information systems; \$99,376; Formulate and Test a Mathematical Theory of School Accountability; National Science Foundation

Dr. Bill Petty and **Dr. Anne Grinoles**, entrepreneurship; \$35,400; A Proposal to Develop a New Course in Innovative Application of Solutions to Entrepreneurial Business Issues, Featuring Creative, Team-based Teaching and Learning; The National Collegiate Inventors and Innovators Alliance

Dr. Bryan Brooks, environmental studies; \$10,146; Development of Steady State Modifiers for COCs in New York Harbor Sediment; U.S. Army Corps of Engineers

Dr. Brian Garner and **Dr. Walter Bradley**, engineering; \$18,054; (Pre-Proposal); Pre-operative Osteotomy Planning Software; Scott & White Hospital/Siemans

Dr. John Pumwa and **Dr. Walter Bradley**, engineering; \$59,500; (Pre-Proposal); Investigating the Possibility of Using Coconut Oil as a Substitute Fuel for Diesel Engines; United Nations Development Program

Dr. Bob Kane, chemistry and biochemistry; \$71,846; A Novel Technique for Repair of Meniscal Lesions; National Institutes of Health through the Baylor Research Institute

Dr. Bob Kane, chemistry and biochemistry, and **Dr. Carolyn Skurla**, engineering; \$318,069; Development of Photochemical Method for Meniscal Repair; National Institutes of Health

Dr. David Garland; Truett Seminary; \$150,000; Rural Ministry Initiative; Arthur Vining Davis

Dr. Grear Howard; Truett Seminary; \$9,129; Current Student Scholarships; Raymond and June Kuns Foundation

Grant Awards (June)

TOTAL AWARDED: \$717,695

Dr. Walter Bradley, Dr. Ian Gravagne and **Dr. Brian Garner**, engineering; \$392,242; Exercise Equipment — Phase II; Curves, Intl.

“This is Phase II of a three-phase contract with Curves, International to develop a new generation of high-tech exercise equipment. Curves, International is the largest franchise in the world providing an exercise program designed specifically for women. The high-tech exercise equipment being developed will allow the exercise program for each women to be specifically tailored to her needs and changed over time as her fitness level changes.” — WB

Dr. Byron Johnson, CRIAD; \$119,025; Implementing Fatality Review in the Dept. of Defense: A National Training Conference; U.S. Dept. of Justice

Dr. Kevin Pinney and **Graciela Miranda**; \$172,299; Novel Serotonin Reuptake Inhibitors for Autism Treatment; National Institutes of Health

Dr. Grear Howard; Truett Seminary; \$9,129; Current Student Scholarships; Raymond and June Kuns Foundation

“The Kuns Foundation is offering scholarship assistance to a select group of students who are preparing for a career in missions. These students also are given funds for specific worldwide summer mission opportunities. The funds not only aid the student in obtaining training and expertise in a particular missions area, they provide some much needed competent assistance to missionaries on the field.” — GH

Pam Wilder; Piper Child Development Center; \$25,000; Family Resource Center; Waco Foundation

Grant Proposals (June)

TOTAL REQUESTED: \$1,534,986

Dr. Dennis Tucker, Truett Seminary, **Dr. William Bellinger** and **Dr. Joel Burnett**, religion; \$5,000; Symposium on the Psalms; Reynolds Foundation

“The Baylor Psalms Symposium, jointly supported by the Department of Religion and Truett Seminary and scheduled for May of 2006, will bring to campus the world’s leading researchers on the Psalms for a look at the current state of scholarship on the book of Psalms.” — WB

Dr. David Pennington, chemistry and biochemistry; \$1,500; Baylor University: Agricultural Sciences Enrichment Programs Summer Internship; U.S. Dept. of Agriculture, Agricultural Research Service, Cropping Systems Research Laboratory

Dr. Kevin Chambliss, chemistry and biochemistry; \$123,228; Biologically-Inspired Electrode Arrays for Trace Level Detection and Identification of Ionic Analytes in Aqueous Solution; National Science Foundation

Dr. Walter Bradley, Dr. Ian Gravagne and **Dr. Brian Garner**, engineering; \$392,242; Exercise Equipment — Phase II; Curves, Intl.

Dr. Robert Kane, chemistry and biochemistry; \$617,067; Novel Targeted Therapy for Human Tryanosomal Infection; Grand Challenges in Global Health through the National Institutes of Health

Dr. Bryan Brooks, environmental studies; \$130,019; Developing a Predictive Understanding of Pymnesium Parvum Toxic Bloom Formation and Its Control; Texas Parks and Wildlife Dept. through the University of Texas at Austin

Dr. Marianna Busch and **Dr. Kevin Chambliss**, chemistry and biochemistry; \$188,990; Acquisition of High-Resolution LC/MS/MS Instrumentation; National Science Foundation

“This grant proposal is for funds to purchase a new, much-needed mass spectrometer that will serve the needs of several departments, especially chemistry and environmental studies.” — MB

Dr. Randy Wood, education, and **Dr. Rob Rogers**; social work; \$2,458; Learning English Among Friend (LEAF); Waco Greatland Target

Dr. Judy Lott and **Alice Pappas**; nursing; \$19,800; The Promise of Nursing for Dallas/Fort Worth Nursing School Programs; Foundation of the National Student Nurses Association

Dr. Andy Milson and **Dr. Tony Talbert**, education, and **Dr. Jennifer Rahn** and **Lisa Zygo**; Center for Applied Geographic and Spatial Research (CAGSR); \$54,682; Encountering Globalization: Fusing Global Issues to Enhance Geography Pedagogy; National Geographic Society Education Foundation

Upcoming Lectures and Academic Events

OCTOBER 2004

Hearn Symposium on Christian Music

Oct. 4-6

Multiple campus locations
www.baylor.edu/christian_music

The 2004 version of the biennial Hearn Symposium, "Music and Worship in an Emerging Culture," features lectures and performances from **Brian McLaren**, **Sally Morgenthauer**, **Marva Dawn**, **Chris Seay**, **John Michael Talbot**, **Louie Giglio**, **Thomas Troeger**, **Chuck Fromm**, **Robb Redman**, **Billy Ray Hearn**, **Julie Pennington-Russell**, **Hulitt Gloer**, **Randall Bradley**, **David Music**, **Kurt Kaiser**, **Terry York**, **Worship Together Band**, **Gary Rhodes** and others.

Parchman Endowed Lectures

Oct. 5-7, 3 p.m. each day
Paul Powell Chapel, Truett Seminary

Rev. Dr. James Forbes Jr., the fifth senior minister of The Riverside Church of New York City, was recognized by Baylor as one of the 12 most effective preachers in the English-speaking world. He will deliver three lectures under the general theme of "Healing the Spirit of America": "A Dream of America at Its Best" (Oct. 5), "Killers of the Dream of Democracy" (Oct. 6) and "The Spiritual Renewal of the Nation" (Oct. 7).



What's Bruin?

Oct. 5, Noon

Barfield Drawing Room
www.baylor.edu/pod_reg

Dr. J. Larry Lyon, dean of the Graduate School, will discuss the School as part of the popular monthly luncheon series. To sign up or purchase a lunch, visit www.baylor.edu/pod_reg.

American Physical Society Conference

Oct. 7-9

Multiple campus locations
www.baylor.edu/TSAPS

The Texas section of the APS 2004 Conference welcomes contributed papers from any area of physics. Most sessions will be held in the new Baylor Sciences Building, including plenary sessions with **Dr. Lei Dong**, M.D. Andersen Cancer Research Center, **Dr. Jim Gallas** of Photoprotective Technologies and **Dr. Bruce White** of Freescale Semiconductor Inc. Tickets are available for an Oct. 8 fajita buffet lunch and an evening banquet. Business meetings for the APS and American Association of Physics Teachers will be held in the Cashion Academic Center.

Geology Public Lecture

Oct. 8, 3:30 p.m.

Baylor Sciences Building,
Room E206

Dr. Stephen T. Hasiotis of the University of Kansas in Lawrence is considered the world's expert on ichnology (the production of tracks, trails, burrows, nests, etc.) of terrestrial and freshwater environments. He will present a lecture titled "Animal and Plant Sediment Relationships and the Interpretation of Trace Fossils in Terrestrial Environments." Dr. Hasiotis also will teach a short course on "Ichnology of Continental Environments" from 9 a.m.-noon Oct. 8 in Baylor Sciences Building Room D410.

Beall-Russell Lecture in the Humanities

Oct. 11, 3:30 p.m.

Jones Theater, Hooper-Schaefer
Fine Arts Center

www.baylor.edu/Beall-Russell
Robert Fagles, The Arthur W. Marks '19 Professor of Comparative Literature, Emeritus, at Princeton



University and the award-winning translator of Homer's *Illiad* and *Odyssey*, will present "An Afternoon's Odyssey with Robert Fagles."

Perspectives on the Past: Continuing Education Lecture Series

Oct. 11, 7 p.m.

Piper Great Hall at Truett Seminary
www.baylor.edu/ce

Dr. Rosalie Beck, associate professor of religion, will give the series' October lecture on "Floods and Famine: The American Religious Landscape." Attendees must be registered in Baylor Continuing Education course #04050, which costs \$45 for Baylor faculty and staff.

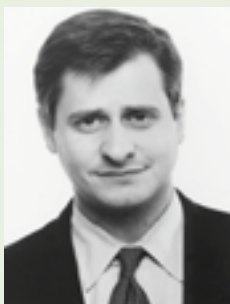


Ferguson-Clark Author Lecture

Oct. 26, 7:30 p.m.

Mayborn Museum Complex
www.baylor.edu/librarygifts/authortickets

Jon Meacham, author of *The New York Times* best seller *Franklin and Winston: An Intimate Portrait of an Epic Friendship*, will present the third Ferguson-Clark Author Lecture benefiting the Baylor



Libraries. He will speak on "Franklin and Winston: Leadership Issues for Today." Patron tickets (\$50) include a reception and book signing. Other tickets include general admission (\$15), Baylor faculty and staff (\$10) and Baylor students (\$5).

S.T.E.P.P. Luncheon

Oct. 26, Noon

Barfield Drawing Room

Marilyn A. Crone, vice president for human resources and enrollment, will speak on "Serving Others Willingly."

NOVEMBER 2004

Baptist Heritage Lectures

Nov. 2-3

Paul Powell Chapel, Truett Seminary
Dr. William M. Pinson Jr.,

executive director emeritus of the Executive Board of the Baptist General Convention of Texas and president emeritus of Golden Gate Baptist Theological Seminary, will present the inaugural Annual Baptist Heritage Lectures. The 2004 offerings include "The Freedom that Christ Gives" (Nov. 2, 9:30 a.m.), "The Baptist Recipe" (Nov. 2, 3 p.m.) and "Baptist Words and Actions that Made a Difference" (Nov. 3, 3 p.m.).



What's Bruin?

Nov. 2, Noon

Barfield Drawing Room
www.baylor.edu/pod_reg

Brad Toben, dean of Baylor Law School, will discuss the School as part of the popular monthly luncheon series. To sign up or purchase a lunch, visit www.baylor.edu/pod_reg.

Perspectives on the Past: Continuing Education Lecture Series

Nov. 9, 7 p.m.

Piper Great Hall at Truett Seminary
www.baylor.edu/ce

Dr. William J. McDonald, senior lecturer in English, will give the series' November lecture on "All Over the Map: Contemporary Fiction Since 1980." Attendees must be registered in Baylor Continuing Education course #04050, which costs \$45 for Baylor faculty and staff.



S.T.E.P.P. Luncheon

Nov. 16, Noon

Barfield Drawing Room

Cliff Neel, assistant vice president and director of scholarships and student financial aid, will speak on "Understanding Financial Aid."

Breakfast at Baylor

Nov. 23, 7 a.m.

Hughes-Dillard Alumni Center
www.baylor.edu/ce

The second installment of the 2004-2005 Baylor Continuing Education-Baylor Alumni Association lecture series features **Dr. Blaine McCormick**, assistant professor of management, presenting "Three Questions for Shepherd Leaders." Cost is \$12.50, reservations can be made by calling 710-3550.

DaVinci Code, Eating Disorders Topics at Chapel

An author critical of the bestseller *The DaVinci Code*, a beauty queen who survived an eating disorder and a Dove Award-winning musician will be featured guests at this fall's Chapel.

Ben Witherington III, author of the critically acclaimed book *The Gospel Code: Novel Claims About Jesus, Mary Magdalene and DaVinci*, will speak in Chapel Oct. 6. Dr. Witherington is a professor of New Testament at Asbury Theological Seminary, and in his book he reveals what he says is the historical truth underlying Christian faith that has been distorted, denied or falsified by the bestselling book *The DaVinci Code*.

Stacy Kole was a successful beauty pageant queen who carefully hid her eating disorder from those around her. She has gone on to write *Satisfying the Starving Soul: A Biblical Recovery Book for Eating Disorder Victims*. During her Chapel appearance Nov. 17, Kole will speak about the illness that affects women on Christian college campuses in even greater numbers than the general population.

John Michael Talbot, a popular lecturer and retreat leader, is the top-selling Catholic musician in the world, having received numerous Dove Award nominations as well as a Dove Award. He has produced 41 albums, written 15 books and produced videos on ministry to the poor, simple living and Franciscan spirituality. Talbot will appear in Chapel Oct. 4.

Other fall Chapel guests include; Mission Week speakers, Oct. 11 and 13, former Congressional Black Caucus executive director **Barbara Williams-Skinner**, Oct. 18; Q&A with **Dr. Todd Lake**, Oct. 25; urban youth missionary **Fred Lynch**, Oct. 27; Polish musical group **Echo**, Nov. 1; Christian peacemaker **Kathleen Kern**, Nov. 3; *New York Times* national correspondent **John W. Fountain**, Nov. 8; Baylor alumnus **Scott James**, who works for a socially conscious Internet-based coffee company, Nov. 10; and the **Annie Moses Band**, Nov. 15.

All Chapel sessions are at 10 and 11 a.m. in Waco Hall and may be viewed live on the Chapel web site at www.baylor.edu/um.

Randy Fiedler

SACS Self-Studies and Vision 2012: Lessons Learned

By Dr. J. Larry Lyon
Dean of the Graduate School and professor of sociology

“Congratulations and condolences” was the common response from my colleagues when they read about my new title of senior vice provost. The “congratulations” were for my opportunity to serve in the Provost’s Office at administrative levels broader than those in the Graduate School. The “condolences” were tied to the part of the announcement that described my duties as including oversight of the 2005-07 SACS Self-Study (or more accurately, the Southern Association of Colleges and Schools, Commission on Colleges, Reaffirmation of Accreditation) and were typically followed with questions about my sanity. After serving on the Steering Committee of the 1984-86 Self-Study and then directing the 1994-96 Self-Study, hadn’t I learned my lesson? Actually, I had learned several lessons, and those lessons are the reason I am doing yet another self-study and the focus of this article.

The 1984-86 Self-Study

The first lessons came from my appointment to the steering committee of the 1984-86 Self-Study. President Reynolds asked for a more ambitious and progressive assessment than required by SACS and expected significant improvements in the University. In spite of unanticipated changes in the self-study’s leadership, much was accomplished and much was learned. Perhaps my most important and surprising lesson was the significance of a self-study. President Reynolds followed the events closely and kept the Board of Trustees updated on our progress. Bob Baird in philosophy and Ray Perryman in economics assumed leadership of the project and devoted thousands of hours to make it successful. I gave hundreds of hours and most of the steering committee worked harder and longer than I did.

The Baylor Interdisciplinary Core can be traced to the 1984-86 Self-Study. Baird and Wallace Daniel were strong supporters of holistic, interdisciplinary undergraduate education, and with the subsequent support of Arts and Sciences Dean Bill Cooper and Provost Don Schmeltekopf, BIC became a reality. Finally, I can remember being dismayed at how little quantitative information we had and how that handicapped our efforts. Another result of the 1984-86 Self-Study was establishing our Office of Institutional Research.

This was also the first time I heard about what would become quite controversial in the future — Baylor’s relatively low tuition. Perryman and Ray Cannon explained how our tuition, when compared with other private universities, could be seen as a subsidy for average students with above-average family incomes. No significant tuition increase was called for in the 1984-86 Self-Study, but the issue was to resurface in the next self-study.

The 1994-96 Self-Study

Ten years later, President Reynolds again asked for a forward-looking, progressive self-study that did more than assure our continued accreditation. The impetus for improvement would be the Sesquicentennial Council of 150, an assemblage of 150 leaders from all over the world. During the initial stages of the self-study, the Council met three times on campus with our faculty, regents, administration and staff, and eventually produced more than 200 recommendations to improve Baylor.

Under the leadership of Drayton McLane and with the hard work of Eugene Baker, this unprecedented gathering of gifted individuals produced the best

collection of recommendations to move Baylor forward that I have ever seen. However, integrating these recommendations into the self-study proved a formidable task. Almost all of the recommendations were worthy, but collectively cost more money than we had and many moved the University in directions that might be seen as contradictory (e.g., enhance undergraduate education/expand graduate programs, more religious emphasis/more support for scholarship, increase our global presence/build more connections to Waco). At this point, I learned my most important self-study lesson: Baylor must have a vision.

Three Visions: World-class, Stay the Course, Next Level

In order to evaluate, integrate, and prioritize multiple recommendations such as those from the Council of 150, we needed a clear vision of what Baylor intends to be. I began by working with the steering committee to develop a vision. “World-class” was a commonly used term at that time and it seemed reasonable for Baylor to aspire to be a world-class university. Classifications such as those by the Carnegie Foundation and *U.S. News & World Report* pointed to a set of world class universities (Harvard, Yale, Princeton, Chicago, MIT, Stanford, et al.) with similar characteristics (e.g., large endowments, high tuition, emphasis on graduate education, millions in external research grants, prestigious scholars as faculty, exceptionally bright students). Unfortunately, Baylor’s ranking on these characteristics suggested just how far we were from being a world class university. Tuition and endowment, for example, would need to double immediately, and then continue to grow at levels far beyond our historical experience. Growth in undergraduate enrollment would have to be curtailed



Dr. J. Larry Lyon

Commencement Congratulations Summer 2004

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

COLLEGE OF ARTS AND SCIENCES

Bachelor of Arts

Allison Coker — daughter of Gail Coker, University libraries
Elizabeth Griffin — daughter of Kathy Mulkey, Registrar's Office
Tori Obenoskey — daughter of Laura Obenoskey, School of Law
Cynthia Potts — wife of Dr. Franklin Potts, finance, insurance and real estate

Bachelor of Science

Melody Agee — daughter of Martha Agee, accounting and business law
Alison Cinek — daughter of Janette Cinek, University development

HANKAMER SCHOOL OF BUSINESS

Bachelor of Business Administration

Barry Johnson — son of Carol Ann Johnson, Campus Living & Learning

SCHOOL OF EDUCATION

Bachelor of Science in Education

Linda Conlon — history
Melodie Price — daughter of Aaron Price, athletics
School of Engineering and Computer Science
Bachelor of Science in Engineering
Jonathan Gibbs — son of Carla Gibbs, public affairs

GRADUATE SCHOOL

Master of Science in Education

Zachary Beaty — son of Dr. Michael Beaty, philosophy
Laura Cresson — daughter of Dr. James Bargainer, retired
Katherine Dolff — daughter of Dr. Don Gaitros, engineering and computer science
Elizabeth Hambrick — daughter of Doriss Hambrick, campus life
Megan Marsh — wife of Caleb Marsh, pre-medical, pre-dental programs
Brandy Penney — daughter of Debra Penney, athletics
Julie Taylor — wife of Dr. Beck Taylor, economics

Doctor of Philosophy

Joel A. Weaver — Truett Seminary

Information compiled and provided by the Office of the Vice President for Human Resources and Enrollment Management and the Provost's Office

with a concomitant increase in graduate enrollment. Traditional emphases on Baptists and on teaching would be difficult to maintain. The world class vision was not as positive as we might have initially assumed, and regardless, it was so far beyond our current capacity as to be of little use for planning purposes.

Going back to the drawing board, a second vision was crafted — one that was not so improbable, but also not so grand and perhaps not so worthy. This more moderate vision called for Baylor to “Stay the Course.” If we could not be world class in the foreseeable future, we could set realistic goals that do not fundamentally change the University since what Baylor accomplishes is both unique and worthwhile. As a private university, our ability to combine low tuition, strong undergraduate education, “big-time” athletics, a relatively large and diverse student body, and a relevant Baptist heritage gave us an enviable market position among the more than 200 national universities with whom we compete for students and support. Since tuition could not significantly increase, this vision required our endowment to double in order to maintain the current infrastructure. All the good things associated with Baylor in the 1990s continue under this vision, but the problems remain as well: 1) The “brain drain” continues with many of Baylor’s best and brightest graduates and faculty moving on to universities with more prestigious graduate programs. 2) The University has only minimal direct influence on the world of ideas. 3) Baylor abdicates its goal of proving that superior academics and serious religious values can co-exist since the University cannot gain recognition for superior academics by the most common measures of academic quality — endowments, tuition, graduate programs, and research. Although this Stay the Course vision garnered more support than its World-class predecessor, most of the steering committee members asked for or presented some type of compromise vision that included many of the positive aspects from the other two visions, but also minimized their negative aspects. These compromises led to what the Steering Committee, most of the members of the various self-study subcommittees, and I considered our best vision.

Our third vision called for Baylor to go to the “next level.” It required tuition and endowment increases of less than half the level the Word-class vision needed and used those funds to enhance undergraduate education and to expand and improve graduate programs. The response to this vision was so positive among our steering committee that I asked them to share all three visions with their subcommittee members (approximately 125 faculty, 50 staff and 25 students) and report back their assessments. All of the 16 subcommittees supported Next Level and in many of the subcommittees, the support was unanimous. This broad support, however, proved to be a poor predictor of the vision’s reception as it moved up the Baylor organization chart. Although no votes were taken, it seemed clear that our administration and our board had doubts

about Baylor really being so far behind world-class universities and even more doubts about the need for a significant tuition increase to even partially close the gap and move us to the next level. Still, the “genie was now out of the bottle” regarding seeing ourselves in relation to the larger national academy, and Baylor’s admission to the Big 12 further moved us from a regional to a national stage.

Next Level and 2012

In hindsight, it’s clear that Next Level reemerged five years later in a broader, richer, deeper, more nuanced Vision 2012. As David Lyle Jeffrey explained in our Fall General Faculty meeting, the overlap between the two visions is considerable and the degree to which Next Level predicted our 2012 achievements as well as our 2012 problems is remarkable.

The earlier self-study lesson proved correct: visions work. They require us to focus, guide our allocations, and enable otherwise impossible achievements. However, another lesson was learned at this point: visions expose fault lines that can be glossed over

“Self-studies are serious campus-wide decennial efforts at Baylor, not simply to assure accreditation, but to improve the University. In fact, accreditation has, in my experience, never been the driving force behind these efforts — improvement has.”

without a clear vision. Before 2012, Baylor could be all things to all constituencies since without the vision, we did not have to wrestle as much with exactly what it means to be a Christian university or a scholarly faculty member. Such issues could be finessed in ways that allowed everyone to have a positive view of themselves and of Baylor. The price we now pay for the almost inconceivable (for old-timers like me) achievements of 2012 is rancorous conflict that is similar to but exceeds even the Baptist battles over the Baylor charter change in the early 1990s. Internal partisans as well as external observers agree on one aspect of this conflict: it harms the University internally by directing our energies away from our responsibilities and externally by portraying Baylor as a fractious university. The consequences of 2012, the achievements and the conflicts, must be addressed in the upcoming self-study.

The 2005-07 Self-Study and 2012

Self-studies are serious campus-wide decennial efforts at Baylor, not simply to assure accreditation, but to improve the University. In fact, accreditation has, in my experience, never been the driving force behind these efforts — improvement has. And this is exactly the way SACS has designed it. “The concept of quality enhancement is at the heart of the Commission’s philosophy of accreditation.” (“The Principles of Accreditation,” Commission on Colleges, Southern Association of Colleges and Schools). I will not be asking so many to work so hard on this effort because we may lose our accreditation — we will not. We will work hard on this self-study in order to improve the University.

Unfortunately, some misunderstanding exists on the reaffirmation of our accreditation. Some fear that we may be in trouble on the SACS academic freedom and faculty governance standards — two standards that should not prove inordinately difficult for us. The current academic freedom standard is a more succinct version of the 1994-96 standard, and our response should be similar to our successful response of 10 years ago. For faculty governance, SACS does not dictate a level or type of governance, but requires rather that whatever it is, the policy should be published. We will meet that standard. Academic freedom and governance are important issues that deserve consideration and debate, but they should not hinder the reaffirmation of our accreditation. That is not to say that reaffirmation will be easy. It should not be and will not be. However, I am more concerned about our ability to empirically demonstrate institutional effectiveness (also the key concern 10 years ago) and to develop a satisfactory quality enhancement plan (a major effort not required 10 years ago). Still, with Van Gray and Tom Bohannon in charge of documenting our institutional effectiveness and Tiffany Hogue developing our quality enhancement plan, I can assure all of you that we are in good hands.

Since our self-study goal is improvement and since 2012 is the vision that guides our efforts at improvement, most of the data that we will gather in this effort can provide a midcourse assessment of 2012.

With the agreement of the provost, president and board, the 2005-07 Self-Study will include a major assessment of 2012. We will want to know how we are doing on each of the 12 imperatives. It would be surprising indeed if we were making identical levels of progress for each imperative. Do we need to improve our strategies, or set new goals in order to answer the question, “What comes after 2012?”

At this early stage, the organizational structure of our 2012 assessment is not clear to me. I know that we need broad representation from our constituencies, especially from our faculty. I have asked Gina Green to help me in developing a committee structure that can provide the needed expertise and input, and if you have suggestions, please share them with us. Clearly, the Faculty Senate and Staff Council can play a major role, but much remains to be done in this area.

So, by now, I hope that the answer to “Why direct another self-study?” is apparent. The 2005-07 Self-Study, just like those that preceded it, is a major opportunity for enhancing the quality of Baylor University. Further, the 2005-07 Self-Study provides an opportunity to address the positive (achievements) and negatives (conflicts) of 2012. It is my expectation that at the conclusion of this effort, we will be able to modify 2012 in ways that increase our achievements and reduce our conflicts. I cannot imagine a better investment of my time and energy, and I hope that many of you will join me.



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