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BaylorNews

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the **BEAR** facts

Did you know?

In 1849, Baylor became the first university in Texas and the second university west of the Mississippi River to teach law.

BaylorNews

Efforts by Baptist pioneers resulted in Baylor University, chartered in 1845 by the Republic of Texas. With more than 15,000 students and 935 full-time faculty, Baylor offers undergraduate, graduate and professional degrees through its 11 academic divisions and is consistently ranked among the top college values in the country.

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Baylor Stadium Bricks Campaign: Leave Your Mark in Baylor History

A year ago, Baylor University began exploring a new on-campus home for its thriving football program. A series of Stadium Founders stepped forward early in the process to get the ball rolling on Baylor Stadium. Now as the stadium begins to take shape on the banks of the Brazos, a public fundraising initiative has been launched to help move Baylor Stadium from dream to reality.

The Baylor Stadium Bricks campaign launched on Dec. 17 and honored the success of the 2012 season. Faculty and staff were the first to receive information about the Baylor Stadium Bricks campaign. On Dec. 19 the initiative launched to all of Baylor Nation. To date, almost 750 gifts to the campaign have been received. In appreciation for these gifts, engraved bricks with personalized messages designed by the donors will be installed at the new stadium. The Baylor Stadium Bricks campaign will continue through spring 2014 or until all available bricks have been reserved.

Baylor has partnered with Fund Raisers, Ltd., of Boise, Idaho, to manage the production and engraving of the high-quality bricks for installation at Baylor Stadium. Four varieties of bricks are available, beginning with a 4x8-inch red brick for a gift of \$175 and an 8x8-inch red brick for a gift of \$350. The BU logo on an 8x8 brick is available for a total gift of \$500.

A limited number of premium pavers will be installed to form a BU design element in the stadium's south plaza. Bricks in this special design feature are available on a first-come, first-served basis for a gift of \$1,250 each.

Stadium Bricks Gift Certificates are also available, allowing fans to donate a gift in honor of and reserve a brick as a gift for someone while providing them the opportunity to customize the engraved message themselves.

If you would like be a part of building Baylor Stadium, give a tax-deductible gift to the Baylor Stadium Bricks campaign. Pay tribute those who have been important in your life; honor significant milestones in the life of your family or celebrate the Bears' past successes, or the successes yet to come. Your personalized brick will be a lasting reminder of your support for this important project in the life of the University.

Learn more about Baylor Stadium Bricks at www.baylor.edu/stadiumbricks.

Gifts to Baylor Stadium Bricks campaign do not affect athletic ticket priority.



Baylor Offers a Welcome Resource for Veterans

The Veteran Educational and Transitional Services (VETS) Center opened in fall 2012 with the mission to support the academic success of student veterans at Baylor, serve as a resource to veterans and ease their transitions to student life at the University.

“With 70 veterans currently enrolled, Baylor is an ideal campus for veterans because it is an inherently nurturing environment,” said Janet Bagby, senior lecturer in educational psychology and coordinator of the VETS Center. “By developing a veteran-friendly campus, we are showing them that Baylor cares and wants to see them succeed.”

The Baylor VETS Center model was developed from research Bagby conducted regarding student-veterans across the country. Bagby, also the mother of an active-duty Marine, realized that student-veterans needed more support in navigating college life and their professors needed help in understanding the student veterans in their classes. She seized the opportunity to take action at Baylor and gained the support of the Paul L. Foster Success Center and the ROTC programs at the University.

“Extending the services of the Paul L. Foster Success Center into support specifically tailored to student veterans is something that we felt compelled to be a part of,” said Sinda Vanderpool, assistant vice provost for academic enrollment management. “The Baylor community has always been sympathetic to the needs of student veterans. Setting up the VETS Center is a first step toward providing tangible evidence of the commitment to help them transition well to Baylor.”

Adjusting to college life can be difficult, Bagby explained. Not only are Veterans transitioning from the highly structured environment of the military to the completely unstructured

life of college, but veterans are typically older than their classmates, may be dealing with learning challenges and have experienced a side of life that most college students have only read about.

“College is very different than the military,” said Rachael Harrelson, a Navy veteran, a senior communication sciences and disorders major and president of the Veterans of Baylor student organization. “As a student, you alone are accountable for everything. Twelve years out of high school, I really had to retrain myself on how to study. And as a wife and mother, I had to learn how to balance everything.”

Bagby recruited LaNette Thompson, a doctoral student in educational psychology, as the Center’s transitional coach to help student-veterans work through the challenges. “I knew Lanette was the perfect person for the Center before she knew,” Bagby said.

“My experiences allow me to relate well to veterans and understand what they are dealing with,” Thompson said. She is familiar with military life; she grew up with a father in the Air Force and has a son that is an Air Force captain. She also served 26 years as a missionary overseas, and has witnessed situations similar to what veterans have experienced.

As a transition coach, Thompson seeks to provide personalized service to each veteran to assist in easing their transitions and maximizing their successes at Baylor. Thompson may serve as a sounding board by listening to concerns, offering study advice, or informing and referring the veteran to the multitude of services offered on campus, including the counseling center, the Office of Career and Professional Development and the Office of Access and Learning Accommodations.

While the VETS Center is geared toward the academic support and success

of veterans, the Veterans of Baylor student organization focuses on the community and social side of being a student-veteran. Chartered on Veterans Day in 2011, the organization holds events on national holidays, works with veterans and families of veterans in the local community and coordinates initiatives to give back to the active-duty military, such as care packages and blood drives.

“Veterans of Baylor continues the comraderie that veterans experience in the military,” Harrelson said. “The retention rate for student-veterans is very low. If the veteran can’t adapt right away, they give up. We want to help them out, keep the veterans attending Baylor, and let them know it gets easier.”

Both the VETS Center and the Veterans of Baylor student organization, welcome faculty and staff veterans and students to participate in their programs, even if they’ve opted not to use the G.I. Bill.

The VETS Center is located in the Army ROTC Center, room 110.13, within the Speight Avenue Parking Garage. Office hours are Tuesday and Thursday from 9 a.m. to 3 p.m. For more information email VETS@baylor.edu. Veterans of Baylor also meets in the Army ROTC Center on the second Thursday of each month at 5:15 p.m.



Veterans of Baylor with President Ken Starr.

THE STEWARDSHIP OF A 'Grand Jewel'

A Q&A with Dr. Kenneth Hall

Dr. Kenneth L. Hall, president emeritus of Buckner International, joined the President's leadership team as senior vice president for University development and strategic initiatives Jan. 1.

Hall has served as a member of the Baylor Board of Regents and as chair of the board's Development, Marketing and Communications Committee. In 2009, Hall was appointed chair of the 10-member Presidential Search Advisory Committee that assisted with the successful selection in 2010 of Judge Ken Starr as Baylor's 14th president. Hall has also participated in a presidential task force to examine the advancement of the University's institutional interests and as a member of the Honors College Advisory Council.

BaylorNews sat down with Dr. Hall to discuss his decision to join the Executive Council at Baylor and what role faculty and staff can play in fundraising and development.

Q. After two decades at Buckner, you recently retired. What pulled you so quickly back into the workforce?

A. I'll always remember the phone call I got on a Sunday afternoon in February. Judge Starr said, "Ken, We need your help. Can you consult with us? We're launching a stadium initiative. We've got the scholarship initiative. There are so many important initiatives that we need our people to know about and help with. You have tremendous experience raising resources and helping people see how they can support an organization's areas of greatest need. Can you help us?" And I said, "Well, of course, Judge, I'll be glad to volunteer my time."

As a new regent, I started spending a lot of time in Waco helping Development and working with other constituency groups at the University. Immediately, I was named chair of the Development, Marketing and Communications sub-committee of the Board. Then in October, I was asked to consider a staff leadership role. I think Baylor University is one of the greatest assets of the Kingdom enterprise. This grand jewel that God blessed on the prairies of Texas has much to give to the world. It seemed important to say, "yes."

Q. You have been quoted many times describing your work as a calling. Can you tell us how Baylor fits into your life's calling?

A. I see Baylor as a unique laboratory for proving out the totality of the gospel. Intellectually, emotionally, spiritually, relationally – this is a place and an entity that can deal with the whole of a being. And it's not just for students; it's for faculty, it's for staff, it's for our alums. It's for all of those with whom we relate. We use the terms "Baylor Family" and "Baylor Nation" a lot, and those really are very good description of what we are.

"I think Baylor University is one of the greatest assets of the Kingdom enterprise. This grand jewel that God blessed on the prairies of Texas has much to give to the world."

We are a people – not because we all have degrees and not because we all were here at the same time. There is something in our "connectedness" that allows us to impact the world, and I think there's a stewardship of that – that all of us as Baylor family have a

responsibility to share this. There's a great Greek word called *koinonia* that talks about relationship and fellowship. What better place than the life of a Christian university to illustrate that relationship? It's not about location. It's not about buildings. It's about a state of being. It can be at a football game when we're running on the field because we're excited about beating Kansas State, or in the silence of a study carrel when a friend comes by and pats you on the back and you know you're not alone in that big test, or it can be an alum who remembers a friend who impacted their life when they were at a vulnerable moment and gave them direction and hope – to me, that's the beauty of what this University is – it's heritage.

Q. One of the key elements of *Pro Futuris* is the sustained and improved financial support from alumni and friends. How do we move forward in those efforts and what do we need from our alumni and friends?

A: I think it will be critically important for us to be unified around the cause of *Pro Futuris*. To move forward, it will take participation from all of us, especially our alumni base. Efforts to make a Baylor education affordable for every student who is academically qualified have been underway for several years. For example, faculty and staff have been very helpful by creating scholarship funds for deserving students. We must continue to tell our alums of the real and profound needs of our students and our University. We have to illustrate that we are good stewards of the gifts we receive. And we need to help each alum understand that their gifts, no matter the size, are important to the mission of Baylor University.

Q. As Baylor moves toward more robust development efforts, what role do you see faculty and staff playing?

A: As an organization, we will look at our efforts through the lens of a business model. First, we'll examine what our outcomes are. Our outcomes are centered in students and in the research of our faculty. Staff relationships are central to both outcomes.

Faculty and staff will have a distinct role in broadening our ability to gather resources to support our work. From the staff perspective, we're going to focus on coordination in our efforts. There's no room for silos in successful fundraising. Each of us will have an important part to play and we'll work together to reach our goals.

I have already been meeting with each of the deans and there's a sense of excitement as we try to clearly identify how University Development can be a specific help to the individual schools and colleges of the University. At first, we're going to be doing a lot of listening, a lot of learning, and in the end, we're going to be aggressive in promoting collaboration.

"I see Baylor as a unique laboratory for proving out the totality of the gospel."

Fundraising is unique to an individual. There are those who enjoy encouraging people to give, and there are those who find it a very real challenge to their personality and skill set. So maybe their role is assisting at an event, it's being a volunteer, but I think all of us have something to contribute,

both with time and with energy. And then, I do believe all of us, if we really love the University, ought to be contributing something of our personal resources, our financial wealth, our treasure, to the University.

Q. How can students contribute to development efforts?

A: I think university life is where a large percentage of the habits we make for life are born – good or bad. Thankfully, Baylor has a great history of impacting students for good. So, in my view, while students certainly have very limited resources, it should be during their time at the University that they start learning to give back. At first it may be service-centered, but they must grow into generosity with their resources. We share this campus with over 15,000 students. If every student, over the course of a year, gave an amount equivalent to what it cost for a couple of extra visits to Starbucks or Common Grounds, their gifts would provide tuition for several students to attend the University. Several scholarships could be created just out of that – just from two less trips to Starbucks.

We are blessed when we give sacrificially. In the Scripture, the widow didn't have much, but she felt that what she had belonged to others, and out of that, she was blessed and was noticed by the Lord. I think the quicker we learn that, whether we're 18 or 22 or 62, it imparts for us a greater joy in living our life. I hope our students feel a sense of responsibility to stewardship to the University and a desire to give. They may give through missions or through volunteerism – and those are important – but hopefully they give of their personal treasure as well.

Ellis Brings Re-focused Energy, Direction for Career and Professional Development Services

Marjorie Ellis is on a mission to help students, faculty and staff understand how plans for life after college begin the moment someone enrolls at Baylor.

Ellis stepped into the new position of executive director of career and professional development (CPD) in November. The position goes along with the reorganization and renaming of the office, which is a vital part of the Paul L. Foster Success Center.



“We want to re-focus, re-energize, re-connect this area with students and faculty,” she said. “We want the Baylor family to recognize the need to think about career and professional development as an ongoing process, from freshman year onward. To re-use a phrase, it takes a university to prepare students for work beyond the campus.”

To help graduates be more successful in their fields, Ellis said she wants to bring faculty and staff to the table to help students understand they need more than a “fill-in-the-blanks” résumé template.

“We are ready to seek and support partnerships with the faculty. We want to work with professors across all disciplines and think outside the box,” she said. “Our role is evolving into more action-oriented partnerships with faculty, coaches, staff, everyone. We cannot just say to the student ‘you need to network’ and assume that they know what that is. We have to teach them what that means and how to do it.”

Students need to understand they need an edge to land

that first position out of college or to continue on with post-graduate studies, Ellis said. “It isn’t just about academic rigor, but also about transforming students into polished professionals who are ready for a career beyond the classroom. We want students who graduate from Baylor to have that little extra something. They know how to be students, but employers expect them to be more mature and savvy, with leadership skills and initiative.”

Ellis wants to be sure CPD is effectively using and showing students how to navigate appropriate technologies in the career search and for professional development. “There is so much to consider with an ever-changing marketplace. We have to stay on top of it in order to effectively connect with students and employers, and Baylor is ready to take the next steps in this area,” she said.

Ellis said she is excited to join Baylor at this time. She said it was “like divine intervention” when Baylor posted the new position. “This is what I believe in. I was already working on implementing these same emphases where I was (Appalachian State University). When I came to interview, I had no nagging doubts or concerns. It felt natural.”

Executive Vice President and Provost Elizabeth Davis noted the reorganization of the CPD is a great fit with Baylor’s vision.

“As articulated in *Pro Futuris*, we aspire to be known as a community recognized for transformational education. This type of education consists of academic excellence, student engagement, and leadership development. One of the ways we expect to accomplish this aspiration is to build a robust and coordinated set of activities and programs that help all students navigate the path from matriculation to their initial and future vocations,” Davis said. “The Office of Career and Professional Development is designed to do just that. As soon as students set foot on the Baylor campus, we will partner with them to put together an intentionally designed combination of experiences and courses that will contribute to a transformational education. Ultimately, this type of education will prepare students for graduate school, post-graduate fellowships, and/or employment.”

Wes Null, vice provost for undergraduate education, noted the search committee for the new executive director position reviewed hundreds of applications.

“During her on-campus interview, Marjorie impressed everyone with her enthusiasm, energy, and experience,” he said. “Marjorie comes to us with six years of experience as the director of a career development office, so she knows what it takes to succeed. In addition, she is an excellent communicator who can work with the numerous and diverse constituent groups that the CPD office must serve.”

Retired Professors/Administrators Program Honors Rufus Spain and Welcomes New Director



Rufus Spain with Bill Dube (right)

Dr. Rufus Spain, emeritus professor of history, stepped down from the position of director for the Baylor University Retired Professors/Administrators Program (RPAP) at the fall luncheon held Sept. 18. Spain also introduced Bill Dube, director of Baylor's endowed scholarship program, as his successor.

A graduate of Mississippi College and Vanderbilt University, Spain joined the Baylor faculty in 1957, teaching on a full-time basis for 31 years and

specializing in late 19th and 20th century history. After his retirement in 1988, he taught on a part-time basis for 10 years before accepting the mantle as director of the RPAP when WJ Wimpee left the post.

"I originally signed on for five years at the request of the Provost, but it is now 14 years later," Spain said. "I have enjoyed working with the retired faculty and staff. After all, they were my colleagues for many years, and it is fun to meet with them at luncheons and keep in touch. I hope Bill enjoys it as much as I have."

Prior to announcing his retirement, Spain inducted 13 new members into the program, 12 retired professors and one retired administrator. Combined, the new members have 324 years of cumulative service to Baylor – several with more than 35 years.

The new additions this fall bring the membership of the RPAP to almost 600, including more than 250 retired professors, 70 retired administrators, 260 spouses and a few honorary members.

President Ken Starr spoke at the luncheon, reflecting on the importance of retired faculty to the ongoing success of the University and recalling the work of A.J. Armstrong, former chair of the Baylor English department, long after his retirement in 1952.

"I congratulate the retirees and I commend those who have given so much of their lives to Baylor," President Starr said. "My hope is that in the spirit of A.J. Armstrong, you continue the work you began during your years of service to Baylor."

He also explained that *Pro Futuris*, the University's strategic vision, calls all of Baylor's constituents to remain in thoughtful conversation. "We want you to continue to be engaged," he said.

RPAP began in 1973 to maintain contact with retired Baylor faculty and administrators. The organization is open to retired faculty, executive staff, administrative assistants and spouses of deceased retired faculty and executive staff.

On Topic

WITH PRESIDENT KEN STARR

Compelling conversations.
Contemporary issues.

WITH SPECIAL GUEST

George J. Mitchell

U.S. Senator (Maine, 1980-95), Statesman, Author, Business Leader, Special Envoy for Peace, and author of "The Mitchell Report," an investigation into Major League Baseball



Tuesday, April 16
7 p.m.
Waco Hall

Watch for ticket information.



Texas Hunger Initiative Works to Feed State's Children

Something as simple as a wholesome breakfast can make a world of difference when it comes to a child's education.

"When kids are in school, they get that consistent lunch every day. But we learned that a lot of kids in Texas were not getting breakfast," said Jeremy Everett, director of the Texas Hunger Initiative (THI), housed in Baylor's School of Social Work.

"Kids were missing breakfast on a daily basis. This was leading to low test scores, discipline problems, increased trips to the nurse, and it was having a negative effect on school attendance. Kids who don't eat can't learn at their highest capacity."

According to THI statistics, 20 percent of Texans (4.2 million people) are food insecure. This means that these people experienced hunger outright

Everett explained that schools are eligible to receive federal reimbursement for breakfasts served to children through the School Breakfast Program. But, he said, even in schools that do serve a traditional breakfast to students, participation is often low. This low participation is often due to the "poor kid" stigma associated with receiving the free breakfast.

As a result, THI is working with 10 school districts throughout the state, including 60 schools in the Dallas area, to organize alternative delivery methods.

"We're working to help them serve breakfast in a different location," Everett said. "The outcome is it reduces the stigma that a lot of kids are embarrassed about – being the 'poor kid.'"

Examples of alternative delivery methods are "Grab and Go Breakfast,"

15 million meals. That's a huge win for us, for public education and education in general in Texas. Breakfast directly impacts student performance in school."

Breakfast is one area where the THI is making strides. But the battle to end child hunger in Texas is far from over.

Making sure kids eat at school is one thing, but what happens when they go home and the cupboards are bare?

"We see kids missing meals after school, on the weekends and during the summer," Everett said.

To combat that, the THI is working with the national No Kid Hungry-Share Our Strength program to develop ways to provide kids with meals during the summer.

The No Kid Hungry network is comprised of private citizens, government officials, nonprofit organizations, business leaders and others providing innovative hunger solutions in their communities.

THI has worked to connect churches and schools to distribute meals, and Everett says he is seeing positive results.

"We served more than a million meals more in 2010 than the summer before by getting different sectors to work together," Everett said. "We don't operate under any illusion that the church can end poverty. But churches are an integral part to doing this. It's been awesome to see churches step up and serve these kids. We've got a long, long way to go in the summer."

THI is always looking for more churches and nonprofit agencies to partner with to fight the battle to end hunger. For more information, or to find out how to get involved, visit the THI website: www.baylor.edu/texashunger.



"Simply by serving breakfast in the classroom, we'll increase breakfast participation by 15 million meals. That's a huge win for us, for public education, and education in general in Texas. Breakfast directly impacts student performance in school."

Jeremy Everett

Director of the Texas Hunger Initiative (THI)

or altered their food consumption to irregular eating patterns in order to avoid hunger, said Everett. This number includes more than 1.8 million Texas children who do not have regular access to food.

THI's mission is to develop and implement strategies to end hunger. One step is making sure children get a breakfast at school.

"Breakfast after First Period" and "Breakfast in the Classroom." The latter includes breakfast being served to the students during the first few minutes of their first class. Everybody eats. No stigma.

Everett said these alternative methods are working. "Simply by serving breakfast in the classroom, we'll increase breakfast participation by

Baylor Faculty and Staff Give Internationals a Family Away From Home

Each year, students from around the world come to Baylor seeking to experience American college life and culture. At Baylor, they also find a group dedicated to helping them embrace the journey. People Around the World Sharing (PAWS) is a valued program offered by the Baylor Center for International Education for more than 20 years.

PAWS has been providing non-U.S. students with an additional way to engage in the American culture. PAWS partners 80 to 100 international students each fall with families in the Waco community, offering friendship and an opportunity for the international student and the family to learn about another culture.

“The transition to Baylor is tough for international students,” said Melanie Smith, international student relations coordinator. “Not only is the language and culture different than what they are accustomed to, but so is the class model. PAWS provides the student with a supportive learning environment while they become adjusted.”

Families involved in PAWS are encouraged to invite their international student partners to their homes, include them in family activities, check in on the students a few times during the month, be a friend and share cultures. The actual time commitment is up to the family and the student. Smith notes international students usually are eager to take part in U.S. traditions, such as activities associated with Thanksgiving, from the meal to watching football games and perhaps enjoying a traditional Thanksgiving nap.

Dr. Joseph McKinney, professor and The Ben H. Williams Professor in International Economics, became involved with PAWS soon after the program was started and after he and his family had spent a year in Japan. His family hosts three students from Iran, Greece and Bulgaria.

“From our experiences with international students we gain insights into ways in which America is viewed in other countries, the challenges that people in other countries sometimes face and the differences in how the world is viewed by people from other cultures,” McKinney said. “Our interaction with international students was especially valuable to our children as they were growing up, giving them a broader perspective on the world than they would have gained otherwise.”

“We currently have more than 10 faculty and staff participating in PAWS, including President Ken Starr and First Lady Alice Starr,” Smith said. “Faculty and staff are ideal families for the program

because they are familiar with the educational environment at Baylor and are typically very accessible for the student. It is very easy for the student to drop by their office, attend their lecture or meet them for dinner at a residence hall.”

PAWS can be a life-changing experience for the family and the student, enriching the student’s education and oftentimes creating life-long relationships.

Dr. Brett Wilkinson, associate professor and The Roderick L. Holmes Chair of Accountancy, has participated in PAWS for more than nine years. While each experience is different, he said his family learns something new with each student. They continue to keep in touch with many of their student partners.

Wilkinson and his wife first came to the U.S. from Australia as international students, and they can relate to what their international students are experiencing.

“We understand some of the challenges that these students face. We also remember how much we benefited by having families ‘adopt’ us for a time and welcome us into their homes. We are now U.S. citizens and we love living here, but we still remember what it was like to be strangers and ‘aliens,’” Wilkinson said. “We have enjoyed being able to help students from other countries get to experience some of America and Texas.”

Faculty and staff interested in participating in PAWS may visit www.baylor.edu/cie and fill out the PAWS family application, or contact Smith at 710-4825 for additional information.



IBA Links Businesses to Baylor, Community Expertise

The Innovative Business Accelerator (IBA), a joint venture of the Hankamer School of Business and the Office of the Vice Provost for Research, has gained momentum this semester as BRIC prepares for its first tenants in January 2013.

IBA will play an important role in the Baylor Research and Innovation Collaborative's (BRIC) goal of uniting academic and commercial enterprises. IBA and BRIC will leverage the potential of university-industry partnerships to stimulate economic growth and attract technology companies to the Central Texas region.

A step toward making the goal a reality was the addition of a director for IBA.

"The IBA is built on a solid foundation of our successful collaboration with global industry," said Dr. Greg Leman, named director of IBA in September. "It will become a single point of access to University and community expertise by providing a critical link between technology companies and Baylor business, science, engineering and law faculty."

Essentially, IBA provides business assistance, including business planning, financial analysis, inventory control, marketing and customer service, aimed at fostering new venture development and business incubation.

Technology companies may take advantage of expertise existing at Baylor and infrastructure within BRIC to aid technology transfer and product discovery, to develop organizational and intellectual property strategies, staged-gate entry into commercialization programs, legal and accounting services, and to cultivate international market development through the University's international entrepreneurship programs.

"We also expect the IBA to serve as a 'collaboratory,'" said Dr. Jeff Tanner, associate dean for research and faculty development. "We define a 'collaboratory' as a field laboratory

created through collaboration with business partners in order to conduct business research. The IBA is unique in this regard, because the research will be focused on developing business strategies and capabilities that will then fuel the executive education programs, entrepreneurial initiatives, and other elements of the BRIC."

Beyond business consulting, IBA provides training for entrepreneurs and small businesses and offers executive education workshops, seminars and a regular speaker series. IBA facilitates access to capital for new ventures through organizations, such as the Baylor Angel Network, venture capital financing and Small Business Administration loan programs.

"The IBA will provide the catalyst necessary for new ideas and businesses to flourish," said Dr. Truell Hyde, vice provost for research. "It will also allow leveraging of the strong economic development assets available through BRIC's funding stakeholders and our national/international business and research collaborations."



BRIC Renovation of the Central Tire Facility, Oct. 17, 2011



BRIC facility after Phase 1 Renovation, Dec. 5, 2012

Greg Leman Appointed IBA Director



Dr. Terry S. Maness, dean of Hankamer, and Dr. Truell Hyde, vice provost for research, named Dr. Greg Leman as director of Baylor's IBA in September.

Since coming to Baylor in 2005, Leman has held the positions of clinical professor, director of University Entrepreneurial Initiatives and The Curtis Hankamer Chair in Entrepreneurship.

"Greg's successful business background coupled with his entrepreneurial expertise and global vision makes him the ideal person to lead the IBA," Maness said.

Leman is the founding director of Baylor's Technology Entrepreneurship Initiative (TEI), which offers courses in technology entrepreneurship for engineering and business students, followed by a real-world consulting engagement in the U.S. or the i5 program in China. He has worked with faculty teams from across disciplines within Baylor's business, engineering, arts, sciences and law. He also has collaborated with a board of advisors to develop programs and courses centered on commercializing technology.

HR offers Strengths Programming for Faculty and Staff

For nearly 10 years Baylor has offered the StrengthsQuest program by Gallup Inc. to help students identify their talents and strengths to adapt to college life, establish relationships with roommates and succeed in academics. Now Baylor is engaging faculty and staff with StrengthsFinder, a Strengths program that can help faculty and staff in their professional work lives and relationships.

In November, the Human Resources Center for Leading and Learning (HRCLL) partnered with Gallup to offer two workshops for faculty and staff. In the *Strengths Educator* workshop, faculty and staff explored the Strengths philosophy and learned how this approach drives the engagement of students, staff and faculty. While discovering and exploring their strengths, they learned how a focus on strengths can relate to student success and how the strengths can be incorporated into their daily lives.

The second workshop, *Strengths: Great Leader Program*, helped supervisors understand their leadership styles and how they can engage their team members based on individual talents and increase performance in the workplace.

HR previously has offered shorter departmental workshops centered on the Strengths program. The November workshops marked the first time the programs were opened to the entire University.

“Our hope is to increase the ‘Strengths culture’ at Baylor,” said Tami Nutt, manager of learning and development for HR.

“Each employee was hired by Baylor for their individual talents and abilities. We want to focus on those skills for the employee’s benefit and the benefit of Baylor as a whole.”

Nutt explained that not only does the Strengths program teach participants about their talents, but it can teach them how to overcome obstacles they encounter at work and in their personal lives.

“Strengths can help them to understand the challenges they face and equip them to meet those challenges in an effective and positive way,” Nutt said.

“By focusing on our strengths, we are more comfortable and more successful in educating our students to be leaders and servants. We don’t ignore our weaknesses. But instead of investing a lot of time improving them, we manage them in such a way as to minimize their negative impact,” said Jeff Doyle, dean of student learning and engagement. He incorporates the Strengths program into large group and small group sessions in Line Camps, leadership classes sponsored by the Academy for Leader Development, and in helping residential students work with their roommates.

With the success of the two workshops offered in November, the HRCLL plans to offer more Strengths workshops this spring. Visit the HR website, www.baylor.edu/hr, for the schedule of upcoming training and development opportunities.

Ambassadors Represent Baylor in Washington, DC



Baylor Ambassadors and U.S. Rep. Bill Flores share a “Sic ‘em, Bears” in December.

Members of Baylor Ambassadors, the student organization that represents Baylor to local, state and federal officials, made their annual trip to Washington, DC, in December. They met with representatives to advocate for issues that are important to their fellow students, including funds for education and research. This year, they also toured the White House, participated in a mock trial, and enjoyed a tour of the U.S. Capitol led by Rep. Louie Gohmert, a Baylor Law graduate. Formed in 1982, the Baylor Ambassadors program welcomes student participants from a variety of disciplines across the campus. In addition to meeting with elected official in Austin and Washington, DC, Baylor Ambassadors welcome visiting dignitaries and participate in community outreach events.

When Emergency Strikes The importance of up-to-date contact information

Recent events on college campuses and in our country remind us that communication in the midst of emergency situations is critical. Preparedness is paramount on a campus as geographically and operationally diverse as Baylor.

For those times when faculty, staff and students need to be informed immediately of an emergency situation, an emergency management system, called BaylorAlert, is in place. As robust and thoughtful as this system may be, its ultimate effectiveness hangs on one thing: the quality of the contact information that has been provided by those people affected by the crisis.

The dawn of a new year and a new semester provides an excellent opportunity for the University to focus efforts on the collection of high quality emergency contact information from all faculty and staff.

While a large majority of students have provided emergency contact information through the BaylorAlert system, the percentages are lower for faculty and staff.

As a result, University administrators ask faculty and staff to update and/or verify their emergency contact information before Feb. 15.

"During the spring, emergency notifications may be necessary as we encounter sudden inclement weather, such as tornado warnings or ice conditions. With active on-campus construction, unusual events such as utility service disruptions may occur. While we would hope it never happens, we must also be prepared for a life-threatening event on campus. It is critically important for students, faculty and staff to maintain up-to-date contact information in BearWeb in order to disseminate information as quickly and as broadly as possible," said Leigh Ann Moffett, director of emergency management.

One important aspect of the BaylorAlert system allows information to be distributed to individuals by email, recorded phone messages and text messages. This system is driven by the emergency contact information provided by faculty, staff and students.

Other aspects such as outdoor notification systems mounted on campus buildings and indoor notification intercoms in various buildings provide communication tools for entire

facilities. Moffett noted that 24 campus buildings allow Baylor Police to use the indoor notification systems for live messages. In the future, most campus buildings will have that capability.

"When we have emergency contact information that includes office locations for staff and faculty, we can tailor information to those people directly affected by a situation. For example, we recently used BaylorAlert to notify personnel about a significant water main break near their building rather than sending the notice to the entire campus," Moffett said.

You should expect communication during an emergency situation to occur in waves. First, the alert system will quickly distribute enough basic information to ensure student, staff and faculty safety. Additional information will be distributed

as the event unfolds and will further instruct the campus community regarding appropriate actions. It is not the goal of the BaylorAlert system to inform the campus of news relative to the emergency; the system

is focused on providing information essential to keeping the students, faculty and staff secure.

All faculty and staff are encouraged to make sure their emergency contact information is up to date. To verify and update your personal emergency contact information, go to BearWeb and log in using your Baylor ID and PIN. (There is an option to reset your PIN if you've forgotten it.) If you have missing information, BearWeb may immediately prompt you to "stop and verify your emergency alert information before continuing." Even if that prompt does not appear, it is important that all faculty and staff verify the information currently provided in the system. Under "Personal Information," select "View and Update Baylor Alert Cell Phone Information" and then "View and Update Office Location." Verify your office location and provide any emergency contact information you would like to use for communication.

Moffett said the system automatically pulls in the email addresses of faculty and staff. Office phone and location are populated in the system, too, but faculty and staff should be sure their information is correct. As faculty and staff relocate around

**Please update or verify your
emergency contact information
before Feb. 15.**

the campus, the information may not be updated. Home phone, cell phone and other information should be provided by all faculty and staff members through the update process. In an emergency, each communication channel will be used to ensure the faculty or staff member receives the best and most current emergency information.

Emergency notifications also will be posted to Twitter via @BaylorAlert and Baylor web pages, including baylor.edu/facultystaff.

"The University has worked hard to build a strong and effective emergency alert system. In the event of an emergency, our goal is timely notification to 100 percent of our campus constituents to give them the information needed to be safe on our campus, and we need accurate and up-to-date data from faculty and staff in order to accomplish that goal," she said.

BAYLORALERT! EMERGENCY NOTIFICATION SYSTEM

To update emergency contact information, log onto **BearWeb**.

For emergency planning, visit: **baylor.edu/emergency**.

To report an emergency, call Baylor Police at **ext. 2222** from a campus phone or **(254) 710-2222** from a cell phone. Baylor Police will coordinate with off-campus departments (EMS, police, fire) as needed.

Gaventa Named Distinguished Professor of New Testament Interpretation

Baylor Executive Vice President and Provost Elizabeth Davis announced in December the appointment of Dr. Beverly Roberts Gaventa as Distinguished Professor of New Testament Interpretation in the Department of Religion. Dr. Gaventa currently serves as Helen H.P. Manson Professor of New Testament Literature and Exegesis at Princeton Theological Seminary, where she has taught for 21 years. She will join Baylor in fall 2013.



Gaventa received her PhD from Duke University under the supervision of W.D. Davies and her MDiv from Union Theological Seminary in New York, where she studied with J. Louis Martyn and Raymond E. Brown.

"Distinguished Professors have a unique role in helping to clarify and articulate Baylor's mission to be a research university with a distinctively Christian identity," Provost Davis said. "The serious study of the Bible is a central part of that identity, and Dr. Beverly Gaventa has established herself as one of the leading New Testament scholars in the world who engage in theological interpretation of the Christian Scriptures. She brings to Baylor a sterling reputation as a scholar/teacher, and she will, in splendid ways, build on the legacy left by her predecessor, Dr. Charles H. Talbert, Distinguished Professor of Religion Emeritus."

"We are so pleased that Dr. Gaventa is joining the Baylor faculty," said Dr. Robyn Driskell, divisional dean for the College of Arts and Sciences. "With her distinguished record, she will most assuredly enhance the work of both the religion department and the College."

About her election to the Baylor faculty, Gaventa said, "I am genuinely honored by the invitation extended me by Baylor University, and I look forward to joining the vibrant New Testament program at Baylor, where I have had strong conversation partners for many years."

of NOTE...

Congratulations to

Andre Althoff, athletics, and wife, Christina, on the birth of their son, Tucker D. Althoff, July 25.

Jackie Blankenship, study abroad, and husband, Craig, on the birth of their daughter, Glory Ann Blankenship, Oct. 21.

Daniel Bolton, physics, and wife, Laura, on the birth of their daughter, Joy Ruth Bolton, Sept. 13.

Lizzy Davis, Student Foundation, and husband, Kevin, on the birth of their son, Cohen M. Davis, Sept. 4.

Pam Diaz, admission services, and husband, Candido, on the birth of their grandson, Anthony Cirilo Diaz, Aug. 15.

Kent Eshelman, music, and wife, In-Ja, on the birth of their son, Jay Kent Eshelman, Aug. 26.

Courtney Faulkner, music, and husband, Steven, on the birth of their daughter, Olivia Lyric Faulkner, Nov. 14.

Morris George, marketing, and wife, Deepa, on the birth of their daughter, Ashlyn Grace George, Sept. 17.

Jessica King Geregthy, admission services, and husband, Steven, on the birth of their son, Steven James Geregthy, Jr., Sept. 4.

Smith Getterman, information technology, and wife, Kristin, on the birth of their son, Henry Haymaker Getterman, Nov. 3.

Alexander Hall, classics, and wife, Jessica Moore, on the birth of their daughter, Lucy J.M. Hall, Sept. 14.

Johathan Helm, academic affairs, and wife, Lindsay, on the birth of their daughter, Alexandra Noelle Helm, Aug. 22.

Cameron Hofmann, music, and wife, Barbra Waterman, on the birth of their son, Simon D. Hofmann, Sept. 13.

Aaron Hufty, music, and wife, April, on the birth of their daughter, Susannah G. Hufty, Aug. 24.

Lesley McAllister, music, and husband, **Scott McAllister**, academic studies, on the birth of their son, George C. McAllister, April 14.

Keith Miller, athletics, and wife, Heather, on the birth of their daughter, Zoe Lynn Miller, Sept. 18.

Maggin Morgan, human resources, and husband, Kyle, on the birth of their son, Kyler James Morgan, Sept. 12.

Curtis Nichols, political science, and wife, Jill, on the birth of their son, James Western Nichols, Aug. 31.

Jared Nuness, athletics, and wife, Athena, on the birth of their daughter, Jasmine M. Nuness, Sept. 4.

Megan Partain, Baylor Police, and husband, John, on the birth of their son, James D. Partain, May 1.

Dan Peppe, geology, and wife, Sholly Gunter, on the birth of their daughter, Anna Darlene Peppe, Aug. 17.

Alexander Pruss, philosophy, and wife, Amy, on the birth of their daughter, Teresa Rose Pruss, Oct. 10.

Callie Schrank, athletics, and husband, **Cody**, student life, on the birth of their son, Cru Jacobson Schrank, Oct. 6.

Tom Waden, ITS, and wife, **Lana**, admission services, on the birth of their granddaughter, Holly Kate Whitmire, Sept. 12.

Dan Walden, English, and wife, Sarah, on the birth of their son, William Drake Walden, Oct. 19.

Christopher Wynveen, health, human performance and recreation, and wife, Brooklynn, on the birth of their daughter, Laredo Jade Wynveen, Nov. 14.

With sympathy to

Nicole Abril, student, on the death of her father, Gaston Abril, Oct. 2.

The family of **Tom Bratcher**, statistical science, on his death Nov. 3.

Adair Bowen, family and consumer sciences, on the death of her father, John Thorn, Oct. 13.

Ashley Brown, student, on the death of her brother, James Tucker III, Sept. 2.

Michelle Conomos, student, on the death of her mother, Janet Lynne White, Oct. 14.

The family of **Bill Cook**, retired theater professor, on his death Oct. 31.

Wanda Derrick, Cashier's Office, and family on the death of **Eric Treszoks**, University Development, Nov. 13.

Tammie Garland, Piper Child Development Center, on the death of her son, Cameron Garland, Jan. 2.

Michael and David Heath, students, on the death of their mother, Tricia Heath, Jan. 2.

Kelsie Hoover, student, on the death of her father, Robert Hoover, Oct. 1.

Lauren Hughes, student, on the death of her father, Mike Hughes, Oct. 8.

Billie Hulke, modern foreign language, on the death of her daughter, Kara Lea Hulke, Oct. 4.

Thomas Wesley Iley IV, student, on the death of his father, Thomas Wesley Iley III, Sept. 26.

Rebecca King, student, on the death of her father, Bruce King, Sept. 26.

Eden Tesfai, student, on the death of her father, Tesfai Weldai, Oct. 26.

Robert L. Kirkpatrick, student, on the death of his father, Gary Louis Kirkpatrick, Sept. 8.

Ronda Kruse, student learning and engagement, on the death of her mother-in-law, Mary E. Kruse, Sept. 11.

Bekah Lemonds, student, on the death of her father, David Brent Lemonds, Sept. 9.

Cece Lively, Access and Learning Accommodations, on the death of her mother, Lili Chitwood Shook, Sept. 20.

Elaine Loyola, student, on the death of her father, David James Loyola, Sept. 10.

The family of **Jessica Mathews**, student, on her death Nov. 3.

Carol Moyer, Cashier's Office, on the death of her father George Henry Harper, Jr., Nov. 23.

Martha L. Paulin, student, on the death of her father, Roberto Paulin, Sept. 17.

Nathaniel Rubio, student, on the death of his father, Martin Cabrera Rubio, Sept. 11.

Bob Spence, financial services, on the death of his mother, Edna Spence, Nov. 27.

Simeon Snow, student, on the death of his father, Phillip Snow, Nov. 23.

Scott Toby, University Marketing Communications, on the death of his father, Mike Toby, Dec. 29.

The family of **Paul Wagenschein**, retired professor of communication studies, on his death Nov. 11.

The family of **Gretchen Williams**, retired librarian, on her death, Dec. 30.

The family of **J. Clifton Williams**, retired retired faculty and Chair of Psychology, on his death, Dec. 17.

Recent Arrivals

Welcome to these new Baylor faculty and staff members.

STAFF

Sarah Alexander, Learning Resource Center - Nursing
Lovelyn Apilando, Campus Living & Learning
Brandon Bell, Campus Living & Learning
Emilie Bigorgne, Environmental Science
Christine Browder, School of Social Work
June Campbell, Institute of Church-State Studies
Marcus Campbell, Athletics
Ivette Chapa, History
Kellen Coleman, Athletic Communications
Sherry DeHay, Mayborn Museum Complex
Lisa Donahoo, Computer Science
Marjorie Ellis, Career and Professional Development
Chris Farr, Police Department
Deborah Ganske, Psychology Training Clinic

Natalie Gebhart, Family and Consumer Sciences
Jose Gongora, Police Department
Daniel Hare, Law School
Millie Hubbard, Baylor Interdisciplinary Core
Diane Hunt, Graduate School
Melanie Illich, Counseling Services
Nathaniel Jones, School of Law
Griffin Kelp, School of Social Work
Cassie Kendrick, Psychology and Neuroscience
Laura Kramer-Lucas, University Development
Lance Lowe, Student Financial Aid
Cheryl Mathis, Student Activities
Nicole Ortmeier, Admission Services
Adam Revelette, Athletics
Jessica Russell, College of Arts and Sciences
Patricia Sappenfield, ITS

Jon Sisk, Constituent Engagement
Ed Smith, ITS
Michelle Snodgrass, Police Department
Jiangli Song Song, Chemistry and Biochemistry
Jamie Todd, ITS
Suzanne Trumble, School of Social Work
Janice Veselka, University Libraries
Jim Ward, Athletics
Molly Wilmington, Memorial and Alexander Halls
Alan Wood, Athletics
Priscilla Wood, Piper Child Development Center

New staff hires Aug. 24, 2012, through Nov. 13, 2012, courtesy of Baylor Human Resources

Commencement Congratulations

Best wishes to the following Baylor employees and children or spouses of Baylor faculty and staff who graduated from the University in December 2012.

DECEMBER 2012 COMMENCEMENT

College of Arts and Sciences

Bachelor of Fine Arts

Grace Arsiaga – daughter of Melinda Coats, School of Music

Bachelor of Arts

Richard Hoxworth – son of Lisa Hoxworth, finance and administration

Leah Kemerling – daughter of David Kemerling, Louise Herrington School of Nursing

Brian McKinney – son of Tim McKinney, School of Music

Leah Vaughn – daughter of Randal Vaughn, information systems

Stacy Wren – daughter of Jim Wren, Law School

Bachelor of Science

Alissa Wiseman – daughter of Joy Young, information systems, and Dean Young, statistical science

George W. Truett Theological Seminary

Master of Theological Studies

Carroll Bonner – Academic Affairs

Hankamer School of Business

Master of Business Administration

Ben Bradshaw – son of Ronald Bradshaw, Health Services

Bachelor of Business Administration

David Clendennen – son of Dave Clendennen, financial systems and reporting

Laura Garza – daughter of Elida Garza, Office of the Registrar

Kyle Randolph – son of Teresa Shaw, Student Financial Aid Office

Grayson Ricks – son of Warren Ricks, Risk Management

School of Education

Bachelor of Science in Education

Deborah Talley – Academic Affairs

Scott Pennington – son of David Pennington, chemistry

Audrey Swoveland – daughter of Joyce Swoveland, religion

School of Engineering and Computer Science

Master and Bachelor of Electrical and Computer Engineering

John Trower – son of Jonathan Trower, information systems

School of Music

Master of Music

Julia Petty – daughter of David Music, School of Music

Information provided by Human Resources.

A look at recent news of interest around the Baylor campus



Baylor Dedicates Garden of Contentment

Baylor and community leaders, former students and generous library supporters gathered together Sept. 14 to dedicate Armstrong Browning Library's "Garden of Contentment," a beautifully landscaped, versatile outdoor gathering space and garden, the final piece in fulfilling Dr. A.J. Armstrong's original vision for the library.

Located on the east side of the library across Seventh Street from Waco Hall, the Garden of Contentment's grounds feature a fountain and teak benches, as well as brick sidewalks, crushed granite paths, greenery and softly lit trees in the evening. The center area is large enough to seat 500 people for presentations and ceremonies.

Special care was taken to ensure the preservation of the established large trees.

The Garden of Contentment dedication was one part of a dual centennial celebration held throughout the fall – "Celebrating a Poet's Life and a Professor's Dream" – commemorating the 200th anniversary of Robert Browning's birth and the 100th anniversary of Dr. Armstrong arriving at Baylor University.

Baylor Dedicates Offices for Robbins Institute for Health Policy and Leadership

Baylor's Robbins Institute for Health Policy and Leadership in the Hankamer School of Business celebrated the grand opening of its new office facilities on the third floor of Cashion Academic Center Oct. 12.

The facility will allow the Institute to expand its contributions to health services research and education in the United States and around the world. The Robbins Institute was formally established by the Baylor Board of Regents in May 2011. Funding to create the Institute was provided by Bill and Mary Jo Robbins of Houston.

The Robbins Institute supports the Robbins MBA Healthcare Program, which received national accreditation from the Commission on Accreditation of Healthcare Management Education (CAHME) in 2010. The program was

ranked 25th in the *U.S. News & World Report* 2011 graduate school rankings of healthcare management programs

Autism Resource Center Launches New Assessment and Support Programs

In an effort to provide support for parents and those with autism spectrum disorder, the Baylor Autism Resource Center (BARC) is providing additional services and programs – autism assessment, parent workshops, special education and advocacy services and a support group for those with Asperger's syndrome.

BARC staff will provide assessments for ASD, a service that Kristen Mainor, coordinator of the BARC, believes will affect not only the Waco community but surrounding cities as well.

"Currently, parents have informed me the wait for an assessment for ASD is six months to a year in Waco and other communities in the Central Texas area," Mainor said. "Here at the BARC, our hope is to see children sooner and provide the service at an affordable rate."

Other BARC services include a resource library of more than 200 items that are free to check out, one-on-one Applied Behavior Analysis (ABA) therapy services for children aimed at improving behavior and the Autism Summer Day Camp.

MAP-Works, A Tool for Student Success

This spring, Baylor's Office of Academic Support Programs is launching its second round of student surveys designed to help freshmen and transfer students succeed during their time at the University.

Baylor recently partnered with MAP-Works to provide a survey-based tool that will help increase first-year success by:

- Aligning student expectations with actual outcomes
- Helping students develop tangible plans to match intended expectations with the results they want to see
- Cultivating student involvement
- Facilitating the social and emotional transition to college

In the fall, nearly 80 percent of all incoming freshmen and transfer students took the survey, according to Dr. Sinda Vanderpool, assistant vice provost for academic enrollment management.

MAP-Works utilizes information gathered from students during the admission process and that which students provide by taking online surveys. MAP-Works uses that information to produce an immediate, personalized feedback report designed to help students understand their personal strengths and weaknesses.



The report compares individual results to general information gathered from student peers as they adapt to campus life. It also provides students with a list of pertinent campus resources and gives each student an assigned "go-to person" to help that individual student be successful at Baylor and begin navigating the path to graduation.

The personalized report takes into account information such as: expectations, study skills, residence hall life, student activities, staff/faculty relationships, academic abilities and self-management.

Beginning Jan. 30, students will be asked to take an additional survey. The information gleaned from this spring semester survey, combined with other data known about the student – fall GPA, earned hours, major and previous survey results – will help students hone in on areas of growth and improvement achieved during the fall semester, as well as identify areas of growth for the spring.

The University encourages students to use this information to build a path to improvement if the fall semester fell short of expectations. The hope is that all students will use the information provided in MAP-Works to build an enriching, intentional pathway to graduation, Vanderpool said.

SPREAD THE WORD ABOUT YOUR EVENT

If you're hosting an upcoming event on campus, remember to post the date, time, location and brief description on the University's online calendar well in advance of the date. The online calendar (www.baylor.edu/calendar) serves as a central source when people are searching for information about Baylor events.

App Tracks After Hours Baylor Shuttle

Students and faculty who ride the After Hours Baylor University Shuttle (BUS) may use their smart phones to track the real-time location of the shuttle as it travels through the Baylor campus during nighttime hours.



Students can view live GPS data of the location of the After Hours shuttle by

downloading the free Ride Systems app for both iPhone and Droid at www.baylorshuttle.com. The system provides the location of the shuttle updated every 10 seconds.

The BUS is a fixed-route transportation system operated by Waco Transit in cooperation with Baylor's department of parking and transportation services. The University's After Hours route – which runs from 6:30 p.m. to 1:30 a.m. Monday through Thursday – provided an opportunity for both Baylor and Waco Transit to test the GPS system.

"The new technology is a potential 'game changer' for the BUS service, as it answers the question, 'Where's the BUS?,'" said Matt Penney, director of parking and transportation services at Baylor. "It provides a new level of comfort, predictability and control for potential riders, and we are pleased to be able to offer this technology to our students."

Baylor Named to "A" List for Strong Core Curriculum

Baylor University is one of only 21 institutions nationwide to earn an "A" for its high-quality core curriculum, according to a report on the state of general education at the nation's colleges and universities from the American Council of Trustees and Alumni (ACTA).

The ACTA study – which can be found at www.whatwilltheylearn.com – looked at curriculum offerings at the major public and private colleges and universities in all 50 states – a total of 1,070 four-year institutions that together enroll more than 7 million undergraduate students.

Institutions are assigned a letter grade ranging from "A" to "F" based on how many of seven core subjects they require. Those subjects are: composition, literature, foreign language at an intermediate level, U.S. government or history, economics, mathematics, and natural or physical science.

Baylor – on the "A" list for the third consecutive year and one of less than 2 percent of all institutions to receive an "A" – requires that students take six of the seven core courses, with the exception of economics. No other Big 12 university and only three other Texas institutions made the "A" list.

American Museum of Natural History Displays Documentary Based on Baylor Professor's Research

A documentary based in part on the research of Daniel J. Peppe, assistant professor in the Department of Geology at Baylor is online and on display at the American Museum of Natural History. Peppe has been conducting research on



Rusinga Island in Kenya since 2007. Supported by the National Science Foundation and the Leakey Foundation, his work focuses on reconstructing the island's ancient environment using fossil leaves.

Rusinga Island was made famous by the discovery of primitive fossil apes. Proconsul, the best known fossil early ape has been found at many different sites in Kenya and Uganda. However, most of its anatomy is known from the finds at Rusinga.

To watch the documentary visit www.amnh.org/explore/science-bulletins.

New Doctoral Programs in Church Music, Joint Degree in Divinity and Business Administration

The Baylor University Board of Regents recently approved two new doctoral programs in the School of Music and a joint master's degree in divinity and business administration from George W. Truett Theological Seminary and Hankamer School of Business.

Only seven institutions accredited by the National Association of Schools of Music offer recognized doctoral degrees in church music, and only one of those seven institutions offers the PhD in church music. Baylor's PhD in church music – which will be only the second such PhD program offered in the nation – is designed to foster in students the highest levels of knowledge and skill in the practice of church music and research, while the doctor of musical arts (DMA) degree will include the added component of strong performance skills.

The joint MDiv/MBA will link the faculties, resources and education of Baylor's business school and seminary to offer students an education that prepares them well for a multitude of leadership opportunities.

Waco Foundation Grant for BRIC Exhibits

Baylor University has received a \$60,000 grant from the Waco Foundation to help fund science, technology, engineering, and mathematics (STEM) interactive exhibits and integrate aerospace and industry artifacts throughout the Baylor Research Innovation and Collaborative (BRIC).

"We saw this as a great opportunity to help further one aspect of our community's shared vision – that of reducing poverty and supporting

Research Gazette

Information provided by the Baylor Office of Sponsored Programs.

Grant Awards (August 2012)

TOTAL AWARDED: \$1,624,724.45

Dr. Shelley Conroy, Louise Herrington School of Nursing; \$203,182 (additional funding); Gerontological Nursing Initiative; The Deerbrook Charitable Trust

Dr. Tonya Davis, educational psychology; \$11,352; Baylor University Applied Behavior Analysis Graduate Program Partnership; Focus Behavioral Associates, LLC

Dr. Bridget Fuselier, Law School; \$22,000; Legal Aid to Veterans 2012-2013; Texas Access to Justice Foundation

Dr. Andrew Gallucci, health, human performance and recreation; \$50,600; Graduate Assistantship for Master's in Athletic Training; Southwest Sports Medicine and Axtell, Crawford, West and Bruceville-Eddy ISDs.



Dr. Perry Glanzer, education; \$95,039.45; College Student's Search for Meaning and Purpose: What Role Does Student and Institutional Religious Identity Play?; John Templeton Foundation

Drs. Bill Hockaday, Steven Driese, Boris Lau, geology, and **Dr. Patrick Farmer**, chemistry and biochemistry; \$92,801; Early Career: Nuclear Magnetic Resonance Facility for Earth Science Research at Baylor University; National Science Foundation

Dr. Truell Hyde, academic affairs/research; \$60,000; Waco Foundation Displays Grant; Waco Foundation

Dr. David Jack, mechanical engineering; \$40,000; Phase 1: Development of Cement in Casing Collapse Analysis Tool

Dr. Susan Johnsen and **Dr. Marley Watkins**, education; \$53,190; Customization Practices within the Waco Independent School Grant; Waco Independent School District

Dr. Bob Kane, chemistry and biochemistry; \$115,548; Synthesis and Characterization of TLR Ligands and Ligand Conjugates; Baylor Research Institute

Dr. Jeffrey Petersen, health, human performance and recreation; \$15,032; Baylor HHPR & AFCA Graduate Assistantship Agreement; American Football Coaches Association

Dr. Lea Steele, Institute for Biomedical Studies; \$814,165; Establishing a 1991 Veterans Research Network to Improve Characterization of Gulf War Illness; U.S. Department of Defense

Dr. Randy Wood, education; \$25,000; Learning English Among Friends; Meyer Family Foundation

Dr. Dennis Myers, Social Work; \$26,815 (3rd year funding); Hogg Foundation Bilingual Scholarship Program; Hogg Foundation for Mental Health

Grant Awards (September 2012)

TOTAL AWARDED: \$1,909,931

Dr. William Anderson, mechanical engineering; \$24,898; Large-eddy Simulation of Atmospheric Boundary Layer Turbulence Responding to Aeolian Dune-field Topo; University of Texas, Shell

Dr. Shelly Conroy, Louise Herrington School of Nursing; \$1,833; Consortium between Baylor Health Care System and Regional Gerontology Experts; Baylor Health Care System, Deerbrook Foundation

Dr. Eva Doyle, health and human performance recreation, **Dr. Bryan Brooks**, environmental science, **Dr. E. Spencer Williams**, Center for Reservoir and Aquatic Systems Research; \$25,602; Addressing Lead Exposure Awareness for Vulnerable Populations in McLennan County

Dr. Kwang Lee, electrical and computer engineering; \$10,000 (additional funds); Joint Research on Core Technologies and Development Strategies for Smart Grid; Pusan University

Dr. Constance Liaw, mathematics; \$55,867; Complex and Harmonic Analysis in Spectral Theory; Cyclic and Subcyclic Vectors of Rank One Perturbations and Anderson-type Hamiltonians; National Science Foundation

Dr. Daniel Peppe and **Dr. Steven Driese**, geology; \$152,870; IPG: Collaborative Research: Research on East African Catarrhine and Hominoid Evolution; University of Minnesota, National Science Foundation

Dr. Marlan Scully, academic affairs/research; \$600,000; INSPIRE: Photonic Quantum Heat Engines Including: Lasers without Inversion, Photo-Carnot Engines, Quantum PV Cells and Quantum Coherence Effects in Photosynthesis; National Science Foundation

Dr. Cheolho Sim, biology; \$24,000; Molecular Regulation of Diapause in Culex Pipiens; National Institutes of Health

Dr. Eunjee Song, computer science; \$6,000; User Interaction Innovation for Fort Worth Museum of Science & History; Fort Worth Museum of Science & History

Dr. Lea Steele, Institute of Biomedical Studies; \$815,451; Biomarker Discovery in Gulf War Veterans: Development of a Gulf War Illness Diagnostic Panel; Department of Defense CDMRP

Dr. Rosemary Townsend, student life; \$8,000; City of McGregor Visioning Project; City of McGregor and McGregor ISD

Dr. Kirk Wakefield, marketing; \$7,500; Innovative Approaches to Measuring Advertising Effectiveness; University of Pennsylvania, Future of Advertising Program

Dr. Spencer Williams and **Dr. Bryan Brooks**, Center for Reservoir and Aquatic Systems Research; \$177,910; Hazard, Exposure, and Risk Assessment for Cleaning Product Ingredients; EA Engineering Science and Technology

Grant Awards (October 2012)

TOTAL AWARDED: \$1,455,427

Dr. Bryan Brooks, environmental science; \$48,900; EPA Fellowship; U.S. Environmental Protection Agency

Dr. Byron Johnson, Baylor Institute for Studies of Religion and **Dr. Sung Joon Jang**, sociology; \$1,351,090; Assessing the Long Term Effectiveness of Seminaries in Maximum Security Prisons; Premier Designs

Dr. Shelley Conroy, Louise Herrington School of Nursing; \$52,437; Professional Nursing Shortage Reduction Program Fiscal Year 2013; Texas Higher Education Coordinating Board

Dr. Rishi Sriram, educational administration; \$3,000; The Continual National Measurement and Assessment of Student Affairs Competencies; NASPA Foundation

Grant Awards (November 2012)

TOTAL AWARDED: \$3,896,888

Dr. Erick Baker, computer science; \$46,888 (additional funding); Data Structures, Algorithms and Tools for Ontological Discovery; The Jackson Laboratory

Dr. Liang Dong, Russell Duren, Yang Li, electrical and computer science; \$150,000; Onboard Wireless High-Definition Content Delivery System; L-3 Communications

Dr. Daniel Peppe, geology; \$100,000; Climate, Tectonics and the Ecosystem Impact: Exploring the Relationship between Extrinsic Controls and Cyclic Alluvial Stratal Accumulations within the Paleocene Nacimiento Formation, San Juan Basin, NM

Dr. Jon Singletary, Jeremy Everett, Dr. Beth Drew, social work; \$3,500,000; Health and Human Services Commission

Dr. Janelle Walter, family and consumer sciences; \$100,000; Food Science Project Maintenance (additional funding); Texas Education Agency

Spotlight

PUBLICATIONS

Dr. Margaret Baier, assistant professor of family and consumer sciences, published "A Model To Help Bereaved Individuals Understand The Grief Process" in *Mental Health Practice*, Vol. 16, Issue 1, p. 28-32, September 2012, with co-author Dr. Ruth Buechsel, Brooke Army Medical Center, Department of Behavioral Medicine.

Dr. Blake Burleson, associate dean for undergraduate studies and senior lecture in religion, published *Entempling: Baptist Wisdom for Contemplative Prayer*, Vol. 2, 2012.

Dr. Mary C. Brucker, professor of nursing, published "Nursing in Women's Health" in *Lifelong Learning*, Vol. 16, Issue 4, p. 269-70, August/September, 2012.

Dr. John Carlson, associate professor of information systems, published "Media Selection as a Strategic Component of Communication," August 2012, with co-authors Joey F. George and Joseph Valacich.

Dr. Marjorie Cooper, professor of marketing, published "Perspectives on the Augustinian/ Neocene-Aquinian/BAM Discussion," *Journal of*

Biblical Integration in Business, Vol. 15, No. 2, October 2012, pp. 92-99.

Dr. Pat D. Danley, assistant professor of biology, published "Phylogeography of *Trimerotropis pallidepennis* with Description Of A New Species From Argentina" in *Journal of Biogeography*, 2012, with co-authors **Martin Husemann**, doctoral student, V. Confalonieri, N. Guzman and M. M. Cigliano; "Intercontinental Relationships of Band-Winged Grasshoppers" in *Metaleptea*, Vol. 32, Issue (2), p. 4-5, 2012, with co-authors **Husemann**, A. Hochkirch, J.C. Habel and S. Namkung; "Phylogenetic Analysis Of Band-Winged Grasshoppers (Orthoptera, Acrididae, Oedipodinae) Reveal Convergence Of Wing Morphology" In *Zoological Scripta*, Vol. 41, P. 515-526, 2012, with co-authors **Husemann**, S.J. Namkung, J.C. Habel and A. Hochkirch; "The Impact of the Geologic History and Paleoclimate on the Diversification of East African Cichlids" in *International Journal of Evolutionary Biology*, 2012, with co-authors **Husemann**, **Baoqing Ding**, doctoral student, D. Peppe, L. DiPietro and E. Beverly; "Acoustic Diversity in Lake Malawi's Rock-Dwelling Cichlid" in *Environ. Biol. Fish.*, Issue 93, p. 23-30, 2012, with co-authors **Husemann** and J. Chetta; "Mitochondrial Capture And Incomplete Lineage Sorting in the Diversification Of Balitorine Loaches (Cypriniformes, Balitoridae) Revealed by Mitochondrial and Nuclear Genes" in *Zoologica Scripta*, Vol. 41, Issue (3), p. 233-247, 2012, with co-authors Q.Y. Tang, S. Q. Liu, D. Yu and H.Z. Liu; "Paleoclimate, Geologic History, and the Diversification of East African Cichlid Fishes" in *Int. Journal of Evolutionary Biology*, 2012, with co-authors **Husemann**, **Ding**, L. DiPietro, E. Beverly and D. Peppe; "Phylogenetic Analysis of Band Winged Grasshopper Reveal Convergence of Wing Morphology" in *Zoological Scripta*, 2012, with co-authors **Husemann**, S. Namkung, J. Habel and A. Hoehkirch; "Biogeography of *Trimerotropis Pallidipennis* (Acrididae: Oedipodinae): Deep Divergence Within The Americas" in *Journal of Biogeography*, 2012, with co-authors **Husemann**, V. Confalonieri, H. Guzman and M.M. Cigliano.

Dr. William V. Davis, professor of English and writer-in-residence, published "Sestina: A Mystery (based on six signal words in Elizabeth Bishops' 12 O'Clock News)" in *Measure: A Review of Formal Poetry*, Vol. I, Issue 1, p. 99-100, Summer 2012; "Landscape Under Glass" in *Palo*

Alto Review: A Journal of Ideas, Summer 2012; "The Island" in *The New Criterion*, Vol. 33, Issue 5, p. 52, Summer 2012; "I-35, South of Waco" in *Bohemia: Waco's Art & Literary Journal*, Vol. 2, Issue 2, p. 33, April 2012; "The Poet" and "To Li Po" in *Drumvoices Review*, Vol. 17, Twentieth Anniversary Anthology, p. 86, 2011-2012; "Into Winter" in *Concho River Review*, Vol. XXVI, Issue 1, p. 70, Spring 2012.

Dr. Michael-John DePalma, assistant professor, published "Assessing Adaptive Transfer in Community-Based Writing" (a chapter) in *Service-learning and Writing: Paving the Way for Literacy(ies) through Community Engagement*, Fall 2012.

Dr. Robert Doyle, chair and director of the Center for Reservoir and Aquatic Systems, published "Carbon Sink To Source: Longitudinal Gradients Of Planktonic P:R Ratios In Subtropical Reservoirs" in *Biogeochemistry* 107: 81-93, 2012 with co-authors M.D Forbes, J.T. Scott, J. Stanley, H. Huang, B.A. Fulton and B.W. Brooks; "A Multiple Variable Health Assessment And Descriptive Study Among College Students" in *Psychological Reports*, Vol. 110, p. 469-474, 2012, with co-authors A. Hubbs, **Dr. Eva Doyle**, professor of health, human performance and recreation and director of the School of Education Global Initiatives, and R. G. Bowden; "The Effects of Lowering Uric Acid Levels Using Allopurinol on Components of Metabolic Syndrome" in *Cardiology Research*, Vol. 3, p. 80-86, 2012, with co-authors E.J. Heimbach, R.G. Bowden, J.O. Griggs, A.A. Beaujean and **Dr. Eva Doyle**; "Nutrient Transformation And Retention By Coastal Prairie Wetlands, Upper Gulf Coast, Texas" in *Wetlands*, Vol. 32, p. 705-715, 2012, with co-authors M.G. Forbes and **Jeff Back**, research technician at the Center for Reservoir and Aquatic Systems.

Dr. Carie Ford, clinical professor of accounting, published "The Effects of the Need for Cognition in Audit Sampling" in *Advances in Accounting Behavioral Research*, Vol. 15, 2012, pp. 29-52, with co-author Bill Pasewark.

Dr. Kevin Gardner, professor of English, published "Patrician Authority and Instability in *The Way of the World*" in *Literature and Criticism from 1400 to 1800*, Vol. 170, Summer 2012; "Clio's Rambling Bargain Basement: Peter Scupham and the Muse of History" in *PN Review*, Vol. 206, Summer 2012.

Continued on page 20

Dr. Kevin J. Gutzwiller, professor, published "Model Selection Criteria Affect Measures Of Temporal Variation In Animal-Landscape Regression Models" in *Diversity and Distributions*, Vol. 18, p. 1472-4624, 2012, with co-author S.K. Riffell.

Kathy Hillman, associate professor and director of special collections for the Central Libraries, published the following book reviews: *The Resignation of Eve: What If Adam's Rib Is No Longer Willing to Be the Church's Backbone?* by Jim Henderson (Tyndale, 2012) in the *Baptist Standard*, Vol. 124, Issue 7, p. 19, April 2; *Out of Mormonism: A Woman's True Story* by Judy Robertson (Bethany House, 2011) in the *Baptist Standard*, Vol. 124, Issue 8, p. 19, April 16; *The Baker Illustrated Bible Handbook*, edited by J. Daniel Hays and J. Scott Duvall (Baker Books, 2011), in *Baptist Standard*, Vol. 124, Issue 11, p. 19, May 28; *Into the Pulpit: Southern Baptist Women and Power since World War II* by Elizabeth Flowers (University of North Carolina Press, 2012) in the *Baptist Standard*, Vol. 124, Issue 19, p. 19, Sept. 17; and *Travelers Rest* by Ann Tadlock (Bethany House, 2012) in the *Baptist Standard*, Vol. 124, Issue 21, p. 19, Oct. 15.

Dr. Walter C. Holmes, professor of biology, published "*Geranium pusillum* (Geraniaceae): New to Texas" in *Phytoneuron*, Vol. 82, p. 1-3, 2012, with co-author J.R. Singhurst; "A New Species of *Hymenozys* (Asteraceae, Helenieae, Tetraneuridinae) from Texas" in *Novon*, Issue 22, p. 56-59, 2012, with co-authors Dr. J.N. Mink and J. R. Singhurst; "*Selenia aurea* (Brassicaceae) in Texas: A Review" in *Phytoneuron*, Vol. 2012, Issue 62, p. 1-8, 2012, with co-authors J.R. Singhurst, Dr. J.N. Mink and M. White; "*Nabalus aspera* (Asteraceae) in Louisiana" in *Phytoneuron*, Vol. 2012, Issue 60, p. 1-4, 2012, with co-author J.R. Singhurst; *Pinus clausa* (Pinaceae) Adventure in Texas" in *Phytoneuron*, Vol. 2012, Issue 24, p. 1-5, 2012, with co-authors J. R. Singhurst and Dr. J.N. Mink; "*Andropogon glaucopsis* (Poaceae) in Texas" in *Phytoneuron*, Vol. 2012, Issue 16, p. 1-3, 2012, with co-authors J.R. Singhurst and B. A. Sorrie; "*Sporobolus junceus* (Panceae) in Oklahoma" in *Platyneuron*, Vol. 2012, Issue 12, p. 1-4, 2012, with co-authors Dr. J.N. Mink and J.R. Singhurst.

Dr. David Hurtt, associate professor of accounting, published "Evaluating the Relationship Between Abnormal Audit Fees

on Future Restatements" in *Current Issues in Auditing*, July 2012, with co-authors Jason MacGregor and Alan Blankley.

Dr. Bessie W. Kebaara, assistant professor of biology, published "Analysis Of Nonsense-Mediated Mrna Decay In *Saccharomyces Cerevisiae*" (Chapter 27) in *Current Protocols in Cell Biology*, Unit 27.3, March 2012, with co-authors Kristian E. Baker, Krista Patefield and A.L. Atkin.

Dr. Joshua King, assistant professor of English, published "John Keble's The Christian Year: Private Reading and Imagined National Religious Community" in *Victorian Literature and Culture*, Vol. 40, Issue 2, p. 397-420, Fall 2012.

Dr. Ryan S. King, associate professor of biology, published "Comparative Biogeography Reveals Differences in Population Genetic Structure of Five Species of Stream Fishes" in *Biological Journal of the Linnean Society*, 2012, with co-authors **Martin Husemann**, doctoral student, J.W. Ray, E. Hooser and **Dr. Patrick D. Danley**, assistant professor of biology; "Contrasting Genetic Patterns In Largemouth And Spotted Bass Reveal Watershed Scale Impact Of Stocking" in *Trans. Amer. Fish. Cos.*, Vol. 141(5), 2012, with co-authors J.W. Ray, **Husemann** and **Danley**; "Land Cover and Rainfall Interact to Shape Waterbird Community Composition" in *PLoS One*, 2012, with co-authors C. E. Studds, W.V. DeLuca, M. E. Baker and P. O. Marra; "Fish-Mediated Nutrient Cycling And Benthic Microbial Processes: Can Consumers Influence Stream Nutrient Cycling At Multiple Spaticl Acales?" in *Freshwater Science*, 2012, with co-authors J.M. Taylor, **Dr. Jeff A. Back**, research technician at the Center for Reservoir and Aquatic Systems, and T.W. Valenti; "Divergent Responses Of Biomass And Enzyme Activities Suggest Differential Nutrient Limitation In Stream Periphyton" in *Freshwater Science*, 2012, with co-authors D.A. Lang and J.T. Scott; "Coupling Fish Community Structure with Instream Flow and Habitat Connectivity Between Two Hydrologically Extreme Years" in *Transactions of the American Fisheries Society*, Issue 141, p. 1000-1015, 2012, with co-authors C.E. Stanley and J.M. Taylor; "How Many Mountains Can We Mine? Assessing the Regional Degradation of Central Appalachian Rivers by Surface Coal Mining" in *Environmental Science and Technology*, 2012, with co-authors E.S. Bernhardt, B.D. Lutz, A.M. Helton, C.A. Carter, J.P. Fay, D. Campagna and J. Amos.

Dr. Eric Lai, professor of music theory, published "Review of performances of Bruckner's Sixth Symphony by Riccardo Muti and the Chicago Symphony Orchestra" in *The Bruckner Journal*, Vol. 16, Issue 3, p. 35-37, November 2012.

Dr. Myeongwoo Lee, associate professor of biology, published "A Novel Mutation In B Integrin Reveals An Integrin-Mediated Interaction Between The Extracellular Matrix and *Cki-1/P27KIP1*" in *PLoS One*, Vol. 7, Issue (8), p. e42425, 2012, with co-authors S. Kihira, **E.J. Yu**, doctoral student in biology, J. Cunningham and E.J. Cram; "Differential Subcellular Localization Of DNA Topoisomerase-1 Isoforms And Their Roles During Caenorhabditis Elegans Development" in *Gene Expr Patterns* 12(5-6):189-195, 2012, with co-authors D.S. Cha, S.E. Hollis, U.S. Datla, S. Lee, J. Ryu, H.R. Jung, E. Kim, K. Kim, C. Li and M.H. Lee.

Dr. Charles North, associate professor of economics and associate director of Baylor Business Fellows, published a review of "Economic Origins of Roman Christianity," March 2012; "Regulation of Religious Markets" in *The Oxford Handbook of Christianity and Economics*, Paul Oslington (eds.), Oxford: Oxford University Press, September 2012.

Dr. Jerry Z Park, associate professor of sociology, published two chapters in *Sustaining Faith Traditions: Race, Ethnicity, And Religion Among The Latino And Asian American Second Generation*, 2012: "Racial Insularity and Ethnic Faith," p. 135-155, and "Introduction. Religious, Racial, and Ethnic Identities of the New Second Generation" p. 1-24. He also published "The Measure of American Religious Traditions" in *Social Forces*, Vol. 91, Issue 1, p. 65-73, September 2012, with co-author Dr. Robert D. Woodberry, National University of Singapore.

Dr. Robert Ray, professor of English, published "Twelfth Night" (a chapter) in *Facts on File Companion to Shakespeare*, Vol. 5, p. 1985-2029, Spring 2012.

Dr. Jim Roberts, professor of marketing and Ben H. Williams Professor of Marketing, published "A Preliminary Investigation of Materialism and Impulsiveness as Predictors of Technological Addictions Among Young Adults" in the *Journal of Behavioral Addiction*, September 2012, with co-author Stephen F. Pirog.

Cheolho Sim, assistant professor of biology, published "Transcription Profiling Associated with Life Cycle of the Malaria Mosquito Anopheles

Gambiae" in the *Journal of Medical Entomology*, 49(2): 316-325, 2012, with co-authors Brent W. Harker, Young S. Hong, Ali N. Dana, Robert V. Bruggner, Neil F. Lobo, Marcy K. Kern, Maria Sharakhova and Frank H. Collins.

Dr. Marty Stuebs, associate professor of accounting, published "An Ethical Tax Dilemma: Support Of Hobby Versus Trade or Business in the Presence of Competing Incentives and Client Pressure" in the *Journal of Accounting Education*, 2012, with co-authors Brett Wilkinson and Andrew Arnold; "CFO Financial Expertise and Labor Efficiency, Productivity, and Cost" in the *National Accounting Journal*, September 2012, with co-author Li Sun.

Dr. Jeff Tanner, professor and associate dean for research and faculty development, published "Advancing A Youth-Centered Approach For Risk Behavior" in the *Journal of Business Research*, July 2012, with co-author Marlys Mason.

Dr. Crystal Y. Usenko, physiology lab coordinator, published "Hydroxylated PBDEs Induce Developmental Arrest In Zebrafish" in *Toxicol and App Pharm*, Issue 262, p. 43-51, 2012, with co-authors D.C. Hopkins, **Dr. Steohen J. Trumble**, assistant professor of biology, and **Dr. Erica D. Bruce**, assistant professor of environmental sciences.

Dr. David M. Uber, professor of French, published "Sunday on the Seine with Maigret: Fantaisie and Joie de Vivre in La Guinguette Deux Sous" in the *European Studies Conference 2011 Selected Proceedings*, Spring 2012.

Dr. Kenneth T. Wilkins, divisional dean for sciences and professor of biology, published "Multiple Captures Of *Reithrodontomys fulvescens* and Northern Pygmy Mice *Baiomys taylori*: Evidence For Short-Term Co-Traveling" in *Canadian Journal of Zoology*, Issue 90, p. 313-319, 2012, with co-authors **Dr. Nick S. Green**, part-time lecturer, Dr. Cathy E. Early and L.K. Beard; "Canopy And Edge Activity Of Bats In A Quaking Aspen *Populus tremuloides* Forest" in *Canadian Journal of Zoology*, Issue 90, p. 798-807, 2012, with co-author Dr. Tommy W. Pettit.

Dr. Brett Wilkinson, associate professor and holder of The Roderick L. Holmes Chair of Accountancy, published *The Effect of Patriotism on Tax Morale and Attitudes Toward Tax Compliance*, August 2012, with co-author Jason MacGregor.

Dr. D.H. Williams, professor of religion in patristics, published "More Nicene than Nestorian: Ancient Theology in the Church of the East" in *Studia Patristica*, Vol. 52, p. 319-325, 2012; Complete English translation and annotation of *Commentarium in Matthaem* by Hilary of Poitiers in the *Fathers of the Church Series*, vol. 125, 2012.

Dr. Matthew Wood, assistant professor of management and entrepreneurship, published "Learning from Levi Strauss' Legacy: Art, Craft, Engineering, Bricolage, and Brokerage in Entrepreneurship" in *Entrepreneurship Theory and Practice*, June 2012, with co-authors Brian Stinchfield and Reed Nelson.

Cindy Wu, associate professor of management and entrepreneurship, published "Creating Entrepreneurial Opportunities As A Means To Maintain Entrepreneurial Talent In Corporations," Vol. 25, No. 3, April 2012, pp. 327-348, with co-author Kevin L. Johnson.

PRESENTATIONS

Dr. Sara E. Alexander, chair and associate professor of anthropology, presented "Vulnerability and Resilience: Weathering Climate Shocks in Coastal Belize" as the Culture in Global Affairs Lecture for the Global Gender Program at George Washington University Sept. 13, 2012.

Dr. Kendall Artz, senior director of entrepreneurial studies and chair of management and entrepreneurship, presented "21st Century Education: Baylor's Accelerated Ventures Program" with co-author **Leslie Palich**, Holder of the Mrs. W.A. Mays Professorship in Entrepreneurship and Assistant Director of the Entrepreneurial Studies Program, at the Global Consortium of Entrepreneurship Centers October 2012 at Georgetown University.

Dr. Christopher Blocker, assistant professor of marketing, presented "Using Consumption Practices to Countervail Stigma Experiences and Transform Self-Identity among the Homeless," co-authored by Andres Barrios Fajardo, as part of special session Countervailing the Effects of Poverty: Individual and Collective Strategies Among Impoverished Consumers for Sustainable



Well-Being, at the Association for Consumer Research North American Conference held October 2012 in Vancouver, Canada.

Dr. Mary C. Brucker, professor of nursing, presented "Participant/Representative" at the Joint Commission on Overuse of Medical Interventions, held Sept. 24, 2012, in Chicago, Ill.

Dr. Rinn Cloud, professor and Mary Gibbs Jones Endowed Chair in Textile Science, presented "Isolation Gown Use, Performance and Potential Compliance Issues Identified By Infection Preventionists" at the Association of Professionals in Infection Control, held in San Antonio in June 2012.

Dr. William V. Davis, professor of English and writer-in-residence, presented Welsh poet R.S. Thomas poems on prayer and his own poems at the North American Association for the Study of Welsh Culture and History's Biennial Conference, held July 2012 in Bangor, Wales.

Dr. Robert Doyle, chair and director of reservoir and aquatic systems, presented "Nutrient Processing Within Coastal Prairie Wetlands: A Nexus to Galveston Bay, TX.," co-authored by M.G. Forbes, J. Back, R.D. Doyle, and **Dr. Joe Yelderman**, professor of geology, and "Marsh Madness: A Science Education Adventure Focused on Wetland Environments," co-authored by M. Mullins, N. Schell, T. Conry, at the 9th INTECOL International Wetlands Conference held June 4-8, 2012, in Orlando, Fla.

Mary Elliott, lecturer in family and consumer sciences, presented "Maintaining Our FCS Identity Amongst Changing Program Structures: A Look At The New Clusters And Course Pathways For The State Of Texas" at The American Associate Of Family & Consumer Sciences National Conference, held June 26 in Indianapolis, Ind.; "Maintaining Our FCS Identify Within Changing Program Structures: A Look at the CTE Career Pathways and Common Core State Standards" at the New Hampshire Association of Family and Consumer Sciences, held Nov. 2, 2012, in Concord, N.H.

Dr. Shelby Lea Garner, lecturer in nursing, presented "Critical Thinking, Test Item Writing and Analysis" at Old Dominion University on Sept. 28, 2012, in Norfolk, Virginia.

Dr. James Garven, professor and Frank S. Groner Memorial Chair in Finance, presented "Optimism Bias and the Demand for Health

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Insurance," co-authored by James Hilliard, at the European Group of Risk and Insurance Economists, held in September 2012 in Palma de Mallorca.

Anne Grinols, assistant dean for faculty development and college initiatives, presented "REACT: The Human Side of Using Real-time Video Feedback Technology for Presentation Coaching" and "The Web Sustainability Project: Teaching Students How to Evaluate Corporate Communication of Sustainability" presented at the Communicating Sustainability in Business ABC Annual Convention, held in October 2012 in Honolulu.

Dr. Joshua King, assistant professor of English, presented "F.D. Maurice's Protestant Britain: National Spiritual Community and Networks of Print" at the North American Victorian Studies Association, held Sept. 29, 2012, in Madison, Wis.

Kathy Hillman, associate professor and director of special collections for the Central Libraries, presented "Success Stories: The Value of Your Support Community in Hard Economic Times" at the Texas Library Association, sponsored by the Library Friends, Trustees and Advocates Round Table and Public Libraries Division, held April 28, 2012, in Houston, Texas.

Dr. David Hurtt, associate professor of accounting, presented "Holding Period Tax Incentives and Earnings-Release Period Market Activity-IPO Sample" at Research Design on Causal Inference held August 2012 in Chicago, Ill.

Dr. Mary Ann Jordan, clinical faculty member in educational administration, presented "A Study of the Leadership Qualities of Boudica, Warrior Queen of the Iceni" at the Oxford Round Table, held Aug. 5-9, 2012, at the University of Oxford in Oxford, England.

Dr. Joshua King, assistant professor of English, presented "Coleridge's Clerisy and Print Culture" at the Coleridge Summer Conference, held July 25, 2012, in Somerset, England.

Dr. Bradley Lail, assistant professor of accounting, presented "The Usefulness of Non-Financial Measures for Management Earnings Forecasts," at the Research workshop, held November 2012 in Norman, Okla.

Dr. Timothy McKinney, professor of music theory, presented "Break-Offs and Broken Records: Formal Functions and Haydy's Impulsive and Compulsive Themes" at the Joint Conference of the Society for Music Theory,

American Musicological Society and Society for Ethnomusicology, held Nov. 4, 2012, in New Orleans.

Dr. Ann Mirabiot, assistant professor of marketing, presented "Consumption Addiction: Developing a Research Agenda to Understanding How Consumers Progress from Normal to Maladaptive Consumption and Addiction" at the Association for Consumer Research, held October 2012 in Vancouver, B.C.

Dr. Mia Moody-Ramirez and Dr. Elizabeth Bates, assistant professors of journalism, public relations and new media, presented "Using a Constructivist Approach to Teach SEO Tactics to PR Students" at the Association for Education in Journalism and Mass Communication (AEJMC), held Aug. 3, 2012, in Chicago, Ill.

Dr. Patricia Norman, associate professor of management and entrepreneurship, presented "Restructuring Actions and Resource Profiles" at the Southern Management Association 2012 Meeting held November 2012 in Ft. Lauderdale, Fla.

Dr. Rishi Sriram, assistant professor of educational administration, presented "Understanding the Full Potential of Students" at New Professionals Institute of the Texas Association for College and University Student Personnel Administrators (TACUSPA), held Oct. 14, 2012, in San Antonio.

Dr. Marty Stuebs, associate professor of accounting, presented "GO TEAM GO: A Professional Education Framework For Ethics Instruction" at the 2012 AAA Accounting Ethics Bootcamp held August 2012 in Washington, DC.

Dr. David M. Uber, professor of French, presented "Maigret, Atmosphere And The Theme Of The "Inconnu" In Two Short Stories By Simenon" at the European Studies Conference, held Oct. 4-6, 2012, at the University of Nebraska at Omaha.

Dr. Bennie F.L. Ward, distinguished professor of physics, presented "IR-Improved DGLAP-CS Theory and NLO Parton Shower MC

Precision for LHC Physics," co-authored by **Aditi Mukhopadhyay**, graduate student, Dr. Swapna K. Majhi, IACS (Calcutta, India) and Dr. Scott A. Yost, The Citadel (Charleston, S.C.), at the 2012 Oberwoelz Conference on QCD, held Sept. 5, 2012, in Oberwoelz, Austria.

Dr. Jim West, professor and Holder of the W.H. Smith Professorship in Economics, presented "Department of Defense Retirement," presented at the NBER Conference on State and Local Pensions held August 2012 in Jackson Hole, Wyo.

HONORS

Dr. Elizabeth Bates and Mia Moody-Ramirez, assistant professors of journalism, public relations and new media, received second place in poster design from AEJMC Public Relations Division at the 2012 annual conference for "Applying the Constructivist Approach to New Media PR Courses."



Dr. Susan Power Bratton, professor of environmental studies, was nominated in October for the Sigurd F. Olson Nature Writing Award from Sigurd Olson Environmental Institute for her book *The Spirit of the Appalachian Trail*, University of Tennessee Press, Knoxville.

Dr. Mary C. Brucker, professor of nursing, was named to Top 100 Nursing Professors in 2012 from BSN to MSN Online in September.

Dr. Rinn Cloud, professor and Mary Gibbs Jones Endowed Chair in Textile Science, became the vice president of publications for the International Textile and Apparel Association for 2013-2015.

Mary Elliott, lecturer in family and consumer sciences, was selected as curriculum writer at Stephen F. Austin to develop online professional development courses for family and consumer science teachers. She also was selected as curriculum writer for Baylor University on April 2012 to develop online lessons for food science courses in the state of Texas.

Dr. Mikeal C. Parsons, professor and Macon Chair in Religion, became a 1980 graduate distinguished alumnus at Campbell University on Oct. 19, 2012, recognized for contributions to research and teaching in biblical studies.

WANT TO CONTRIBUTE?

You can now submit news of your publications, presentations and honors online at www.baylor.edu/bn.

education at all stages – with this BRIC exhibit,” said Kyle Deaver of the Waco Foundation Trust. “Waco Foundation’s Board recognizes the momentum that is building around potential STEM job opportunities throughout Waco. BRIC represents a significant community collaboration that will attract local students to the types of jobs that increasingly represent Waco’s future – jobs that pay well and require the kind of education that we want for all the students in our schools.”

The funding enables placement of displays which will guide BRIC visitors toward their given interest areas.

First New Testament Translation from Jesus’ Primary Language into Arabic

A former monk/civil engineer/business manager, who now teaches Arabic at Baylor University, has translated the New Testament for the first time into Arabic directly from what most scholars believe was Jesus’ primary language.

Arabic is the world’s fifth most common language, according to Wikipedia, and enrollment in its study has soared at U.S. colleges and universities, according to the Modern Language Association.

Abdul-Massih Saadi, Ph.D., a lecturer in Arabic in Baylor’s College of Arts & Sciences, said his 12-year undertaking has been “a good struggle” to translate the text into two versions – Modern Standard Arabic as well as a colloquial Arabic dialect – in the volume.



Honored For Grounds Management Excellence

Baylor University received national recognition from the Professional Grounds Management Society (PGMS) for exceptional grounds maintenance among universities and colleges in the Society’s 2012 Green Star Awards competition. Baylor received an Honor Award during the Society’s 2012 Awards Dinner held last month in conjunction with the School of Grounds Management & GIE+EXPO in Louisville, Ky.

The Green Star Awards bring national recognition to grounds maintained with a high degree of excellence, complementing other national landscape award programs that recognize outstanding landscape design and construction.

“Baylor University is very proud of our grounds maintenance team for the diligence required to obtain this recognition,” said Don Bagby, director of facilities management at Baylor. “The PGMS award distinguishes Baylor as one of the best-looking campuses in the nation, due in large part to the excellent leadership of our grounds managers Andy Trimble and Brandon Martin.”

APPLY FOR URSA GRANT

Faculty members from all units of the University are encouraged to submit a grant proposal through the Undergraduate Research & Scholarly Achievement (URSA) small grants program. The aim of URSA is to provide undergraduate students with research experiences in their academic areas beyond conventional classroom instruction. To help facilitate these experiences, URSA and the Office of the Vice Provost for Research provide small grants (up to \$5,000) to support research and scholarly projects with significant undergraduate involvement. The deadline for submission of a proposal is Feb. 6 for funding in the next fiscal year (June 1, 2013 - May 31, 2014).

For more details on the application process, visit baylor.edu/research/vpr.

Baylor Connections

Remember to make the Baylor Faculty and Staff page your home page. The site offers up-to-date campus news, important links, forms and resources, a calendar of campus events and the latest weather information. (To make it your home page, go to baylor.edu/facultystaff and click on the text at the bottom right that says “Make This My Home Page.”)

For other ways to stay connected online, check out: baylor.edu/social media.



baylor.edu/baylorproud
News about all the great things going on within the Baylor family.



twitter.com/baylor
twitter.com/baylorproud
Another way to hear good news from and about the Baylor family throughout the day.



baylor.edu/Facebook
Become a fan of Baylor on Facebook for videos, photos, event listings and more.



pinterest.com/baylorproud
Baylor Proud pins everything green and gold.



baylor.edu/YouTube
Videos of life at Baylor, athletic highlights, campus guests and more.



baylor.edu/instagram
Experience campus through daily photos by Baylor Photography. (Search “BaylorUniversity” in the Instagram app.)



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The Texas Collection: Vast, Impressive and Electronic

The Texas Collection offers many different ways to use items housed in its vast collections dedicated to the State of Texas, from history and culture to geography and government to religion, football, and more. With more than 15,000 maps, 250,000 photographs, and a large assortment of additional documents, the sheer size of the award-winning collection is impressive.

The Texas Collection garnered a spot on the list of "The 20 Most Impressive University Special Collections." This designation is difficult to obtain and is a tribute to the University and to the hard work, dedication and creativity of the faculty and staff involved in this special collection.

"These people love what they do and take great pride in serving others and telling our story," said John Wilson, director of the collection. "For the University and our alumni, I think it becomes a source of pride and academic distinction."

The collection continues to make more items accessible to faculty, staff and students using BearCat, the University Libraries online system. In partnership with Baylor Electronic Libraries, a number of collections now are available for public viewing. A recent highlight is the unveiling of 112 years of *The Lariat* online.

"We are here to serve Baylor as well as Texas and the nation," Wilson said. "This collection grows daily."

Faculty and staff may easily access many items, including books, vertical files, and maps, via BearCat at bearcat.baylor.edu. Contact The Texas Collection for research assistance with collections or subjects that cannot be found via this system.



Search The Texas Collection at bearcat.baylor.edu.