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Focused Workshops for Affiliated Groups to Enhance ASBCS National Colloquium June 4-7 in Williamsburg

Focused workshops for affiliated groups will enhance the National Colloquium on Baptist Contributions to Education sponsored by the Association of Southern Baptist Colleges and Schools (ASBCS), June 4-7 in Williamsburg, Virginia.

Bob Agee, ASBCS executive director, said the workshops for auxiliary groups will provide valuable information on a wide range of topics for education professionals.

Colloquium workshop topics include legal affairs, distance education, admissions, in-service guidance, public relations, development, campus ministry, distance

learning, alumni affairs and Consortium for Global Education (CGE) issues.

According to Agee, several groups, including public relations, alumni and CGE, are continuing to work on meaningful workshops which will be added to the program agenda.

The colloquium, which will be at the Williamsburg Marriott, is open not only to presidents and chief academic officers but to admissions officers, alumni personnel, institutional advancement officers, campus minis-



Martin Marty

ters, student development officers, in-service guidance directors, public relations personnel and especially faculty who have been involved in international activity.

"This colloquium will be the annual meeting for CGE, alumni, admissions and In-Service Guidance (ISG)," Agee said. "It will also be the inaugural meeting for new professional groups for campus ministers, institutional advancement and business affairs personnel," he said.

Martin Marty will be the keynote speaker for the first plenary session. Four plenary sessions will be held during the colloquium.

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Workshop Schedule for National Colloquium in Williamsburg

MONDAY, JUNE 5, 2000

10:45 a.m. - 12:00 noon

Legal Affairs Briefing - Jason Rogers, Belmont University

Distance Education: eMercer: The Mercer Model - David Dyer, Mercer University

Admissions: Using Market Research to Increase Enrollment Yield - Jeff Papa, Carnegie Market Research

Plenary Sessions: ISG - Ministerial Education, Development/PR/Alumni, Campus Ministers (Sponsored by the International Mission Board (IMB)), Alumni Directors, CGE

2:00 - 3:15 p.m.

Marketing Your Institution to the Younger Generation - Rob Glass, Stein Communications

The Freshman Year Experience: A Retention Strategy that Works - Jimmy Davis and Susan Hopper, Union University

Value and Role of Field Education for Ministry Students - Larry McSwain, Shorter College, and Jerry Cain, Judson College

The Development Officer's Care and Cultivation of Donors - Bruce Heilman, University of Richmond
Baptist Collegiate Ministers Consortium

3:30 - 4:30 p.m.

In Defense of Christian Higher Education: Promoting the Value of Christian Education - Steven Henderson, Christian College Consulting

Best Advancement Ideas for Baptist Colleges and Universities - Marty O'Gwynn, Oklahoma Baptist University; David Jones, East Texas Baptist University; Marc Whitt, Campbellsville University

TUESDAY, JUNE 6, 2000

10:45 a.m. - 12:00 noon

Legal Affairs Briefing: Jason Rogers, Belmont University

Distance Education: The DBU-CUGN Model - Gail Linam, Dallas Baptist University

Admissions: Interview Techniques that Work - Sheryl Gray, Carson-Newman

Baptist Collegiate Ministers Consortium: Dialogue With Jerry Rankin, IMB

Affiliated Groups Workshops: CGE - Global Education Opportunities, ISG - Ministerial Education, Student Recruiting/Retention, PR/Development, Alumni Directors

2:00 - 3:15 p.m.

Image is Everything: Creating and Promoting a Consistent Institutional Image - Rob Glass and Steven

Henderson, Stein Communications
The eMercer Model of Distance Learning - David Dyer, Mercer University

Legal Issues Facing Development and Business Officers - Jason Rogers, Belmont University

Baptist Collegiate Ministers Consortium: Dialogue With David Garrison, IMB

3:30 - 4:30 p.m.

Effective Retention Research: From Theory to Practice - Jeff Papa, Carnegie Market Research

The Effective Development Officer
Models of Field Education for Ministry Students - ISG Panel

WEDNESDAY, JUNE 7, 2000

9:00 - 10:30 a.m.

The Changing Face of Institutional Advancement - Stephen Cargill and panel of ASBCS presidents

Distance Education: Where Do We Go From Here? - Panel of CAOs (Don Schmeltekopf, Joe Early, and Carla Sanderson) - led by Ben Hawkins, Louisiana College

Baptist Collegiate Ministers Consortium
Affiliated Groups' Closing Workshops ■

Additional workshops will be added for alumni personnel, campus ministers and the CGE as plans develop.

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"Legal Notes" is designed to provide accurate and authoritative information on legal issues facing Southern Baptist-related higher education. It is provided with the understanding that the publisher and editors are not engaged in rendering legal counsel. "Legal Notes" is not intended as a substitute for the services of a legal professional. If your institution needs legal counsel, a competent attorney should be consulted.

Annual subscription is \$8.00.

ASBCS Communications and Operations Office Moves into New Building in Nashville

On March 29, 2000, the Operations and Communications Office for the Association of Southern Baptist Colleges and Schools moved into new facilities at 917 Harpeth Valley Place, Nashville, TN, 37221-1141. Phone and fax numbers will remain the same: voice (615) 673-1896, and fax (615) 662-1396.

The facilities were designed specifically to house the ASBCS Communications and Operations Office which provides support for member schools.

Executive Director Bob Agee said the leased space provides new attractive offices for ASBCS with convenient access to I-40. Agee, who works from an office in Jackson, Tennessee, meets regularly with the communications and operations staff in Nashville.

Tim Fields, ASBCS director of communications and Carolyn Lovelace, administrative assistant who joined the staff in January, will handle all ASBCS communications and operations from the new facilities.

Functions of the office include production of *The Southern Baptist Educator* and other printed resources (such as the two annual directories of schools); finances and bookkeeping; maintenance of mailing lists; record keeping; telephone, fax and direct mail correspondence; and maintenance of the ASBCS website www.baptistschools.org.

ASBCS shares space in the new building with Fields Publishing Inc. Dru Drolsum, vice president of technology and design for Fields Publishing, serves as ASBCS webmaster. ■



CALL FOR PAPERS

Biennial Meeting of the Baptist Association of Philosophy Teachers

Baylor University

Friday-Sunday, September 22-24, 2000

Papers should be less than 4000 words in length and not exceed a reading time of 25 minutes. The deadline for submission of papers is June 15, 2000. Mail submissions in triplicate, with author identified only on a separate title page, to the B.A.P.T. President:

Dennis Sansom

Department of Religion and Philosophy

Samford University, Birmingham, AL 35229

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Correction in Missouri Baptist Tuition Listing

The Chronicle of Higher Education misprinted the tuition figures for Missouri Baptist College. The incorrect figures were reprinted in the last issue of *The Educator* in an article entitled, "Tuition and Fees 1998-99 and 1999-2000 at ASBCS Member Schools." The correct figure for 1999-00 should read \$9,090 for Missouri Baptist College, instead of \$9,900.

Christian Higher Education: The Why and The How

Editor's Note: Dr. Mark Foley was inaugurated as the third president of the University of Mobile on April 26, 1999. The following is an adaptation of remarks from his inaugural address and from lectures delivered recently throughout the state of Alabama.

by Mark Foley

We are on a journey, you and I, a continuing journey for each of us throughout our lives, but a new journey in many ways as we contemplate the future of our individual schools and of independent Christian higher education in general. As I consider the path the University of Mobile will walk in this new journey, I pause to ask the question, "Why?"

I am impressed with a philosophical position which says, "He who has a 'why' can deal with any 'how'."¹ Purpose must always precede process. So, I believe it appropriate to investigate that central question: "Why does the University of Mobile exist?" or, in a broader sense, "Why does independent Christian higher education exist?"

Do we exist to produce a quality educational product, to use our resources to impart knowledge, skills and attitudes to generations of students? It may surprise you that I say, "No." Education is at the heart of what we do, and we do it well, but education is not the "why." It is a "how."

So, do we exist to produce in the lives of students a sense of social responsibility, to encourage and urge attention to family, community and country, and beyond that to a world community? No, social responsibility is not the "why." It is a "how."

Then, surely in a Christian-oriented institution like the University of Mobile, the reason we exist is to see to the development in our students of a spiritual dynamic, an identification of who they are in relation to God and a means of growing in that relationship. Surely, that is the "why." No, spiritual development is a "how."

So then, if not quality education, if not social responsibility, if not spiritual development, why then does such a university exist?

Quite simply, the purpose, the mission, the "why" of the University of Mobile, the "why" of Christian higher education, is to change the world.

Is Change Needed?

In 1947, this nation embarked upon a path, each step setting the direction of the next, which, in my opinion, has resulted in current society comfortably embracing a morality generally void of ethical moorings. It was that year, in the *Everson vs. Board of Education* ruling, that the Supreme Court found that the First Amendment erected a "wall of separation" between church and state which must be kept "high and impregnable."² Citing no precedent from previous rulings, the *Everson* case put forth a radical new idea: "separation between church and state." Bill Bright and John Damoose, in their recent work, *Red Sky in the Morning*, hold that "there began the official betrayal of America's spiritual heritage. . . a systematic and intentional removal of religious principles from American public life."³

Whether or not one agrees with all the conclusions promoted by Bright and Damoose, it is true that, in our legal system, interpretations of law create precedents upon which subsequent interpretations are based. I believe they are right in their assertion that, since 1947, decisions by the U.S. Supreme Court have gradually reshaped who we

are as a nation and have significantly contributed to the separation of decision-making processes from the Biblical standard.⁴ Those now emerging into positions of leadership in business and government have been molded in a cultural environment which recognizes no legitimate restraints on personal behavior and promotes no standard of reform superior to one's own determination.

Consider *Stone vs. Graham*, a 1980 ruling of the United States Supreme Court, based on an appeal from the state of Kentucky that, "the Ten Commandments may not be posted in public schools, for fear that the mere presence of God's laws may induce children to read, meditate upon, perhaps to venerate and to obey the commandments."⁵

Consider the findings of a 1993 survey conducted by the Josephson Institute of Ethics:

- 91 percent of Americans admit to lying regularly to the people closest to them.
- 77 percent see no point in observing the Sabbath.
- 74 percent admit they would steal items from those who would not really miss them.
- 56 percent say they will drink and drive if they feel they can handle it.
- 55 percent say they would consider cheating on their spouse.
- 50 percent say they regularly procrastinate at work and admit that they do nothing for one full work day each week.
- 40 percent confess they would use illegal drugs.
- 30 percent claim they would cheat on their taxes.
- 93 percent of adults and teens say that "they and nobody else determine what is and what is not moral in their lives."⁶

If you don't believe that report, just read the newspaper on any given day. Increasingly, we experience the fruits of an ineffective society; a workforce without work ethic; a family system without commitment to fidelity; a church without commitment to God.

Please do not misunderstand my point. I am not with this treatise taking up the cry for or against prayer in schools. Nor am I leveling a broadside at the Supreme Court. I do not believe it is the role of government to interpret Christianity or to conduct training in spiritual development. Further, I concur with my friends in the legal profession that many of these legal interpretations have served to guard religious freedoms in a broad and diverse society. Nevertheless, the long-term effect has been the virtual elimination of scriptural principles as the stack pole for personal decision-making and social action.

Yes, I think some change is in order; change based upon duty toward a settled and objectively true moral code; change based upon commitment to the Holy Scriptures as the source of that moral code; change based upon the notion that one's engagement with such a moral code will produce individual moral capital which may then be invested in society. Further, I believe it is the opportunity and responsibility of independent Christian higher education to lead in that change.

Our Mission: Changing Lives to Change the World

I believe Christian higher education exists to do more than simply provide quality academics. At the University of Mobile we say that we are changing lives to change the world. Lives are changed through engagement in academic study, through social development, and through spiritual development. World-changing occurs through the influence of graduates upon the various contexts in which they work and live. In the case of the University of Mobile, that influence is

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Mark Foley

Christian Higher Education . . .

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specifically intended to be of, for, and by the Lord Jesus Christ and guided by His directives to make disciples, to love God supremely, and to love one's neighbor.

Like many independent colleges and universities currently operating in the United States, the University of Mobile was founded by Baptists, a "great commission" people who expect their institutions to maintain a great commission perspective. It is our intention in Mobile, without apology, to influence students with the nature and ethic of Jesus Christ. We intend for these men and women to know what they believe, to know why they believe it, and to have the courage and skill to live and work according to those beliefs.

Indoctrination? No. Leadership. Our task is not to require a particular answer to a question. It is not to indoctrinate our students or construct a program of cookie-cutter animated robotics or to conduct Sunday School. Rather, it is to hold firmly to the notion that these individuals with their individual giftedness will be change agents of one type or another in their respective fields. The question is, "What type will they be?" Our task is to engage these persons of free will and sound mind in a process of preparation; to give them the tools necessary to determine for themselves the answer to the hard questions and choose an appropriate course of action; and to influence them in every appropriate way to embrace the idea that a life formed around the principles of scripture is the most effective and successful way to live.

At the end of the day, our institutions will be judged by the effectiveness of our graduates. The simple truth is that independent Christian higher education will live or die not by the quality of the academic program; not by balanced figures on a ledger; not by the character of the faculty and staff; but by the influence exerted for good or bad by our graduates in the world into which they enter.

Intentional Leadership Development

That's the "why." Now, the "how." We are already doing a good job with academics. Some of the finest academic institutions in the world are in the ranks of the Association of Southern Baptist Colleges and Schools. On any of our campuses may be found countless opportunities for spiritual and social development. So, how may this notion of change-agency be effectively engaged?

The "how" at the University of Mobile came to me years ago as I gazed at a print, now framed and hanging in my office. It is the official illustration for the Fellowship of Christian Athletes. The image is of a young boy in the foreground, dressed in an over-large jersey with a football crooked under his arm. He is gazing toward a playing field in the near distance where a group of older athletes are seated on the grass. One word appears at the bottom of the illustration, "INFLUENCE."

The message is clear. The youngster has already decided to pattern himself after the actions of the older ones. Therein lies the key to change-agency, influence. John Maxwell, in his work, *The 21 Irrefutable Laws of Leadership*, asserts the same point. "Leadership is influence, nothing more, nothing less."⁷

It occurs to me, having been an observer/student of people in business, in psychology, in the church, and now in education, that, generally, people do not know how to lead. More specifically (and tragically) often the leaders themselves do not know how to lead. Consequently, businesses, families, and institutions with great potential for success stopped short of what might have been, or, in some cases, self-destructed because leaders who depended upon position, or power, or knowledge did not possess appropriate skills.

What would happen, I wonder, in the regions surrounding our many fine institutions of Christian higher education if, over time, graduates who were educated in their fields AND in the skills of value-centered leadership took positions in business, in health care, in education, in industry, in ministry, and in families? What would happen if these men and women, knowing of their opportunity to influence a family and a workplace with the nature and ethic of the Lord and possessing the skills to do so, chose to so engage? Could the world, or a portion of the world, really be changed? Idealistic dreaming? We will see.

The University of Mobile faculty has approved the insertion of Biblical ethics in the university's core curriculum. Beginning in Fall 2000, each of our students will engage the study of scripture as it applies to real life issues. An upper level ethics course, currently being designed, will be offered in each major and will lead the student to explore application of ethics to his or her specific field of endeavor.

Further, Spring of 2000 will see the establishment on our campus of the School of Leadership Development. That school will offer an undergraduate minor in leadership, adult studies in organizational management, and professional development seminars in value-centered leadership. Of particular personal interest is development of a course, "Issues and Leadership," which I will offer beginning in the fall.

"Do you have what it takes to change the world?" It's a question—and a challenge—that we pose to students. Changing the world takes determination and responsibility, it takes a commitment to excellence and personal integrity, it takes a person of character who has the courage to be a leader. As a Christian university, the development of ethical, moral leaders is crucial to our mission of "changing lives to change the world."

Where We Must Stand

Does this world need changing? The wake-up calls keep coming; from school yards under the blue haze of gun smoke; from legislative minutes affirming same-sex marriage; from insecure hearts seeking spiritual anchors in the stars; from stares of children who will never know a father. The calls have come before; from behind the barbed wire fences of Dachau; from a bridge in Selma; from the streets of Watts; from the villages of Kosovo.

The calls ask legitimate questions: "Where is that which is true? Where are those who are honorable? Where is that which is right? Where is the pure? Where is the lovely? Where are those of good reputation? Where is excellence? Where is that which honors God?"

I believe independent Christian higher education must respond to those calls. As Baptist universities, the "why" is what makes us unique among the thousands of public and private colleges throughout our great nation. The "why" is to change the world, one student at a time. ■

As a Christian university, the development of ethical, moral leaders is crucial to our mission of changing lives to change the world.

FOOTNOTES

1. Viktor E. Frankl, *Man's Search for Meaning* (New York: Simon & Schuster, 1959), 97.
2. United States Supreme Court, *Everson v. Board of Education* 330 U.S. 1 (1947).
3. Bill Bright and John Damoose, *Red Sky in the Morning* (Orlando: Newlife Publications, 1998), 106.
4. Ibid.
5. United States Supreme Court, *Stone v. Graham* 449 U.S. 39 (1980).
6. *Josephson Institute of Ethics Survey*, 1993.
7. Maxwell, John C., *The 21 Irrefutable Laws of Leadership* (Nashville: Thomas Nelson Publishers, 1998), 17.

The Role of Baptist College Presidents and Trustees

Editor's Note: This article was adapted from a presentation made at the New Trustee Orientation Dinner at Campbellsville University January 24, 2000, by E. Bruce Heilman, the chancellor of the University of Richmond.

by E. Bruce Heilman

I have spoken over many years in many places throughout the country, and even outside the country, on the subject of trusteeship of colleges and universities as well as other organizations. Further, I have been engaged as a trustee on several college boards and on boards of numbers of other organizations. I have chaired three different educational boards, a bank board, a savings and loan board, and have served in leadership positions of a variety of others, educational and otherwise.

Further, I have served as an educational administrator and consultant for more than 45 years, 21 of those as president of a college and a university, where I have worked closely with boards, been responsive to boards, and where I have counted on boards to make me successful.

I share this not to prove to you that I'm an expert, or that I have the last word, but to let you know that my perspective grows out of experience as well as studied knowledge of the subject.

Responsibilities of the President

I want to begin by clueing you in to the responsibilities of a president, who is the leader of the institution over which trustees hold trust. It is through the president's leadership that trustees are made effective, and not by their independent involvement or even their involvement as a full board.

It is the board's role to make policy; the president's role is to administer the institution within that policy. The board is not to interfere with the administration of the policy but to reinforce it, so that the president may be successful in carrying out that which is determined to be appropriate at a given time in the life of the university.

I am going to share information from a condensed article, from a speech I made some years ago, about the presidency. This was published on the inside back page of the bulletin of the Association of Governing Boards and was entitled "The Last Word" (on the presidency). This will give you some insight into the importance of the partnership between the board and the president.

"A college or university president is:

- a person of culture. It is appropriate that the person and the office be identified with the symphony, ballet, museums, opera, and other aspects of the "higher things in life."
- an intellectual, a person of letters who is knowledgeable and wise.
- a symbol of the college or university on or off campus. No matter what he or she says or does, it reflects upon the institution's image; the president and spouse are public property; They are always news, good or bad.
- a person of strong character expected to set moral and ethical standards on campus and in the community.
- an influential public figure often asked to serve on corporate boards, the chamber of commerce, and any number of other enterprises and activities.
- an entertainer who speaks about everything and everybody on every occasion.
- an endlessly accessible individual. Presidents, in fact, do not want even to appear inaccessible.

- an admissions officer. There is no escape from being the court of last resort. The time never seems to come when it is not necessary to deal with special admissions.
- a defender and protector of what the institution represents—someone who must uphold the freedom and flexibility of the academy.
- a person who is youthfully vigorous without being immature. The chief executive must continue to learn from young people; be young in heart, mind, and spirit; and remain adaptable.
- a salesman and procurer. Obtaining resources is an art and a science; the president must be the catalyst and coordinator for cultivating major donors and instilling confidence in the institution.
- a public relations professional and press agent. Public relations cannot be avoided; to do the job well, the president must relate effectively

to the public and the institution's administration. Inquiries must be always answered with good humor, judgment, dispatch, and diplomacy.

- a coach. He or she must be prepared to assume responsibility for all of the losses in college athletics and leave to the coaches credit for the wins.
- a politician and lobbyist before the state legislature.
- a prophet and seer. The world-at-large wants to know what is going to happen to the university or college, and the president must be ready to conjecture.
- a dreamer. Dreams-grown from one's convictions, ambitions, and aspirations make the presidency exciting and give it life; they override the negative factors."

Having given you the low down on the president and presidency, you're probably even more aware of what it means to be a trustee. After all, you are individually and collectively responsible for establishing policies for the president to function within and it is our role to reinforce that person as he pursues the implementation of those policies to the ends expected.

The Role of Trustees

Trustees in and of themselves do not make great institutions—strong chief executives do that. Trustees make it possible, by planting stepping-stones, setting the pace, lighting the way, and leading out in action policy wise. Only the president with the help of fellow administrators can build the bridges that cross the chasms that are faced along the way.

As a foundation for all else, trustees are legally responsible for the institution they hold in trust. They do not just "belong" to the board; they "are" the legal entity of the institution, as a full board and not as individual members. They have a sobering responsibility and they must make a commitment to that responsibility.

The key word in trustee responsibility is, or should be, "trust." The trustee holds something valuable in trust: the classrooms, the library, the laboratory, the faculty and the institution itself—not for himself or herself, but for others.

In order to fulfill that trust, each must attend meetings. They must participate by expressing their opinions. They must also understand that there must be consensus reached; and when reached, they ought ordinarily to join with the majority to make as unanimous as possible that which is ultimately the voice of the board and not of its individual members.

Commitment

The number one consideration in being an effective board member is commitment: commitment to the trust, commitment to the

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It is the board's role to make policy; the president's role is to administer the institution within that policy.

Presidents and Trustees . . .

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institution, commitment to attend meetings, and commitment to take seriously that which is represented by the institution and the board.

In order to have commitment, one must believe in the mission of the university. There must be confidence in the leader, in this case the president. And, of course, when that confidence on the part of the full board ceases to exist, they need to find another leader.

Not only should there be commitment to the mission and to the leadership, and a commitment to attend meetings, but there must be a commitment to contribute of one's resources as a means of setting the example. That means that each one, within his or her own ability to give, ought to contribute regularly to the institution. Beyond that, he must be committed to marketing the university to others so convincingly that they will want to support it as well.

Each trustee must support the president in *his or her* fund-raising efforts. The day the board begins to see the president's fund-raising efforts as overdoing it, is the day that they have lost sight of the fact that there is no extent to which the university can have too much in the way of resources to fund endowments, to help needy students, to pay competitive salaries, to maintain and construct necessary facilities, and to keep tuition and fees as low as is possible without reducing the effectiveness of the educational program.

Someone said, "Man's most vital need is, as it has been throughout history, to have his generosity exploited." Generosity is a philosophy of life. When Jesus said, "It's more blessed to give than to receive," he not only taught a Christian tenet, but he summarized a concept that is basic to most of the world's great religions. Wise men have stressed this truth since man first began to help his brother at the dawn of civilization.

Trustees function with these tenants in mind, realizing that irrespective of the cause, people must be invited, even persuaded, to contribute.

Another responsibility of the board, working with the president, is to continually strengthen the board. That's done by keeping the best performing members active and by challenging the mediocre, or the less than effective members, to do better. This means finding new members who appear to have the potential for being as good as the best already on the board and never filling a slot precipitously. Individuals should commit themselves to the institution before being elected to membership on the board.

It's recognized that a source for potential board membership is always from the alumni, community leadership, friends of board members, major donors, parents, and members of the supporting church. There should always be a balance between those who can bring work, wisdom, and wealth. Each should represent at least two of these. Members of substantial means can make a difference in increasing the support of the institution.

It's possible to have a board where everyone is giving to their potential, and yet to have a board which is unable to give a sufficiently significant amount to the institution. Few institutions fare well unless they have some wealthy patrons who either have served, are currently serving, or will serve in a position of leadership on the board.

Any campaign of significance that succeeds, usually does so because the trustees themselves provide 25-45 percent of the total goal. If that is not a possibility, then there is likely not enough potential for a major capital campaign.

Irrespective of what may appear on the surface, new trustees should be aware that an educational corporate enterprise is different from an ordinary business enterprise. I have learned that there is

usually more than one answer to every question, and trustees must find the best answer.

As we face the future, especially with new leadership, and as we seek these answers we will likely need to take some risks. While I am not a reckless person, experience has taught me that the biggest risk is usually in doing nothing or in doing too little. Unless an institution is moving ahead, it's falling behind.

I think it is appropriate to say that boards have a life of their own, whether or not they are conscious of that fact or take note of it. Every board has a special culture, a history, a style, and an approach to its responsibility. Many are bogged down by unspoken agreements that things will continue as usual, without much change from what is and has been. That's not a good position for any college to be in especially when there is a new dynamic president with a vision that can carry us far into the future. So we must be careful not to live in the past, or to seek to maintain the status quo.

Six Ways to Bury a Good Idea

Someone said that there are at least six ways to bury a good idea, and, if this board is typical, unless some of you new members help to make a difference, we will try to bury some of our new president's new ideas by citing the old axioms such as:

- "It will never work."
- "We can't afford it."
- "We've never done it that way before."
- "We're not ready for that."
- "It's not our responsibility."
- "We're doing fine without it."

Every board must be educated, inspired, led, persuaded, and in some cases, driven to do what it is capable of doing, whether all its members are inclined or not. That's why we have schools employ a strong president who will lead us, will help us to overcome our reluctance, will inspire us and give us a vision. We don't get up everyday thinking about the university, the president does. We have other things we get up thinking about. So let's not assume that we'll run the place, but that we'll see that it is run and run well.

I quote from a manual on trusteeship by Jim Fisher, "No board has effectively led or managed an organization for long, nor has any faculty. Too many board members who know better forget this classic truth. Individual accountability must maintain throughout the organization, starting with the CEO, who should be completely empowered by the board.

In turn, the CEO can empower others in the organization and affect any style that gets the job done. A board member must learn and must remember that he or she cannot run the institution: only the instrument of the board, the chief executive, fully accountable and closely evaluated, can do that job." Only within this context can a trustee intelligently applaud or take issue with what happens.

It Does Not Move Unless It's Pushed

John Gardener in his *Recovery of Confidence* said that an important thing to understand about any institution's social system is that it does not move unless it's pushed. What is generally needed is not a mild push, but a solid jolt. So it is with people—each of us needs periodically to be jolted into action—some of us need it more often than do others. If our leader, the president, and the board chair do not assume this role, little can be expected of the board.

We move ahead only as our leaders are inspired to steer the ship with energy, enthusiasm and confidence. Only our chief executive can speak to that spirit fully.

I cannot emphasize too much the role of the president. If you study any publication on the presidency, you will find that the president has

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. . . the biggest risk is usually in doing nothing or in doing too little. Unless an institution is moving ahead, it's falling behind.



by Carolyn Bishop
International
Director



New Spanish Speaking Opportunities!

One of CGE's core purposes is to serve as a clearinghouse for information about overseas opportunities. Last summer we polled CGE member schools about their most strategic needs. A number of school representatives expressed the need for additional Spanish speaking opportunities.

Listed below are schools and institutions in Spain that were visited by CGE delegates in December 1999. If you would like more information please email me at cbishop@cgedu.org and I can send you

brochures and bulletins as available.

University of Alicante, is located off the freeway in Alicante and modeled on USA campus plans with department buildings, classroom buildings and cafeterias spread out across well manicured lawns and gardens. We had an extremely productive visit with Ms. Pilar Barra, Coordinator of Courses in Spanish Language and Culture, Fax 34-96590-37-94.

The International Program building is located in the middle of the large campus and has a full staff to meet international student needs. Ms. Pilar indicated that they have designed several programs with visiting students alone and in-groups, and could arrange for individual programs or courses according to CGE member schools specifications. They can also help with logistics of travel, housing, field trips, etc. In the past, students have benefited from home-stay or dorm-life. The campus is in Alicante and 15 minutes from the Mediterranean Sea.

University of Granada is located in a historic set of buildings in downtown Granada, Contact: José Luis Verdagay, Director of Relations with non-European countries, Fax 34-958243009. The University of Granada is generally interested in one-for-one exchanges for whole semesters or whole years and may be a good possibility for advanced Spanish students.

Verdagay referred us to the University's Centro de Lenguas Extranjeras (Foreign Language Center) in Granada, Contact: Minerva Alganza Roldan, Director, Fax 34-958-221-362. The center teaches language to foreigners, and is quite flexible about short courses, or courses designed to fit specific groups. The Center is not really directly a part of the University, and costs seemed higher than other university programs. ■

Carolyn Bishop, International Director of the Consortium of Global Education, works in Marietta, Ga., Telephone: (770) 321-4897.

Presidents and Trustees . . .

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three major responsibilities. Generally speaking, they are as follows:

- 1) to be the professional educational leader of the institution,
- 2) to be the chief executive within the policies set by the board,
- 3) to work with the chair of the board to enable the board to carry out its responsibilities.

Within this general arena of responsibility, the president communicates the mission to the constituency, he prepares and carries out the operating plan within the budget, and he has complete responsibility for faculty, staff and students—including their selection, evaluation and dismissal. Further, he is accountable for the business-like management of all aspects of the university's operations.

The president works with the chairman of the board in planning the calendar, sets agendas for board meetings, and keeps the board members and constituents informed about the university. Beyond this, he is responsible for leading the board in fund-raising and many other things.

The Board's Responsibility

The board's responsibility begins with that of the board chair, who is the administrative leader of the board. He or she is to see that the board fulfills its responsibilities by keeping committees on schedule and preparing the agenda with the president.

The chair is responsible for the working relationship between the board and the president, including the evaluation of the president and periodically, the evaluation of the board. When elaborated with committee responsibilities the chair's role is much more involved.

The appointed committees report to the board and exercise only powers designated to them by the board. The president and chair are members of all committees ex-officio, and each committee has a written charge.

The chairman of each committee should see that the committee carries out its function. For example, among the duties and responsibilities of the development committee chair is that he be first and generous in his giving, and that he organize and lead the trustees to give at the 100 percent level. He must work with the director of development and the president in identifying, cultivating, and solicit-

ing donor prospects, and he must involve board members beyond those of his committee in the development process, leading them to become personal solicitors.

Planning is a critical element in a university or college, and without a plan there is little positive action. Maintaining the status quo requires little momentum or little involvement. Daniel H. Burham said, "Make no little plans; they have no magic to stir men's blood and probably they themselves will not be realized." Make big plans; aim high, remembering that our children are going to do things that would stagger us. Most of us do well only under pressure. We are stimulated by the excitement of doing big things.

The key reason for planning is so that we'll know where we're going, how we expect to get there, and the nature of resources required. We must be able to share with those who have the facility for giving financial resources why we need those resources and where they fit into the picture.

Certainly to succeed at a high level, trustees must serve a worthy institution, seen as worth the time and effort of busy people. Trustees must discover and capture the good will of other people who can respond to that worthy cause. A vision of how the institution can best be advanced must be in the hearts and minds of the trustees. And of course, trustees are responsible for employing the kind of chief executive who can, within the policies of the group, excite them, stimulate them, and challenge them to measure up to their best. A plan must be devised to convert the dream into program, and adequate resources must be garnered to put the plan into action.

Over the years, I've come to appreciate Julius Caesar's words, "There's a time in the affairs of men, when, taken at the flood leads on to fortune; omitted, all the voyage of their lives is lost in shallows and in miseries."

There is a time in history for every institution and every board when a maximum potential can be realized. That can be done only if presidential leadership and board relationships coalesce to bring the maximum impact on all aspects of the institution.

I believe people will support a cause that's led by a board that is believable. Its strength, its character, its example, its image, its ability, its style, its quality, its identity, and its ability to communicate all create a magnetism that attracts others to want to be a part of the organization. ■

Names & Faces



Fisher Named President of Belmont University

Robert C. Fisher was unanimously selected as the fourth president of Belmont University February 25 by the school's Board of Trustees.

"Dr. Fisher's career represents that rare combination of excellence in teaching, institutional leadership and business acumen, undergirded by a strong Christian faith," Board Chairman Larry Thraikill said. "As a lifelong Baptist, he understands the challenges and opportunities unique to Christian higher education.

Fisher, vice president for academic affairs at Arkansas State University (ASU) since 1996, also currently serves as a personal consultant on organizational and leadership issues to the U.S. Secretary of Transportation Rodney Slater and his senior leadership team. Prior to his service at ASU, Fisher served for 10 years as the dean of the School of Business at Henderson State University in Arkadelphia, Ark.

Fisher earned a B.S.B.A. from Henderson State, an M.B.A. from the University of Memphis (Tenn.), and a Ph.D. from the University of Arkansas. In 1992, he served in Kuala Lumpur, Malaysia, as a Fulbright Scholar, conducting research and consulting with the National Institute of Public Administration.

"Belmont is a place whose vision, mission, purpose and values I enthusiastically and fully embrace," Fisher said. "While Belmont's past accomplishments are truly remarkable, what makes it extraordinary is its confidence and high expectations for the future."

Fisher will officially begin his duties at Belmont April 1, 2000. He succeeds William E. Troutt, who left Belmont after 17 years in June 1999, to assume the presidency of Rhodes College in Memphis, Tenn.

Harold Fisher To Retire After 35 Years

E. Harold Fisher has announced he will retire after 35 years as president of Blue Mountain College in Blue Mountain, Miss., effective June 30.

"A new president should be selected to provide the necessary leadership as the col-

lege moves into the 21st century," Fisher, 69, the school's sixth president, said in a prepared statement. "There are programs to be initiated which should be developed by one who will have the satisfaction of seeing them successfully developed and implemented as has been my privilege as I have served the college."

An increase of almost 41.5 percent in enrollment has been recorded during Fisher's tenure, with 480 students currently enrolled. More than 47 percent of all BMC graduates received their degrees during his presidency.

BMC also has added a medical technology program, a church-related vocations emphasis, classes on weekends and each night except Wednesday and new courses in sociology, computer science, honors, readings and practicums. A special program to permit teacher assistants to earn a degree in five years was added in 1986.

Scholarship assistance has increased 7,000 percent, and a scholarship program for church-related vocations was begun in 1994 in which annual scholarships of \$1,000 are awarded to students majoring in church-related vocations. A total of 59 students currently receive those scholarships.

During Fisher's administration, four new buildings were constructed, Whitfield Dormitory and the Modena Lowery Berry Auditorium were renovated and restored. Extensive renovations were made to the library and to the science and family and consumer science labs in the administration building.

Under Fisher's leadership, the school's budget increased 930 percent, income increased 970 percent, and the endowment rose 729 percent to \$6,876,480.

Fisher has been married for 44 years to the former Mary Huggins of Oxford, a 1952 BMC graduate who retired in 1996 after 26 years of teaching in the college's business department. They have three adult children and seven grandchildren.

BMC trustees have formed a search committee to consider Fisher's replacement. John McRae of Atlanta, an executive search counselor specializing in higher education, has been retained to assist the search committee. McRae can be contacted at (404) 325-3252. ■



Robert Fisher



Harold Fisher

People

Campbell University: **Thomas H. Folwell**, Dean of the Lundy-Fetterman School of Business, died February 20, 2000, after suffering heart failure. **Douglas C. Jones**, assistant vice president for alumni relations and special events, has been promoted to the position from the directorship of the department. **Dean M. Martin**, professor of religion and philosophy, chaired a session at the 21st annual Philosophy of Religion Conference at Claremont Graduate University. The conference topic, "Religion and Wittgenstein's Legacy," celebrated Wittgenstein as one of the formative philosophers in the first half of this century.

Campbellsville University: **Robert L. Doty**, professor of English, is featured in the Boy Scouts of America "Scouter's News" as the 90th Anniversary Leadership Highlight. Doty received the honor from the Lincoln Heritage Council in recognition of his work as district chairman of the Cardinal District and assistant scoutmaster of Troop 616 in Campbellsville. **Kurt Grafton**, assistant professor of chemistry, received a \$25,000 grant for two years from the American Chemical Society Petroleum Research Fund. Grafton will work toward developing inhibitors of prostatic acid phosphatases which may be involved in the development of prostate cancer. **Al Hardy**, director for the Center for Educational Enhancement and an instructor, has been elected to serve as the four-year college/university representative on the Kentucky Association of Developmental Education Board of Directors.

Cumberland College: **Bruce Hicks**, political science professor, has been chosen as president-elect of the Kentucky Political Science Association. **Charles Huffman**, chair of the Psychology Department, is the author and project director of a \$120,000 grant by the Appalachian College Association entitled "New Tools for Teaching An Online Laboratory and Guided Discovery In Psychology Using the WWW." The program will be implemented over the next three years. **Ru Story-Huffman**, public service librarian, has published her third book, *Caldecott On The Net*. The book is for teachers, librarians, home-schoolers, or parents—anyone who wants to integrate technology into a classroom or educational setting.

Dallas Baptist University: **Jerry Reynolds**, professor of communication and chairman of the Communication department, was recognized as the 1999 Advisor of the Year.

Hardin Simmons University: **Teril**

Bundrant, associate professor of biology, has been certified as a Registered Environmental Manager by the National Registry of Environmental Professionals. **Gregg**

Cantrell, Rupert N. Richardson Chair in the Department of History, has been named the winner of the Ima Hogg Historical Achievement Award for Outstanding Research on a Texas History Topic Based Largely on Resources in the Center for American History. His book, *Stephen F. Austin, Empresario of Texas*, utilized the archival holdings of the Center. **Lawrence**

Clayton, dean of the College of Liberal Arts, presented a paper to the Southwest and Texas Popular Culture Associations. The material was from his forthcoming book on vaqueros, cowboys, and buckaroos from the University of Texas Press. Two of his essays, "Today's Cowboys: Coping with a Myth," and "Tige' Avery," have been reprinted in *American*

Cowboys: History and Culture of the Western Ranch Hands and Black Cowboys, respectively. **Robert Fink**, Bond Professor of English, wrote the poem, "On Jesus, Taking His Word on Immortality," which has been published in Joy Sawyer's book *Dancing to the Heartbeat of Redemption: The Creative Process of Spiritual Growth*. **Carol D. Haire**, professor of speech-language pathology in the Holland School of Sciences and Mathematics, will be featured in the Second Edition of Outstanding Scientists of the 20th Century.

James Ivey, head of the Department of Theatre, has been elected vice-president elect of the College/University Division of the Texas Educational Theatre Association (TETA). He was also elected secretary of the TETA Adjudicator's Organization for a three-year term. **Delinda Lybrand**, professor of education, **Gracie Carroll**, director of Center for Academic Advising, and **Tanna Kieffer**, Center for Life Long Learning coordinator, presented "If at First You Do Succeed, Try, Try Again," to the First-Year Experience Conference Student Success Seminar.

Dorothy Kiser, registrar, has been named president-elect of the Texas Association of Collegiate Registrars and Admissions Officers. **Paul Madden**, professor of history, has been named to serve on the Texas State Board for Education Certification advisory panel to develop new standards for the certification of social science teachers in Texas. Madden also authored four articles contained in the *Biographical Encyclopedia of 20th Century World Leaders*. **Dennis**

O'Connell, associate professor in physical therapy, has been named the recipient of the Distinguished Service Award from the Department of Physical Education and

Human Performance of Manhattan College, his undergraduate alma-mater. **Charles Richardson**, director of media relations, has been named a Paul Harris Fellow, one of the highest awards granted by Rotary International. **Craig Turner**, executive vice president and chief academic officer, has been elected as a member of the Board of Directors of the United Way of Abilene, Texas.

Houston Baptist University: **Ron Sunderland**, adjunct professor in behavioral sciences, along with his co-founder of the Foundation for Interfaith Research and Ministry (FIRM), Earl Shelp, accepted the 1998 President's Service Award at a ceremony in the White House in the fall of 1999. FIRM is a ministry that establishes care teams, primarily within church congregations, and responds to the in-house needs of people who are chronically or terminally ill, or who are physically disabled.

Mary-Hardin Baylor: **Carol Crawford Holcomb**, professor of religion, will present "The Kingdom at Hand: The Influence of the Social Gospel on the Personal Service Department at the Woman's Missionary Union, SBC," for the American Academy of Religion at their Southwest Commission on Religious Studies Meeting in Dallas. Holcomb also had an article published in the *Baptist History and Heritage* and has been named vice-president of the Texas Baptist Historical Society.

Mississippi College: **Howell W. Todd**, president, has been elected to the 77 member Commission on Colleges of the regional accrediting association, the Southern Association of Colleges and Schools. The Commission accredits more than 780 colleges and universities throughout the southeastern region of the United States and Latin America. **John T. Zietlow**, associate professor of finance and business administration, won the 1999 Terry McAdam Book Award for his book, *Financial Management for Nonprofit Organizations*. The award was established to spotlight insightful, practical nonprofit publications.

Ouachita Baptist: **Andrew Westmoreland**, president, has been elected to the board of directors of the National Association of Independent Colleges and Universities. The organization represents private, nonprofit colleges and universities on policy issues with the federal government, and serves as the unified national voice of independent higher education with more than 900 members.

Samford University: **Jon Clemmensen**, professor of journalism and mass communication, received the 2000 George Macon Memorial Award for outstanding performance as a teacher. The award is given annually to a faculty member "who, through outstanding performance as a teacher, counselor and friend to students, demonstrates the ability to inspire students to greatness.

Union University: **Greg Thornbury**, professor of theology and director of the Center for Christian Leadership, has co-edited and co-authored, *Who Will Be Saved*, published by Crossway books.

Virginia Interment College: **Dan Stryk**, professor of world literature and creative writing, has recently published his fifth nationally produced collection of creative writing, *Death of a Sunflower: Poems and Prose Parables*.

William Carey College: **Jeff Schmuki**, assistant professor of art, is one of only 6 American artists asked to show their work in conjunction with 45 international artists as finalists in the Sidney Meyer Fund International Ceramics Competition. ■

Transitions

Baylor University: **Robert B. Kruschwitz**, currently chair of the department of philosophy at Georgetown College in Georgetown, Ky., has been appointed director of Baylor's Center for Christian Ethics effective June 1.

Brewton-Parker College: **Bob Sanford** has assumed duties as director of alumni services.

Campbell University: **Tom Collins** has been named dean of student life. His new position follows eight years during which he served as director of athletics for the university.

Campbellsville University: **Virginia Flanagan** has returned to her alma mater as director of the university's technology training center. Flanagan has most recently worked as the director of the Kentucky History Center in Frankfort.

East Texas Baptist University: **Sam Fogle** has been named Vice President for Administration and Finance. **Dane Fowlkes** has been selected as the new director of alumni relations. **David Jones** has been promoted from alumni director to director of development. **Pat Wilson** has joined the staff as director of the Financial Aid Office.

Hispanic Baptist Theological School: **Daniel Rivera** of San Antonio has been appointed vice president for institutional advancement. Rivera, currently serving as dean of academic affairs, will begin his new responsibilities August 1.

Meredith College: **Maureen Hartford** has been inaugurated as the school's first female president and the seventh president in the school's history. **William Cox** has been named as director of financial assistance. From 1991 until his appointment at Meredith, Cox served as senior assistant director of operations in the Office of Scholarships and Student Aid for the University of North Carolina at Chapel Hill.

Southwest Baptist University: **Gordon Dutile**, acting provost and senior professor of Bible since February of last year, has been selected as the new provost. ■

Campus Report



Anderson College has been chosen by The America's Promise program as a "College of Promise" in South Carolina. Founded by Gen. Colin Powell, America's Promise-The Alliance For Youth is a national non-profit organization dedicated to improving the lives of more than 15 million at-risk youth in the United States. AC's current programs reach more than 1,000 at-risk children.

Baylor University: The groundbreaking ceremony for the George W. Truett Theological Seminary was held in conjunction with the university's Founders Day celebration. The \$17 million, 53,000 sq. ft. complex will feature a 550 seat chapel; a great hall; a teaching chapel; classrooms and meeting rooms; and faculty and administrative offices. Fundraising for the seminary complex began in November 1997 with a \$5 million lead gift from John and Eula Mae Baugh of Houston. The chapel construction will be funded by a \$2.5 million gift from the Robert M. Rogers Foundation of Tyler. The seminary began six years ago, and Baylor Chancellor Herbert H. Reynolds, as one of the driving forces behind the establishment of the seminary, received the Founders Medal this year.

Faculty and staff of George W. Truett Theological Seminary have been notified that the seminary has been granted candidate status for full accreditation from the Association of Theological Schools' Commission on Accrediting.

Belmont University is offering a 14-month Teacher Internship program which inducts non-teaching professionals into the classroom. The program is designed especially for those who want a career change and who have a bachelor degree in a discipline other than education. Interns who complete the program will be eligible for an apprentice teaching license in Tennessee.

Bluefield College is offering an opportunity for students to study the history of the Middle East from within Jordan, Syria and Israel. The Study Tour of the Middle East course, offered with John Tresch, professor of history, will travel to the Middle East in May.

Brewton-Parker College lost hopes of forging a national tournament Cinderella story with the men's basketball team when the Barons lost 64-59 to Lambuth University. The BPC team entered the NAIA National Championships with a 24-8 win/loss record.

Campbell University has announced a fundraising campaign in memory of the first and only dean of the Lundy-Fetterman School of Business, Thomas (Tom) H.

Folwell, Jr., who died in February. The university, in conjunction with Folwell's family, has established the Tom Folwell Special Purpose Fund, with donations to be used to build the "Thomas H. Folwell Memorial Fountain."

Campbellsville University is one of eight Kentucky post-secondary educational institutions which have received a grant to work together to reduce high-risk drinking among students. Sylvia Morris, dean of the Office of Student Services, wrote the \$6,000 mini-grant. "High-risk drinking is a very serious problem with today's youth, and we at Campbellsville University want to be among the leading colleges and universities in reducing alcohol abuse," said Morris.

CU is offering full scholarships to children of Southern Baptist International Mission Board missionaries. The "Missionary Kid" scholarship provides up to the full amount of tuition for one academic year, renewable annually for three additional academic years.

In February the university broke ground on the CU Technology Training Center and won approval to offer a master's of business administration program this fall.

Charleston Southern University's new stadium center, the centerpiece of a \$1 million stadium project, has been named the "Whitfield Stadium Center" in recognition of the gift of Dr. and Mrs. W. Floyd Whitfield of Charleston. The four-story stadium center includes a press box, space for conferences, meetings and university events, as well as coaches' offices, concessions and restroom facilities. The stadium's seating capacity has been expanded with the addition of 1,500 seats.

Chowan College has approved a new religion degree. The Religion and Philosophy Department approved comprehensive changes in its B.A. degree in religion that will offer students a new program structured around the theme of "Religion, Society, and Culture." The program incorporates a rigorous, interdisciplinary study of Biblical and other religious texts. The new major focuses on developing skills necessary to translate individual beliefs into action in the contemporary world as it addresses cultural and societal issues.

Dallas Baptist University has professors and students partnering with Geneva Aerospace and the U.S. Air Force in a high tech research project. Charles T. Brodnax, assistant professor of computer science, is consulting with Geneva Aerospace, Inc., in developing a system that greatly simplifies the control of unmanned aerial vehicles

(UAVs) for remote operators. "Students were invited to test the new UAV flight control system by flying a simulator of the aircraft system on a laptop or PC," said Beverly Giltner, dean of the College of Mathematics and Natural Sciences.

Garner-Webb University has been granted full accreditation by the Commission on Accrediting of the Association of Theological Schools in the United States and Canada. The Christopher White School of Divinity accreditation completes a six-year program of the ATS accrediting process.

A \$25,000 gift from Branch Banking & Trust will provide the opportunity for undergraduate and graduate business students to learn investing with real currency. Named the BB&T Student Investment Portfolio Fund, this effort has been established to provide funds for investment classes in the GWU School of Business to learn the principles of investing by researching, buying and selling real financial securities.

Houston Baptist University will offer its Christianity students the opportunity to be a part of a new five-year graduate degree program. Undergraduate theology students will be able to take nine graduate credits during their senior year, allowing them to earn a Master of Arts and Theological Studies degree within one year of completing their undergraduate work.

Mary Hardin-Baylor has signed an articulation agreement with Temple College to assist students who have completed the Chemical Dependency Counseling Program at TC to further their education at UMHB with a Bachelor's Degree. This agreement ensures TC students that their credit hours will transfer directly to the UMHB's social science programs if they meet all other entrance UMHB requirements.

UMHB has ranked in a *National Report Card* published by the U.S. Department of Education as tied for 13th out of the total of 86 education preparation programs in Texas.

Meredith College has been recommended for nontraditional aged college students in *Traditional Degrees for Nontraditional Students*. Author Carole Fungaroli's book provides advice for such students who wish to obtain bachelor's degrees in North Carolina.

Mississippi College announced the start of an accelerated prerequisite program that allows students to complete prerequisites for the MBA degree in an abbreviated time frame. The program is designed for students who desire an MBA but do not have a business

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Gifts & Grants



Williams Baptist College to Gain \$3.6 Million

Williams Baptist College will gain an estimated \$3.6 million after successfully meeting a challenge from one of its donors. The college announced that it has received a \$1 million gift from Larry Sloan of Walnut Ridge, after raising over \$2 million from other donors to meet his challenge. The college and the Board of Trustees were each challenged to raise over \$1 million. The college raised approximately \$1.4 million, and the trustees raised approximately \$1.2 million, to surpass Sloan's challenge.

Campbellville Receives \$2 Million Grant and \$1,523,500 in Gifts

Campbellville University has begun construction on a new Technology Training Center. United States Senator Mitch McConnell, who was instrumental in obtaining a \$2 million grant for the center, was on hand for groundbreaking ceremonies.

Virginia Flanagan, director of the technology center, said the center has three primary components focusing on occupational training in industrial technology, entrepreneurship and small business ownership, and accelerated computer operations.

Michael Carter, Campbellville University president, announced that the university has received its largest single gift to date from an anonymous donor. The gift,

661 acres of real estate in Southeastern Kentucky, is valued at \$1,323,500.

Kimsey Mann, Sr., added funding to the L. Kimsey Mann, Jr. Living Endowment Scholarship at Campbellsville in the amount of \$200,000. The scholarship ensures that worthy students can receive a Christian higher education.

\$1 Million Gift Endows Southwest Baptist University Library Building

Southwest Baptist University graduates Bill Jester, and his wife Nancy, pledged a \$1 million gift to endow the Jester Learning and Performance Center (which houses the Harriett K. Hutchens Library), and to complete the unfinished portion of the building. The theatre, art, communications and language, and literature departments will move into the building when it is completed.

Charleston Southern University Receives \$260,000 Gift

Charleston Southern University has received a gift from the estate of the late Ernestine P. Youmans of Brunson, S.C., which establishes a \$260,000 endowment. Half of the annual earnings distribution from this endowment will be added to the general operating fund. The other 50 percent will be added to an endowed scholarship established by the Youmans in 1996 to provide scholarship assistance for deserving students.

Dallas Baptist University Receives \$250,000

The Andersen Foundation of Bayport, Minnesota, has awarded a \$250,000 gift to Dallas Baptist University for general scholarships for DBU students. The Andersen Foundation, founded by Fred C. Andersen more than 40 years ago, provides support for private universities and colleges.

Gift to Campbell University Establishes Wellness Center

Joseph W. Baggett, M.D., of Fayetteville, NC, has established the Wellness Institute at the Campbell University School of Pharmacy with a gift of \$300,000. Dr. Baggett established the "Professor John Robert Baggett and Dr. Joseph W. Baggett Fund," which will perpetuate the Wellness Institute.

Union University Awarded \$126,000 Grant

Union University's Center for Faculty Development was awarded a \$126,000 grant from the Teagle Foundation, a private foundation whose major interest is strengthening private higher education. The grant, which will be distributed over the next three years, will assist the center in the development of five areas including teaching, professional development, advising, community service and faith integration. ■

Development

Averett College announced the receipt of a \$80,000 grant from the Lettie Pate Whitehead Foundation, Inc. for the 2000-2001 academic year. The Whitehead Grant provides need-based scholarships for Christian female students enrolled in Averett's wellness/sports medicine, special education or medical technology programs.

Baylor University will receive a \$50,000 Neonatal Nurse Practitioner grant from the March of Dimes. The North Texas Chapter of the March of Dimes will honor Baylor University's Louise Herrington School of Nursing with the largest award given by the March of Dimes this year. Pediatrix Medical Group and the Magella Healthcare Group, national practice groups for neonatologists, have matched the grant by giving \$25,000 each to the nursing school. The funds will

allow implementation and coordination of a Neonatal Nurse Practitioner program to begin at Baylor this fall.

Bluefield College: The trustees of the Lettie Pate Whitehead Foundation approved a \$54,000 grant to be used for general scholarships for young women who attend Bluefield College during the 2000-2001 academic year. This marks the seventh consecutive year the Foundation has given the college scholarship funds.

Meredith College: The William Randolph Hearst Foundation has established the William Randolph Hearst Endowment Scholarship for minority scholars with a \$100,000 gift to Meredith College.

Bobbitt Clay Williams has established the Bobbitt Clay Williams Scholarship with a gift of \$25,000. This scholarship will be used to provide financial assistance to students majoring in business, with preference given to students from Nash County. ■

CHECK OUT OUR ASBCS WEBSITE AT:
www.baptistschools.org or
www.baptistcolleges.org

Information on 54 member schools including links to admissions officers and school websites; placement registry forms, job openings at member schools and the *Southern Baptist Educator*.

Send *Educator* news and website changes to:
Tim Fields, ASBCS Director of Communications
email: tim_fields@baptistschools.org
Phone 615-673-1896
Fax 615-662-1396

Legal Notes

By James D. Jordan



Accommodating Disabilities: When to Say No

A student with a documented learning disability wants a required math course waived. The department chair tells the student, "No math course, no degree." Now the student's lawyer is calling. Must the institution "cave in"?

The Americans with Disabilities Act and the Rehabilitation Act apply to most private colleges and universities. These laws are intended "to ensure that no handicapped student is denied the benefits of . . . the education program" or other activities of the school. To allow access to its programs, the school must grant the student's request for accommodation if it: is based on a documented disability; allows the student greater access to a program of the school; is not unsafe; is not an undue burden to the institution as a whole; and is not of a personal nature.

The law may require a school to change its academic program in order to accommodate a disability. It may have to modify course exams, waive a degree requirement, or allow some students to substitute another course in place of a math or foreign language component.

However, the law will not force a school to make a "fundamental alteration" of its academic program to compromise the essential requirements of a course or a program of study. But what are those "essential requirements," and who decides?

The institution has the sole authority to determine the essential requirements of an academic program. The school can say which academic requirements it will waive and which ones it will not. The only catch is, the school must make that determination in an appropriate manner or the courts need not respect it.

If the school denies a student's request for a change to an academic program, the school must demonstrate that it exercised "reasoned deliberation" and professional, academic judgment. If the school decides that granting the student's request would cause its academic standards to be lowered unacceptably or would fundamentally change the academic program, the school can lawfully deny the request. The courts will back

the school unless it is shown that the school's decision is a substantial departure from accepted academic norms or the school failed to exercise professional judgment.

The power to define its academic program lies with the school. The faculty should wield this power, determining the core, unalterable requirements for each academic program. Judgments should be reached with deliberation, preferably in advance of any request for a change to the program.

Schools should, and must, make appropriate academic adjustments to allow all qualified students full access to their academic and other programs.

Schools should, and must, make appropriate academic adjustments to allow all qualified students full access to their academic and other programs. Establishing the uncompromisable core of these programs will protect the institution from legal liability and from losing control of its educational mission. ■

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Campus Report

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background or undergraduate degree and/or who lack only a few of the required prerequisites. This program is offered by the School of Business and the Office of Continuing Education.

The Mississippi College Mock Trial Team won Outstanding New School at the regional tournament of the American Mock Trial Association held at Samford University. Two students also picked up Best Witness Awards at the competition.

Mississippi College will reduce next year's operating budget by approximately 9 percent to compensate for faulty projections. To maintain salaries at present levels and account for mistakes in expenditure and revenue projections, the school announced the budget cut.

North Greenville College broke ground for a

new 68-bed residence hall to be built at the main entrance of the campus. Through a gift in excess of \$500,000 from Arnold and Pauline Emery, construction is underway to be completed by August 2000.

Southwest Baptist University has been chosen for inclusion in the student guide to *America's 100 Best College Buys*. This is the fourth time for SBU to be included in this national guide. The top 100 institutions were selected for inclusion when their costs and the academic quality of freshmen students were compared to other accredited, four-year institutions offering bachelor degrees and room and board for both men and women.

The SBU speech and debate team placed second at the Pi Kappa Delta National Tournament.

Wayland Baptist University has begun renovations to Harral Memorial Auditorium's rear entrance have begun. WBU has raised \$700,000 in the Plainview Campaign.

Members of the Plainview community volunteered their time and energy and have raised \$700,000 of their \$1 million goal.

The Ottys and Ruth Sanders Biology Lab has been dedicated and is making technology accessible to all Wayland students interested in molecular biology, such as pre-med students. The funding grant's expressed purpose was to create a lab which would allow students to study advanced areas of biology, including DNA structures and replication. **William Carey College's** Speech and Debate Team (Forensics) has produced a national championship debate team while successfully defending its third place overall national ranking. Two WC students were named National Parliamentary Debate Champions at the tournament. In addition, the Carey team placed fourth in individual events sweepstakes and fifth in debate sweepstakes. Over forty colleges and universities from across the nation competed at the Pi Kappa Delta National Tournament. ■

COMMENT: The Joy and the Struggle

Bob R. Agee, Executive Director, ASBCS



Presidents of colleges, universities and other schools which have their roots in Christian history and heritage certainly know the strange mixture of joy and the anxiety of struggle. He or she knows the joy that comes with the privilege of serving and leading a very important component of the Kingdom of God. Christian education is so much more than providing education for those who are going to enter a church-related vocation. It's about providing education for those men and women who are going to scatter throughout the professions and make an impact for the Kingdom of God in and through those professions.



Bob R. Agee

I firmly believe that people who receive their education in our schools enter the world of work with a different perspective and different foundation from those who receive their education in a non-Christian school.

If we are doing our jobs well we provide an atmosphere and an approach to teaching that affirms and nurtures the best in the lives of our students in every area of life. It is a given that we will offer instruction with the highest possible standard of excellence. In the process of doing that we should be trying to lift students' sights about the quality of what they will do in their professions and with their lives.

Christian education certainly ought to affect the motivation behind their ambitions and efforts. Those who graduate from our schools ought to have dealt with the moral imperatives and a different kind of ethical perspective in every professional arena. Somewhere along the way the faculty should have given some thought and

engaged in some conversation with their colleagues about the world view that forms the underlying foundation for understanding their disciplines and the way they impart those disciplines to their students.

There is such a thing as a Christian world view which affects the way we understand all knowledge in every field of study. It really does matter that we give thought and attention to the philosophical presuppositions behind every conclusion reached by any scholar in any discipline and raise the questions about the relevance of the essence and substance of the Christian faith to the content of those disciplines.

In my opinion that's the source of the joy of working in Christian education. We do make a difference in the lives of students and we do have something significant to say to the larger world of scholarship.

With the joy comes the struggle. Soon after accepting the presidency of OBU, a friend who had served successfully as a president for several years warned me that "becoming a college president is a shortcut to illiteracy." When I pressed him for an explanation he told of the long hours, the pre-occupation with survival issues, the search for the balance between leadership and management, raising money, dealing with personnel, attending meetings, and a seemingly endless list of demands on time and energy.

You know, he was right. Every president would like to give more thought and attention to the substance and content of

education but we have to struggle to make the time to do that. We have to learn to trust our colleagues on campus to share our vision and our dreams about the quality of what we do and the ultimate outcome of our efforts. And we have to keep believing in the students who cross our paths.

Perhaps most of all we keep believing that God is interested in what we do and cares enough to be involved in our efforts. I really believe that our schools are the product of divine involvement with a people called Baptist as they acted on a conviction that their young men and women needed education that would be different from what they would receive in a state school or a secular private school.

I also believe that what we are doing

today involves a faith commitment on our part and a deep dependence upon God's continuing involvement with us. Our work will be enhanced if we feel a spiritual obligation to make every effort to keep faith with those who dreamed those dreams of education that would be Christian in content and atmosphere.

Perhaps in a major gathering we could renew our vows to those who have gone before us and laid the foundations for the joys and the struggles of our task. At least we can celebrate our heritage and the significant contributions we have made to the larger work of the Kingdom of God in the world. Make your plans to be in Williamsburg, June 4-7 for our national colloquium. ■

Our work will be enhanced if we feel a spiritual obligation to make every effort to keep faith with those who dreamed those dreams of education that would be Christian in content and atmosphere.

Wayland Baptist University Employment Opportunities

The following faculty positions are open:

- Assistant Professor of Spanish (Ph.D. preferred)
- Instructor/Assistant Professor of Geography/History
- Assistant Professor of Elementary Education
- Associate Professor of Educational Leadership
- Business Professor of Finance/Economics
- Assistant Professor of Church Music
- Instructor/Assistant Professor of Mathematics

Each position has different requirements. Because of the religious heritage and nature of the university, persons selected must be committed Christians. Salary will be commensurate with the candidate's qualifications. Benefit package is generous. Candidates should send a cover letter, vita, graduate transcripts and three recent letters of recommendation to:

Dr. Glenn Saul • Wayland Baptist University • Box 529
1900 West 7th Street • Plainview, Texas 79072 • e-mail: saulg@mail.wbu.edu

Focused Workshops . . .

(continued from page 1)

sions are designed for all colloquium participants. (See schedule page 16.)

Deadline for hotel reservations is May 19. (See hotel registration form on page 15.)

There is no registration fee for the conference, but participants should complete the registration and activity reservation form on page 14 and mail with a check for meals and activities to ASBCS Operations Office, 917 Harpeth Valley Place, Nashville, TN 37221.

Fax the form to (615) 662-1396 if you only plan to attend the plenary sessions and/or workshops. Both the hotel and conference reservation forms are available on the ASBCS website <www.baptistschools.org>. ■

NATIONAL COLLOQUIUM • JUNE 3-7, 2000 • WILLIAMSBURG, VA
*The Shining of the Light: A Celebration of the History and Contributions
of Baptist Educational Institutions*

**REGISTRATION FORM AND
ACTIVITY & MEAL RESERVATIONS FORM**

Sponsored by: The Association of Southern Baptist Colleges and Schools

Name of Institution _____ Phone # (____) _____

PLEASE PROVIDE THE NAMES OF ALL INDIVIDUALS WHO WILL ATTEND THE COLLOQUIUM
AND MAKE COPY OF FORM FOR ADDITIONAL NAMES.

Please include first and last names for name badges. • Tickets will be at registration desk in Williamsburg.
There is no registration fee for attending the colloquium sessions.

<u>ACTIVITY</u>	<u># OF TICKETS</u>	<u>COST</u>	<u>TOTAL AMOUNT</u>
GOLF SCRAMBLE Saturday Afternoon, June 3. Kingsmill Country Club	_____	\$60.00	_____
PRESIDENTS' BREAKFAST* Monday, June 5, 7:30 a.m.	_____	\$10.00	_____
LUNCH/BUSINESS MEETING* Monday, June 5, 11:30 a.m. for Presidents and Chief Academic Officers	_____	\$10.00	_____
BANQUET Monday, June 5 Reception, 6:30 p.m., Dinner, 7:00 p.m.	_____	\$15.00	_____
CHIEF ACADEMIC OFFICERS'* BREAKFAST* Tuesday, June 6, 7:30 a.m.	_____	\$10.00	_____
SPOUSES' ACTIVITIES	_____	\$25.00	_____
TOTAL AMOUNT ENCLOSED			_____

***Tickets for affiliated group breakfasts and luncheons which are not listed will be available for purchase at registration desk. Prices of meals and activities listed above are less than cost thanks to corporate sponsors
Deadline for cancellation with refund: May 19, 2000**

MAKE CHECK PAYABLE TO: Association of Southern Baptist Colleges and Schools

RETURN THIS FORM BY MAY 19, 2000 • Have Questions? Call 615-673-1896 • Fax 615-662-1396

**SEND TO OUR NEW ADDRESS: Tim Fields, Director of Communications
ASBCS Operations Office
917 Harpeth Valley Place
Nashville, TN 37221-1141**



PLEASE RETURN FORM TO:
THE WILLIAMSBURG MARRIOTT
50 Kingsmill Road, Williamsburg, VA 23185
757-220-2500 • 800-442-3654

You may fax reservation forms to:
(fax) 757-253-0541

RESERVATION REQUEST FORM GROUP CODE: CPM

The Williamsburg Marriott is pleased you have chosen us for your upcoming visit. Our staff looks forward to serving you in the fine Marriott tradition.

In making your reservation we request that you either:

- 1) Enclose a check or money order covering the first night's stay -OR-
- 2) Send us the entire number of your following credit card: AMERICAN EXPRESS, DINERS CLUB, VISA/BANK AMERICARD, MASTER CARD OR DISCOVER. Don't forget the expiration date and signature.

Our new Express Check-In is designed to get you into your room as quickly and pleasantly as possible. To make sure you are able to enjoy Express Check-In, we will bill the credit card number you give us for your room unless advised of a change before or upon arrival. Express Check-In is offered in all possible cases but may not be available in some instances due to late departures.

We regret we cannot hold your reservation after 6:00 p.m. on the day of arrival without prepayment or a credit card number. Deposits will be refunded only if cancellation notifications are given up to 72 hours prior to arrival.

Name (print) _____ Phone No.(_____) _____

Address _____

City _____ State _____ Zip _____

Arrival Date _____ Departure Date _____ Time of Arrival _____ AM/PM
(Important for Check-In)

Marriott Honored Guest Number _____

- King Bed Smoking Two Double Beds Smoking No Preference
- King Bed Non-Smoking Two Double Beds Non-Smoking

Room Types are not guaranteed, but every attempt will be made to accommodate your requested room type.

Please reserve _____ no. of rooms for _____ people

Name(s) of person(s) sharing accommodations _____

Check or money order enclosed. Amount \$ _____

- American Express Master Card Diners Club Visa Discover
- (Please include interbank number located on front or back of card.)*

Credit Card No. _____ Exp. Date _____

I authorize the Williamsburg Marriott Hotel to charge my account for one night's deposit and all applicable taxes. Check out time is 12 noon. Rooms may not be available for check-in until 4:00 p.m.

CUT OFF DATE: May 19, 2000 Complimentary parking available.

Signature _____ Phone No. (_____) _____

RESERVATIONS REQUESTED BEFORE THE CUT OFF DATE ARE SUBJECT TO AVAILABILITY WITHIN YOUR GROUP'S ROOM BLOCK. ROOMS MAY BE AVAILABLE AFTER THE CUT OFF DATE BUT NOT NECESSARILY AT THE GROUP RATE. ANY VARIATION FROM THE OFFICIAL DATES IS SUBJECT TO AVAILABILITY.

ASBCS
Association of Southern Baptist
Colleges and Schools
June 3-7, 2000

Sleeping Room Rates
Single - \$129.00
Double - \$129.00

Rates at Marriott Courtyard (Next Door):
Single - \$112.00
Double - \$112.00

Rates are available 2 days prior &
2 days following the conference
based on availability

If the address on this label is wrong, please send it along with your correct address to:

Association of Southern Baptist
Colleges and Schools
Attn: Southern Baptist Educator
917 Harpeth Valley Place
Nashville, TN 37221-1141

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Program Outline for the National Colloquium on Baptist Contributions to Christian Education

Saturday, June 3 - Wednesday, June 7, 2000 • Williamsburg Marriott • Williamsburg, Virginia

SATURDAY AFTERNOON

GOLF OUTING & FAMILY RECREATION
Golf at Kingsmill Country Club in Williamsburg

SUNDAY AFTERNOON AND EVENING

**12:30–3:00 p.m. ASBCS BOARD LUNCHEON
AND MEETING**

1:30–5:30 p.m. REGISTRATION

Dinner on your own

7:30 p.m. OPENING PLENARY SESSION

**Theme: *A Celebration of the History and Legacy
of Baptist Educational Institutions***

Devotional - A Call to Celebrate History and
Heritage, Tom Corts, President, Samford
University

Testimony - What My Experience at a Baptist
University Meant To Me, Ron Ellis,
President, California Baptist University

Introduction of Speaker - Kirby Godsey,
President, Mercer University

Keynote Address - The American Church and
Her Educational Institutions in the New
Millennium, Martin Marty, University of
Chicago

Renewal Litany - A Celebration of our Baptist
Heritage, Bill Pinson, Executive Director
Emeritus, Baptist General Convention of
Texas

MONDAY MORNING

7:30–8:45 a.m. PRESIDENT'S BREAKFAST

Speaker - Robert Benne, Professor of Religion,
Roanoke College

SPOUSE'S BREAKFAST

Review of Williamsburg Attractions - Jan
Carlberg, First Lady of Gordon College

9:00–10:30 a.m. PLENARY SESSION

Theme: *A Celebration of Christian Scholarship*

Devotional - A Call to Serious Christian
Scholarship, David Dockery, President,
Union University

Introduction of Speaker - Don Schmeltekopf,
Provost, Baylor University

First Hester Lecture - The Challenges Facing
Evangelical Scholarship in the 21st
Century, Joel Carpenter, Provost, Calvin
College

Renewal Litany - An Affirmation of
Commitment to Christian Scholarship,
Mike Arrington, Provost, Ouachita Baptist
University

10:45–12:00 noon WORKSHOPS

See workshop schedule, page 1.

MONDAY AFTERNOON

**12:30–1:45 p.m. AFFILIATED GROUPS' LUN-
CHEONS**

12:30–2:00 p.m. BUSINESS LUNCHEON

Presidents and Chief Academic Officers

**2:00–4:30 p.m. AFFILIATED GROUPS' PLE-
NARY SESSIONS & WORKSHOPS**

See workshop schedule, page 1.

MONDAY EVENING

**6:30–8:30 p.m. RECEPTION AND BANQUET
FOR ALL PARTICIPANTS**

Program - Williamsburg Players present *The
Struggle for Religious Liberty*

TUESDAY MORNING AND AFTERNOON

7:30–8:45 a.m. DEAN'S BREAKFAST

Celebrating Our Differences: Faculty
Perspective on Deans, Faculty Panel

9:00–10:30 a.m. PLENARY SESSION

Theme: *A Celebration of Global Impact*

Devotional - Called to Impact Our World for
Christ, Rory Lee, President, Louisiana
College

Testimony - What Our Global Involvement
Has Meant to Me and My
College/University, Debbie Norris, Dean of
Graduate Studies, Mississippi College and
Andy Westmoreland, President, Ouachita
Baptist University

Introduction of Speaker - Carolyn Bishop,
International Director, CGE

Plenary Address - The Call and Challenge of
Global Involvement in the New
Millennium, Jerry Rankin, President,
International Mission Board, SBC

Renewal Litany - A Celebration of Our
Missions Calling, James Porch,
Executive Director of the Tennessee
Baptist Convention

10:45–12:00 noon WORKSHOPS

See workshop schedule, page 1.

**2:00–4:30 p.m. AFFILIATED GROUPS' PLE-
NARY SESSIONS & WORKSHOPS**

See workshop schedule, page 1.

TUESDAY EVENING

7:00 p.m. PLENARY SESSION

**Theme: *A Celebration of the Christian
Professor***

Devotional - The Call to Teach in a Christian
School, Joe Early, Vice President for
Academic Affairs, Cumberland College

Testimonies from two professors, The Joy of
Teaching in a Christian University

Introduction of Speaker - Carla Sanderson,
Provost, Union University

Second Hester Lecture - The Call to Academic
Excellence in the Christian University
Classroom, Stan Gaede, Provost,
Westmont College

Renewal Litany - A Celebration of the Call to
Teach

WEDNESDAY MORNING

9:00–10:15 a.m. WORKSHOPS

See workshop schedule, page 1.

**10:30–12:00 noon CLOSING PLENARY
SESSION**

Theme: *A Celebration of Our Exciting Future*

Devotional - Called to Make a Difference
Through Christian Education, Mark
Brister, President, Oklahoma Baptist
University

Panel - Strategies for Success as Christian
Universities in the 21st Century,
Presidents Tom Corts, Samford; Bill
Crouch, Georgetown; Alton Lacey,
Missouri Baptist College

Introduction of Speaker - Paul Corts,
President, Palm Beach Atlantic College

Third Hester Lecture - What Will It Take To
Succeed as Christian Universities in the
New Millennium? - Jud Carlberg,
President, Gordon College, Massachusetts

Renewal Litany - A Fresh Commitment to
Our Faith and Heritage, Robert White,
Executive Director of the Georgia Baptist
Convention

12:00 noon ADJOURN

*Art courtesy of Colonial Williamsburg.
For more information, visit their web-
site at www.history.org.*

