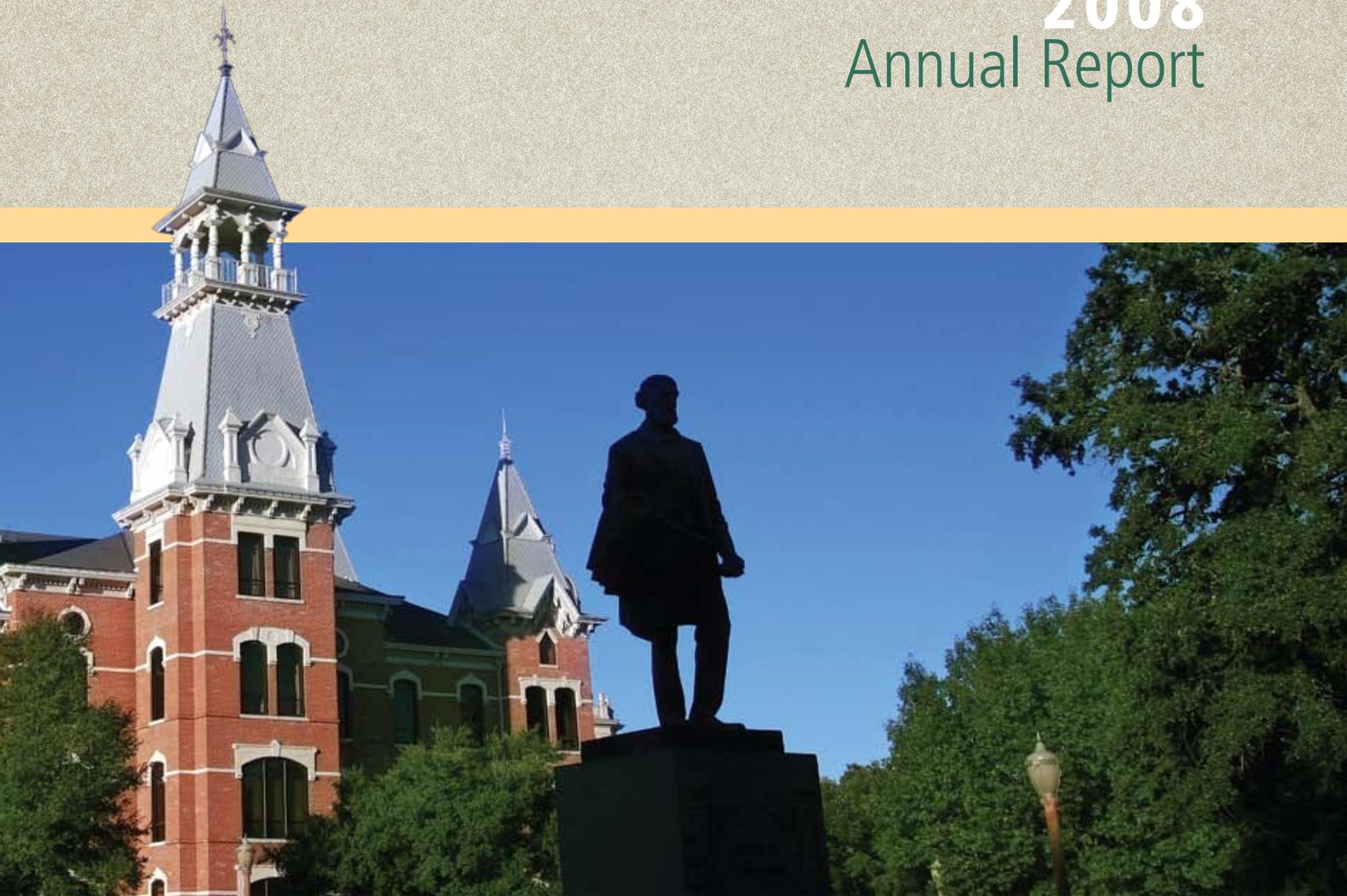


2008  
Annual Report



BAYLOR  
UNIVERSITY



## **IMPERATIVE VI**

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# IMPERATIVE VI

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**BAYLOR'S UNDERGRADUATE PROGRAMS EMPHASIZE** the central importance of vocation and service in students' lives and help them explore their value and role in society. At a Christian university questions such as "Who am I?" and "How should I best use my talents?" should be taken seriously and should guide students as they make life's key decisions. To assist students in addressing such issues, Baylor will develop multiple opportunities, both curricular and co-curricular, for students to discern and understand their life work as a calling and all of life as a stewardship of service.

## Progress Summary

### 1. Life Work as a Calling

**Several programs have been implemented or expanded** to help students understand their life work as a calling. Baylor received a \$2 million Theological Exploration of Vocation grant from the Lilly Endowment. The resident chaplain program and Chapel programming have both been expanded. The Academy for Leader Development and Civic Engagement was established in 2004. The number of undergraduates expressing an interest in vocational ministry is growing (from 2,029 in 2002 to 2,287 in 2008).

### 2. Stewardship of Service

**Several programs have been implemented** to help students understand life as stewardship of service. These programs include discipline and vocation-specific missions, the sports chaplain program, Baylor Line Camps, The Place 2BU, Community Ministries and Academic Partnerships, leadership development, community service, and other campus programs. The Baylor Interdisciplinary Poverty Initiative was established on June 1, 2007.

# Progress in depth

## GOAL 1

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Life work as a calling

Pursuing the Theological Exploration of Vocation from the Lilly Endowment (\$2 million grant)

In 2001, Baylor received a Lilly grant to focus on vocation as calling under the newly formed Baylor Horizons program. A full-time director of missions was hired to create and coordinate discipline-specific mission trips. This position is now funded by the University.

The first mission trips were launched in 2002. Students, faculty, and staff traveled to Honduras for medical missions in deaf education teams. In the summer of 2002, a general ministry team was sent to South Africa.

In 2005 the first campus-wide trip to Kenya (Africa '05) was launched. A total of 145 Baylor students, faculty, and staff attended. Discipline-specific teams for Africa '05 included engineering, music, medical, leadership, and ministry. Two teams returned to Honduras in the summer of 2005.

During 2006, 104 students, faculty, and staff returned to Kenya as a part of Summer '06. Two teams returned to Honduras; one, an exploration team, visited Armenia to establish future missions projects.

Trips in the spring and summer of 2007 included seven teams to Honduras (medical, deaf education, ministry, and engineering), seven teams to Kenya (administration, ministry, music, Omega kids, Truett, United Baptist Church, and engineering), and three teams to Armenia (engineering, business, and general ministry). These teams will return to Honduras, Kenya, and Armenia in 2008, along with teams going into Uganda, Ghana, and Rwanda.

Resident Chaplains

The resident chaplain program, initially funded through a Lilly grant, continues to grow from an initial 2001 cohort of five chaplains. In the fall of 2007, 12 George W. Truett Theological Seminary students lived in residence and ministered to Baylor undergraduates. These seminarians play an instrumental role in providing pastoral care to students and integrating Christian spiritual formation into the fabric of university student life. Resident chaplains also create opportunities and experiences for spiritual formation through small group studies and worship experiences. Overall leadership for the program continues to be provided through a partnership between Campus Living and Learning and University Ministries.

Chapel Programming

As the oldest tradition in American higher education and at Baylor University, Chapel has been a part of life for students and faculty alike since 1845. The standard for Chapel speakers has been greatly influenced by Student Life's central organizing principle of "calling." Today, Chapel is an opportunity to worship together and learn from scholars, social activists, preachers, musicians, scientists, and others who excel in their callings as an expression of their commitment to Christ.

Students, faculty, and staff gather on Mondays and Wednesdays at 10 a.m. and 11 a.m. in Waco Hall to experience an education that unites heart and head, faith and learning, worship and work. Chapel serves as a complement to the student's curricular experience. Resources have been available to increase the quality and the visibility of Chapel speakers through Baylor Horizons. Grant funds helped create a new position of coordinator of worship and media that Baylor now funds entirely through budget. This coordinator has dramatically impacted the message being received by students. From economists to lawyers to musicians, from scientists to business people to pastors, speakers in Chapel over the past several years have manifested the best of Christian vocation, perceptibly challenging the Baylor community to understand the myriad forms of responsiveness to God's call.

On average, 2,500 students attend each session of Chapel. Since Chapel is a requirement for graduation, entering first-year students and transfers who are classified by Baylor as either freshmen or sophomores must complete two semesters. Because of the size of the audience, Chapel provides an appealing venue for student engagement presentations. In order to reach students in small-group settings, University Ministries instituted Chapel Fridays in the fall of 2003. The intention was to offer entering students the opportunity to discuss the week's Chapel sessions in settings where they could reflect and apply information shared to their own lives. These Friday sessions were offered for the first six weeks of the semester.

During the fall of 2004 and 2005, Chapel Fridays assignments were made more intentionally. Students first met in small groups during Welcome Week and then continued to meet in these same groups during Chapel

Fridays. By the fall of 2006, the program was expanded, and the name was changed to University 1000. It began during Welcome Week when students went into faculty homes for the Friday night meal, following the first meeting between faculty and students Friday morning. The sessions contained curricular and co-curricular activities to help students make seamless transitions into Baylor while establishing and nurturing relationships with faculty and other entering students. Students were provided opportunities at all levels to discern and understand life as a calling and work as both a stewardship and a calling.

Although University 1000 was not offered during the fall of 2007, the curriculum has been updated and redesigned for students entering Baylor in the fall of 2008.

#### Calling Model with Strength Based Approach

Established in 2004, the Academy for Leader Development and Civic Engagement offers students curricular and co-curricular opportunities that prepare them for lives of service. Students are offered courses, service opportunities, mentor groups, and guest speakers that engage them in critical thinking so as to discern their call to influence the world for good and noble purposes. The model followed helps prepare students for lives of service by engaging them in service opportunities and offering them opportunities for reflection as they consider experiences that helped shape their lives. The Academy provides easy access to leadership resources and an interchange of ideas concerning Christian calling.

**Specifics of the program of study include the following:**

- Eleven hours of leadership courses (Leadership Development, Servant Leadership, Great Texts in Leadership, Organizational Leadership, and Change and Advanced Leadership)
- The Fellow Program, a curricular and co-curricular program providing exposure to civic engagement and reflection
- Leadership Living Learning Center, a curricular and co-curricular program that engages students in developing their sense of calling through leadership classes, mentor groups, service projects, and reflection opportunities in a learning environment
- The Freshman Leadership Organization, Baylor Leadership Council, and Student Development Council, organizations to facilitate small group discussions, host speakers, perform service hours, and provide mentor relationships
- Leadership Lecture Series, three leadership lectures held each semester to engage students in understanding Christian leadership in today's society whether it be the Church, social contemporary issues, public life, or private enterprise

**Strengths Presentations**

Student Life Advising was a program piloted during Orientation in 2005. Students were engaged in a discussion about their strengths and how they might become involved in extracurricular activities. Group sessions were not offered beyond 2005, but the training staff received helped to prepare them for conversations with students about leveraging strengths to accomplish goals.

Student Life Advising also led to the development of a strengths seminar called "You and Your Strengths: Discovering the Divine Design." During Orientation 2006 and 2007, counselors from the Counseling Center offered daily strengths presentations to students and their families.

The small group curriculum for Baylor Line Camp and Welcome Week also includes activities for new students to reflect on their own strengths, while appreciating the diversity of strengths found in a community. Student leaders for each program are trained to facilitate these discussions.

## GOAL 2

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### Stewardship of Service

#### Discipline and Vocation-Specific Missions

This program began providing opportunities for Baylor students to engage in missionary work while making use of their discipline-based education, training, and professional giftedness in 2002. The program aims to see students accompanied by faculty mentors on trips abroad, where they serve indigenous populations by offering basic health care (premed, prenursing students), literacy (education students), technological infrastructure (engineering and computer science students), and religious education (preministry students), among other efforts. As a part of the trip, designated readings, shared discussions, and personal journaling are used to ensure thoughtful reflection about the missions experience. By helping students see how their specific abilities and interests may be of service to others and how Christians are called to loving responsiveness to those in need, the program aspires to help inform a long-term sensitivity to a Christian calling, whether in the context of professional or lay ministry.

#### Sports Chaplain Program

The Sports Chaplain Program began in 2003 with the goal of providing immediacy of access of student-athletes to chaplaincy services.

#### Baylor Line Camps

When new students become “official” Baylor Bears, they hear the term “Baylor Line” used frequently by University constituents. The Baylor Line has multiple meanings. For example, it is the name of the freshman student spirit organization that promotes school spirit at athletic events throughout the year. The Baylor Line also refers to our

school song, in which we are encouraged to “fling our green and gold afar.” A more recent use of the term can be found in the title of Baylor’s latest matriculation program: Baylor Line Camp.

Baylor Line Camp is an experiential program that helps better equip new students in their transition to Baylor while emphasizing their personal strengths. Baylor Line Camp generates enthusiasm and excitement for all new students while encouraging the Baylor spirit in campus activities, traditions, and athletic events. In addition, new students learn to begin modeling character and sportsmanship in all events and activities as they prepare for college and beyond. Through intentional one-on-one interactions and small group discussion, students leave Baylor Line Camp with a better understanding of their God-given strengths and uniqueness.

A program that began in 2002 under the pilot name “The Adventure,” Baylor Line Camp has experienced many changes to its design and programming. After the inaugural year, Baylor Line Camp offered an umbrella of camps with distinctive themes, but one objective and curriculum. Camp names included “A Call to Serve,” “Spiritual Journey,” “Big Ideas,” “Outdoor Adventure,” “Spirit and Tradition,” and “August Fast Track.” The idea for these individual camps was to attract students within a particular area of interest over the course of the entire summer. Some camps attracted little interest, and they were dropped while some were combined under a new name. Over the course of four years, Baylor Line Camps have served approximately 1,038 students.

Attendance at these camps never completely fulfilled expectations, and staff members cited several reasons for the lower than expected turnout. Among a few are student summer schedule conflicts, financial cost per student, and a general slow momentum in building interest among incoming students (word of mouth being our best advocate).

In the summer of 2007, Baylor Line Camp undertook a larger endeavor, anticipating attendance of approximately 25 percent of the incoming class. By combining important and meaningful aspects of the previously mentioned camps, Baylor will offer one camp three times over the course of three weeks (with the exception of the Outdoor Adventure camp which will continue as normal). This change better accommodated students' busy summer schedules. Additionally, the cost of camp decreased significantly, from \$225 per student to \$75 per student – a decrease of nearly 66 percent. With an increase in participation, momentum built quickly as an estimated 700 students returned home to share their enthusiasm with current students as well as with prospective students.

The new strategy implemented in summer of 2007 worked as Baylor Line Camp achieved a participation of approximately 25 percent of the incoming class. One camp format was offered three times over the course of three weeks (with the exception of the Outdoor Adventure camp, which continued as normal).

In the summer of 2008, Baylor Line Camp will grow to six sessions of camp offered in three weeks, with the additional offerings of one or two weeks of Outdoor Adventure camp. The goal is to see 40 percent of the incoming class attending this summer, with an eventual participation of 90 percent of the incoming class attending Baylor Line Camp by 2012.

## The Place 2BU

This late night and evening programming initiative began in 2001-02 and continues to be one of the strongest programming endeavors on campus. Year after year, student organizations partner with the Department of Student Activities and their campus partners to bring larger scale events and programs to the Baylor student body. From Late Night at the SLC, to Christmas on 5th Street, and multicultural celebrations like Chinese New Year and Fiesta on the River, The Place 2BU consistently provides students, faculty, and staff access to high quality programming designed to achieve the following purposes:

1. Retention: In order to support the retention efforts of the University, 2BU works to ensure that students have opportunities to become involved in the Baylor community as first-year students. Throughout the academic year, 2BU collaborates with student organizations to make sure that quality programs are planned and produced to engage students and give them opportunities to get to know their peers.
2. Create a greater sense of community among Baylor students, staff, faculty, and administration: Programs are purposefully planned to create and support school traditions and allow for personal growth through socialization opportunities. The Place 2BU seeks to foster an institutional commitment by planning activities that generate new friendships, a sense of belonging, and personal development.
3. Continued Involvement: The Place 2BU strives to continue diversifying and educating Baylor's campus through a variety of programming initiatives that offer beneficial experiences for the community as a whole, throughout the academic year.

## Community Ministries and Academic Partnerships (CMAP)

The Baptist Student Ministry (BSM) raises student awareness about the role of every Christian in local and in short-term mission settings through the following programs:

- Students experience missions and build relationships with mission-minded Christians/missionaries through GoNowMissions. These summer and semester positions enhance Baylor's identity through participation and cooperation with the Baptist General Convention of Texas, Waco Baptist Association, International Mission Board, and the Cooperative Baptist Fellowship.
- Baylor students experience cross-cultural missions two blocks from campus through Kid's Clubs, church based neighborhood children's tutorials programs.
- Students participated in mission trips to Honduras in the spring of 2007; in May 2008, students returned to Honduras. During spring break, they traveled to New Orleans.
- Journey Groups and Freshman Connection teach specific curriculum about stewardship of our whole life.
- Each October, students and faculty have opportunities to interact with missionaries and Christian workers who represent a wide variety of nations and mission approaches during Mission Week. This year 3,400 students heard a missionary speak in class or participated in an event.
- The Missionaries in Residence ministry includes teaching and conversations with individual students and groups. Missionaries help students explore the practical implications of a lifestyle of service.

## Leadership Development

While leadership development occurs within many of the campus programs, internships, and other opportunities provided on campus, Student Activities views student organizations as a substantial vehicle for meaningful student development. The Department of Student Activities seeks to build relationships with organizational leaders in order to encourage and facilitate students' leadership development.

Students' ongoing leadership development through student organizations includes the development of Leadership Core Competencies such as vision, integrity, organization, communication, and faith development. The secondary mission of the department as it concerns student organizations is to build organizational structures that will accommodate lasting legacies for student organizations.

This is accomplished by aiding student leaders in their understanding and application of the five values of student organizations: respect all persons, be vision and purpose minded, do no harm, demonstrate good stewardship, and intentionally influence. Through leadership development programs, workshops, seminars, and similar programs, the department fosters these values and core competencies among its members and the student leaders.

## Community Service

The Department of Student Activities facilitates meaningful service opportunities for students in order to develop and foster leadership in areas of social responsibility. The ultimate goal of community service is to instill the spirit of volunteerism and service-learning into the lifestyles of students so that they will continue to be committed to the value of service even after they leave the university setting.

Learning outcomes fostered by these community service endeavors include civic engagement, social responsibility, understanding the world outside self, personal/organizational obligation to larger community, stewardship, value for diversity, faith development, leadership, communication skills, and service learning. Programs such as Steppin' Out, Baylor Buddies, and Santa's Workshop help instill these learning outcomes within Baylor students and the surrounding community.

For example, in the School of Social Work, students provided 57,273 hours of professional social work service in internships in 51 social service agencies and congregations in Waco and the surrounding community.

## Campus Programs

In addition to The Place 2BU, programs like SING, After Dark, Pigskin, Stompfest, and the Baylor Rising Artist Network encourage students to leverage their strengths and utilize their God-given talents for service to their community. Within these programs, students learn life-long lessons and knowledge concerning their identity, their influences, and the impact that they can have on those around them.

## Baylor Interdisciplinary Poverty Initiative

On June 1, 2007, Baylor began work to establish the Baylor Interdisciplinary Poverty Initiative. Modeled on similar existing programs at Washington and Lee University and Rice University, the Baylor Interdisciplinary Poverty Initiative is a partnership between academics and the Division of Student Life.

The purpose of the program is to provide opportunities for interdisciplinary study and discipline-specific research with the goal of creating a catalyst for social change around issues of poverty, civic engagement, and social and economic justice. The program will be administered under the leadership of faculty directors and an advisory board.

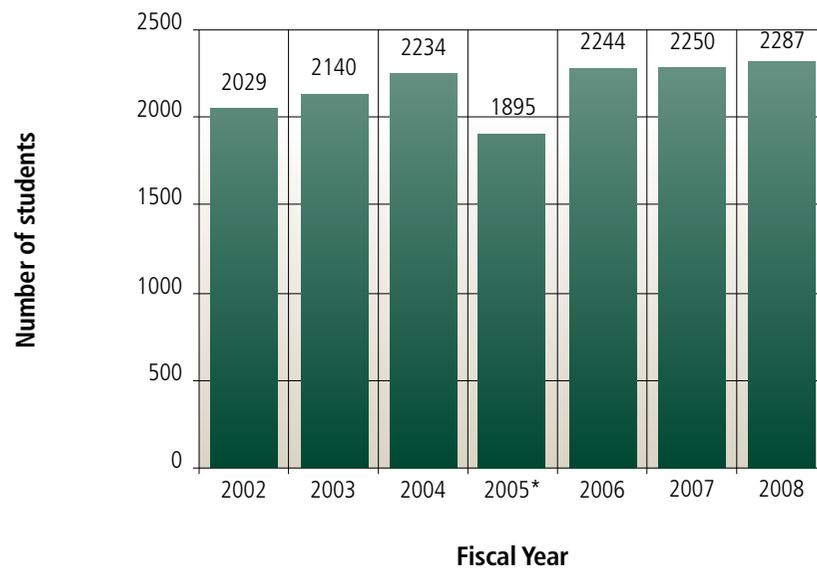
Among other things, the program will (1) offer competitive grants to outstanding faculty conducting programs, courses, and research on relevant topics, (2) provide competitive grants to qualified student interns involved in discipline-based internships, (3) begin the interdisciplinary process to establish a minor in poverty, civic engagement, and social and economic justice available to all degree programs.

The Baylor Interdisciplinary Poverty Initiative's initial funding is provided through the generosity of the Bridgeway Financial Trust. Two faculty directors, both from the School of Social Work were named in July 2007; future plans are to name additional directors from across the disciplines.

## Ministry Student Enrollment

The number of undergraduate students who have indicated a vocational Christian ministry interest has steadily increased. Please note that the data for Fall 2004 (FY 2005) had errors due to transformation to a new system. (Fig. 6.1)

**Fig. 6.1 Undergraduate students with an interest in vocational Christian ministry**



\* The data for Fall 2004 (FY 2005) had errors due to transformation to a new system.

Source: IRT