

FEBRUARY 18, 2016

THURSDAY

BAYLORLARIAT.COM

Photo Courtesy of Crazy M Photography

RACE FOR A CAUSE The Crazy M Cattle Dog Spay and Neuter Fund is hoping to raise funds for free dog surgeries through their Be My Valentine virtual race. The race will be held until Sunday.

Race participants raise funds for dog surgery

JESSICA HUBBLE Staff Writer

Crazy M Cattle Dog Spay and Neuter Fund is holding its fourth annual virtual race to raise funds to provide free surgeries to dogs.

The Be My Valentine virtual race is being held until Sunday. In a virtual race, everyone sets their own course and runs or walks their own pace wherever they are. Participants can sign up online for a one mile, 5K, 10K or half marathon. The registration cost is \$25 and ends on Sunday. Participants will receive a custom medal of their own and they can also register their pets for \$5. Four legged friends will receive a participation ribbon of their own as well.

All proceeds will go directly to the Crazy M Cattle Dog Fund at the Animal Birth Control Clinic of Waco.

The clinic offers vaccinations, micro chipping, nail trimming, spay and neuter surgery, testing for heart worms and feline leukemia, flea treatment and several other services. Cat spaying and neutering ranges from \$25 to \$35. Dog spaying and neutering is \$55.

"I thinks it's very important for pet owners to be responsible for their pets, especially in the area of procreation," Dr. Clay Butler, senior lecturer in the English department and dog owner, said. "The owner shouldn't allow the pet to create more offspring if he or she isn't willing to care for those offspring. The kennels in Waco are full of pets being euthanized on a regular basis. For many, spay/neuter is the only way to be sure there won't be more unwanted pets euthanized. It isn't very expensive, and there are places that hold free clinics



Photo Courtesy of Crazy M Photography

SUPPORTING PET WELLNESS The Be My Valentine virtual race, which is raising funds to provide free dog surgery, ends on Sunday.

around Waco."

The Crazy M Cattle Dog Fund was started in 2012 by Kit Myers, who is also the owner of Crazy M Photography and raises bucking bulls and cattle with her husband using the brand Crazy M. The fund was started after she adopted her dog, Butch, from the Humane

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Study shows shift in communication tactics

KALLI DAMSCHEN

Staff Writer

As millennials enter the workforce in record numbers, employers are having to adapt new internal communication strategies to accommodate to the generational shift, according to a study by Baylor researcher Dr. Marlene Neill.

"Millennials have different communication preferences," said Neill, an assistant professor in the department of journalism, public relations and new media. "They tend to prefer shorter messages sent to the device of their choosing, which definitely represents a shift the internal communicators [use to] share their messages with employees, so there's definitely a need to make adjustments to meet the expectations of the new millennials entering the workforce."

The study, published in the Public Relations Society of America's public relations journal, used data gathered from 32 in-depth interviews with companies and organizations. Neill said a number of successful,

reputable companies were studied, including two companies listed on Fortune Magazine's "100 Best Companies to Work For," seven companies featured among the Fortune 500 and three among the Global 500.

'The companies were very prestigious, then she talked to a

very diverse group of people," said Dr. Mia Moody-Ramirez, journalism, public relations and new media associate professor and graduate program director. "She talked to people in HR, but also in finance, sales, marketing, so a broad range of people."

Neill said she became interested in the subject of internal ommunication through her dissertation research. She discovered that there was a divide between public relations professionals and people who worked in human resources or marketing about who was responsible for internal communications.

"I had an interest in understanding what role public relations plays in internal communication and how they collaborate with other departments," Neill said. "As I was looking into the study, I was interested in looking at the trends in this area, and that's where I found this shift in communication preferences, the importance of the generational shifts that are happening in the workforce, and also the rise of internal social media channels."

Neill's study found that millennials typically prefer brief messages that they can access on their preferred device, such as their cell phone, rather than

information communicated in a more traditional, longform way. "I feel like, and I don't know if this is a good or a bad thing necessarily, but we are working on like 20 different platforms at one time," said Waterloo, Iowa, senior Kate McGuire. "So when

things are quick and easy to digest, instead of having to think about it for a really long time or having to read something for a really long time, we're able to get more done. I think that's a big thing for our generation. We're really productive."

Neill said another one of the primary changes to internal communication as part of the generational shift is increased usage of social media platforms, which allows for more two-way communication between employers and employees.

"There are some new platforms being adopted that can be used internally," Neill said. "Particularly there are these Internet platforms that have been around for a while that are offering more social components, such as being able to share and comment on content that companies are posting internally."

Some of the more popular platforms include Sharepoint, Yammer, Jive and Chatter. These social media platforms allow for multifaceted communication and collaboration within

"That's a little bit different that they're offering this opportunity for feedback," Neill said. "So it's not just about sharing and pushing out information, but also being willing to listen and hear back from employees."

Moody-Ramirez said Neill's findings about the growth of social media with the generational shift is important because

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Editorial: Foster Campus for Business and Innovation should make its resources more readily available for non-business majors. **pg.** 6

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Women's Basketball:

Read how the Lady Bears beat the OSU Cowgirls at last night's game. pg. 2

Professors explain return to campus after graduation

KALYN STORY Staff Writer

Neill

For School of Education professor and daughter of a Baylor graduate, Mary Witte going to Baylor was never a choice.

"My dad said, 'I will pay for you to go to school anywhere you want, as long as it's Baylor," Witte said. "It was the best decision my dad ever made."

Witte, however, is only one of many other Baylor graduates who have come back to campus to

teach as professors. During the fall of 1974, Witte's freshman year,

Baylor football won the Southwest Conference Championship, and she said that's when she knew Baylor was the place for her.

Witte graduated in 1978 with a degree in elementary education, got married right away and began teaching second grade. She had no plans of

coming back to Baylor, but after 11 years of teaching

she felt a call to leave the classroom and go back to school. She came back to Baylor in 1991 and left in 1996 with a doctorate in education.

Witte said she is amazed by how much the campus has expanded since her time as a student, she remembers being able to walk to all her classes in under two minutes and still gets shocked when a student tells her it can take up to 15 minutes to

Even with the changes and improvements made over time, Witte is impressed and proud that the school has stayed true to its commitment to being a Christian university. She derives her teaching style from the professors and mentors she had as

"Baylor has a pride like no other university, you can feel the community and high standard the second you step onto campus," Witte said. "There is

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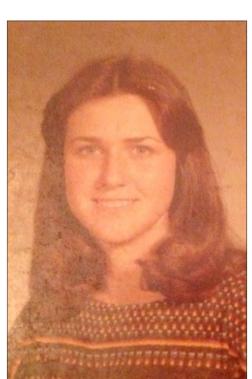


Photo Courtesy of Mary Witte

BACK TO CAMPUS School of Education professor Mary Witte, graduated form Baylor in 1978. This photo is from the Round Up yearbook.

Vol.116 No.71 © 2016 Baylor University GOT SOMETHING TO SAY?

We want to hear it. Send us your thoughts: LariatLetters@baylor.edu

EDITORIAL

Exclusivity is not the answer for study spaces

Since its opening last year, the Paul L. Foster Campus for Business and Education has housed some of the newest rooms and technology on campus. However, the resources offered by the School of Business are relatively limited by its emphasis on prioritizing business student access at the expense of everyone else.

Take, for example, the 36 team rooms at Foster. These spaces are meant to be used as spaces to facilitate group meetings through resources such as a flat screen monitor, conference seating and laptop connection capabilities. These rooms are only available for business majors, minors, graduates or anyone taking at least one business course. Access is enforced by card swipers as well as a room reservation option added to your idcard.baylor. edu portal. According to Technology Center director and part-time lecturer Anthony Lapes, the process itself is not fool-proof and there have been issues in the past regarding access to these rooms even to people who would qualify

In addition to the team rooms, the second floor houses the Technology Commons and the Technology Commons Learning Lab. With more than 82 computers, automatic access is given to business school students taking at least one course during the fall and spring semester. There is, however, a loophole to this rule for non-business students. According to the Baylor Business Technology website, a student who does not fit into the aforementioned criteria to gain lab access can do so through a \$25 HSB Technology Commons Lab fee. While this amount is certainly not a penalty for not being a business student (business student access to the lab is covered by their HSB Electronic Resources Fee), students should be told this information



before attempting to log into a computer that they will not be able to gain access to. It is at that point that a non-business student can decide whether fighting for one of the other 12 general

access computers on the other side of the floor is really worth it.

The system is problematic for two reasons. First, it leaves out students who have classes at Foster that are non-business related. There are courses offered at Foster, such as World Cultures II or Social World I, that have very little to do with business at all. And yet, every week groups of students visit the school knowing there are sections of it that they cannot easily gain access

Second, it hardly seems fair when comparing other schools around campus. Take the Baylor Sciences Building for example. Most of the building is open to the general public whether students are science majors at all. Two separate computer areas are open for general usage as well as plenty of study rooms and spaces that do not require the use of card swipers at all. The computer lab at the Sid Richardson building is another example of a space free to the public. Why then should Foster be any different? Between the computer lab, classrooms, activity labs and team rooms, it seems as if the only truly open spaces for all majors to use are the hallways in between or the downstairs seating

The preference for business student access is understandable. After all, Lapes said spaces like the Technology Commons were created to make sure that those taking business classes have access to resources without fearing limited availability. However, it leaves other students to ask what will or will not be available to them at

Foster should have more spaces and resources available for non-business students. It can even be through separate times, dates or sections. At the very least, the opportunity should be there. In cases like the Technology Commons, students should be notified of its exclusive nature.

COLUMN

Why Baylor Democrats need to vote in primaries

GAVIN PUGH

Reporter

As a Texas Democrat, it is easy to get discouraged by the fact that my vote will likely be nullified in the general election on Nov. 8. Texas has been a red state for 32 years, after all, and good ol' Ted Cruz would have the home field advantage, should he receive the nomination. So why even bother voting?

Though Texas cannot be expected to turn blue this election season, students can still

participate democratic process by showing their support for preferred their candidates the primaries on March Casting this vote be could the determinate in an



already historical Democratic candidate lineup: a former first lady and a Jewish Democratic Socialist. That's why it is so important for Democratic students

to side with their candidate now. The Democratic Party also already has a few big states to back it up. Though Republicans have Texas, the Democratic Party has secured New York, Illinois, California, and probably Pennsylvania - comprising 46 percent of the needed electoral vote to win the presidency. Even if the Republican Party gets Florida, that's still only 25 percent of the votes they will need. All to say, the Democrats stand a fair chance for winning the general election, making each and every primary vote all the more important.

Should Hilary Clinton win the presidency, we can expect much the same as we have seen the last eight years with the Obama administration. Hot-button issues such as gun control and immigration policy will be addressed in a pro-establishment manner. This means slow, underwhelming change, like Obama's first term. Compared to Bernie Sanders, Clinton is the golden child of the DNC. Even though her presidency would guarantee a few more Supreme Court justice seats, and might even lead to a Democraticcontrolled Congress, we may have to wait until the end of her second term to see anything exciting. I literally feel like I am describing

If Sanders wins, we can expect a lot more executive orders and bypassing of Congress. I mean, the guy has been spewing revolutionary rhetoric before our parents were born when he was still writing folk music. It only makes sense that millennials are latching onto his campaign - with the promise of free tuition and the legalization of marijuana, how else do you reach out to college students? It could also be his beautiful hair. In all seriousness, he is pulling a lot of these ideas from Scandinavian governments, with their single-payer healthcare systems and best-in-the-world education.

Clearly it makes a difference on who gets the nomination. With our generation breaking records with how little we show up to vote, it's time we do our part by actually giving a youknow-what and casting our votes this spring.

Since many of us are not from McLennan County, an absentee ballot will be necessary for voting. Don't let it sneak up on you - the application for the ballot should be sent via snail mail (we still do that?) 11 days before March 1. To get the application and receive further information, got to longdistancevoter.

So what's it going to be? Are you going to continue the Clinton dynasty, or do you feel the Bern? Show it with your vote.

Gavin Pugh is a junior journalism major from Coppell. He is a reporter for the Lariat.

LARIAT LETTER: Collins safety

Living in Collins has been a great experience. Though the facilities are outdated and the accumulation of blonde hair is massive, the community it provides is beyond worth it. In The Lariat article published last week, I noticed something interesting: although Collins' community leaders were quoted on the hall's supposed increased security measures, no residents were auoted.

So the question is, why are Collins' girls propping open the door and allowing strangers into the dorm? Simple: The single entrance policy enacted last year. The idea was that by having one entrance, CL's would be able to monitor every person entering the dorm. The problem? It is incredibly inconvenient and the path to the front door can be downright dangerous at night. The dimly lit path, inhabited by opossum and raccoon, is long and winding, and many residents, myself included, are incredibly lazy. Consequently, as residents exit though the exterior doors, they often allow people to enter behind them. Similarly, girls taking out their trash often use magnets, rocks, and even flip-flops on occasion, to prop open the door while they are out. Every week I receive an email reminding me of the dangers of engaging in these activities, and every week, I, along

with hundreds of other residents, continue to engage in these activities.

What are we to do? Ever since the policy was enacted, Collins has, ironically, become less safe than ever. My suggestion? Let's spend a little more money to ensure the safety of 600 girls. First, we should add security cameras to the auxiliary doors that could feed directly into screens monitored by those on call. Second, we must add card swipes on each floor's entrance in stairwells, so that even if someone dangerous were let in, he or she would have to find a way through the second checkpoint to reach residents. Finally, we must disband the single entrance policy. This way residences exiting the building will know those trying to enter through side doors obviously do not have key access to the building and therefore are not allowed to be there unattended.

I believe Baylor truly has our best intentions at heart, but is dreadfully misinformed. All of this is to say, you can warn us all you want and threaten us with reprimands, but in the end, we will continue to compromise security in the name of convenience.

Paige Hardy San Antonio Freshman

LARIAT LETTER: Parking problems

I apologize in advance for addressing an issue that is complained about entirely too often, but the parking facilities are in need of serious attention.

Narrowly escaping the packed garages at the end of a long day is a feat in itself that honestly shouldn't need to be dealt with on a daily basis. The garages are incredibly narrow and were not designed to accommodate large pickup trucks or even some of the larger SUVs.

The blind turns resulting in screeching stops, honking cars and near minor collisions are exactly what students and faculty unrealistically dream of avoiding. Not to mention the frustration that also arises when a seemingly convenient parking space is useless because the car adjacent positioned itself two inches over the line, caused by the narrow spaces

On behalf of many students here at Baylor who pay annually for a parking permit, we would like to see improvements in design to any future parking structures.

Emma Hollister San Luis Obispo, Calif. Sophomore

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Lariat Letters

To submit a Lariat Letter, email LariatLetters@baylor.edu. Letters should be a maximum of 400 words. The letter is not guaranteed to be published.

Guns to be allowed on majority of UT campus

JIM VERTUNO

Associated Press

AUSTIN — Concealed handguns will be allowed in University of Texas classrooms but generally banned from dorms under rules begrudgingly approved Wednesday by the school's president, whose hand was forced by a new state law.

Like many who study or work at the school in liberal Austin, President Greg Fenves opposes allowing guns on the roughly 50,000-student campus. Texas' universities had been gun-free zones under the state's previous concealed handgun laws, but the Republican-dominated Legislature voted last year to force public universities to allow license holders to bring their guns to campus starting Aug. 1.

"I do not believe handguns belong on a university campus, so this decision has been the greatest challenge of my presidency to date," Fenves said in announcing his decision to adopt rules recommended by a campus study group in

Gun-rights activists insist the right to have weapons on campus falls under the Second Amendment and they call it a critical selfdefense measure.

However, the so-called "campus carry" measure has met with fierce resistance from students, faculty and other staff, including University of Texas System Chancellor William McRaven, the former head of U.S. Special Operations Command who directed the raid that killed Osama Bin Laden.

"The presence of handguns at an institution

of higher learning is contrary to our mission of education and research, which is based on inquiry, free speech, and debate," Fenves wrote in a letter to McRaven.

Private schools are allowed to keep banning weapons and Fenves noted most have opted to do so, including Baylor, Rice, Southern Methodist and Texas Christian universities, the largest and most influential private schools in

State lawmakers allowed public universities to carve out some gun-free zones as long as it didn't result in a campus wide ban. Fenves said a blanket ban on guns in classrooms would have violated the law.

In most cases, a person must be 21 years old to get a gun license in Texas, which trims the gun-carrying student population a bit. And while licensed students will be allowed to bring their handguns to class, they won't be able to do so openly. A separate law that allows the open carry of handguns doesn't apply to college

Critics have predicted that allowing guns on campus will make it harder for schools to recruit top students and faculty. Gun-Free UT, a group of students, faculty and staff, has said allowing guns in classrooms will create a threatening atmosphere and chill free speech in academics. Nobel Prize-winning physicist Steven Weinberg has said he will put into his syllabus that his class is not open to students carrying guns.

The rules were criticized by gun rights groups as well. Students for Concealed Carry objected to exceptions that allow teacher offices to be gun free and a requirement that semi-automatic

CAMPUS CARRY In this Oct. 1, 2015, photo, protesters gather at the University of Texas campus in Austin in opposition of a new state law forcing public universities to allow concealed handgun license holders to carry their weapons on campus. In compliance with state laws approved last year, the university plans to allow guns in classrooms but to ban them in dorms and laboratories.

weapons not have a round in the chamber. The group threatened to sue for changes.

Laboratories will also remain gun-free, as will areas or events that involve school-age children. State law still prohibits weapons at sporting events.

Guns will generally be banned from dorm rooms, but they will be allowed in residence hall common areas such as dining rooms and study

Family members who are licensed to carry can keep their weapons when visiting students. University staff members who are licensed to carry may also hold onto their weapons if they must enter a dorm.

The rules now go to the University of Texas System Regents for review. If no changes are made within 90 days, the rules will be final.

China places missile system in South China Sea

MATTHEW PENNINGTON AND ROBERT BURNS

Associated Press

WASHINGTON — The United States warned of rising tensions in the South China Sea Wednesday after China appeared to have placed a surface-to-air missile system on a disputed island.

Taiwan's defense ministry said China had positioned anti-aircraft missiles on Woody Island in the Paracel chain, which is occupied by China but also claimed by Taiwan and Vietnam.

State Department spokesman Mark Toner said commercial satellite imagery appeared to indicate China has deployed a surface-toair missile system. Another U.S. official gave a more direct confirmation of the deployment on Woody Island. The official, who was not authorized to discuss the information publicly and spoke on condition of anonymity, said it is unclear whether the deployment is intended for

The deployment follows China's building of new islands by piling sand atop reefs and then adding airstrips and military installations. The buildup is seen as part of Beijing's efforts to claim virtually the entire disputed sea and its resources, which has prompted some of its wary neighbors to draw closer to the U.S.

In Beijing, Chinese Foreign Minister Wang Yi accused the media of hyping the issue and saying more attention should be paid to the "public goods and services" provided by China's development of its maritime claims.

China's actions in the South China Sea have

Woody Island

New SAM System Deployment



iSi

MISSILES This annotated satellite image provided by ImageSat International N.V. shows Woody Island in the South China Sea. A U.S. official stated that the image indicates that China has placed a surface-to-air missile system on the island which, though currently occupied by China, is also claimed by Taiwan and Vietnam.

become a source of tension not just with other Asian governments that claim territory there, but with Washington. Secretary of State John Kerry said the signs of increasing militarization contradicted a public assurance from Chinese President Xi Jinping when he visited the White House last September.

"When President Xi was here in Washington, he stood in the Rose Garden with President Obama and said China will not militarize the South China Sea. But there is every evidence every day that there has been an increase in militarization," Kerry said before meeting with Poland's foreign minister in Washington.

"It's a serious concern," he said, adding that he expected the U.S. would have a "very serious conversation" with China on the issue in the

U.S. network Fox News reported that China had moved two batteries of the HQ-9 surfaceto-air missile system, along with radar targeting arrays on Woody island.

HIS Jane's Intelligence Review agreed with that conclusion in its assessment of commercial satellite imagery of the island. The review's deputy editor Neil Ashdown said that depending on the version of the HQ-9 deployed, the system has a range of between 125 kilometers (78 miles) and 230 kilometers (143 miles), and would be the most advanced surface-to-air missile system currently deployed on land in the South China Sea. He described that as a significant military

Reports of the deployment came shortly after President Barack Obama wrapped up a summit in California on Tuesday with Southeast Asian leaders, who called for the peaceful resolution of the region's maritime disputes through legal

Obama said the leaders had discussed, "the need for tangible steps in the South China Sea to lower tensions, including a halt to further reclamation, new construction and militarization of disputed areas."

Although not one of the six governments with territorial claims in the South China Sea, the U.S. says it has a national interest in the region's stability and freedom of navigation and overflight in and above what are some of the world's busiest sea lanes.







Check back with the Lariat every **Thursday** to see **New Deals** and Waco **Hot Spots!**



News

SURGERY from Page 1

Society of Central Texas, where she volunteered as a photographer.

"This is our fourth virtual race," Myers said. "We began doing them in 2013 after one of our supporters from Illinois suggested it. She had completed virtual runs for other charities and thought it would be a good fit. With Facebook, Butch's fan base had grown outside of the local area so it seemed like a good idea. Since starting the runs, we had participants all over the United States and Australia."

She started the fund because, historically, cattle dogs and herding breeds are the most numerous in shelters. Cattle dogs and herding breeds do not do well in shelters either and euthanasia rates for them are high. She wants to help the 'root of the problem' and hopes to decrease the number of dogs in shelters by helping to provide free spay and neuter services.

"I grew up on a farm and raise cattle now. I understand the financial burdens of farmers and ranchers," Myers said. "They are stretched financially thin by necessities like equipment, seed, diesel, hay, feed. Spending money on a spay or neuter is not on the top of the financial priority list. It's just my small way to help lower the unwanted pet population."

Myers decided to partner with the Animal Birth Control Clinic because she is a board member and said she feels that the clinic provides quality work for the local area and has a great reputation.

Animal Birth Control Clinic of Waco's mission statement states, "By providing affordable spay and neuter surgeries and wellness services, the Animal Birth Control Clinic promotes responsible, lifetime pet ownership and saves lives."

This year's goal is to raise at least \$1,000. The fund also holds many other fundraisers such as selling calendars, tee shirts and offering photo sessions. Currently, 37 participants are signed up from 14 states across the U.S. In previous years, the races have had from 50 to 100 participants. The clinic has funded 165 surgeries so far.

PLAY THAT TUNE



Chalene Lee | Lariat Photographer

Michael N. Jacobson (center), instrumental studies professor and associate dean for administration affairs, plays the alto saxophone at 7:30 p.m. Tuesday during a recital at Roxy Grove Hall. He was accompanied by trumpet player Wiff Rudd (far left), trombone player Brent Phillips (middle left), tuba player Kent Eshelman (back), horn player Jeffrey Powers (middle right) and trumpet player Mark Schubert (far right).

RETURN from Page 1

no place I'd rather be."

Leah Teague, Baylor law professor and associate dean of law, is also the daughter of a Baylor grad and never had trouble deciding where to go to college. Her father, Al Witcher, attended the university on a football scholarship and is now in the Baylor Football Hall of Fame and in 2011 was named a Baylor Football Legend. Teague said she never thought about going to another university.

"Growing up in Waco my favorite thing to do was run around in the end zone after football games," Teague said. "Baylor is and has always been my home."

Teague graduated in 1983 with a degree in accounting on a on a Saturday in May and began Law School at Baylor the following Monday.

During her time as a student, Teague was a member of Kappa Kappa Gamma sorority and served as scholarship chair for a year. Teague was focused on maintaining good grades and while that is important she said she wishes she had taken advantage of everything the school had to offer. She advises all her students to study hard but to take breaks and have fun too.

"I would have had a much fuller, richer experience at Baylor if I wasn't in such a hurry to get A's and get out." Teague said.

Teague had practiced law for a little more than four years when a position opened to teach at the Baylor Law School. About two years before this, Teague had filled in for a professor for a few weeks and knew she wanted to keep teaching.

"As soon as I saw the position open, I jumped at it. I knew I wanted to teach and I knew I wanted to be back at



Photo Courtesy of Mary Witte

COMING HOME BACK TO CAMPUS School of Education professor Mary Witte, graduated form Baylor in 1978. She came back to teach 11 years later.

Baylor." Teague said.

Not all graduates and professors had their plan so clearly laid out for them. Kevin Tankersley, journalism, public relations and new media senior lecturer, came to Baylor in 1990 after attending McLennan Community College and working for several years managing a photo lab.

After getting his degree in business journalism, Tankersley became the sports information director at the University of Arkansas at Little Rock and while working there got his Master's degree in journalism. After he graduated, he was offered a job teaching a reporting class at the university. After teaching there for a semester, Tankersley took a job teaching part time at Baylor, which later turned into a full -time teaching job.

"I was very happy to be back at Baylor. I loved my time as a student and knew I would be happy working there." Tankersley said.

Tankersley has worked with the sports information department, Baylor photography and public relations.

One of his favorite student memories came through these jobs when he got the opportunity to be on the field and photograph football head coach Grant Taft's last game at Baylor.

Tankersley has taught a wide range of classes in the journalism, public relations and new media department and although he never, planned on teaching, he loves his job and believes his unique experience in the field can be of great benefit to his students.

"I've been working in and around media for 30 years," Tankersley said. "I love passing on what I've learned to the next generation of journalists. No other job gives me that opportunity."

STUDY

from Page 1

these trends will continue in

"It's very timely," Moody-Ramirez said. "It's of interest. It's cutting edge. It's something that's of value today but also going forward because we are going to see more of this in the future. Social media is very popular now but it's going to be even more popular in the future. Also she talks about the combining of different departments, and we are going to see more of that in the future."

Anotherfinding from Neill's study was the importance of communicating a company's values to its employees. Neill said that while there is concern that millennials are less loyal to employers than previous generations and more likely to switch jobs to advance their career, millennials were attracted to employers with strong company values.

"One way employers were trying to increase loyalty was a focus on their core values," Neill said. "Companies that have strong core values, not just on paper but actually live those out, were finding that millennials are particularly attracted to those kinds of employers."

Neill found that many of the best employers were those featured on lists of best places to work, such as Fortune Magazine's "100 Best Companies to Work For," so checking these lists and speaking with employees who have worked at companies for a long time can be good resources for students trying to find the right fit after graduation.

graduation.

"I think it's important for students as they enter the workforce to do some research about the employers to learn about their values and determine what companies they specifically want to work at based on those core values," Neill said

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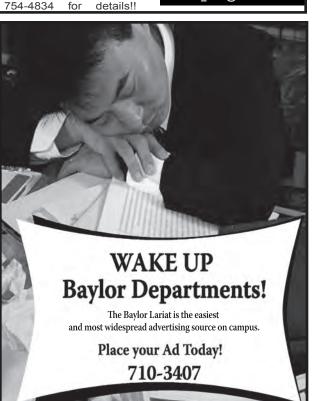
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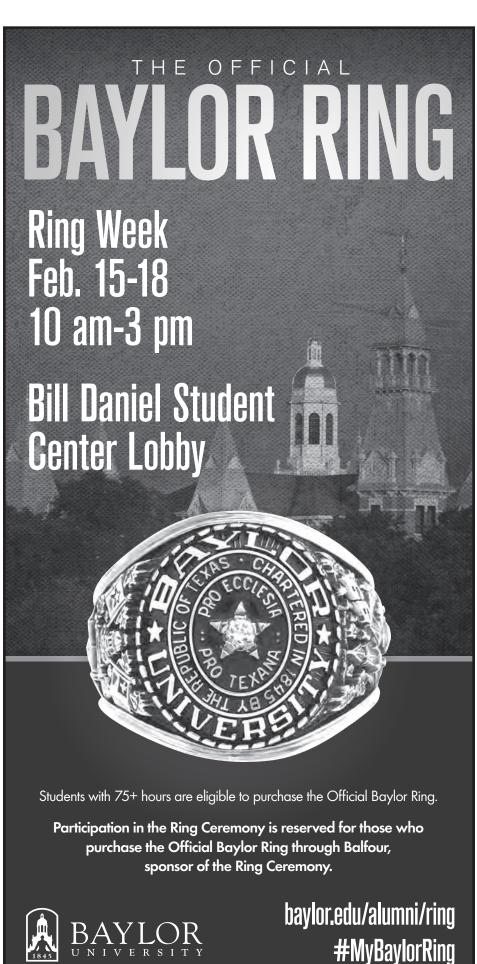
EMPLOYMENT

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BaylorLariat.com

Week in Waco:

Have Mercy Upon Us Student submissions invited for Jesse Washington memorial

>> Today

6:30 p.m. — Sing at Waco Hall. Sold out.

7 p.m. — Reading by Tim O'Brien in Bennett Auditorium.

7 p.m. — Third Thursday Open Mic at Tea2Go. Free.

7:30 p.m. — Baylor Concert Jazz Ensemble at Jones Concert Hall. Free.

7:30 p.m. — "A Song for Coretta" at the Jubilee Theatre. \$16 for students, \$18 for the public.

8 p.m. — House of Heroes at Common Grounds. \$7 in advance, \$10 day of concert.

>> Friday

6 p.m. − Rising Sons at the Waco Hippodrome. Free.

6:30 p.m. — Sing at Waco Hall. Sold out.

6:30 p.m. — Waco Civic Theatre presents "The Sound of Music" at the Waco Hippodrome. \$5 for students, \$8 for the public.

7:30 p.m. — "A Song for Coretta" at the Jubilee Theatre. \$16 for students, \$18 for the public.

10:30 p.m. — Guerrilla Troupe at Mabee Theatre. \$3.

HELENA HUNT Arts and Life Editor

Next month, students will have the opportunity to use their own work to remember and reflect upon the horrific death of Jesse Washington 100 years ago.

On May 15, 1916, 17-year-old Washington, a black field hand, was lynched by a mob of Waco citizens after confessing to the murder of his employer's wife, Lucy Fryer. He was dragged from the McLennan County Courthouse where he was convicted. His body was brutalized by fire, stabbing and other tortures in an episode that later came to be known as the "Waco Horror."

The religion department is seeking submissions for its memorial service for Washington next month. Essays, musical compositions, videos, poems, performances, prayers and other pieces of reflection and remembrance will all be accepted for the

Assistant professor of religion Dr. Natalie Carnes hopes Baylor participants will be led to reflect more closely on the tragedy by contributing their own work and seeing the work of their fellow students. Students are welcome to submit any of their own original work, from written prayers to pieces of drama to video or audio segments. Any text submissions, such as poems or essays, must be sent in a Word or PDF format.

She said even though many students may not originally hail from Waco or the South, their presence in the city where Washington was killed only 100 years ago should lead them to reflect on his memory and the legacy of their chosen city.

"We want to help students think about what it means for them as Christians that we live in a city where this happened," Carnes

Carnes has worked with associate professor of theology Dr. Paul Martens and religion lecturer Dr. Elise Edwards to plan and put on the memorial. They chose March 19 to allow students to participate in the service before they leave for the summer. The date will also make the memorial, which falls a week before Holy Week, a part of the Lenten

Carnes said her attention was drawn to the lynching when she read W.E.B. Du Bois's short story "Jesus Christ in Texas," which begins "It was in Waco, Texas" before telling the story of a man who looks, sounds and acts a lot like Jesus and is ultimately lynched for his trouble.

The submissions will be put together to follow the form of a liturgy, a pattern which Carnes said would help participants enter into Washington's suffering as they might enter into the suffering of Christ. The liturgy is a standard religious service, most frequently practiced in Catholic or Episcopal churches, which leads participants through prayer, worship, the taking of the sacraments



Penelope Shirey | Lariat Photographer

WACO HORROR Life goes on outside McLennan County Courthouse, where Jesse Washington was lynched in 1916. Now, 100 years later, students are asked to remember him and the history of Waco with their original work.

and other sacred practices.

'There's something special about joining in the shared histories and traditions of millions of people who have been doing this for thousands of years and performing that same ritualistic function," said Waco graduate student Nate Myrick, who is working toward his doctorate in church music. "The liturgy does have the ability to subvert evil or to

Myrick has submitted one of his own songs, "Confessions," to be a part of the

"It talks about the ways we put God into perspectives that don't necessarily exist, usually our own perspectives," Myrick said. "It's a confession of pride, and it's a confession of complicity in systemic sin."

Myrick, who is originally from Minnesota, said he was shocked to learn that the lynching occurred only 100 years ago. According to WacoHistory.org, approximately 468 lynchings occurred in Texas between 1885 and 1942. A lynching is the usually racially motivated retaliation by a mob against alleged criminals.

In the case of Washington's lynching, police and public officials stood by as large numbers of people—anywhere from 15,000 to 25,000-dragged the 17-year-old from the courthouse in chains, stabbed him, suspended him from a tree and dropped him into hot flames. His charred and blackened body was later hung from a utility pole in Robinson, where it was subsequently taken down and buried.

"This is an event that has an ongoing legacy, and it's important for us to think about that legacy," Carnes said.

The week before the service, other events, such as a documentary screening, will be held to recognize Washington and Waco's history. The McLennan County Historical Commission has announced its intent to erect a memorial to Washington as a reminder of the city's not-so-distant past. The city will also hold events throughout the month of May to pay tribute to his memory.

THE DETAILS

Submissions may be emailed to Natalie_Carnes@baylor.edu.

The service will take place at 3 p.m. March 19 in Elliston Chapel.

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THINGS YOU CAN DO IN ACADEMIA THAT WOULD GET YOU FIRED IN THE REAL WORLD:









For today's puzzle results, please go to BaylorLariat.com

Today's Puzzles

- 1 "Pay attention!" (Ford) 6 Time for new growth: Abbr.
- 9 Minute Maid Park player (Chevy)
- 14 Select group
- 15 Eastern ideal
- 16 Absolute
- 17 Summer Olympics competitor 18 Symmetrically placed Monopoly sqs.
- 19 Bambino's parent
- 20 Musical narrated by Che
- 21 Squeeze (out)
- 22 Cosmetician Adrien 23 Info-gathering mission
- 24 Entanglement 25 Guffaw evokers
- 26 Way up the mountain 29 Slowpokes
- 33 1945 battle setting, familiarly
- 34 "Macbeth" witches, e.g.
- 38 Car mishaps that occur at this
- puzzle's four circles 41 Jabbers
- 42 Lip-reading alternative: Abbr. 43 Subtlety
- 44 Writer who used his actual middle name as a pen name
- 46 Venomous snake (Dodge)
- 50 Place for a key: Abbr.
- 51 Atlas, for one (Nissan) 56 Pianist known for his Beethoven
- interpretations 57 Most preferred, in texts
- 58 RollerCoaster Tycoon World
- publisher 59 Pope after John X

- 63 Yalie
- 65 Monopoly stack 66 67-Acr. has one 67 Show contempt
- 60 Seine sight 61 Can't be beaten 62 Not yet up 64 Calf-roping loop
- Down
- 1 Sound mixing control 2 Bar staple
- 3 Type of pride (Honda)
- 4 Be of __: help
- 5 Suppress
- 6 Scattered
- 7 Subject to ticketing 8 NCAA's "Granddaddy of them all"
- 9 Capital of Eritrea
- 10 Lewis with Lamb Chop
- 11 Beat (Ford)
- 12 Convened again
- 13 Educational hurdles
- 27 Prize for a picture
- 28 Beef cuts 29 Rooting place

30 Larry O'Brien Trophy org.

- 31 "Fine with me!"
- 32 Connections
- 34 Familia member 35 Harry's Hogwarts cohort
- 36 Firm ending?
- 37 Verb ending 39 Hardens into bone
- 40 Keeps up
- 44 Ancient Celtic priests
- 45 Present to the public 46 Well-founded
- 47 Adler of Sherlock Holmes lore
- 48 Space explorer (Ford)
- 49 Like many roofs 52 "Challenge accepted!"
- 53 Western skiing mecca (Chevy)
- 54 Got up 55 Gunpowder ingredient



SCOREBOARD >> @BaylorWBB 66, OSU 41 | A. Jones: 20 points | N. Johnson: 11 assists

BaylorLariat.com

Sweet redemption

Lady Bears blow out OSU, continue title race

MEGHAN MITCHELL

Sports Writer

The No. 3 Lady Bears came out on top over No. 17 Oklahoma State on Wednesday at the Ferrell Center, 66-41.

The Lady Bears undefeated at home this season and are on track to take the Big 12 regular season title as a season finale against Texas on Monday looms large.

"Baylor is good, there is no question. With all the pieces to the puzzle right now, they are the team to beat right now in this league," said Oklahoma State head coach Jim Littell.

"We knew coming in here that Kim [Mulkey] would have her group ready to play, and they were. I'm a little disappointed on how we started the game and ended the game, but I thought they were the aggressor. They played with a lot more fire then we did."

The Cowgirls (19-6, 9-5) dealt the Lady Bears their only loss earlier this season in Stillwater, Okla. The Lady Bears, determined to come out on top, did just that while extending their win streak to 13 games.

The Lady Bears (26-1, 13-1) who hold the top spot in the Big 12, came out shooting at 100 percent to go on a quick 8-0 run in the first four minutes of play, forcing head coach Jim Littell to call a timeout.

In their matchup earlier this season, senior guard Niya Johnson did not play and handicapped the Lady Bears' offensive production. With Johnson in the lineup this time around, her presence could be felt.

Johnson dove to the floor for several loose ball plays and found open players after claiming possession. Johnson's efforts pumped up the crowd at the Ferrell Center.

"I know there are some point guards that score more than Niya Johnson, but there is no point guard that can open the floor like she can," Littell said.

Scoring 14 of their 16 first half points in the paint, the Cowgirls struggled to stop the Lady Bears' inside drives and post play.

With the Cowgirls shooting at just 10.5 percent from the field, the Lady Bears were able to take a 16-5 lead to end the first period. Going into the second quarter, the Cowgirls

looked to regain some the momentum.

They attacked the Lady Bears in the paint, scoring eight points compared to the Lady

Bears' six down low.

Sloppy passing and missed looks from the Lady Bears hindered their ability to extend their lead. The Lady Bears entered halftime

with a 27-15 lead.

The Lady Bears held the conference leading scorer senior guard Brittney Martin to zero

points in the first half.

"In the first half, [Alexis] Prince set the tone for us," head coach Kim Mulkey said."When you can hold Brittney Martin to zero points, I don't know if anybody has done that." Mulkey said. "I just have to compliment Prince."

Junior guard Alexis Jones, with nine points and three assists in the first half, made her presence felt on the court for the Lady Bears.

"I think I am a lot more comfortable," Jones said. "Also the team chemistry has been clicking. It's a good feeling to know this team is getting better each and every game."

Coming back from the break, the Cowgirls were able to get within eight points but two three's by Jones put the Lady Bears back up 12.



Sarah Pyo | Lariat Photographer

FIGHT THROUGH IT Freshman post Kalani Brown (right) struggles with an Oklahoma State defender during the Lady Bears' game against the Cowgirls on Wednesday at the Ferrell Center. The Lady Bears lost to the Cowgirls earlier in the season, but won the second time, 66-41.

Leading by as many as 16 in the first half, the Cowgirls cut the Lady Bears' lead down to four with just over a minute remaining in the

"I think, one, you have to give Oklahoma State credit for their defense. I thought we went through a spell there that we didn't score, and I think that contributed to their defense,"

With junior guard Nina Davis capitalizing on an and-one to put the crowd on their feet, it

gave the Lady Bears a needed push.

Two made shots by Johnson with just seconds remaining in the third put the Lady Bears up 44-33 going into the final period.

"To gain the momentum, it was just something we needed," Johnson said. "I told our team to keep fighting and we did."

Consecutive layups by Davis, sophomore guard Kristy Wallace and junior guard Alexis Prince put the Lady Bears up 50-35 with 7:50

remaining in the period.

With the crowd on their feet the Lady
Bears were able to extend their lead and take
the game, 66-41.

"Well, I didn't have to do much motivating," Mulkey said. "I just think having our entire team healthy; you can't go to battle with some of your players not playing. We held two teams in a row to 41 and 36 points, that's tough to do."

The Lady Bears play at 2 p.m. Saturday at the Ferrell Center against Iowa State.

TOpic Topic

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David Brooks

Noted Author and Political Analyst

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One of America's most prominent political commentators, David Brooks writes a bi-weekly op-ed column for the New York Times and is a regular analyst on PBS NewsHour and National Public Radio's All Things Considered. He previously wrote for the Wall Street Journal. His most recent book, The Road to Character, explores the road to a

deeper inner life and explores how selflessness can lead to greater success. His previous books include The Social Animal, On Paradise Drive and Bobos in Paradise.

Admission is free and requires a ticket.

General admission tickets will be available beginning February 10 through the Bill Daniel Student Center Ticket Office from 10 a.m. to 3 p.m., Monday to Friday, on a first-come, first-served basis through March 1. Any remaining tickets will be available at the Waco Hall Ticket Office on the day of the event, beginning at 2 p.m.

Books available for purchase at the Baylor Bookstore.



LIVE RADIO

The Lariat will be broadcasting live play-byplay commentary for the remaining men's and women's basketball home games.

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