

# Baylor Lariat

WE'RE THERE WHEN YOU CAN'T BE



AUGUST 22, 2016

MONDAY

BAYLORLARIAT.COM

## Starr cuts final tie with Baylor University



Liesje Powers | Photo Editor

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### Ex-president leaves law school

**KALYN STORY**  
Staff Writer

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"Effective today, Judge Ken Starr will be leaving his faculty status and tenure at Baylor University's Law School," the statement read. "The mutually agreed separation comes with the greatest respect and love Judge Starr has for Baylor and with Baylor's recognition and appreciation for Judge Starr's many contributions to Baylor."

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At the time, Baylor Media Communications said he would remain chancellor and law professor. On June 2, Starr resigned as chancellor citing the need for transparency within the Baylor Administration.

Until Friday he remained a tenured professor at Baylor



Trey Honeycutt | Lariat file photo

**STARR'S FINAL RUN** Former President Starr running the Line alongside Bruiser during the 2015-16 football season.

University's Law School and Louise L. Morrison Chair of Constitutional Law at Baylor Law School.

"Baylor wishes Judge Ken Starr well in his future endeavors," Baylor Media Communications included in their statement. "Judge Starr expresses his thanks to the Baylor family for the opportunity to serve as president and chancellor and is grateful for his time with the

exceptional students of Baylor University who will lead and serve around the world."

The Lariat sat down with Judge Starr to discuss his decision to resign as Chancellor on June 2.

#### ONLINE EXTRAS

View the Q&A with Judge Starr at:  
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## Moving Forward

Task forces address Pepper Hamilton report

**KARYN SIMPSON**  
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The task forces were formed to help implement 105 recommendations made by Pepper Hamilton and to aid in continuing to create a safe, Christian community at Baylor. They are comprised of faculty, staff and students from various departments across the university.

### Sexual Assault Task Force

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## Sexual Assault: From the beginning

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TITLE NINE

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Liesje Powers | Photo Editor

## Campus parking changes to address traffic issues

**ETHAN FREIJE**  
Staff Writer

Baylor Parking and Transportation Services recently introduced new regulations that give faculty and staff exclusive access to the interior parking lots on campus. In exchange students will have increased parking in the Speight Parking Garage.

An email sent by Student Life detailed the new guidelines:

"To improve traffic flow around the busy pedestrian crossing at Third Street and Speight Avenue by the Foster Campus and East Village, student parking in this area has been relocated into the Speight Parking Garage."

Students may no longer park in the Sid Richardson Building, Glennis McCrary Music Building or Russel Gymnasium lots due to the amount of traffic it creates in the area.

"The pedestrian crossing where Third and Speight intersect was not ideal, and so it became a point of

concern for the Department of Public Safety," said Matt Penney, director of Parking & Transportation Services. "Those meetings led to conversations about 'should Third Street be closed down?'"

By giving these interior campus parking spots to faculty and staff, Penney said he expects less traffic and, thus, increased safety in these areas.

"Faculty and staff parking is more predictable; they show up in the morning and usually leave around 5 o'clock. Student schedules vary a lot more. That plays into trying to control and predict the traffic," Penney said.

These changes will only affect students with a "FLEX" permit, which costs \$350 and allows for parking in a variety of locations across campus.

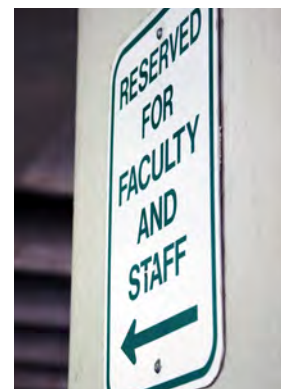
For students looking for a more affordable way to park near campus, Baylor has introduced the "Ferrell Permit" for \$50. This option allows for parking at the Ferrell Center Monday through Friday from 7:30 a.m. to 5:30

p.m. In addition, this permit allows students to park in faculty and staff lots three times during the year without penalty.

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Students parking at the Ferrell Center can then take an express bus to campus. The bus will run every 10 minutes, and will make stops at the Baylor Sciences Building, Paul L. Foster Campus for Business and Innovation and McCrary Music Building.

With football season on its way,



Liesje Powers | Photo Editor

students also need to be aware of Baylor's game-day parking rules.

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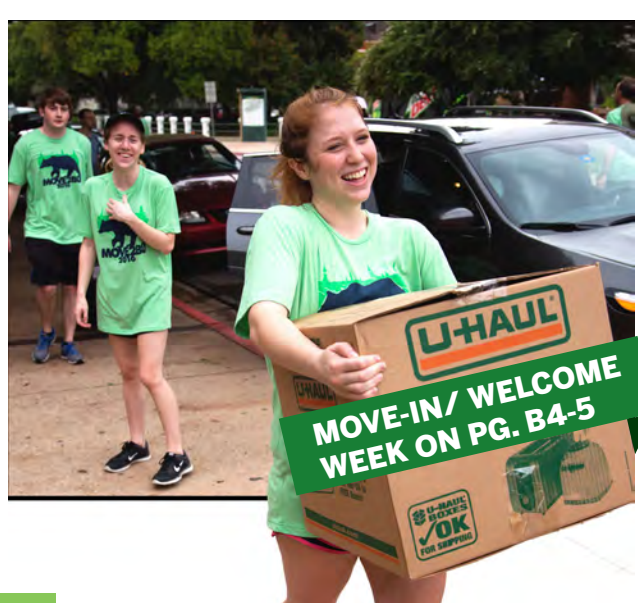
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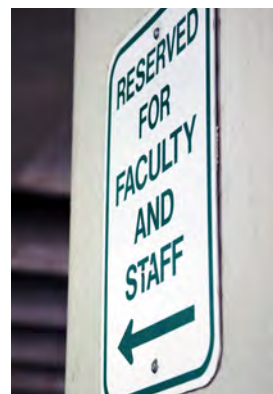
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**TASK FORCE TEAMS** from Page 1

designed to implement the administrative and structural changes recommended by the Pepper Hamilton report. The task force is comprised of 79 individuals and is divided into 13 implementation teams. It meets weekly to discuss progress, goals and strategies.

Ramsower said the Sexual Assault Task Force teams are dynamic and were designed with efficiency in mind. The teams were created to complete the recommendations as quickly and accurately as possible. At this point, 74 of the 105 recommendations are ongoing or have been completed.

"The idea is that it's not intended to last for a year or a long period of time," Ramsower said, "It's intended to address the recommendations, act as quickly and as effectively as you can on the recommendations, implement those recommendations and then move on."

Ramsower said the teams were based around groups into which the recommendations were divided and some of the teams will remain in action longer than others. For example, before the report was released, a team in 2015 worked to establish and revise Title IX policy and will continue to work to improve it.

"The Title IX policy at this moment is being revised, and we're hoping to get that complete by Aug. 22," said Brandyn Hicks, Baylor's director of special projects and initiatives and a former assistant district attorney who prosecuted several sexual assault cases. "Pepper Hamilton is assisting the university in revising the policy and making certain that it's reflective of the current Department of Education guidance, Office of Civil Rights guidance, and ensuring that we're doing the right thing."

Ramsower said the team will gauge success not only by completion of Pepper Hamilton's recommendations, but also by evaluating the culture and climate at Baylor through feedback from climate surveys.

The surveys will help identify if changes have been made and if the issues present in the Baylor community have been addressed. In addition, the surveys will determine how to address broader issues such as racism and sexism.

"Success is when a victim — a survivor

**ONLINE EXTRAS**

Read coverage of the sexual assault lawsuits filed against Baylor at:

[BAYLORLARIAT.COM](http://BAYLORLARIAT.COM)

— of sexual assault can come forward to the university, to anyone, and feel comfortable addressing it with that individual and feel confident that the university is going to take those allegations seriously and investigate in a manner that is consistent with federal law," Hicks said.

Students are encouraged to submit anonymous observations, input and feedback through a form on the task force website.

Ramsower said the team is collecting and reviewing the input weekly.

"I would challenge the student body to have courage to speak into this process and not to fear something might happen if they do," Ramsower said "... because if we're not courageous and participating, you're not going to make a difference."

**Spiritual Life and Character Formation Task Force**

While the Sexual Assault Task Force is focused on immediate change, its counterpart, the Spiritual Life and Character Formation Task Force, is focused on long-term, ongoing change and community-building.

The Spiritual Life and Character Formation Task Force, led by executive vice president and provost Greg Jones, Ph.D., aims to increase collaboration and community across campus and aid in creating a character-driven, Christ-centered culture within Baylor and the surrounding community.

"We want to look both at specific ways that we can take some action this fall to improve coordination, to build on things that are happening on campus that already work and to help spread that," Jones

said. "(We also want) to ask some bigger questions about things we might do over several years that might improve the ways we think about what it means to help students form healthy spiritual, mental and emotional lives."

Jones said the task force's first objective was to study how students across campus connect, as well as how the campus connects with outside churches and organizations across Waco. By doing this, the task force hopes to effectively build onto existing programs and discover places where new programs are needed.

"We hope that we'll be able to build on some strengths, and then we'll be able to better coordinate activities among people who are doing good things," Jones said. "And then we'll also be able to develop some new initiatives that will address gaps that we discover."

The task force will gauge its success by surveying students to see if they perceive more campus-wide coordination, as well as using both qualitative and quantitative instruments to evaluate if the task force is effectively helping students with character and spiritual formation, Jones said.

While students may not join the task force, they are encouraged to give feedback and input either through the anonymous online form or by speaking with task force members such as university chaplain Burt Burleson, director of new student programs Elisa Dunman, vice president of student life Kevin Jackson, or assistant athletics director for student athlete personal development Tierra Barber. Students may also speak with faculty-in-residence at the Baylor residence halls.

"Baylor has taken seriously the ways in which we've fallen short," Jones said. "At the same time, we also believe this is a really healthy culture and it's going to be an even healthier culture as a result of the work of both task forces ... as we work on this, we hope to have a much stronger culture this fall — one that will benefit students for years to come. It's a great school, and we need to celebrate all the good, even as we take corrective action in the ways that we've fallen short."

**TIMELINE** from Page 1

- May 26:** The [Board of Regents](#) [remove Starr as president](#) and [Art Briles as head football coach](#) based on the findings from Pepper Hamilton. Athletic Director Ian McCaw is put on probation. [Starr releases a statement](#) saying he was not made aware of the assaults until August 2015.
- May 30:** Ian McCaw resigns from his position as athletic director, Jim Grobe is hired as the new head football coach.
- June 2:** [Starr resigns from his position as Chancellor](#) to speak freely and call for transparency from the Board of Regents.
- July 13:** Mack Rhoades is recruited as the new athletic director.
- July 20:** [Shawn Oakman is indicted](#) on a sexual assault charge. Oakman is accused of sexually assaulting a Baylor student on April 3.

Photos courtesy of Associated Press, StockMonkey.com and Robbie Rogers. Timeline created by Gavin Pugh.

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## EDITORIAL



Joshua Kim | Cartoonist

# Looking to the future of Baylor

The 2015-2016 academic year at Baylor University had its fill of disappointments, heartbreak and negative media attention. It seemed as though losing our two starting quarterbacks to injury was the biggest tragedy we'd face at the beginning of the fall semester. However, after an ESPN report brought to light some serious sexual assault allegations surrounding several members of the Baylor football team and the athletics program at large, the rest of the year was a collection of investigations and controversy.

It seems impossible to move on from these blows to the school's leadership, reputation and morale, but time doesn't stand still. Baylor has taken the summer to give a facelift to the old Title IX system and the existing staff. We will see the result over time, but the changes have raised questions in the Baylor community, and some wonder if the school has truly done enough to combat the issue of sexual violence on campus.

The future of Baylor transcends football and the struggles we've faced this past year. Our academics alone rank us among the top 100 U.S. universities in 2016, according to the U.S. News and World Report, and student life revolves around a set of time-honored traditions such as the famous Baylor Line. This tradition helps Baylor bring in the best and the brightest of each generation.

Some believe that former Baylor President and Chancellor Ken Starr and former football head coach Art Briles should not have been fired. Starr and Briles' involvement in the cases last

year is inconclusive and up to speculation, but what the Executive Council saw were two incredibly influential men at Baylor failing to complete their duties to the school as a whole.

Briles and Starr, as the faces of Baylor, were expected to uphold the values of the school and encourage students to follow those values. By not being forthcoming, they showed the students affected by this situation that a football season or a reputation is more important than people who live, work and study on Baylor's campus. While these men weren't solely responsible for obstructing the community's views on the issue, allowing them to stay in powerful positions would only raise more questions about how far Baylor was willing to go in repairing the damages.

Faulty leadership was not the only variable. Existing policies within the Title IX office allowed for reports to not be filed, students to be turned away from reporting a sexual assault and information to be hidden or not properly investigated when an incident occurred. Baylor hired a private law office from Philadelphia to look into the accusations after the allegations against the school came out. The Pepper Hamilton team came and spent the entire year sifting through documents and designing a restoration plan for the Baylor system.

At the time, people were concerned about the secretive nature of the investigation and the fact that they would not release any information to the public. This did not instill confidence that all was well at Baylor. Many saw the choice

to hire a private law firm as a method for Baylor to protect its image and anticipated receiving sparse updates.

Contrary to popular belief, however, Pepper Hamilton did release information after the investigation was over. In several statements from the firm, a total of 105 reparations were suggested, outlining exactly how Baylor can improve the Title IX office and the process for investigating and addressing claims of sexual assault. Baylor has already implemented 74 out of the 105 suggestions, and as the semester progresses, it will continue to rebuild its system.

Resources provided by Pepper Hamilton and the Baylor Title IX office are available on the Baylor website for students, parents and faculty interested in learning more.

Many of the common arguments on Baylor's approach to dealing with sexual violence have been addressed in recent months. Baylor has removed several key members of the Baylor staff besides the figureheads Starr and Briles. They have also completed a year-long investigation in which attorneys completely reformatted the way our Title IX office should run. Sexual assault is not a problem solely at Baylor, and it is time we stopped treating it as though we are now defined by our faults.

Our school is continually working toward creating a better Baylor. Now it is time for the Baylor family to stop leaving it to those in authority and turn their attention to the future. We have all dreamed of changing the world, so why not start with Baylor?

## FROM THE EDITOR-IN-CHIEF

# Moving into uncharted territory

**Sarah Pyo**  
Editor-in-Chief

Life is full of the unexpected. As much as I'd love to say that my senior year was planned from the beginning, it's far from what I had imagined. Entering college, I had pictured myself studying to become a dentist, but now I will be spending my final year in college as editor-in-chief for The Baylor Lariat, pursuing a degree in journalism.

We all have the tendency to plan in advance and set up goals for our future. Setting goals gives us a sense of responsibility and motivation to complete our daily tasks; however, it's important to keep our minds open to other possibilities and to continue to move forward when things don't go as planned. I believe goals are merely a guideline to keep us on track, not prevent us from trying new things.

This year, I am looking forward to achieving a new set of goals, but at the moment, the only commitment the Lariat staff and I can make is working hard and giving it our best.

We want to be more interactive with you, our student body, and continue to expand our presence throughout campus. Your interaction

and opinions matter because we want to produce news that is relevant and of importance to you, our student readers.

We will strive to follow our motto, "We're there when you can't be," as we have every year. This year, we will continue to challenge ourselves by covering more than campus news. We will be there locally but look regionally as well. In order to achieve that, we will keep ourselves updated digitally throughout the day. You can check our website at [www.baylorlariat.com](http://www.baylorlariat.com), follow us on social media or subscribe to our Morning Buzz newsletter to keep yourselves up-to-date. We understand Baylor is undergoing changes, and we will work hard to be there through it all.

The Lariat takes pride in our ability to maintain professionalism and credibility. With that in mind, we ask that you are patient with us. We are students like you and are constantly learning and growing from our experiences. When life throws a curveball, we've got to find another way to keep on moving forward. As important as it is to follow the guidelines we have set for ourselves, it is just as important to remember that sometimes good can come from hardship. It is vital that Baylor keeps moving forward, and the Lariat staff and I intend to be there every step of the way.

*Sarah Pyo is a senior journalism major from Round Lake, Illinois. She is the editor-in-chief for the Baylor Lariat.*



## FROM THE PRESIDENT

# The New Green and Gold

**David E. Garland**  
Interim President

I count it a tremendous privilege to welcome the more than 16,000 men and women who have come to Baylor University from across America and around the world to prepare academically, socially and spiritually for their future endeavors. Along your journeys, you will encounter exemplary faculty and staff who care deeply for you as individuals and challenge you to become all God intends you to be. I am honored to serve for a second time as Baylor's interim president.

"He who was seated on the throne said, 'I am making everything new!'" (Revelation 21:5a). This scripture, though talking about the end time, can certainly resonate with first-time students who are facing a new journey. It may also strike a chord with many who are returning from summer activities to find changes on campus — changes you may have followed in the news. "New" does not always mean "new and improved" in our world, but if God is involved, it does get transformed into something better.

Organizations sometimes need to reset their course, and this adjustment sometimes requires a change in leadership. Institutions are not perfect, and this summer, as Baylor came face-to-face with its failings related to the prevention, response and support of students who experienced sexual assault while in our care, the need for a change became evident.

Over the summer, a large group of faculty and staff leaders joined forces to begin work on 105 recommendations resulting from the independent investigation initiated by the university last August. The investigation revealed an opportunity for improving the processes and systems designed for responding to complaints of sexual assault. These systems are in place to support a law called Title IX, which protects students from sex-based discrimination that impedes access to education. Included in this protection are acts of sex-based discrimination such as sexual assault or sexual violence. As an example, a student who has been sexually assaulted by a person in her class may feel unable to attend that class for fear of encountering the assaulter.



## Meet the Staff

**EDITOR-IN-CHIEF**  
Sarah Pyo\*

**DIGITAL MANAGING EDITOR**  
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**NEWS EDITOR**  
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## Opinion

The Baylor Lariat welcomes reader viewpoints through letters to the editor and guest columns. Opinions expressed in the Lariat are not necessarily those of the Baylor administration, the Baylor Board of Regents, the student body or the Student Publications Board.

## Editorials, Columns & Letters

Editorials express the opinions of the Lariat Editorial Board. Lariat letters and columns are the opinions of an individual and not the Baylor Lariat.

## 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.





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# New positions aim to unify campus

**GENESIS LARIN**  
Assistant News Editor

This summer has been full of challenges for Baylor. Since the completion of the independent Pepper Hamilton investigation of Baylor's handling of sexual assault allegations, Baylor has taken action in attempts to adhere to the law firm's recommendations. However, the dark shadow of the sexual assault scandal continues to loom over the university. The issues that have been brought to light will not be dispelled in a couple of months. The shifts in administrative positions aim to aid in the process of moving forward.

*"We must all be a part of that effort and in enhancing our culture's response and prevention of sexual assault."*

Michelle Berry | Vice President for Academic Operations and Strategic Finance

Along with the appointment of interim Head Coach Jim Grobe and interim President David Garland, Michelle Berry, Lori Baker, and Darin Davis have been appointed to "help us build stronger and strategic capabilities in the Office of the Executive Vice President and Provost," Executive Vice President and Provost Greg Jones said in a press release.

Michelle Berry has been appointed vice president for academic operations and strategic finance. She said she is a proud graduate of Baylor's Hankamer School of Business. Her responsibilities include planning the means by which the university's resources will be used to

effectively meet Baylor's academic priorities and serving as the primary connection between academic affairs and administrative offices across the university.

In addition to her formal responsibilities, Berry said she hopes to provide leadership in developing financial structures and incentives that fuel innovative programming. She intends to focus on long-term planning that will connect the school's framework with its strategic objective for the future as well as find creative ways for donors to invest in the future. For example, introducing an academic program inclusive to the diversity of the school while continuing to embody Baylor's academic values.

"I hope to play a small role in providing trust and confidence in these financial processes, and I have many thoughtful colleagues committed to that same end," Berry said.

Berry has been with Baylor for over five and a half years, working in numerous expanding roles in the Office of the Executive Vice President and Provost. Her past roles have focused on serving as a liaison between Academic Affairs and the administrative offices on campus. The skills she has acquired and relationships she has developed will allow her to reach both the school's and her personal goals with her appointment as vice president for academic operations and strategic finance.

"We must all be a part of that effort and in enhancing our culture's response and prevention of sexual assault," Berry said.

Her appointment and new position

contribute to this effort through evaluating resourcing decisions in light of Baylor's distinctive mission as a Christian research university, as well as through showing the community that thoughtful people who are committed and care about both the school and academic mission hold such significant positions.

Darin H. Davis has been appointed vice president for university mission.

"The appointment of Darin Davis, who has been so effective as the leader of Baylor's Institute for Faith and Learning, will enhance and strengthen the focus on our mission

across the university," Garland said in a press release.

Davis' role includes encouraging Baylor students, faculty, staff, graduates and donors to see Baylor's Christian mission as precious and worthy of the student body's attention every day and in every aspect of university life.

Davis is an assistant professor of christian philosophy and ethics as well as the director of the Institute for Faith and Learning. He has earned degrees from multiple universities, including Baylor. In addition to the skills and knowledge he has gained from such positions, Davis has thought of ideas in relation to Christian higher

education since his graduate days at Baylor in the mid-'90s. He said he hopes to keep the flame of Baylor's sacred mission burning in order to pass the torch down to the next generation. Through this appointment, Davis and Baylor are able to put a greater focus on the university's mission, which will move both the university and its students forward from the recent sexual assault scandal and



Darin Davis



Michelle Berry



Lori Baker



Leisje Powers | Photo Editor

**CHANGING FACES** In the wake of the Pepper Hamilton report regarding Baylor University's handling of sexual assault cases, Baylor has implemented shifts in several administrative positions with the hope of moving forward and promoting change.

keep the mission's flame burning, according to the press release.

Lori E. Baker has been appointed vice provost for strategic initiatives, collaborations and leadership development. She is responsible for using Baylor's academic strengths across the campus and creating opportunities for Baylor's faculty and deans to work together and progress important initiatives, specifically the health sciences.

Baker is an associate professor

of anthropology who specializes in molecular and forensic analysis of skeletal remains. She has received degrees in anthropology both at Baylor and the University of Tennessee. Baker is also the founder and executive director of the International Consortium for Forensic Identification, Reuniting Families Project.

The program recovers and identifies remains of undocumented immigrants who have died during their attempts to enter the U.S. In addition to the program, Baker works internationally to identify victims of human rights violations. Through her efforts, she has brought closure to families who have lost loved ones.

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David McCullough

THE INCOMPARABLE  
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The lecture is free and open to the public, but tickets are required as seating is limited. Tickets will be available in the Bill Daniel Student Center Ticket office Sept. 12-23. For more information, visit [www.baylor.edu/beall-russell](http://www.baylor.edu/beall-russell).

David McCullough has been widely acclaimed as a "master of the art of narrative history." He is a two-time winner of the Pulitzer Prize, a two-time winner of the National Book Award, and has received the Presidential Medal of Freedom, the nation's highest civilian award.

His most recent book, the widely praised *The Wright Brothers*, rose to #1 on *The New York Times* bestseller list. *The Greater Journey: Americans in Paris*, also a #1 bestseller, according to critics is "dazzling," ... "history to be savored." His work *1776* has been acclaimed "a classic," while *John Adams*, published in 2001, remains one of the most praised and widely read biographies of all time.

The citation accompanying his honorary degree from Yale states: "As an historian, he paints with words, giving us pictures of the American people that live, breathe, and above all, confront the fundamental issues of courage, achievement, and moral character."

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LECTURES**



# Baylor alumnus 3-D prints tiny house

**GENESIS LARIN**  
Assistant News Editor

It seems that breakthroughs in technology occur almost every day. One of the latest technological breakthroughs has come from Baylor graduate Alex Le Roux. Baylor fans may remember him as a former cross country athlete. However, others have come to know him as the first person to 3-D print a house in America.

Advances in 3-D printing have allowed for a variety of innovations within different sectors. In 2013, scientists at Princeton University created a bionic ear with the ability to pick up radio frequencies by using 3-D printing technology, according to an article by Princeton University. Le Roux has taken 3-D printing a step further by solely using a 3-D printer to build a livable space.

Le Roux began his venture of 3-D printing at Baylor, where he tinkered with the 3-D printers available to the engineering majors. Although he was able to print small toys, the limitations of the printer soon bored him.

"I wanted to print something more useful," Le Roux said.

After some time, Le Roux built his first printer, which measured a colossal 10 feet

by 10 feet. As the printer — along with his objectives — evolved, Le Roux realized he had the opportunity to print the first 3-D house in America and seized it.

The process of printing the house is a "simple technique," Le Roux said. He began with a 2-D design on a computer and stacked the designs on top of one another in order to raise it up. As one person kept an eye on the computer and printer, the other fed concrete into the printer, and in a mere 24 hours, the house was built.

While Le Roux said his immediate goal is to print an up-to-code house in Austin with the hopes of capturing the attention of investors and scaling his company, his ultimate goal "is to try to automate construction as much as possible." He envisions construction moving to an age where robot arms are doing the heavy lifting and dwellings are completed in the span of a couple of days. The tiny house industry has grown because of its simplistic nature. With the aid of Le Roux's accomplishments, tiny houses will become more accessible and the industry will continue to grow.

Currently, Le Roux is making revisions to his printer in order to improve its efficiency.

"We have cool stuff coming out soon," he said.



Photo courtesy of Alex Le Roux

**TINY HOUSE** Alex Le Roux's 3-D printer created this simple but livable house in only 24 hours. The house stands on the wood platform that was part of the printer itself.

# Regents set tuition, introduce new program

**RACHEL MOWER**  
Staff Writer

**ONLINE EXTRAS**

Read the complete story at:

[BAYLORLARIAT.COM](http://BAYLORLARIAT.COM)

The Baylor University Board of Regents approved numerous initiatives at last month's board meeting. Among other proposals, the board approved a new joint-degree program to be offered at George W. Truett Theological Seminary set undergraduate tuition for the 2017-2018 academic year with the lowest percentage increase in over 20 years and approved plans to move the university forward in the aftermath of an investigation by Pepper Hamilton LLC into the mishandling of the sexual assault cases by the university.

Both Baylor administration and the Board of Regents are taking steps to facilitate changes based on the recommendations from Pepper Hamilton that aim to prove beneficial for the student body. The recommendations follow a year-long external investigation into the

university's mishandling of sexual assault cases.

"The Task Forces have been steadily making progress on the recommendations we have adopted as mandates. Their work is moving forward on all fronts," Baylor University Interim President David Garland said in a press release.

The board also approved the creation of a new Executive Committee to help improve board effectiveness by clearly marking communication responsibilities, becoming more efficient in its oversight responsibilities and allowing more frequent interaction between university management and the board.

The board also approved a new Master of

Divinity and Master of Science in Education/Master of Arts joint-degree program. This new four-year program will link the resources, classes and personnel of the School of Education and Truett Seminary.

"It is important to have a religious education concentration within the seminary because churches are in need of education ministers," said Dr. Todd Still, dean of George W. Truett Theological Seminary.

Truett used to have a concentration in religious education, but it is no longer offered. The School of Education once had courses in religious education, but the response to these courses was not sufficient to gain traction in past years.

"We looked within our divisions and asked the question, 'What are the needs of the congregations and schools that we are seeking to serve?' As we did that, this joint-degree gained traction," Still said.

At its most recent meeting, the Baylor University Board of Regents also voted to increase the tuition for the fall 2017 and spring 2018 school year at the lowest percentage in over 20 years — 4.25 percent.

"The board is fervently committed to nurturing an environment where academic rigor, spiritual life and character formation can flourish, but also one that provides access and affordability for families and their students who dream of pursuing a high-quality and distinctive Baylor degree," Ronald D. Murff, chair of the Board of Regents, said in a press release. "The University is providing more financial assistance to students than at any other time in our history, and we are working hard to attract, retain and graduate young people who are guided by their faith and strengthened by their Baylor education to make a difference in our diverse world as global citizens and leaders."

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We look forward to seeing all freshmen and new transfer students at the **It's on Us BU Event.**



**When:** Monday, August 22  
**Where:** Ferrell Center  
**Times:** Doors open at 6:15 p.m.  
Event starts at 7:00 p.m.

## Title IX Online Course Mandatory for All Students

Because the University takes seriously the safety and wellbeing of students and prevention of interpersonal violence, all students are required to complete Baylor's Title IX online course with a perfect score (100). The course, which will become available in Canvas after the 12th class day, must be completed before a student's registration date in order to register for spring classes or apply to graduate. Registration holds may take 24 hours or longer to drop. Any technical issues with the course should be directed to the Help Desk (254) 710-4357.



# How to work creative

## Baylor graduates start podcast for artistic freelancers

**RACHEL MOWER**  
Staff Writer

Richard Ross and Jake Brown, freshly equipped with Baylor degrees, jumped into the creative field expecting their artistic skills to produce a profit. Unfortunately, it was not long before they epitomized starving artists.

After a long learning process accompanied by plenty of mistakes, they now have successful jobs in the creative field.

In addition to their creative work, Ross and Brown started making podcasts that offer tips and advice on what to do or, rather, what not to do when starting out in a creative field.

Ross and Brown said they have a passion for helping others reach their fullest potential. They create weekly podcasts posted every Tuesday on their Working Creative website to help aspiring freelancers skip the mistakes they made when starting out.

Both Ross and Brown graduated from Baylor University in 2013. Ross currently works as a video and photography producer, while Brown works as a film director.

Ross said he learned a lot from obtaining his degree in theatre performance, but knew little to nothing on how to make a revenue with this knowledge.

"I really remember the beginning when I didn't know that much, and I remember how difficult it was. There were not that many resources or firsthand examples from people on how to run a freelance business," Ross said. "We wanted to create a resource that we wish we had when we were starting out and that we wish we had when we were in school to provide knowledge of how to run a business, as well as firsthand experience on failure and things to avoid."

After graduating with a degree in film and digital media, Brown said he blindly jumped into the creative field without enough knowledge on how to utilize creative skills in a business setting. He said college, while important, does not teach everything one needs to know to succeed in business, especially in creative spaces.

"I was never taught how to make money,"



Photo courtesy of Richard Ross and Jake Brown

**TRICKS OF THE TRADE** The Working Creative podcast is hosted by Jake Brown (left) and Richard Ross. The artistic duo posts podcasts online every Tuesday, complete with tips and advice for freelancers starting out in the professional world.

Brown said. "When I had graduated, I really had no idea how to use my skills or degree or how to capitalize on it. Running a creative production company is very complicated."

Brown said everyone he knew who was just starting out in creative freelancing was struggling with similar things, regardless of whether or not they seemed to know what they were doing.

"We wanted to start a conversation about how, in today's modern social media age, everyone looks like they have it going on. People you look up to seem like they know exactly what they are doing and look like they are killing it," Brown said. "Well, they're not. We realized a lot of the people we look up to were struggling with the same things we do."

Brown and Ross said they are also well-aware that the freelancing community is growing at a rapid rate, which is why they feel it is so important to have a resource like their podcasts.

According to the Freelancer's Union, one

in three Americans, approximately 42 million people, work independently. The Freelancer's Union predicts that by 2020, freelancers will make up 50 percent of the work force.

Collegiate life can certainly be busy with heavy class loads and clubs, but Brown and Ross said they did not take advantage of the free time they had in college. They both said the biggest mistake they made was not doing creative work when they were still in college and emphasized the importance of having experience upon graduating.

"What you have on your diploma in terms of the degree you're pursuing isn't as necessarily important today as it was back then. Experience oftentimes trumps whatever is written on your degree," Ross said. "Get as much experience as you possibly can in school. Your education is very important and is a priority, but once you get out, if you have education coupled with experience, real world real job experience, you will increase your value that much more."

Brown said college is the best time to take creative risks.

"If you want to do this stuff for a living — photography, videos or graphic design — just start now. College is a great place to try things out and learn from experience. It's also a place where it's kind of a safety net for failure. You're young, and there's not that much on the line," Brown said.

Transitioning from being a college student to a business professional can be difficult, but Brown said he learned early on the importance of adapting to this change as quickly as possible.

"You are running a business. It is not just you and your friends making movies anymore. You have to act and operate like a professional," Brown said. "That was a learning process that took a couple of years. I made a lot of mistakes, but I feel like I have a grasp of it now."

Visit [WorkingCreative.co](http://WorkingCreative.co) to tune into the duo's podcasts.

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**TASK FORCE TEAMS** from Page 1

designed to implement the administrative and structural changes recommended by the Pepper Hamilton report. The task force is comprised of 79 individuals and is divided into 13 implementation teams. It meets weekly to discuss progress, goals and strategies.

Ramsower said the Sexual Assault Task Force teams are dynamic and were designed with efficiency in mind. The teams were created to complete the recommendations as quickly and accurately as possible. At this point, 74 of the 105 recommendations are ongoing or have been completed.

"The idea is that it's not intended to last for a year or a long period of time," Ramsower said, "It's intended to address the recommendations, act as quickly and as effectively as you can on the recommendations, implement those recommendations and then move on."

Ramsower said the teams were based around groups into which the recommendations were divided and some of the teams will remain in action longer than others. For example, before the report was released, a team in 2015 worked to establish and revise Title IX policy and will continue to work to improve it.

"The Title IX policy at this moment is being revised, and we're hoping to get that complete by Aug. 22," said Brandyn Hicks, Baylor's director of special projects and initiatives and a former assistant district attorney who prosecuted several sexual assault cases. "Pepper Hamilton is assisting the university in revising the policy and making certain that it's reflective of the current Department of Education guidance, Office of Civil Rights guidance, and ensuring that we're doing the right thing."

Ramsower said the team will gauge success not only by completion of Pepper Hamilton's recommendations, but also by evaluating the culture and climate at Baylor through feedback from climate surveys.

The surveys will help identify if changes have been made and if the issues present in the Baylor community have been addressed. In addition, the surveys will determine how to address broader issues such as racism and sexism.

"Success is when a victim — a survivor

**ONLINE EXTRAS**

Read coverage of the sexual assault lawsuits filed against Baylor at:

[BAYLORLARIAT.COM](http://BAYLORLARIAT.COM)

— of sexual assault can come forward to the university, to anyone, and feel comfortable addressing it with that individual and feel confident that the university is going to take those allegations seriously and investigate in a manner that is consistent with federal law," Hicks said.

Students are encouraged to submit anonymous observations, input and feedback through a form on the task force website.

Ramsower said the team is collecting and reviewing the input weekly.

"I would challenge the student body to have courage to speak into this process and not to fear something might happen if they do," Ramsower said "... because if we're not courageous and participating, you're not going to make a difference."

**Spiritual Life and Character Formation Task Force**

While the Sexual Assault Task Force is focused on immediate change, its counterpart, the Spiritual Life and Character Formation Task Force, is focused on long-term, ongoing change and community-building.

The Spiritual Life and Character Formation Task Force, led by executive vice president and provost Greg Jones, Ph.D., aims to increase collaboration and community across campus and aid in creating a character-driven, Christ-centered culture within Baylor and the surrounding community.

"We want to look both at specific ways that we can take some action this fall to improve coordination, to build on things that are happening on campus that already work and to help spread that," Jones

said. "(We also want) to ask some bigger questions about things we might do over several years that might improve the ways we think about what it means to help students form healthy spiritual, mental and emotional lives."

Jones said the task force's first objective was to study how students across campus connect, as well as how the campus connects with outside churches and organizations across Waco. By doing this, the task force hopes to effectively build onto existing programs and discover places where new programs are needed.

"We hope that we'll be able to build on some strengths, and then we'll be able to better coordinate activities among people who are doing good things," Jones said. "And then we'll also be able to develop some new initiatives that will address gaps that we discover."

The task force will gauge its success by surveying students to see if they perceive more campus-wide coordination, as well as using both qualitative and quantitative instruments to evaluate if the task force is effectively helping students with character and spiritual formation, Jones said.

While students may not join the task force, they are encouraged to give feedback and input either through the anonymous online form or by speaking with task force members such as university chaplain Burt Burleson, director of new student programs Elisa Dunman, vice president of student life Kevin Jackson, or assistant athletics director for student athlete personal development Tierra Barber. Students may also speak with faculty-in-residence at the Baylor residence halls.

"Baylor has taken seriously the ways in which we've fallen short," Jones said. "At the same time, we also believe this is a really healthy culture and it's going to be an even healthier culture as a result of the work of both task forces ... as we work on this, we hope to have a much stronger culture this fall — one that will benefit students for years to come. It's a great school, and we need to celebrate all the good, even as we take corrective action in the ways that we've fallen short."

**TIMELINE** from Page 1

- May 26:** The [Board of Regents](#) [remove Starr as president and Art Briles as head football coach](#) based on the findings from Pepper Hamilton. Athletic Director Ian McCaw is put on probation. [Starr releases a statement](#) saying he was not made aware of the assaults until August 2015.
- May 30:** Ian McCaw resigns from his position as athletic director, Jim Grobe is hired as the new head football coach.
- June 2:** [Starr resigns from his position as Chancellor](#) to speak freely and call for transparency from the Board of Regents.
- July 13:** Mack Rhoades is recruited as the new athletic director.
- July 20:** [Shawn Oakman is indicted](#) on a sexual assault charge. Oakman is accused of sexually assaulting a Baylor student on April 3.

Photos courtesy of Associated Press, StockMonkey.com and Robbie Rogers. Timeline created by Gavin Pugh.

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