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**Texas teachers spend more time beyond the classroom**

AUSTIN (AP) — Teachers are bending under the weight of 56-hour work weeks and should have their days restructured so they only spend half their time in the classroom, the Texas State Teachers Association says.

The teacher group, releasing a survey on Texas educators' workday, said the rest of their work week should be spent on expanded professional responsibilities.

"Teachers need time to develop effective lessons, talk to students and listen to them, to confer with parents much more frequently, to study professional journals, to interact with colleagues, and to watch outstanding teacher demonstrations," said TSTA President Richard Kouri.

research and maintain a personal life represents the most challenging problem in schools today," Kouri said.

"It is the chief reason cited by teachers as cause for leaving the profession altogether."

The time crunch will have "disastrous consequences" on efforts to reform Texas schools, he said.

"If teachers are spending 56 hours a week just doing their job, it logically follows that time to be active participants in restructuring schools just isn't available," Kouri said.

"The losers are the citizens of this state and the children we teach."

Barbara Williams of the Texas Association of School Boards said she recognizes that teachers "do work hard and have a hard job."

But she questioned how the recommendation for teachers spending less time in the classroom would work.

"Who would then be handling the instruction? Would they be certified? There's a shortage of teachers in some areas already," Williams said.

"For us, the bottom line would be what's best for the students."

As for hiring more certified teachers, Williams added, "Where does the money come from? The districts are already tight for money."

TSTA spokeswoman Annette Cootes said the recommendation is a long-range goal.

But some schools already are

finding ways to relieve teachers in the classroom to allow for such activities as teacher training.

"They would have to hire uncertified teachers, that's for sure," Cootes said. "But there could

**"It [time] is the chief reason cited by teachers as cause for leaving the profession altogether."**

Richard Kouri  
TSTA President

The group surveyed 1,000 randomly selected teachers, drawing 811 responses.

The survey, which has a margin of error of plus or minus three percentage points, said the average teacher is spending 55.82 hours per week doing "just the essentials" of the job.

That includes 7.91 hours a day at school; 2.12 hours each evening, and 3.76 hours each weekend, on school work; less than an hour a week calling parents; and just over an hour weekly in faculty meetings.

Sixty-two percent of those surveyed said paperwork requirements are growing compared with three years ago.

Sixty-four percent said they spent more time on school work beyond the regular school day.

"The critical shortage of time to plan, reflect, collaborate with other educators, conduct

tutoring. There could be people assisting in the classroom. They could have more aides or paraprofessionals. They could have more support staff. They could have more technology, including, at the teacher's desk and a telephone in every classroom.

Increased efforts by the community, social and governmental agencies to help with problems that affect students' ability to learn.

The group said with changes in society, teachers now have more responsibility for addressing things as health and safety of low-income children.

More authority by teachers to control learning time, based on student needs, rather than by the schedule."

**Baylor faculty disputes standards**

**Members claim stricter religious attempts will hurt school's Baptist-affiliated reputation**

WACO (AP) — A number of Baylor University faculty members are accusing newly installed President Robert Sloan of weeding out those who don't meet his strict religious standards, the Texas Journal of The Wall Street Journal reported Wednesday.

They say professors have been denied tenure, lecturers fired and job candidates run off for not being sufficiently devout, the newspaper said.

Critics say Sloan's attempts to create a conservative religious atmosphere threaten to damage the Baptist-affiliated university's reputation and stifle intellectual freedom.

"The new president has an interest in having an ever-stronger Christian evangelical religious fervor on campus," Michael Bishop, chairman of Baylor's journalism department, said.

"He wants to select faculty members who come out of a narrow Baptist tradition that he's comfortable with, but that is foreign to the historic tradition of Baylor. ... I believe that religious credentials under Robert Sloan have surpassed in importance academic qualifications."

Sloan, 47, says nothing has changed in the year since he took the helm.

"Baylor for 151 years has been committed to its Christian heritage," he says. "I have the same commitment that every one of my predecessors has had."

Baylor, the largest Baptist university in the nation, is legally free to choose its faculty based on religious criteria and always has done so, giving preference first to Baptists, then to other Christian denominations except Mormons.

In recent decades, however, many church-affiliated universities have grown more secular, partly to cultivate their academic reputations. Baylor has been no exception.

When Sloan — the first Baptist minister to head the school in 34 years — allowed the school to hold its first-ever dance in April, it widely was viewed as a sign that Baylor was falling even

more in line with secular universities.

"Is there a wolf in sheep's clothing? Is that a diversion? I think it is," said Lanelle McNamara, a Baylor alumna and former professor who now practices law in Waco.

There already is talk in academic circles that Baylor is becoming more "BC," or "biblically correct," says Glenn Linden, a Southern Methodist University history professor and former president of the American Association of University Professors in Texas.

Baylor Alumni Association President Lyndon Olson is concerned the turmoil will detract from fund-raising.

The controversy, he says, "has a life of its own now. And I don't know what the reality is at this point."

Sloan's predecessor, Herbert Reynolds, had a reputation as a critic of fundamentalists and defender of academic and religious freedom.

Now Baylor's chancellor, Reynolds declined comment on the turmoil. But he emphasized that he has "high regard for our faculty and staff here."

Sloan proposed changing the wording of faculty-recruitment advertisements to emphasize Baylor's preference for hiring Baptists and Christians.

He defended the move as an effort to be more honest with job candidates.

But many faculty members saw a shift to give religious qualifications priority in hiring over academic credentials.

The Faculty Senate issued a statement condemning the new wording, saying it could have a chilling effect on recruitment and "dramatically reduce the academic quality of the faculty."

Sloan canceled the ads, but in a letter to prospective faculty members, he spends two pages emphasizing Baylor's Christian heritage and his belief that "Baylor University can remain true to its heritage only by recruiting, hiring and developing faculty members ... who sincerely espouse and seek to express their academic and professional identities through the particularity of the Christian faith — i.e., commitment to the universal lordship of the crucified and risen Jesus Christ."

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