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Trustee leaders accuse Dilday  
of mismanagement, insubordination

By Greg Warner

FORT WORTH, Texas (ABP) -- Russell Dilday was guilty of "mismanagement" and "insubordination," but still could have avoided firing by trustees of Southwestern Baptist Theological Seminary if he had taken the "golden parachute" they offered, according to trustee leaders.

"Dr. Dilday's refusal to retire under extremely generous and justifiable circumstances has brought embarrassment and potential permanent injury to the seminary," trustee spokesman Lee Weaver said March 21.

The trustees' decision to fire the seminary president March 9 sparked harsh criticism from students, alumni, donors and even one accrediting agency. That reaction prompted trustees -- who first offered no reason for the firing and later blamed "irreconcilable differences" -- to offer another explanation March 21.

But Dilday and one of his trustee supporters said the latest rationale offered by trustees is contrived.

"This appears to be the report of people who acted precipitously and then scratched around to find reasons for their action," Dilday told Associated Baptist Press March 21. All the charges are false, he said. "If I had been guilty of mismanagement, why would they offer me what they describe as a golden parachute?"

"This is not a thing in the world but a cover-up to explain away the actions they have taken that have caused a lot of people to be very upset," said trustee Wayne Allen, pastor of First Baptist Church of Carrollton, Texas.

In a news release distributed at a meeting of local pastors in the seminary's hometown of Fort Worth, Texas, trustee leaders said Dilday's mismanagement, insubordination, management style, and doctrinal and policy differences produced the impasse with trustees.

Lee Weaver, a Fort Worth petroleum engineer and trustee vice chairman, said the 63-year-old Dilday was offered a "golden parachute" approaching \$400,000 if he would retire from the post he has held 16 years. "We had hoped

and prayed he would accept early retirement for the good of all concerned, but he refused," Weaver said in the release.

Weaver and two other trustees -- pastors Miles Seaborn of Fort Worth and Ollin Collins from nearby Watauga -- met behind closed doors March 21 with about 60 area pastors to explain the firing. Their reasons were detailed in a news release prepared ahead of time and released at the meeting:

-- Mismanagement. Weaver cited the seminary's declining enrollment and growing staff as evidence of mismanagement. Southwestern, the nation's largest seminary, dropped from 5,070 students in 1985-86 to 4,022 in 1992-93 -- a 20 percent decline -- while the administrative staff grew 20 percent, from 96 to 116, Weaver said.

"Trustees are concerned about the failure to strengthen and advance the school," Weaver said in the release.

But enrollment has dropped 20 percent at all Southern Baptist seminaries, Dilday told ABP, "in part because of the (SBC) controversy." Southwestern has reversed the decline, showing increases for the last four or five semesters, Dilday said.

The staff has grown "because of the complexity of the programs taught here," Dilday continued. Yet trustees recently turned down a "dramatic" reorganization plan that would have reduced staff size and saved \$200,000 a year, he said. The reorganization was one of several Dilday proposals defeated by trustees just before they fired him.

Dilday said he was "shocked" by the charge of mismanagement, which he called "a strong accusation." "I can't imagine the basis on which they would charge this."

Allen said the release was the first suggestion of mismanagement and that such a charge should include examples or evidence. "Even the trustees who voted to fire him said he was an excellent manager," he said.

Both Allen and Dilday said trustees should have brought up any charges of mismanagement during the president's annual performance review, the latest of which was the night before the firing. Instead, Dilday got good marks during the reviews.

-- Insubordination. "Disobedience of rightful and legal authority is unacceptable," Weaver said in the release. "Dilday's style of management with those in authority and to anyone taking a different position on issues was one of arrogance, isolationism and disdain for authority."

Dilday regularly refused to take direction from the board of trustees, which led most of the members to discuss their frustration in handling their responsibilities as trustees, the release said.

"Never one time have I not carried out the official statements, policies and directives of the board," Dilday said. He said some trustees expect him to act on their suggestions and requests even though they lack any official trustee directive. "The board governs only when it sits in session," he said.

Allen agreed, suggesting trustees who differed with Dilday overstepped their authority. "It's one thing for trustees to come and make suggestions, but another thing for them to come on that board and tell you how to operate that institution," Allen said. "Because we don't agree ... is no reason to label someone as insubordinate."

"I can't remember a time he has violated the policies taken by trustees," Allen said.

-- Management style. "The president repeatedly criticized the convention and its elected officials and leaders," the release said. "He is on record constantly damaging the reputation of members of the board, who are leading business, professional and religious leaders. Dilday led by intimidation and confrontation."

"Mismanagement of relationships with both conservative and liberal

segments of Southern Baptist life cannot be tolerated," Weaver said in the release.

Weaver said Dilday discouraged dissent and debate on current issues important to students, faculty, trustees and the American society in general.

Dilday said his management style is most often described as collegial, not confrontational as the trustees allege. "Anybody who has watched the work over the years would have a hard time matching those words with my approach toward leadership," he said.

Allen said he has always found Dilday to be "gracious and kind," even to the trustees who differed with him. He always stated the reasons for his views and listened to others' opinions, Allen said.

But trustee leaders said Dilday refused to cooperate with board members, producing administrative "gridlock."

-- Doctrinal and policy differences. The trustee release did not spell out Dilday's doctrinal shortcomings, except to say he discouraged dissent and debate on biblical reliability, abortion, ordination of women and the new conservative direction of the Southern Baptist Convention.

The trustees who addressed the pastors' group March 21 cited several examples: Dilday's opposition to formation of an anti-abortion group on campus, which trustees later overruled; his defense of a professor's speech on the role of women, which trustees said was influenced by feminist thinking; his alleged indifference to charges that conservative students were being belittled by some faculty and students; and his reservations about using the term "inerrancy" to describe the Bible's authority.

In defense, Dilday said his actions and statements have always been consistent with the trustees' official doctrinal positions.

Allen said the biggest dispute between Dilday and trustees was over the Cooperative Baptist Fellowship, the rival group of moderate Southern Baptists that has become the focus of conservative ire in recent years.

Allen said Dilday was trying to keep some moderate churches and Fellowship supporters from abandoning the school. "The trustees finally came to the place where they didn't want anything to do with anyone identified with the Cooperative Baptist Fellowship," said Allen. "It had become a major issue in the last two years."

Trustees blocked promotion and hiring of faculty members who attended moderate churches, Allen said. But since trustees had not adopted a policy statement on the Fellowship, Allen said, Dilday's hands were tied.

The trustee release did not mention the Fellowship.

Weaver said the trustees decided to outline their reasons for firing Dilday because of the negative reaction it had generated. It was a public relations error not to state the reasons earlier, he said.

"We've been painted like we were ogres," trustee Ollin Collins told the Fort Worth Star-Telegram.

Seminary spokesman John Seelig said he wrote the March 21 release at the request of the trustee officers to counter inaccurate statements reported in the press.

"The material was prepared by the officers of the trustees," he said, referring to chairman Ralph Pulley of Dallas, vice chairman Weaver and secretary T. Bob Davis of Dallas. "They supplied the material from which it was written."

The release, though purporting to represent what was said at the pastors' meeting, was drafted ahead of time by the officers, Seelig noted. "The three of them got together and decided what needed to be said."

Although the release quotes the trustee board, Seelig said it was not approved by the full board. Trustees authorized the three officers to represent the board, he said.

Seelig, a former seminary vice president fired by Dilday in 1990 for conspiring with trustees to fire the president, was rehired by trustees as a public relations consultant when Dilday was terminated.

Seelig confirmed the original early-retirement offer, estimated to be worth \$400,000, was essentially the same as the severance package eventually approved for Dilday.

Trustee leaders -- including Weaver and Pulley -- met with Dilday March 9, moments before the full trustee board was set to convene, and presented him the early-retirement plan. Dilday refused to look at it, he said. "I didn't think integrity would allow me to consider such a buyout offer," he told ABP.

Trustees told Dilday they had the votes to fire him if he didn't retire, and that he would be given only two-months severance pay and no other benefits. But Dilday refused. All trustees then met in executive session and voted -- reportedly 26-7 -- to fire him immediately.

Supportive trustees, however, convinced the board to grant Dilday the same benefits contained in the early-retirement offer -- his \$85,000 annual salary, a housing allowance, medical and annuity benefits, and office expenses -- totaling almost \$400,000 to be paid by the time he turns 65 in September 1995.

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Dilday's 'ego and pride'  
caused firing, trustee says

By Bob Allen

DALLAS (ABP) -- Russell Dilday's "ego and pride" prevented him from retiring quietly, causing the public spectacle of his firing as president of Southwestern Baptist Theological Seminary, according to a trustee officer.

"We didn't want to fire him or what you say is firing him," said T. Bob Davis, a Dallas dentist who serves as the trustees' secretary, in a telephone interview.

But "ego and pride" caused Dilday to refuse even to read a retirement offer worth almost \$400,000, Davis said. The offer was presented to Dilday privately prior to a March 9 executive session in which trustees fired him.

Dilday "terminated himself," Davis said, when he resisted trustee efforts to make a smooth transition in leadership of the seminary. "We made it as sweet as we could, but he terminated himself," Davis said. "Whether that's a martyr syndrome or what, I don't know. I can't read the man's mind."

"When an authority over you offers you a retirement package and you don't even look at it, I don't understand it. That to me is un-Christian," Davis said.

Convinced that Dilday was "philosophically estranged from the board," Davis said, trustees "waited a long time patiently for him to reach retirement age," which they expected would be soon.

However, Dilday was "adamant he was going to stay on another three, five to seven years," Davis said.

"We really had hoped Russell would take the retirement package and he would make a more smooth transition. Not a board member wanted him to do what he did," Davis said.

Contacted by Associated Baptist Press at his home on the Fort Worth, Texas, campus, Dilday said he rejected the offer for early retirement as a matter of principle.

"The surprise offer of early retirement was not at all something I could accept on the basis of integrity about my calling here," he said. Dilday "did not disregard it lightly," he said, but told the trustees who made the offer that "it was not a part of my calling or plan."

Dilday said he viewed his decision not as "pride or martyrdom" but "taking God's direction and call seriously and not allowing financial reward to tempt me away from what I believe to be God's direction and call in my life."

Dilday disputed any argument that he was motivated by self-gain. "I'm not a martyr and it's no fun to go through this type of thing," he added.

Davis, who helped draft a March 21 trustee statement defending the firing, contrasted Dilday's reaction to that of his predecessor, Robert Naylor, who retired in 1978 after 20 years as president.

Naylor, like Dilday, was approached by trustees and told there were enough votes to fire him if he did not retire, Davis said. Naylor "was gracious enough to accept the retirement ... and made it a good transition. To this day, at 85 years old, he is still a role model and encourager of the seminary," Davis said.

"And yet Russell, for some reason unknown to us, could not ever envision himself separating himself from that position."

Dilday responded that he would have welcomed the terms under which Naylor left. Naylor announced his retirement two years before he stepped down, and trustees permitted him to stay on until age 70, Dilday said.

"It would have been great if this board had responded the same way," Dilday said.

Dilday, 63, said he was willing to announce now that he would retire at age 67 or 68 to move toward a transition in leadership, but trustee representatives offered him only the options of retiring immediately or facing firing, he said.

Davis also accused Dilday of inconsistency. In 1990, convinced that seminary vice president John Earl Seelig was contributing to an effort by some trustees to have him fired, Dilday forced the administrator to retire.

"Apparently Dr. Dilday had no problem in taking a person who had been around 30 years and when he reached retirement age telling him he would have to take retirement or be fired," Davis said.

But when the trustees gave Dilday the same options, "he goes to the media," Davis said. "That's a double standard. He doesn't mind taking a vice president next to him and doing that, but when the time comes for him to take a retirement with all the benefits, he goes to the media and throws a fit."

Dilday called it an "inappropriate comparison." Any similarity between his dismissal and Seelig's ends at the fact that both men were forced to choose between retirement and firing, he said.

"There were good basic reasons" for Seelig to be dismissed, Dilday said, including "disloyalty and an attempt to participate in the dismissal of the president back then, and there were other reasons in his background we wouldn't want to discuss."

Seelig was rehired by trustees as a public relations consultant when they fired Dilday. At that time, he denied earlier conspiring against Dilday and said he was not fired but retired from the seminary in 1990.

Dilday also said he "didn't go to the media" but "the media came to me."

"I have always been willing to speak to the press about matters that deserved the interest of Southern Baptists and the public," he said, but insisted he did not initiate any of the contacts with media in recent days.

Despite his critical remarks, trustee Davis said Dilday is "no less a fine Christian simply because his employer offered him early retirement."

"Everybody hurts when change has to happen," Davis said. "We're hurting."

Dón't think we're not hurting. I'm hurting. I like Russell Dilday. But there comes a time when an overriding direction may change and you have to say a board has made a decision out of godly decision making and it was time for Dr. Dilday to find another leadership position."

Davis said Southwestern's "best days are just around this corner. It's a corner, yes, but it's just a corner ... and the institution has its best days ahead."

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Accrediting agency rebukes  
Southwestern for firing

By Greg Warner

PITTSBURGH, Penn. (ABP) -- A national accrediting agency rebuked trustees of Southwestern Baptist Theological Seminary March 17 for abruptly firing the school's president.

"We view with utmost seriousness the dismissal of Russell Dilday," said the Association of Theological Schools in a rare letter of censure. "Such precipitous action on the part of any board of trustees is a clear violation of accepted governance practices and places in jeopardy the vitality and basic integrity of the institution."

The agency called on trustees of the Fort Worth, Texas, school to reconsider the firing but did not threaten to place the school on probation.

Southwestern's trustee chairman, Ralph Pulley, said the seminary's relationship with ATS is not threatened. "We are confident that that relationship will remain very strong when they receive significant information about the situation from us," Pulley said in a statement.

Trustees did not cite a reason March 9 for firing Dilday, president of the 4,000-student school since 1978. They later said "irreconcilable differences" produced the impasse. Trustees who opposed the action, however, said it was strictly political, reflecting a growing rift between Dilday and conservative trustees bent on steering a new course for the nation's largest seminary.

ATS Executive Director James Waits, who wrote the letter of censure, said the trustees' March 9 action came without notice and without due process.

The Association of Theological Schools in the United States and Canada, which renewed Southwestern's status in 1990, is one of two agencies that accredits the seminary. The other is the Southern Association of Colleges and Schools.

All six Southern Baptist seminaries are accredited by ATS and one of the regional non-theological agencies. Accreditation is the primary way schools demonstrate adherence to high academic standards. It also is a crucial factor in soliciting contributions from foundations and other sources.

Although ATS did not threaten Southwestern with probation March 17, a similar episode at Southeastern Baptist Theological Seminary did result in probation for that school.

The Southern Association of Colleges and Schools placed Southeastern on probation in December 1991 in part because of the administrative disruption that followed the sudden resignation of the seminary's president and top administrators in 1987.

Randall Lolley, president of Southeastern at the time, accused conservative trustees of forcing the school to hire only biblical inerrantists to the faculty, a practice that drew the scrutiny of accreditors.

The Association of Theological Schools followed suit by placing Southeastern on two-year probation in 1992. SACS lifted its probation last December. ATS will reconsider the issue in June.

Scotty Gray, executive vice president at Southwestern, said the ATS letter did not surprise him. "They look carefully at every aspect of governance of the seminary," he told the Fort Worth Star-Telegram.

Meanwhile, Dilday's firing brought more fallout from around the country:

-- Two Texas foundations, which have channeled \$700,000 to \$800,000 to the seminary in recent years, will stop those contributions because of the dismissal of Dilday. A gift of \$6-10 million was under consideration, said Kelley Brown, president of the Tom and Evelyn Linebery Foundation and vice president of the Scarborough Foundation of Midland. Evelyn Linebery is the niece of Lee Scarborough, president of the seminary from 1914 to 1945.

-- The Panhandle Baptist Foundation, which has given almost \$370,000 to support seminary projects over the past 25 years, followed through on a commitment of \$20,000 to fund student-led evangelistic teams during the seminary's spring break. But the money probably won't be coming next year, said founder C. J. Humphrey of Amarillo, Texas.

"We had some of our board members that did not want to give this \$20,000, but because we made a commitment and students were already at the churches, we felt it was not a Christian thing to do," said Humphrey. Instead, they sent the check in honor of Dilday.

"Personally for me, (the firing) will end any financial involvement with the seminary," Ophelia Humphrey, who established the foundation with her husband, said March 9.

Last October Southwestern trustees almost withdrew a top award for the Humphreys when they found out Ophelia Humphrey is a leader in the Cooperative Baptist Fellowship, an organization of SBC moderates. The B. H. Carroll Award was scheduled to be presented to the Humphreys immediately after the trustees' meeting March 9, but the observance was canceled after trustees fired Dilday.

-- Mississippi pastor Frank Pollard, chairman of a committee to solicit alumni support for the seminary's \$36 million Vision for Excellence fund-raising campaign, notified the seminary he could not "in good conscience" be involved in raising money for the school at present.

Pollard, himself a former seminary president and longtime Southwestern supporter, said he is "not stomping out forever" but feels "it is not a good time to be asking for gifts from Southwestern alumni."

"I am personally hurting because a friend I loved has been wronged, the seminary abused and the denomination once again embarrassed," said Pollard, pastor of First Baptist Church of Jackson, Miss.

Earlier, aerobics doctor and author Kenneth Cooper resigned his lifetime membership on Southwestern's advisory council, resigned as chairman of the council's "Vision for Excellence" effort, and cancelled his \$30,000 pledge to the campaign. Cooper said at least 10 other council members have resigned.

-- A group of Southwestern alumni in Louisiana called for the 26 trustees who voted for Dilday's firing to resign or be dismissed. The group, which included three former Southwestern faculty members, called the firing "malevolent, vicious, vindictive, blatantly political and unjustified." Noting that Louisiana is home to 881 Southwestern alumni and

almost 100 current students, the group urged all alumni to write trustees to express their outrage at the "oppressive act of injustice."

-- Many Baptist churches likewise passed resolutions protesting the firing. One was First Baptist Church of Carrollton, Texas, where Southwestern trustee and Dilday supporter Wayne Allen is pastor. Unless Dilday is reinstated, the church -- which gave \$236,000 to the SBC Cooperative Program in 1993 -- "may be forced to a designation of those Cooperative Program dollars," the resolution said. To fail to take such action in protest of the trustees' firing "would be to condone their conduct," the resolution stated.

-- Southwestern students, who were on spring break March 14-18, scheduled a meeting for March 21 to decide what response to make to the firing. No one anticipates a mass exodus of Southwestern students or faculty.

-- Truett Seminary, at Baylor University 90 miles south of Southwestern, will consider raising the 50-student limit on enrollment for its inaugural term next fall in response to inquiries from Southwestern students. Several dozen inquiries have come since Dilday's firing. Enlarging the first class would also require hiring more faculty, Truett Dean Robert Sloan said, but he has not had any inquiries from Southwestern professors wanting to leave.

-- Students and faculty at Brite Divinity School at Texas Christian University in Fort Worth sent consoling messages to Southwestern. Professors at the Disciples of Christ seminary voiced concern the trustee action could limit academic freedom and threaten the jobs of Southwestern faculty. Southwestern trustees, however, have said they anticipate no additional firings.

Not everyone sounded a negative note, however.

-- Trustee secretary T. Bob Davis of Dallas, who voted against Dilday, said Southwestern's "best days are just around the corner. It's a corner, yes, but it's just a corner." He said Southwestern will find a new president who has "great academic credentials, great leadership skill, and has the pulse of the future of the Southern Baptist Convention."

-- Dallas pastor Jack Graham, whose parishioners include adversaries Davis and Kenneth Cooper, noted Dilday is a personal friend and "a gentleman with a Christ-like spirit," but he added Dilday and the trustees were in an "adversarial relationship ... which took a natural course in the termination of the president."

Graham, pastor of Prestonwood Baptist Church -- one of the SBC's largest -- acknowledged his support of the "conservative resurgence" in the SBC and affirmed the denomination's new direction. Graham preached the campus revival at Southwestern last spring.

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-- This story includes information from the Baptist Standard of Texas and the Fort Worth Star-Telegram.

School-prayer measure  
wins lopsided approval

WASHINGTON (ABP) -- The U.S. House of Representatives has joined the Senate in approving legislation that would deny federal funds to school districts that prevent constitutionally protected prayer in public schools.

In a lopsided 345-64 vote, the House added the school-prayer language sponsored by Rep. Sam Johnson, R-Texas, to a bill (H.R. 6) reauthorizing federal elementary and secondary education programs for six years.

The Johnson amendment was approved after lawmakers rejected 239-171 a Democratic-backed alternative offered by Rep. Pat Williams, D-Mont., that would have barred use of federal funds to prevent "voluntary prayer and meditation" but did not threaten the loss of federal funds to districts that violate the prohibition.

Last month, the Senate added school-prayer language identical to the Johnson amendment to the Goals 2000 bill, the Clinton administration's proposal that would provide \$400 million in school-reform grants and establish national education goals.

Sponsored by Sen. Jesse Helms, R-N.C., the Senate amendment was approved 75-22. But a conference committee resolving differences between the Senate and House versions of Goals 2000 replaced the Helms language with the alternative proposed by Williams.

The House, which earlier had instructed its conferees to accept the Helms language, was scheduled to take up the Goals 2000 conference report March 22.

Arguing for his amendment, Johnson told House colleagues it "would allow students and teachers in public schools across the nation to voluntarily pray."

Johnson said the amendment "does not do anything that requires a school to do anything. All it says is they must not prevent a constitutional right to pray."

Opponents argued that it would place added burdens on school officials.

The Johnson amendment would, "by applying Draconian penalties to only one side of the church-state debate, effectively encourage schools and school boards to violate the rights of all students to be free from the coercive effects of government-sponsored religious practices," said Rep. Jerrold Nadler, D-N.Y.

Rep. Don Edwards, D-Calif., charged that proponents of the Johnson amendment are seeking "reinstatement of compulsory prayer in public schools."

A Baptist church-state specialist expressed concern about the possible impact of the Johnson amendment.

"No one opposes private, student-initiated prayer," said Brent Walker, general counsel at the Baptist Joint Committee. "But the threat of a fund cut-off will pressure school officials to cave in to those who advocate student prayer in a school-sponsored setting."

Walker said the issue is more about politics than substance.

"Once again, our elected leaders have voted with a wet finger in the air rather than concentrating on the real crises that plague our public schools," he said. "If we devoted as much time to praying for our schools as we have spent politicking the issue, we would be a lot better off."

The Southern Baptist Christian Life Commission, however, endorsed the Johnson amendment. In a March 8 letter to Johnson, CLC General Counsel Michael Whitehead said the amendment is necessary because "religious discrimination against student-initiated, student-led prayer in school continues in some districts."

The letter, which was circulated by Johnson to all House members, said the amendment would "bring necessary balance" to the school-prayer debate currently underway in the nation's school boards.

Refusal to play games on Sunday  
brings suit against Baptist school

By Bob Allen

BUIES CREEK, N.C. (ABP) -- A North Carolina Baptist college is being sued for pulling out of its athletic conference to avoid playing basketball games on Sundays.

The Big South Conference -- which includes two other Baptist schools -- sued Campbell University for \$300,000 March 17 in an attempt to force the Buies Creek, N.C., school to remain in the conference until June 30, 1996, fulfilling a conference requirement that member schools give two years' notice before resigning.

Campbell, a charter member of the 11-year-old conference, says its participation has always been conditional on the understanding that, because of religious convictions, the school would not play games on Sundays. A May 1993 decision to schedule the conference basketball championships on Sunday beginning in 1995, therefore, had the effect of excluding Campbell from participation, school officials maintain.

That decision limited Campbell's options to terminating its intercollegiate athletics program, following the conference rule at the expense of its principles, participating in regular-season but not post-season conference play, or finding another conference, officials said.

Campbell reached an agreement Jan. 10 to join the Trans America Athletic Conference, effective July 1, 1994.

A press release from the Big South Conference said Campbell's decision to resign from the conference on June 30, 1994, violates its constitution. Litigation was a last resort, the press release said, after several weeks of negotiations, resulting in a decision by the conference to delay Sunday play for two years.

The compromise was "too little and too late," said Campbell President Norman Wiggins. Under the compromise, Campbell would still lose its automatic NCAA bid and would still require the school to find a new conference home for full participation without Sunday play. The two-year delay, he said, probably would cause Campbell to lose its opportunity to join the Trans America Conference.

Campbell University is owned by the Baptist State Convention of North Carolina and is one of three Baptist schools in the 10-team conference. The others are Charleston Southern University and Liberty University, an independent Baptist school in Lynchburg, Va., founded by television preacher Jerry Falwell.

Campbell University's basketball team played Liberty for the conference championship Monday, March 7. Liberty won, earning the bid to play in the NCAA Division I tournament. The Liberty Flames played a first-round game in the NCAA tournament against the University of North Carolina in Landover, Md., March 18.

Other Big South member schools are Charleston Southern, Coastal Carolina, Maryland-Baltimore County, North Carolina-Asheville, North Carolina-Greensboro, Radford, Towson State and Winthrop.

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