

Defining tenure and faculty promotions

Leena Dahal
Assistant News Editor

From “permanent job contracts” to “holiday tickets,” a tenure status has been assigned many labels. But not all are true.

Attaining tenure status grants

FACULTY GRANTED TENURE IN 2015

Dr. Amy Allocco*
Dr. Joan Barnatt*
Dr. Olivia Choplin*
Dr. Sarah Glasco*
Dr. Kimberly Pyne*
Dr. Alan Scott*
Mr. Michael Smith*
Dr. Amanda Sturgill

*Also promoted to associate professor
(Sturgill already holds associate professor rank)

FACULTY PROMOTED TO PROFESSOR

Dr. Crista Arangala
Dr. Mathew Gendle
Dr. Charles Irons
Dr. Janet MacFall
Dr. Paula Rosinski
Dr. Megan Squire
Mr. Kirby Wahl

FACULTY PROMOTED TO ASSOCIATE PROFESSOR

Mr. Enrique Armijo
Dr. Scott Buechler
Dr. Sarah Glasco
Dr. Sirena Hargrove-Leak
Dr. Ryan Kirk
Dr. Tonya Train

GRAPHIC BY MEGAN GRAVELY 1

faculty an enhanced level of academic freedom. The status essentially functions as a form of “job security” — it grants faculty the ability to challenge administrative decisions without fearing the termination of their job. According to the Elon University Faculty Handbook 2014 - 2015, only full-time faculty with “tenure track appointments” a fixed probationary period of 4 to 6 years where appointments are of a fixed term length with no guarantee of reemployment. Basically, professors on tenure track are those who have been recognized as possible tenured faculty.

The Elon Board of Trustees, who makes the final decision on tenure statuses, seeks to appoint and maintain a faculty that is 85 - 90 percent tenured/tenure track.

Tenure Status Myth vs. Reality

Myth: Tenured professors can never get fired.

Reality: The University can only fire tenured professors if they can present evidence that the professor is incompetent, behaves unprofessionally or whose actions have led to significant levels of conflict. For example, a tenured professor in Marquette University was dismissed last week after he wrote a

controversial blog post that administrator characterized as “inaccurate and irresponsible.” But to fire a tenured professor is purposefully difficult. According to the National Education Association (NEA), only about two percent of tenured faculty are dismissed in a typical year.

Myth: After being granted tenure, professors are exempt from teaching duties and usually do not work as hard as they did before.

Reality: It is difficult to gain tenure status. Tenured professors must show unprecedented dedication to, scholarship, teaching and service. Surveys administered by the NEA found that tenured professors generally publish more work, serve on more committees and teach more than their untenured colleagues.

Myth: Tenured professors can say and do whatever they want.

Reality: Technically, the first amendment grants everybody the right of free speech but the tenure status does, to some extent, give faculty the independence to challenge the administration on issues of academic, political or social importance without the fear of losing their positions.

Fourteen faculty members were also promoted to elevated ranks. The table describes faculty ranks as per the Elon University faculty handbook 2014-

Faculty Emeritus Status	-Retired faculty whose service to the institution has exceeded the expected norm of performance, and who were members of the faculty at Elon University for at least 10 years are eligible for this position. -To achieve this status, faculty members must be formally recommended by -The provost forwards this recommendation to the president who makes the final decision.
Professor	-To be eligible for promotion to the rank of professor, faculty members are expected to have a terminal degree and at least six years of experience as an associate professor. -Should have established sustained records of teaching, professional activity and institutional service that surpass the standard for faculty in other ranks.
Associate Professor	-Associate professors should have a terminal degree and at least six years' experience as an assistant professor -Should be actively engaged in teaching, advising, service and scholarly activities of a high quality. -Should expect to serve six years in rank, of which at least four are at Elon.
Assistant Professor	-Applicants have a terminal degree and, typically, some teaching experience or significant professional experience. -Assistant professors are expected to be effective teachers, advisors and departmental members and to be engaged in serious, continuing scholarly study, which will permit them to increase competence in their fields and/or other fields. -Should expect to serve six years in rank (four must be served at Elon) before becoming eligible for promotion.
Senior Lecturer	-In order to be promoted to this position, faculty members are expected to have established ongoing records of excellent teaching and significant service to the institution, as well as other professional activity that promotes professional development. -Senior lecturers will not be considered for promotion to the ranks of assistant, associate or full professor.
Lecturer	-The appointment for persons who have the master's degree -Expected to be effective teachers who are actively engaged in service to the institution, and to participate in professional activities. -In order to stand for promotion to senior lecturer, lecturer should expect to serve six years in rank, of which at least four are at Elon University. -Lecturers will not be considered for promotion to the ranks of assistant, associate or full professor.

GRAPHIC BY STEPHANIE HAYS | Design Editor

Elon Pro-Israel organization brings former IDF soldiers to campus

Caroline Fernandez
News Editor

A recently formed Elon University cultural organization called Israel Dialogue, Education and Advocacy (IDEA) brought two Israeli reservist soldiers to campus Friday through the national non-profit organization Stand With Us.

IDEA, created by senior Maia Szulik, officially became an Elon cultural organization in November 2014.

Szulik said the organization strives to foster dialogue, education and advocacy about Israel and the Middle East.

“We want to offer a space on campus for healthy conversation on issues that may be controversial, and we also want to have events that highlight Israeli culture and life while clarifying many misconceptions that people have on a very complex situation,” she said. “We stand for a just peace and a secure Israel that can live in peace with its neighbor, side by side with a Palestinian state.”

The organization was formed with the support of Stand With Us, a 13-year-old California-based non-profit organization that focuses on educating people of all ages, from high school to everyday citizens, on issues in Israel and the Middle East.

IDEA partnered for this event with Stand With Us, to bring the two military reservists, Gal and Yehuda*, to campus.

For two weeks, Gal and Yehuda traveled up and down the east coast — from Palm Beach, Florida, to D.C. to Elon — and spoke to students on their experiences as Israel-

li Defense Forces (IDF) soldiers.

They were selected by Stand With Us' Israeli office and then brought to the United States courtesy of the group.

In Israel, there is a mandatory military service, requiring men to serve three years and women serve two years.

For Gal, a 25-year-old Israeli female whose grandfather was a colonel in the IDF, the idea of one day serving in the military didn't scare her.

“For me, joining the army wasn't something I had to do but something I wanted to do,” she said. “It was a way for me to give back to my county.”

During her time in the IDF, Gal became a basic training commander, which required her to teach new members how to throw grenades and shoot M16s.

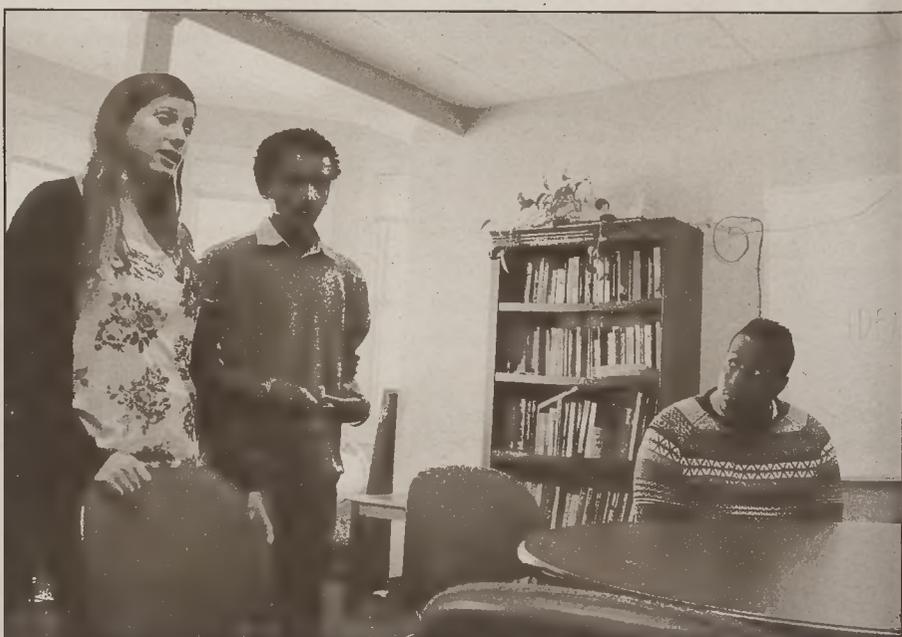
She said her service in the army empowered her as a woman because it involved her serving and leading alongside men.

“Since we were little girls, we were shown through women in the military that we could do anything,” Gal said. “I am confident that my gender will never be something to hold me back.”

Yehuda served in the IDF as a member of the border police and monitored checkpoints between Israel and Palestine, a job, he said, that while taxing also gave him pride.

“I wanted this position because of my ideology and desire to be a part of Israel's history,” he said.

A main purpose of the checkpoint Yehuda said is to eliminate any damage that could be done to citizens from people willing to be



CAROLINE FERNANDEZ | News Editor

Gal and Yehuda speak to Elon University students on their experiences as soldiers in the Israeli military.

killed for causes, whether they be suicide bombers or travelers with explosives and knives.

Every vehicle and person entering Israel needs to stop at the checkpoint, even the many Palestinians who use the hospital systems in Israel.

Even if the medical attention needed is dire, the vehicle and people in the vehicle still must go through a routine check at the border.

In one instance when Yehuda was on duty, he heard screams coming from a car.

“There was a child passed out in a car and the family was yelling,

“There's a child who is going to die,” he said. “The family needed to get to hospital, but it was rush hour.”

After the family's car was checked at the border, the Israeli army escorted the family to the hospital.

“I wish we could have waved them through right away, but many times people sneak things through mothers and children,” Yehuda said.

He said that because of his time as an IDF soldier he has learned how important coexistence and peace throughout the world is.

“I hope and wish the younger

generation will live side by side and bring the needed peaceful life to the Middle East in the near future,” he said.

He saw the mandatory military service as a benefit to Israel's society and culture and a pathway to possible peace.

“I believe the Israeli army is a good starting point [for understanding and peace],” Yehuda said. “[Mandatory military service] is why it's so easy to integrate into society, because everyone starts at the same level.”

*Gal and Yehuda's last names were not solicited at the event for privacy purposes.