

Corrections

-In our April 12 issue, on page 2, we reported the picture of Former U.S. President George Bush was taken by Adam Waterson when the picture was taken by College Relations.

-In our April 12 issue, the caption on page 24 should read, The Student Government Association sponsored the Phoenix Phair Sunday on the Intramural fields. Students were treated to games, booths and concerts.

-In our April 12 issue, the story on page 7, *Internet connection to increase speed, add benefits*, was cut.

The rest of they story should read:

Currently, Elon spends \$63,000 annually on Internet connection fees, and the upgrade to 9 megabytes will increase connection fees to \$81,000 a year. However, additional students and continued use will make a more powerful connection necessary in order for Elon to remain more capable than similar schools. Guilford College and Greensboro College currently run on systems of 3 megabytes.

What will be the most immediate sign of Internet improvement? This May's graduation is scheduled to be broadcast live on Elon's Web site.

The Pendulum is committed to improving the quality of our reporting and relaying facts to our readers. We apologize for errors.

Tenure, professional status

Jessica Rivelli
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The Pendulum

Unlike most jobs, colleges attempt to recruit employees for life. Granting tenure to professors is a key part of the schools plans to improve the quality of academic life at Elon.

"Being tenured is one of the dominant features of a professor's academic life," said Chalmers Brumbaugh, chair of the political science department. He explained tenure as a long-term agreement between the institution and the faculty member.

In a word a tenured professor signs a "life time contract with the institution," said Dr. Mary Wise, associate dean of academic affairs.

Dr. Jeffrey Pugh of the religious studies department chaired the Promotions, Tenure and Professional Status Committee. Pugh said that tenure is an important part of the faculty-member professional life. "It's gives him or her the freedom to explore controversial issues or concerns without fear of censure," he commented. He also explained that its function is to allow for the free exchange of ideas.

Wise explained that the road to tenure or professional status begins in the employment stage. Professors are hired into the tenure or professional tract. A lifetime for the tract is established then. In four, five or six years, the profession must apply for the status.

In order to be granted tenure or professional status, the faculty member must have a doctorate or the highest degree in his or her discipline.

Professional status was developed within the last three years at Elon to provide an alternative to tenure. Three professors, unlike tenured employees, are not granted lifetime employment. However, they are guaranteed a sabbatical and receive a stipend.

Faculty members are hired under limited terms, which means their or her contracts are renewed annually, for three years. These instructors are employed to fill holes within the departments.

“You wouldn't want 100 percent tenured professors in a department. That doesn't allow for turn over and new ideas.”

Brumbaugh, who was also a member of this year's subcommittee, explained that the department usually decides what track the professor will be on when they hire him or her. "The chair decides because it affects the department the most," Brumbaugh said. The board of trustees mandated that 50 to 75 percent of each department's full-time faculty can be tenured or on the tenure track.

"You wouldn't want 100 percent tenured professors in a department," Wise said. "That doesn't allow for turn over and new ideas."

The committee also looks at the faculty member's teaching quality, professional activity, contributions to the college and community service.

A final review is conducted in the last year of the probationary period for those professors who are on tenure or professional tracks. The dean, along with the department chair, will evaluate the professor's performance during the review. Some of the reviewing methods include classroom observations, a check of annual evaluation material and a conference between the faculty member and the dean.

While the department chair and dean are evaluating the professor, another review is going on, Brumbaugh explained. The professor submits a packet of materials that represents his or her years at Elon. In the packet, the professor includes research, activities on and off campus, published work, letters from students and faculty and

student evaluations.

"The teaching evaluations don't, disappear after they leave students hands," Wise said. The academic affairs office, the deans and the chairs of the department review the evaluations before they are passed back to the faculty member.

The Promotions, Tenure and Professional Status Committee evaluates the candidates and submits its recommendations to the provost, Dr. Gerald Francis. The provost also receives the written recommendations of the dean and the department chair. The provost presents the president with his choices. The president approves professional status candidates and the trustees approve tenure status.

"Like sorority and fraternity rush, you present yourself to the committee," Wise said. "Just like

rush, the college doesn't open its door to everyone who wants to be here. It can be extremely painful."

With this recent tenure decision, the percentage of tenured professors at Elon will increase to 60 percent. For the past five years, the number of tenured and tenure-track faculty has grown from 51 percent in 1996-97 to its current high 58.7 percent.

The Elon College Board of Trustees granted tenure to seven professors and promotions to 11 faculty last month. Two professors were granted professional status.

The board of trustees granted tenure to Dr. Pranab Das, Dr. Bradley Hamm, Dr. Catherine King, Pamela Kiser, Dr. Byung Lee, Dr. Kevin O'Mara and Dr. Barth Strempek. The board also promoted Kiser and Dr. Anthony Weston to professor status. Dr. James Brown, Dr. Maurice Levesque, Dr. Gregory Lilly, Das, Hamm, King, Lee, O'Mara and Strempek were promoted to associate professor. Professional status was granted to Brown and Levesque.



The purpose of *The Pendulum* is to inform and entertain the Elon College community and provide a forum for ideas and opinions.

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