

# The Salemite

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## Two Receive Tenure In The 1983-84 Year

By: Lee Sears

Congratulations are in order for Dr. Jeffrey Ersoff and Dr. Marianne Triplette. Both received tenure this year.

Dr. Ersoff has been a Professor of Psychology at Salem since 1979. Dr. Triplette has been a Professor of Sociology at Salem since 1977.

Tenure is granted after seven years of scrutinized teaching. When a faculty member is hired at Salem College, a specific number

of years is agreed upon by the President, the Academic Dean, and the hired faculty member. The agreement is based on the past experience of the professor; the professor does not have to serve the full seven years at Salem.

The professors who are up for tenure are evaluated by their colleagues, by some of their students who have already graduated, and by some of their more recent students. Evaluation

forms are sent out and received again by an elected committee composed of tenured representatives from each faculty department. These proceedings are kept confidential until a decision has been reached.

The committee also looks at the effectiveness of the professor's teaching, the scholarly pursuits of the professor, and the community services the professor offers students and academic

colleagues. The Committee of Tenure and Promotion votes "yes" or "no," then sends its decision to the Academic Dean. The Dean votes "yes" or "no" and sends the committee decision plus her own to the President. He then votes and sends all the votes to the Trustees. The Trustees make the final decision.

Clark Thompson, chairman of the Tenure Committee and Professor of Religion, said the tenure

process has been called an "up or out system." If, for example, a professor is denied tenure, then he or she is given one year's grace. If, after the second chance, the professor does not receive tenure, then the professor may not come back the next year.

Once the professor receives tenure, the professor may only be fired under extreme circumstances. This procedure is supposed to protect teaching freedom.

## Salem Starts New Program With Bowman Gray

By: Liz McGehee

Academic Dean Patricia Sullivan and Paige French, Dean of Admissions, have been working for several weeks with the Bowman Gray School of Medicine's Office in Minority Affairs and Admissions Office on a joint program which might further Salem's efforts to increase its minority student enrollment.

Bowman Gray has received a grant from the Robert Wood Johnson Foundation to create a three year program of intense summer study for qualified minority high school students. Using a special North Carolina testing system, Bowman Gray will identify talented sophomore and junior minority high school students (that includes female, Black, Hispanic and Appalachian students) who have expressed an interest in pursuing careers in science or in medicine.

Approximately 30

students will take part in two weeks of concentrated study of such topics as anatomy, cell biology, genetics, medicine from a humanities-oriented perspective, and the prevention of disease. The students will also get to visit local medical clinics so that they can see how some of the knowledge they have gained through the summer program is used in "real" life. They will then be assigned advisors who will help them when they make their high school course selections. Representatives from Bowman Gray will travel to the students' homes during the school year to make sure their academic needs are being met. Finally, these students will be paired with Bowman Gray graduates in a mentor program.

Bowman Gray's efforts have centered on getting the students it will be hosting this summer to Bowman Gray for graduate school. The one thing its program doesn't

give these students is the academic bridge they will have to cross between the time they graduate from high school and the time they enter graduate school. To start to fill this gap, Bowman Gray has asked Salem, Wake Forest, and Winston-Salem State to create programs of their own which could be linked with its summer programs.

According to Dean Sullivan, Salem has already submitted two

proposals to Bowman Gray, and the College is currently developing a third proposal. In conjunction with a course on the prevention of disease that Bowman Gray will be offering this summer, Salem might offer a course on the nutritional needs of humans. In addition, Salem might offer a course dealing with the subject of women in science. Salem's Jan-Term also opens up opportunities to expand the college's ties to Bowman

Gray.

While the plans for these programs are still being revised, Deans Sullivan and French are very optimistic about the impact these negotiations will have on Salem's future. Both agree that participation in the Bowman Gray program should not only expand the academic horizons open to minority students, but should also show minority students that Salem College is committed to educating all types of women.

## Assistant Dean Of Student Affairs To Begin In The Fall

By: Lee Sears

Will Salem be the same old Salem next year? A new student center, live entertainment on Friday nights, skiing trips, hiking trips, and a new face about campus to coordinate it all—This is a part of a new plan starting, officially, next fall.

Starting next school year, Dean Johnson will

have a sidekick, an Assistant Dean of Students for Student Activities and Residential Life.

First of all, the assistant will coordinate the activities of existing clubs or school organizations. Dean Johnson said this would eliminate a problem she feels students have had in the past. Student organizations seem to have planned many of

their functions in clusters. Johnson wants to even out the schedule.

Second, the assistant will coordinate Salem activities with those of other colleges and universities nearby. For instance, if Salem students do not show overwhelming support for ski trips or hiking trips, then the few

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