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ELON, NORTH CAROLINA

THE PENDULUM



A movement to form a union for non-tenure-track faculty members is underway at Elon

THE URGE TO UNIONIZE

Anton L. Delgado
Managing Editor | @antonldelgado

UNIVERSITY ADMINISTRATORS ARE PUSHING back hard against a movement to create the institution's first non-tenure-track faculty union by the end of the year.

Elon Faculty Forward says its goals are to provide both fair wages and job security to all non-tenure-track faculty members, as well as push Elon University's administration to be more transparent in regard to salary and promotion decisions.

WHAT IS A UNION?

A labor union is an organized association of workers tasked to protect their rights and interests.

But in a strongly worded video response on Dec. 4, President Connie Book denounced the union's attempts as counter to Elon's values.

"Our goal, as always, is to continue building a better, stronger Elon for everyone. I simply do not believe a labor union will effectively support this goal," Book said in the video.

"We have had tremendous success working together to create our own destiny."

Catherine Bush, assistant professor of biology, has been helping lead the charge to unionize as a member of the Organizing Committee of Elon Faculty Forward. On Nov. 29, the movement filed its representation petition to the National Labor Relations Board. If approved, this would lead to a vote including all non-tenure-track faculty members to decide on the union's formation.

Since joining Elon's faculty in 2012, Bush said she has constantly found herself limited by the lack of resources provided

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WE ARE PROFESSIONALS. WE SHOULD NOT LIVE IN FEAR THAT WE CAN BE REPLACED, AND I REJECT THE NOTION THAT WE CAN BE REPLACED.

CATHERINE BUSH
ASSISTANT PROFESSOR OF BIOLOGY, ELON FACULTY FORWARD ORGANIZATIONAL COMMITTEE MEMBER

to non-tenure-track faculty members such as herself.

The Professional Development and University Awards section of the Faculty Handbook excludes Bush and other instructors and adjuncts from being able to take part in experiences such as sabbatical leaves, conducting research, participating in professional development and the teaching of multidisciplinary classes.

These restrictions have kept Bush from feeling like she is fulfilling a part of Elon's mission statement to provide a "rich intellectual community characterized by active student engagement with a faculty dedicated to excellent teaching and scholarly accomplishment."

ABBY GIBBS | PHOTO EDITOR
Supporters of Elon Faculty Forward hold up signs and march toward Powell Building during the movement's first public event on Thursday, Nov. 29.

See **UNION** | pg. 6



ABBY GIBBS | PHOTO EDITOR

Elon Faculty Forward supporters march toward Powell Building, home to the president's office, in favor of higher wages and resources for non-tenure-track faculty members on Thursday, Nov. 29.



NEWS • PAGE 8
Remembering George H.W. Bush's visit to campus



LIFESTYLE • PAGE 10
The story behind Elon's hip-hop dance team



SPORTS • PAGE 11
How an injury could affect the basketball season

THE PENDULUM

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NETWORK

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Volume 44, Edition 21

Elon News Network is a daily news organization that includes a newspaper, website, broadcasts and podcasts. Letters to the editor are welcome and should be typed, signed and emailed to enn@elon.edu as Word documents. ENN reserves the right to edit obscene and potentially libelous material. Lengthy letters may be trimmed to fit. All submissions become the property of ENN and will not be returned.

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ENN seeks to inspire, entertain and inform the Elon community by providing a voice for students and faculty, as well as serve as a forum for the meaningful exchange of ideas.

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Elon Local News
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ELN Morning
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ELN Online Exclusive
broadcasts Tuesdays at 4:30 p.m.

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NEWS

No corrections were issued to Elon News Network for this section.

LIFESTYLE

No corrections were issued to Elon News Network for this section.

SPORTS

No corrections were issued to Elon News Network for this section.

OPINIONS

No corrections were issued to Elon News Network for this section.

THIS MONTH IN HISTORY – FESTIVAL OF HOLIDAY LIGHTS



FILE PHOTO BY ELON NEWS NETWORK

Purple lights illuminate Fonville Fountain during the 2016 celebration of the Festival of Holiday Lights.

DEC. 4, 1997. Elon University held its annual Tree Lighting Ceremony. Several members of the university community helped place more than 1,600 luminarias along the sidewalks and by Fonville Fountain and hung lights and garlands around Moseley Center and the Alamance building.

During the ceremony, the Salvation Army band also performed and was accompanied by Christmas carolers. This time of season encompassed several religious holidays, Elon's Hillel group acknowledged the upcoming celebration of Hanukkah

by lighting the Menorah and offering a Jewish prayer. Following the prayer, then-chaplain Richar McBride promised the children a special guest from the North Pole

"We all will get to be children once again and enjoy the season," McBride said.

Now better known as the Festival of Holiday Lights, Elon has recognized its generous alumni and senior student donors by adding their names on each of the luminarias, which now total more than 3,000 in the university's fifth year celebrating the holidays in this way.

GAMES

How to Play: Guess the missing word in the five clues, then find them in the word search below. Words can be found backward, diagonal, etc.

- Elon _____ is the name of the movement of non-tenure-track faculty members to form a union on campus. *See Page 6–7 for answer.*
- The university's hip-hop dance team, established in 1991, is called _____. *See Page 10 for answer.*
- _____ is the last name of the assistant professor of business that sued the university for discrimination. *See Page 5 for answer.*
- _____ is the last name of the custodian that sued the university for discrimination. *See Page 5 for answer.*
- President _____, the 41st President of the United States, visited campus in 2001 and died on Nov. 30. *See Page 8 for answer.*

E E H N E W Q F V D C C C F
P L P X X S P A J T T T C C
I O L H C H K C Q R G X Y Z
F N X Y V V U U P W W L Y N
L S U V F Y J L H V B M D G
N F S J U K F T Y H R W Q I
G I W Z O W G Y W J R V X I
B N O U P C M F M O P Q O K
H E O I X A S O D M A L Y N
S S P C T Q H R B K G X F L
U T E I N L I W H U S M E V
B X A C Q G H A G R J T L P
R S T Q U N R R S L R C V D
A C R E P M V D C Q G F N J
Z R Z Y Q E Z L Y T C A H X

CALENDAR: DEC. 5 – DEC. 11

ELON WOMEN'S BASKETBALL VS. DAVIDSON | 7 P.M.
Schar Center

5

ELON ELECTRIC ENSEMBLE | 7:30 P.M.
McCrary Theatre

5

FESTIVAL OF HOLIDAY LIGHTS | 6:30 P.M.
Scott Plaza

6

SHOWING OF 'ELF' | 8 P.M.
Turner Theatre

7

MEN'S BASKETBALL VS. UNCG | 7 P.M.
Schar Center

7

ELON M.A. HIGHER EDUCATION INFO SESSION | 10:30 A.M.
Inman Admissions Center

8

SANTA FUN RUN | 5 P.M.
W. College Ave. and N. Williamson Ave.

8

PHOENIX WALK WITH PRESIDENT BOOK | 7 A.M.
Campus Recreation and Wellness

11

ELON MBA VIRTUAL INFO SESSION | 6 P.M.
Visit Graduate Admissions on WebEx to register

11

ARTIFICIAL INTELLIGENCE DISCUSSION | 7 P.M.
Fat Frogg Bar & Grill

11

Redshirt sophomore guard Seth Fuller finishes a difficult layup after driving past the Boston University Terriers' defense on Dec. 1 in Schar Center.



ZACHARY OHMANN | STAFF PHOTOGRAPHER



ABBY GIBBS | PHOTO EDITOR

A supporter of Service Employees International Union marches in unity with Elon Faculty Forward during the organization's first public event on Thursday, Nov. 29.



ABBY GIBBS | PHOTO EDITOR

Senior Sven Byrnes and junior Abigail Krump talk to students for their interactive installation project on air masks for climate change awareness during College Coffee on Tuesday, Dec. 4.



Freshman Clancy Erickson awaits directions from the choreographer as Elon's Finest cleans up numbers hours before its showcase on Nov. 30 in McKinnon Hall.

LIAM O'CONNOR | STAFF PHOTOGRAPHER



Sophomore forward Dujie Radja and senior guard Sheldon Eberhardt celebrate after the team scores a three-pointer against Cenral Penn on Tuesday Dec. 24.

ABBY GIBBS | PHOTO EDITOR

Black student study abroad participation stalls

Elon pushes for study abroad diversity but hasn't influenced black students' experiences

Christina Elias
Elon News Network | @elonnewsnetwork

Between the 2015-2016 and 2017-2018 academic years, the numbers of Elon University's non-white students studying abroad increased from 9 to 17.3 percent. Despite those gains, black participation went up less than 1 percent — from 3 to 3.3 percent of all undergraduates studying abroad — though from 2015 to 2018, the percentage of black students at Elon increased by more than 8 percent.

Alongside institutional initiatives, the university's Global Education Center has taken steps to augment diversity and inclusion in its global engagement programs, a designation that includes study abroad and Study USA.

These efforts include hiring a more diverse pool of Global Ambassadors, increasing awareness of financial aid and providing predeparture programming for students from underrepresented groups.

Another step was creating a position specifically to focus on issues of diversity and inclusion. Allegra Laing proposed the position and has served as assistant director of diversity and inclusion since earlier this year. Her job is outreach to and coordination with underrepresented groups on campus to address these gaps.

"I really saw a need for the GEC to deepen their level of involvement and knowledge in the areas of diversity and inclusion," Laing said.

The GEC began reporting race and ethnicity demographic data in the 2015-2016 annual report. The university has established 100 percent access to global engagement, but access and participation are not the same thing, said Amanda Allen, the GEC's business and data manager.

"We know that there's a lot of different reasons that students will participate in our programs; we just want to make sure that they have the opportunity to do so if they choose," said Allen, who is part of the team

behind the annual reports.

"There has been a noticeable shift in kind of national marketing and financial support and program types to support students of diverse backgrounds," Allen said. "It may be we should have been looking at this sooner, but we're looking at it now."

The Institute of International Education ranks Elon no. 1 among masters-level institutions, but lags behind national demographics.

During the 2016-2017 academic year, 70.8 percent of American students who studied abroad were white. Black students made up 6.1 percent of study abroad participants nationally. At Elon during the same year, those numbers were 90.3 percent and 3.6 percent, respectively. That year, the undergraduate student body was 80.6 percent white and 5.3 percent black.

The sparse number of black or other minority students has perceptible impacts on students of color abroad. Many top destinations are European countries, many of which have experienced recent waves of anti-immigrant and minority sentiment.

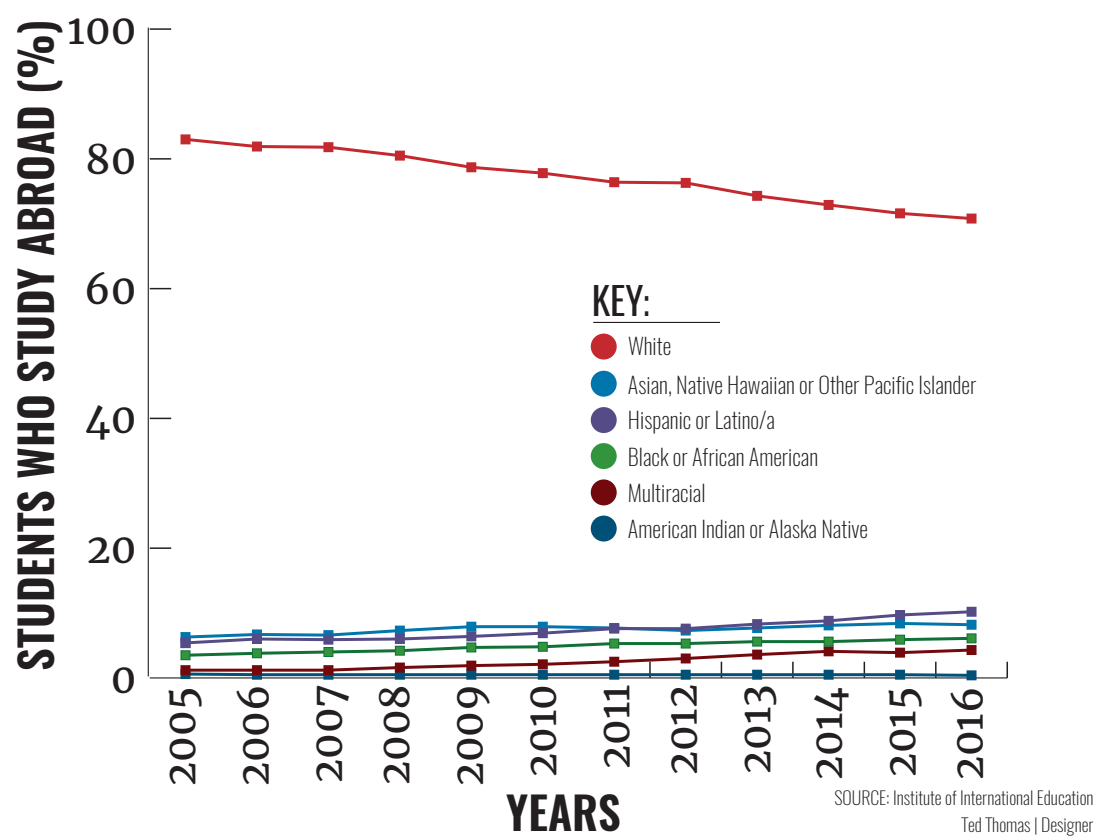
Seniors Bridgette Agbozo, Charleen Martins Lopes and Eric Cunningham studied abroad in spring 2018.

Agbozo was placed with a host family in rural Denmark before moving to Copenhagen. Her host family's reaction to her arrival gave Agbozo the impression they weren't made aware she is black. She saw her host family interact differently with their other American student — a white man — but keep her at arms length. She later discovered from her host sister that the mother's boyfriend, who didn't live in the house but was around often, "didn't like refugees or like immigrants."

Agbozo said the locals kept their distance from her, which she assumes stemmed from associating her with a nearby refugee settlement. After continued discomfort, she moved to Copenhagen and connected with a Facebook group of women of color in Denmark.

"Once I started to have a social network, when I started talking to other people, when I started sharing my experiences as a brown person in

NATIONAL STUDY ABROAD DEMOGRAPHICS



Denmark, I felt a lot more connected," Agbozo said.

Cunningham and Martins Lopes studied in London in the spring, where one other black Elon student joined them.

"There were moments where I was the only black person in the room, in the classes, just like I am here [at Elon]," Martins Lopes said. She faced insensitive questions from classmates about race and ethnicity.

"No one wants to feel like they have to defend themselves in every space that they walk in on campus, or sometimes you do feel like certain things are expected of you because you are a person of color," Martins Lopes said.

Martins Lopes reported fewer negative experiences in classes that were not strictly for Elon students. She said non-Elon classmates were more willing to speak up when they saw her being treated differently.

Cunningham was the only black man from Elon in the program.

"I felt like I kind of knew the challenges there would be ... that I was going with a lot of Elon students specifically and that there really wouldn't be a lot of black students on the trip," Cunningham said. "There really wouldn't be a lot of other students I wish I could kind of share my own experiences and cultures and kind of have some sort of a cultural understanding, being a black American student."

Senior Jazmine Langley studied abroad in Cape Town, South Africa, in fall 2017. After, she attended a study abroad conference where she spoke to other students about their experiences. She said "it seemed as if those who traveled to the European countries had a different type of racial and cultural shock" than she did in South Africa. "The majority of South Africans are black," Langley said. "I think over 80-something percent of the population identify as black, and so it's everywhere you go, everywhere you are, every space, you see black people. And so for me, that was a wonderful feeling, because I'm like, in the U.S., black people are the minority; we only make up like 13 percent of the population."

"I felt like I was affirmed all the time in spaces by black women, by black men, in classes and social spaces, like all different places," Langley said. "It felt like people valued my presence and me being there, and they always sought to let me know that."

Cunningham, one of two student coordinators of the Global Ambassadors program, said he's seen a "strong initiative" to address these problems.

"I've had the opportunity to talk to a variety of different counselors working for the GEC about kind of my experience and kind of what we can kind of do ... to make the experience a little bit more reflective as well," Cunningham said.

Laing said its important students see themselves reflected in the group representing the GEC. "What does it mean if my ambassador group is homogenous but that's a group that does all the outreach to all the first-year Elon 101 classes, that does outreach to the admissions events?" Laing said.

The GEC is also working working to establish relationships and programming with organizations like the Center for Race, Ethnicity and Diversity Education and the Gender and LGBTQIA Center.

"I wasn't really seeing study abroad programs marketed to the Black Student Union, which I'm a part of, or you know, I wasn't really seeing them in partnership with the CREDE, where I work, where most black students — where most students of color are," Langley said.

Laing has seen an uptick in diversity-centered conversations and resources, but says initiatives must be forward-focused to make change.

"Historically, people approach it as almost like one-offs like, 'Let's make sure this marketing brochure is diverse,' or 'Let's make sure that we have like X, Y and Z on that,' but not really a deliberate, intentional, thought-out approach to diversity and inclusion that's looking at it from a broad angle and actually making strategic goals every year that you're trying to move forward to," Laing said.



Senior Jazmine Langley spent her fall study abroad semester in Cape Town, South Africa.

ELON TOP SUMMER STUDY ABROAD DESTINATIONS IN 2018

1. United Kingdom
2. Spain
3. Italy
4. Ireland
5. Denmark
6. Australia
7. Los Angeles (Study USA)
8. New York City (Study USA)
9. Czech Republic
10. New Zealand

Source: Global Education Center's 2018 Report

ELON STUDY ABROAD

17.3

percent of non-white Elon students studied abroad in the last school year.



Bridgette Agbozo traveled to Copenhagen, Denmark, for her spring semester study abroad.

COURT VICTORIES FOR THE UNIVERSITY

Elon University has two decisive wins in discrimination suits against former university employees

Elon News Network Staff
@elonnewsnetwork

Rodriguez

Elon University has won an appeal to a discrimination lawsuit.

Michael Rodriguez, former assistant professor of business, sued Elon University in January 2017 for discrimination based on the fact that Rodriguez was not granted tenure, nor was his contract renewed.

Rodriguez lost the original lawsuit in April 2018 after a series of responses from both Rodriguez and Elon.

Two years after the original lawsuit was filed, Rodriguez appealed his case on Oct. 30, 2018.

On Nov. 30, U.S. Court of Appeals for the Fourth Circuit agreed with the district court's conclusion of no evidence of discrimination, according to the court opinion.

The decision says that previously, Elon argued correctly in that it originally recommended Rodriguez for tenure, which negated any discrimination claim.

Originally, Rodriguez argued that the white faculty member hired to replace him as Director of Chandler Family Professional Sales Center was less qualified than he was.

The Chandler Family Professional Sales Center in the Love School of Business promotes professional selling and management techniques to students and sales executives.

The court said that this was not discrimination because the faculty member that received the promotion "was not a non-tenure-track professor and thus does not qualify as an adequate comparator."

Rodriguez was recommended for tenure by his department chair, but ultimately it was denied. He was then offered a one-year, non-renewable contract before resigning, proving Elon "did not intend" for Rodriguez to resign.

According to the court opinion, Ro-

driguez also argues that the district court "erred" in rejecting his claim of constructive discharge, which means resigning because of a hostile work environment.

But the appeals court agrees with the district court's rejection of this claim by stating even though Rodriguez felt "unwelcomed" after being denied tenure, that this is not a reason to show he suffered from intolerable working conditions.

Matias

Elon University won a case against a former custodian after he failed to prove he was passed up for a promotion and terminated because of racial discrimination.

Teofilo Matias is Hispanic and a naturalized U.S. citizen. He was employed by Elon University for 17 years as a custodian before being fired in February 2016 following a sexual harassment investigation, according to the original lawsuit filed back in May 2017.

On Monday, Nov. 26, a U.S. District Court for the Middle District of North Carolina ruled that Matias was unable to prove "his qualifications were demonstrably superior" to the man they ended up hiring, according to the lawsuit.

Matias also argued a fellow employee had "been accused of sexual harassment multiple times by different employees on different occasions," and remained on the job while Matias was let go "under apparently similar circumstances."

Human Resource investigations found the employee never violated Elon University's code of conduct. This compares to the HR investigation against Matias and found he "created a hostile work environment for [his coworker]," according to the court opinion. Thus, the court found these two incidences not "similarly situated."

According to court opinion, Matias was also unable to prove discrimination was a reason for his termination, but failed to show "evidence of conduct or statements that both reflect directly the alleged discriminatory attitude and that bear directly on the consented employment decision."

Alex Simon, Margaret Malone, Anton L. Delgado, Grace Morris and Jack Norcross contributed reporting.

MATIAS V. ELON UNIVERSITY

MATIAS FILES A LAWSUIT

Matias filed a lawsuit claiming he was wrongfully fired and passed over for promotion because of his ethnicity and because the information used to fire him was fabricated. This came after his February 2016 termination, which resulted from a sexual harassment investigation, marking the end of his 17 years as a custodian at Elon University.

MAY
2017

YEARS OF SERVICE

17

years Matias worked as a custodian for Elon before being terminated.

COURT RULES IN FAVOR OF THE UNIVERSITY

The U.S. District Court for the Middle District of North Carolina ruled in favor of Elon University.

The court said Matias was unable to prove he was more qualified than the new hire in response to Matias' claims that he was passed over for the supervisor of support services position in 2014 and had to then train the young white male that was hired instead. The court also added that Matias was unable to prove that racial discrimination was a reason for his termination.

NOV. 26
2018

RODRIGUEZ V. ELON UNIVERSITY



Michael Rodriguez

ELON DENIES DISCRIMINATION ALLEGATIONS

Elon University denied all of Rodriguez's discrimination claims and requested that the case be dismissed because a claim with the Equal Employment Opportunity Commission within the statute of limitations. The university said Rodriguez's faculty director role expired at the end of May 2015 and that he refused a standard one-year letter of agreement for the next academic year.

JAN. 25
2017

ALAMANCE COUNTY SUPERIOR COURT LAWSUIT FILED

Rodriguez filed a lawsuit in Alamance County Superior Court, claiming he was racially discriminated against while working at Elon University. He sought more than \$25,000 in damages, court costs and attorney fees. The lawsuit stated that Elon removed Rodriguez from his role as faculty director of the Chandler Family Professional Sales Center, reduced his compensation and offered him a terminal contract. Rodriguez alleged that he did not receive a similar salary increase as his white peers did. He also claimed he was told by Elon senior administrators to not "rock the boat" by reporting the discrimination while he applied for tenure. Rodriguez was denied tenure in February 2015.

MAR. 15
2017

RODRIGUEZ FILES DECLARATIONS AND EXHIBITS

Rodriguez filed 2,270 pages' worth of declarations and exhibits in response to Elon's motion to dismiss his case. Included were declarations from former colleagues and students who had worked closely with Rodriguez, and each declaration praised Rodriguez's qualifications for promotion and tenure. Rodriguez's response also included two evaluations from the promotions and tenure committee – one voting 5-3 in favor, another voting 2-6 against tenure and promotion and 3-5 against tenure only. In an affidavit, a written statement for use as evidence in court, Provost and Vice President of Student Life Steven House said he "received 'no' recommendations from both the [Promotions and Tenure] Committee and the appropriate dean, Raghu Tadepalli."

JAN. 19
2018

ELON FILES REPLY TO RODRIGUEZ'S DECLARATIONS AND EXHIBITS

Elon University filed a 15-page reply to Rodriguez's 2,270-page response. In the document, Elon countered many of the main points Rodriguez made in his response, including the affidavits from former colleagues and students claiming he was more than qualified for tenure. The university concluded its reply by restating its original request to dismiss Rodriguez's claims and by adding a new request to disregard certain sections of one of Rodriguez's affidavits.

FEB. 2
2018

RODRIGUEZ APPEALS

Rodriguez appealed his case after losing the original lawsuit in April 2018.

OCT. 30
2018

COURT RULES IN FAVOR OF THE UNIVERSITY

The U.S. Court of Appeals for the Fourth Circuit ruled in favor of Elon University, agreeing with the district court's conclusion of no evidence of discrimination. The court opinion said that Elon previously argued correctly that it originally recommended Rodriguez for tenure, which negated any discrimination claim. In response to Rodriguez's argument that the white faculty member hired to fill his faculty director role was less qualified than him, the court said this was not discrimination because the faculty member "was not a non-tenure-track professor and thus does not qualify as an adequate comparator."

NOV. 30
2018

IN DAMAGES

\$25,000

is the amount of monetary compensation Matias sought in damages.



FORMING A UNION

UNION | from cover

Many students do not know the differences between the titles and address most faculty as “professor.” But at the university level, there are ranks based on a position’s level of commitment to teaching, research and service to the institution.

Some faculty members are hired at the “assistant professor” rank, indicating a tenure-track appointment where the faculty member will apply for the tenured rank of “associate professor” within four to six years. Tenure is an indefinite academic appointment that can only be terminated under extraordinary circumstances. It is meant to provide an institution with invested faculty members who have increased academic freedom.

Adjuncts, instructors, lecturers and visiting faculty, whose appointments generally de-emphasize research, are not eligible for tenure or other benefits outlined in Elon’s Faculty Handbook.

A unionized Elon

To achieve the goal of creating a union, Elon faculty requested outside help from Faculty Forward, a project of the Service Employees International Union.

SEIU has more than 2 million members in industries such as child care, home care, custodian services, security and airport support, as well as 120,000 members in public and private higher education as part of Faculty Forward. The project has helped certify more than 50 unions on public and private campuses around the country.

In January 2018, the first Faculty Forward representatives visited Elon and have been advising Bush and her colleagues ever since.

“They give us the best practices, and they allowed us to organize,” Bush said. “I am a biologist. I know nothing of labor relations laws. The reason we are where we are right now, as quickly as we have come, is because of Faculty Forward and the expertise they bring.”

This expertise is brought by individuals such as Jacob Stanley, an SEIU organizer-in-training, who has been working with Bush over the last few months to garner support for the union.

The first step in certifying a union requires the filing of a representation petition to the NLRB, which was done on Nov. 29. In order for the vote to be approved, Elon Faculty Forward must compile a list of all the non-tenure-track faculty members eligible for this union and collect the signatures of 30 percent of those eligible faculty members.

The filing was announced during a demonstration by Elon Faculty Forward that began on Phi Beta Kappa Commons and ended in front of the President’s Office in Powell Building. It included speeches from non-tenure-track faculty members and other supporters of the movement.

Now that the petition has been filed, Elon administration will have the opportunity to debate the list of non-tenure-track faculty members.

Elon Faculty Forward and Elon administration are prioritizing different statistics when referring to this category of faculty members. Elon Faculty Forward in its public statements has said 46 percent of Elon faculty are non-tenure-track employees — including both part-time and

full-time faculty. In contrast, Provost Steven House, in an email to all faculty and staff, referenced only full-time faculty, stating that 25 percent are non-tenure-track.

If this is agreed upon by the university and Elon Faculty Forward, the NLRB will conduct a vote by sending a ballot to all those eligible to join the union. In order for the union to be approved, half of those casting a ballot must vote yes.

If approved, the union would take on the task of collective bargaining with Elon administrators to develop comprehensive contracts for non-tenure-track faculty members.

By law, any contract signed by the university and the union would affect all non-tenure-track faculty, whether they supported the union or not. As one of 28 right-to-work states, union membership is not compulsory in North Carolina, so contracts would not require affected faculty members to be union members.

To encourage support for the union, Bush, Stanley and other pro-union faculty have been meeting with as many non-tenure-track faculty members as possible.

They have been conducting door-to-door meetings with non-tenure-track faculty — both in their offices and at their homes — since October. Stanley, approached by Elon News Network on Nov. 8 while recruiting on campus, declined to comment.

After meeting with each prospective union faculty member, organizers ask the individual to sign a “vote yes” commitment or sign up for a membership card.

Bush was unable to provide the exact numbers of how many faculty members had been approached, but she said it has surpassed 100. She declined to provide the number of how many non-tenure-track faculty members had signed the “vote yes” commitment.

“I think of this as a democratic event. My job here is to have conversations about the union and their experiences,” Bush said. “We answer their questions about the union and tell them what we are doing. Either the faculty will want this, or they won’t, but it appears they want this.”

But this apparent desire for the union has sometimes been met by the fear of how the faculty members’ support for the union may affect their employment.

“We hear fears of retaliation, and that is not what Elon is about. That

UNION GOALS

1. Job security with the potential for longer-term appointments and transparent hiring/promotional processes.
2. Equal compensation with regard to pay and benefits as compared to tenured faculty.
3. Access to educational resources such as private offices that are afforded to tenure-track faculty members.
4. Provisions for research grants, increased student mentoring opportunities and professional development funds.

FACULTY BY THE NUMBERS

201

tenured faculty members, according to the Elon University 2017–2018 Fact Book created by the Office of Institutional Research & Assessment.

108

faculty members are on the tenure track, according to the Elon University Fact Book.

124

non-tenured full-time faculty members at Elon, according to the Fact Book.

50

faculty members have gone public in support of the union.

FACULTY SUPPORT

270

student signatures, representing all four classes, fifth-year seniors and alumni, are on the petition that was delivered to Connie Book on Nov. 30.

is not how it should be,” Bush said. “We are professionals. We should not live in fear that we can be replaced, and I reject the notion that we can be replaced.”

On Nov. 26, a “Dear Colleague Letter” was sent to all non-tenure-track faculty members explaining the purpose of the union and encouraging them to join.

The letter was signed by 50 faculty members who have gone public with their support for this union. These faculty members represent 20 undergraduate departments in three of Elon’s schools.

Despite making several public statements to faculty and staff, administrators have refused interview requests by Elon News Network. An email sent by the Office of the Provost to ENN noted that House “has nothing to say regarding this topic.” Senior Associate Provost Tim Peebles also refused multiple interview requests.

But on Nov. 30, House sent a facultywide email addressing the event and its organizers, stating that the university “had no advance notice of a campus demonstration or their intention to file a union election petition.” Less than a week later on Dec. 4, House sent another facultywide email condemning the idea of formation of a union.

“As a person with many years of investment in Elon, I want to say clearly and without hesitation that I believe a union is not in the best interest of faculty, our students or the future of the university,” House wrote in the email.

A broader discussion regarding the topic is planned to occur during the regularly scheduled faculty meeting on Dec. 7.

Raghu Tadepalli, dean of the Martha and Spencer Love School of Business, said he believes the necessity of the union depends on the problems it is trying to solve.

“Typically, unions are formed because a group of people feel they are not being taken care of properly, their working conditions are not good or that people are not paying attention to their grievances,” Tadepalli said. “But Elon is not such a place.”

According to Tadepalli, who cited the Fall 2018 Self-Evaluation Report, the business school employs 12 full-time adjunct faculty members. After three of those faculty were approached by Elon Faculty Forward members, Tadepalli said he received



emails expressing the individual faculty members’ intentions not to join the union.

One of those faculty members was Patrick Bell, a lecturer in the management department, who is against the formation of the union.

“Unions create a permanent adversarial relationship between faculty and administration,” Bell said. “It is in a union’s best interest to keep this adversarial relationship because without conflict, they aren’t needed.”

Opinions in the business school are split.

Five faculty members have gone public with their support for the union by having their names published in the “Dear Colleague Letter.” Three of those faculty members are in the management department — the same department as Bell.

Senior Lecturer Amy Allen is the chair of the department of management and entrepreneurship and was approached by both Bush and Stanley regarding the union.

After several conversations, Allen signed her “vote yes” commitment.

“I couldn’t think of a single good reason not to do it,” Allen said. “It will promote fairness and be in the best interest of the students and the university to move forward with this particular organization.”

The extent of the impact a union would have on campus remains uncertain. But comparisons can be made between Elon and the most recent private institution in North Carolina to form such a union: Duke University.

A union at Duke

Rumors of a union forming at Duke, about 40 miles east of Elon, began spreading during the summer of 2015.

Those rumors were confirmed when Duke faculty requested the help of Faculty Forward. By working closely with representatives such as Stanley, Duke’s Faculty Union was formed by March 2016.

Of the 203 ballots cast by non-tenure-track faculty members at Duke, 174-29 voted in favor of the union in the election overseen by the NLRB. In July 2017, members of the union voted unanimously to ratify the DFU’s first contract. The contract was then negotiated and agreed upon by Duke’s administration. It runs from July 1, 2017, to June 20, 2020.

The DFU contract addresses job security, access to more university resources, regular performance reviews and the formal orientation of new non-tenure-track faculty mem-



ABBY GIBBS | PHOTO EDITOR



ABBY GIBBS | PHOTO EDITOR



ABBY GIBBS | PHOTO EDITOR

Above: An Elon Faculty Forward supporter dressed as the Statue of Liberty leads the crowd of union supporters in their march on Thursday Nov. 29.

Opposite: Jim Bissett (left), professor of history, holds a sign saying “United with SEIU” with other supporters of Elon Faculty Forward on Thursday, Nov. 29.

Left: Adjunct instructor in communications Sharon Eisner chants, “We teach. We give. Help us earn enough to live,” during Elon Faculty Forward’s march on Thursday Nov. 29.

Adamik learned of the movement to unionize and immediately joined.

As a student ally, Adamik has been garnering support for the Student Alliance by having students sign a petition in support of the union.

“It is the students sitting in these classrooms and absorbing all of this information who will leave here and change the world based off of what they experienced in their classroom. We often forget to say thank you,” Adamik said. “This is showing professors that we know that you are going through something, and we want to let you know that you are not alone.”

Adamik turned the petition in to Book’s office Nov. 30 with 270 signatures representing all four classes, fifth-year seniors and alumni.

“With this union, it’s not just picking up the non-tenure-track faculty — it’s picking up every single faculty member here,” Adamik said. “At the end of the day, it is these professors that are changing our lives. The university is the home that is housing the students, but it is the professors that show up to class that we will remember for years to come.”

These signatures won’t have a direct effect on the union’s certification, but Adamik hopes it will sway professors to vote yes and send a message to the administration.

“It’s a statement to upper admin saying students are aware and students will stand with the faculty,” Adamik said.

Now, as a public movement with a student petition, the SGA will be discussing its stance Dec. 6 on whether to support the union.

“Faculty, students and administrators all have the shared mission to come together to make the strongest learning environment. If faculty feel that this union is the best way to achieve this goal, then that is what they need to do,” said Kenneth Brown, SGA executive president. “If there are students and faculty out there that see a problem, then they need to do whatever they need to do to make sure conversations are being had and decisions are being made for the best interests of the students and the faculty.”

to the National Center for Educational Statistics, a branch of the U.S. Department of Education, Duke has the 13th largest endowment in the country. This is roughly 36 times more than Elon’s 2017 endowment, which was 231 million according to the university’s Form 990.

Following the signing of the contract, the relationship between the administration and DFU has remained stable.

“We are very fortunate that, at this point in time, we have a very productive and collaborative relation with the union,” Cavanaugh said. “We are in the second year of a three-year contract, and we expect to have amicable relations going forward.”

The three-year contract has affected the lives of the roughly 250 non-tenure-track faculty members within the DFU.

During its formation, the union received support from Duke students. This helped propel the movement forward, and similar student support can now be seen at Elon.

“

IT’S A STATEMENT TO UPPER ADMIN SAYING STUDENTS ARE AWARE AND STUDENTS WILL STAND WITH THE FACULTY.

CHRIS ADAMIK
JUNIOR, STUDENT ALLY

The student side

During his freshman year at Elon, junior Chris Adamik fell in love with biology after taking a biodiversity class with a professor who soon became one of his favorite people at Elon. He enjoyed working with her so much that he later became her research student and teacher’s assistant. That professor was Bush.

As the two spent more time together, Adamik learned of the issues Bush faced as a non-tenure-track faculty member. Earlier this fall,

CLASS DEMOGRAPHICS OF STUDENT PETITION



- Freshmen (16.3%)
- Sophomores (25.6%)
- Juniors (31.9%)
- Seniors (25.6%)
- Super Seniors (>0.05%)
- 2018 Alumni (>0.05%)

SOURCE: STUDENT ALLIANCE FOR ELON FACULTY FORWARD

bers — similar to the goals of the Elon movement.

“After the contract with Duke was implemented, it has had a huge positive impact on my teaching,” said Nancy Kalow, a lecturing fellow at Duke and member of the executive board. “I can engage more fully with the academic life of the university because I have three years of job security finally. It has been a huge positive for all of us in the DFU.”

Two significant effects of the negotiated contract were an average 12 percent salary increase for all members of the union at the time of nego-

tiation and the creation of a \$50,000 fund for unionized faculty to pursue professional development opportunities such as conferences.

But these benefits come with a cost. In order to be a member of the DFU, faculty members must pay 1.5 percent of their monthly paycheck, which can cost up to \$50. Elon’s union movement has not yet released the potential cost of the fees.

Working closely with DFU during the contract negotiation period on the administrative side was Kyle Cavanaugh, vice president of administration at Duke. One of his

roles was to reallocate the budgets for the different schools in order to compensate for the then-newly agreed upon contract.

“The funds have been coming from our normal sources like endowment,” Cavanaugh said. “Each school is responsible for its own operational budget, and the additional costs from the union contract come from these budgets. ... I’m not sure I would say there has been a demonstrable impact on our budgets.”

In September, Duke’s endowment hit a record \$8.5 billion, a 16.4 percent increase since 2015. According

Elon remembers President George H.W. Bush

University archivist and President Emeritus Lambert reflect on Bush's visit

Selina Guevara
Elon News Network | @selinaguevara

A war hero, a congressman, the director of the CIA and vice president for eight years. After the passing of former President George H.W. Bush, the American people and the Elon University community are remembering him not only for his credentials but also for his character.

Bush visited Burlington in 1992 during his re-election campaign before coming to Elon's campus in 2001 to give a convocation address. During the latter visit, he stayed in Maynard House with the Lambert family.

"I don't think he was one of those people that had a private persona that was different than his public persona. He was a genuinely good guy, and I think that was civil and caring and considerate of others," said President Emeritus Leo Lambert.

Presidential houseguest

Lambert's family enjoyed quality time with the 41st U.S. president at the expense of reorganizing their sleeping quarters. During Bush's stay, Lambert and his wife Laurie moved all of their belongings out of the master bedroom because Secret Service deemed the usual guest suite not secure enough and wanted Bush to stay on the second floor.

The 41st U.S. President even gave a tribute to the disruption at the beginning of his convocation speech in April 2001.

"They swept in to the beautiful Maynard House right over there, swept right out of his bedroom, bathroom, closet, and we're enjoying it. Thank you sir, we might not leave," Bush joked.

"We were honored to have Bush sleep in our bed," Lambert said, laughing.

Bush's entourage of Secret Service security also caused quite an obstacle course for Lambert's daughter Callie, who was just learning to drive at the time. Lambert recalled he would drive with her to school in the morning.

"The whole street and the driveway is lined with Secret Service vehicles and police vehicles. And she's trying to weave my old Volvo between all these vehicles," Lambert said. "And I said, 'Callie, if you can maneuver this, your driver's exam is going to seem really easy.'"

Bush visits campus

Lambert wasn't the only one that got a personal interaction with the president. When he was on campus, Bush had an open Q&A with the students



PHOTO COURTESY OF UNIVERSITY COMMUNICATIONS

While signing autographs, President George H.W. Bush interacts with Elon students during his only visit to campus in 2001.

and even worked out at the university gym.

"A student came up to us afterwards and said he was on his cell phone calling his mom, saying, 'You'll never guess who's on the treadmill next to me,'" Lambert recalled.

But Lambert says the highlight of his visit was when one Elon student asked why Bush lost the re-election.

"It wasn't a disrespectful question, but it was pretty direct," Lambert said. "I just remember the sheer honesty of Bush's answer, and he didn't try to pin the blame on anybody else.

He took responsibility."

At the Republican National Convention in 1988, Bush uttered one of his most famous

quotes: "Read my lips, no new taxes." During his term, the president did indeed end up implementing new taxes, which was used against him during his re-election campaign.

"There was a big economic boom later on in the 90s, and [Bush] said, 'But I just couldn't communicate that to the public, and so I lost my job,'" Lambert said. "It was such a disarmingly honest, sincere, forthright answer. I was just stunned, or struck by it. I'll never forget it in my whole life."

Lambert also said he highly respected Bush's decision to go back on his promise because raising taxes was what Lambert said the country needed at the time.

"When you place your political interests secondary to the interests of the country, I think that's one of the highlights of his presidency," Lambert said. "And I'm not sure you see such courageous acts of leadership so much anymore."

Lambert wants current pol-

iticians to take a lesson from their past president.

"I think the vitriol that we see in politics today is really harmful to our nation," Lambert said, adding that he was disappointed in how polarized the current political climate is. "[Bush] became great friends with President Clinton, the man who beat him. And that's a model for us."

When looking at lessons for current Elon students, he says Bush teaches us something easy and practical.

"One of the most powerful, important acts that you can do in your life on a regular basis is to say thank you to people and write notes to people. It takes a few minutes, and it has an enormous impact on other people's lives. And he was a master at it," Lambert said.

Knowing his character

University archivist Linda Lashendock worked as a CNN White House producer during Bush's term. Reflecting on her time covering the White House, she says the dynamic between politicians and press has definitely changed.

"Oh my gosh, it was certainly not like today," Lashendock said. "[Bush] was very respectful of the press, and he knew that they had a job to do. You have a job to do. I have a job to do. I might not always like you, but I want to respect you."

While covering Bush, Lashendock went through a difficult divorce. She remembers that during a particularly rough patch, Bush went out of his way to comfort her.

"He said, 'Linda, I'm worried about you. You are going to be OK. You're smart, you're talented and you're beautiful,'" Lashendock said. "And he kept tabs on me for the next probably three years to make sure that I was okay. That's how humble he was."

Lashendock remembers Bush would joke around with the press during downtime. She says what set him apart from other presidents was that he took the time to know everyone's name, down to his servers in a D.C. restaurant.

"He would always ask the individuals for the first names, and it was remarkable, and he remembered that," Lashendock said.



PHOTO COURTESY OF UNIVERSITY COMMUNICATIONS

President George H.W. Bush responds during a Q&A session held in Whitley Auditorium during his visit to campus in 2001.

SGA proposes new budget model

Student leaders reassess budget allocation model after finding it favors senior student clubs

Maggie Brown
Elon News Network | @maggieabrown_

SGA is proposing to reform its allocation budget model for next year after concluding that the previous model was unsustainable. A proposal for the original model to be replaced asks club members to make individual proposals through the year to SGA online at Phoenix Connect for each expense.

After assessment, SGA Executive Treasurer Max Pivonka said the organization found problems in the old system.

The previous budget model asks for club leaders to attend budget hearings every year, where each club asks SGA for a fixed budget. This model has been in place since 1999, according to Pivonka. If an organization misses its budget hearing, it risks not receiving the proper funding.

Also, if an organization does not use its entire budget, the budget could shrink for the next year. Pivonka said he saw organizations toward the end of the budget year spending its excess funds foolishly, not on student life, in order to maintain the same budget for the next year.

For the current 2018-2019 budget year, SGA was granted about \$770,000 to divide among the Student Union Board, Liberal Arts Forum and around 140 clubs and organizations.

Senators will vote on the new model and proposed in legislation at SGA's business meeting on Dec. 6. Pivonka is proposing that organizations can apply for up to \$300 of funding. Then, clubs would make individual funding requests online which would be reviewed on a "case-by-case basis," according to Pivonka.

With the new proposed system, SGA allows for greek life to access its funds for events that are open to the student body. It also allows for smaller, newer organizations to receive more funding than before.

At a Town Hall Meeting on Nov. 29, Pivonka proposed for the Finance Board to review clubs' funding requests on a weekly basis. The Finance Board would act independently of SGA, reviewing SGA's requests for funding.

Currently, the Finance Board consists of six SGA members. Pivonka is hoping to rework the board to have four elected members who are not a part of SGA in order to eliminate any bias.

Pivonka said there was a precedent for older organizations on campus to receive more funding, even if it had low student participation or activity. Funding for SGA comes from 51 percent of the \$272 yearly student activity fee required by every student at Elon University. SGA argues it isn't fair for students to pay a fee to fund organizations based on seniority.

"One of the main things that we think is important that what you are putting into these student activity fees could improve your college experience," Pivonka said.

Not all clubs feel as if they will benefit from this new model. Bryanna Chazotte, director of Safe Rides, said the fixed budget — the original budget model — was the primary way her organization ran.

"A lot of our charges, a lot of our expenses are usually unexpected and are usually great in value," Chazotte said. "So when I have a flat tire or when I have a vehicle's battery die or when an entire vehicle needs work on its engine, those are all costs that I can't predict and they're often in excess of \$300."

MORE ONLINE

To read SGA budget coverage, visit elonnewsnetwork.com

OPINIONS



GRACE TERRY | ASSISTANT DESIGN CHIEF

CAMPUS VOICES

Where are the Writing Center’s consultants of color?



Ashley Billie
Columnist
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For years, Elon University has worked toward expanding the diversity of the undergraduate student population. On-campus initiatives such as the Center for Race, Ethnicity and Diversity Education or El Centro have all popped up in recent years as an attempt to draw more racially and socio-economically diverse students into the student body. Our population views this as positive, because of its increase in our overall numbers — within two years our number of racially diverse students jumped from just 17 percent to a whopping 19 percent. But there is still an absence of students of color in many of Elon’s spaces: one in particular being the Center for Writing Excellence.

In a perfect world, 19 percent of the consultants employed in the writing center would be students of color, which would accurately reflect

Elon’s current student body. With approximately 40 consultants, this would mean a little under 8 students would consider themselves of color. While this number is not a large one, it would be a far better statistic than the 4 currently employed by the writing center. With just more than 7 percent of the writing center consultant population identifying with a minority status, this is even lower than Elon’s overall minority student population (which is already staggeringly low). This statistic begs the question: where are all the consultants of color?

For many students, there is a lack of access to the “Writing Center Workshop” class. Some students may not even know about this course, which is the class that provides a gateway into employment at the writing center. For others, it’s the perception of having to be an English major to work in the

writing center. While it may seem that the overwhelming majority of consultants are English majors, there are quite a few accounting, biology and psychology majors sprinkled in with us — all of whom have taken “Writing Center Workshop.” While some may not believe it, it is entirely possible for a non-English major to work in the writing center.

For the students of color matriculated at Elon: It is not your responsibility to increase diversity at Elon. It’s the responsibility of Elon to become more accessible to our less represented students — students of color, low-income students or first generation students. While these identities should not be a token in a university setting, it is too often seen that they are. Appealing programs, in-house scholarships and a genuine interest in having a more colorful campus (not just for publicity)

are all things that Elon must work on in the next strategic plan. But it is up to students of color to increase their presence as consultants in the writing center. The writing center simply advertises revising services to their students — there is no cost or obstacles to applying like most universities.

You might not see a point to your role in the writing center — simply revising and helping students complete projects — but there is. No pressure, but students are watching. Without ample representation in a space as crucial to learning as the writing center, students feel disregarded, uncomfortable and ultimately left out. In a predominantly white institution such as Elon, the last thing a student of color should feel is left out. Unfortunately, it is all too often that this is the first thing they feel when they step on campus.

By listening to student

experiences, it is clear the lack of representation in the center has an effect not only on the students confidence as a writer, but also the power dynamic of the center as well.

Standard academic English in modern times has been overtaken by white rhetoric, and anything — or anyone — else displays what is thought to be subpar rhetoric. Becoming aware of this dynamic as early as possible helps combat (even if only slightly) the everyday struggles a minority student will face in proving that the English language is not the property of white people. From being accused of plagiarism, to erasure of one’s native culture and language through writing, students being praised and proven responsible for their own writing — black, white or purple — is a tactic that a typical human being can use to support another.

CAMPUS VOICES

Be mindful of how you spend this holiday season



Hannah Benson
Columnist
@elonnewsnetwork

Crowded department stores, stunning light displays, Hallmark holiday movies — these are just a handful of things you might think of during the month of December. It’s easy to get caught up in the commercialism and frenzy that’s so prevalent this time of year. There may be an unspoken competition your parents have with their siblings to provide the most elaborate dish at a family gathering and mid-night shopping binges to get the best deals on the best clothes your sister is going to wear twice before giving away.

You may be planning to spend your days off this Winter Break skiing somewhere chilly, relaxing somewhere warm or catching up on sleep somewhere in between. But while you’re doing whatever you have planned this season, it’s important to be mindful of what the holidays are really about.

From a young age, I was taught that

the holidays are a great time to reflect on the year you’ve had, sit by the fire with your loved ones and maybe eat some sugar cookies. The memories I have from my favorite holiday seasons include spending quality time with my cousins and listening to my grandmother’s ridiculous stories over Christmas dinner. I remember watching “It’s a Wonderful Life,” carrying out zany traditions with my sister and dressing our dogs up in festive sweaters. I know I am endlessly lucky to have had 21 Christmas mornings where I’ve woken up to a warm home and presents under the tree. As I age, I feel myself becoming more and more grateful for the comfort I’ve known every December, and I know millions of Americans don’t feel quite so lucky.

One out of every 30 children across the country will go without gifts this holiday season, as there is a total of 2.5 million homeless children in America,

as reported in a study by the National Center for Family Homelessness. According to the Gun Violence Archive, 13,397 people lost their lives to gun violence this year across the nation, and the families of these victims will have to spend their first holiday season with an empty seat at the table. The American Foundation for Suicide Prevention reports that 44,965 Americans died by suicide this year alone, and their loved ones will face unimaginable grief as well. No matter your situation this December, be mindful of the people in our country who are spending this season dealing with loss, pain and misfortune.

Instead of planning how best to blow your hard-earned money for the holidays, try to spend a little more time remembering what these holidays are about in the first place — spending time with friends, family and loved ones. Instead of spreading your money

around buying this, that and the other thing, spread cheer and joy through the little ways in which you interact with the world around you. Help an elderly woman carry her groceries in a snowstorm. Toss whatever change you have in your car into the Salvation Army collection box. Let that overworked mother of four in her minivan have the prime spot in the Target parking lot.

Capitalism will fight for you to sell your soul to materialism this time of year, but a cute new outfit can’t move someone the way that compassion and generosity can.

Happiness goes further than you think. You never know what someone else is going through, and it never hurts to be kind. Do it for your loved ones, do it for Rudolph and do it for the millions of people who made the nice list but still won’t be getting exactly what they want this year. I’m sure they’ll appreciate it.

LIFESTYLE

BACKSTAGE WITH ELON'S FINEST



LIAM O'CONNOR | STAFF PHOTOGRAPHER

A behind-the-scenes look at the makings of Elon's hip-hop dance group

Hannah Massen
Elon News Network | @massenhannah

EVEN WITH ONE OF their biggest performances of the year just hours away, the members of Elon's Finest dance team took to the stage to laugh with their friends. Each in matching Adidas track pants and tank tops, the hip-hop dancers began a final run-through, adjusting their angles and spacing before welcoming one of the largest audiences they've seen.

According to senior Jamie Bottino, president of Elon's Finest, the team was founded in 1991 with a small group of dancers and one choreographer for all routines. But in only two years, she and her team have changed that structure entirely to make the team more collaborative.

Each of the performances' five dances were choreographed by a different team member, many of whom have been dancing their whole lives and wanted to continue doing so in college. Sophomore Emma Singletary is no exception.

"I joined Elon's Finest because I've danced my whole life, so I wanted to keep dancing, and everyone on campus talked really highly of them, so I decided to audition," Singletary said.

Bottino, who's been dancing since she was 3 years old, said Elon's Finest is different than other teams she's been part of, which is partially because of the lack of emphasis on

competition.

"A lot of times, on a lot of dance teams and dance classes in general, it's a pretty competitive hobby. You kind of fight for the center stage, you kind of fight to be the star, and this team is absolutely not like that," Bottino said. "We are in full support of each other, and it's just a wonderful environment where you can just dance and have a good time."

Bottino compared Elon's Finest to Elon's Dance Team. "We're a little less

“

WE ARE IN FULL SUPPORT
OF EACH OTHER, AND
IT'S JUST A WONDERFUL
ENVIRONMENT WHERE
YOU CAN JUST DANCE
AND HAVE A GOOD TIME.

JAMIE BOTTINO
SENIOR

intense with the way that we practice and how we practice, so we're not as meticulous about everybody being on the same beat, we're a lot about expressing yourself and your style through the dance."

That freeform nature translates into the team's performance schedule, too. Bottino said that though Elon's Finest hosts annual fall and spring performances, the team performs in smaller events throughout the semester.

Freshman Clancy Erickson decided to audition after watching the dancers perform at the hypnotist show last August, and senior Shelby Rosenberg attributes the team's rise in recognition to the same event.

"It's changed over the years," Rosenberg said. "I think this year, because of the hypnotist, we got a lot of people recognizing us more. As I said, I'm a senior, so I feel like this year is the most recognition we've gotten this early on. We usually get it more in the spring because we've been doing more stuff. So I feel like this year, there's going to be more people [in the audience] than ever, which is terrifying."

Preparing for a performance can be both time- and energy-consuming. According to senior Natalia Valdivia, the team runs extra rehearsals in the weeks leading up to a show. Each dance is run several times to build stamina, which leaves them all sweating by the end of the night.

Because of their bond, several team members agreed the real challenge is focusing on their dances without interruption.

"I think we are a very talkative and goofy team, so sometimes at practice, we have a hard time focusing, but it's not the worst challenge to have. I just think we get distracted easily," Erickson said.

Along with facilitating extra practices, Bottino mentioned that there are "a lot of elements that go into it on the administrative side. You know you have to reserve the space and get the lights and all that stuff."

But once the lights are set and rehearsals are run, Rosenberg worries about impressing the crowd.

"I feel so much pressure. I get so scared before performing, and before I get on, I'm terrified, and as I'm on stage, I love it. So it's just like, I've got to get there, but when the music starts, I'm good. But before that, I'm freaking out. My friends are here, and I want to entertain," Rosenberg said. "Definitely the stress of the show can be apparent in practice with just little snippy things sometimes, but it's nothing in the grand scheme of it all."

To combat the stress backstage, the dancers focus on getting each other excited to show off their skills.

"We're literally best friends," Rosenberg said. "And I would do anything for these people, and I feel like other teams on campus, they're close, but these people are my life. They're my everything."

Top: Junior choreographer Maggy Sieglein cleans up numbers before Elon's Finest's showcase on Nov. 30 in McKinnon Hall.

Bottom left: Elon's Finest practices a number in rehearsal before the team's showcase on Nov. 30 in McKinnon Hall.

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LIAM O'CONNOR | STAFF PHOTOGRAPHER



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SPORTS

THE CURIOUS CASE OF DAINAN SWOOPE

ABBY GIBBS | PHOTO EDITOR

SPORTS COLUMN

What should Elon men's basketball do with its sidelined senior guard?

Jack Haley
Sports Director | @jackhaley17

COMING INTO THE 2018-2019 campaign, Elon University men's basketball team knew there were going to be some changes. With a four-person recruiting class coming in, the lineup shuffle was inevitable. One of the places that the team thought they were going to be strong at was at the guard position with senior guard Dainan Swoope.

It's not unfair to assume that Elon was going to have an anchor in the backcourt with Swoope for the season. Swoope has been a mainstay in the Phoenix lineup, playing in 96 games and starting 53 of them. Swoope is the second-highest scorer on the team with 1,090 points, behind only senior forward Tyler Seibring (1,370 points). Last year Swoope clocked in career-highs in several meaningful categories, including averaging more than 33 minutes played per game, and new career highs in shots made, three pointers made, assists and blocks. Swoope was someone the team was looking to lead the way this year.

At the end of last season, something didn't seem quite right with the guard. He seemed to be in pain while moving around the court. Unsure of when or where it took place, Swoope — at least to the naked eye — was playing with an injured ankle, but still played every game last year. The ball-handling guard was not going to let this ankle get in the way of a team that was already at the time dealing with the injury of Brian Dawkins.

At the end of last year, it looked as though some rest and relaxation could have done the Sunrise Christian Academy graduate some good. The physical hindrance seemed to be one that could be solved by a sedentary summer. But when Swoope stepped back on campus in the fall, he was seen walking the bricks with his teammates and a boot. It seemed to be becoming clear that whatever he was dealing with was more

CAREER POINTS

1,090

total career points for senior guard Dainan Swoope as of publication.

than a rolled ankle.

Fast forward to the beginning of this season and Swoope takes the floor with the rest of the team for their exhibition against Randolph College. He had 11 points in the game, but was moving gingerly. It seemed as though the rest he had over the summer had not done as much as the team would have hoped. Regardless, Swoope still started the first five games of the season for Elon. Fourteen points against Manhattan College in the opening game of the season, 12 against Milligan College and the guard seemed to be on track to have another good year. The only concerning stat on his line may be the most telling.

Swoope — in the five games he played — only averaged 23 minutes per game, way down from what he was used to playing in the past. The last time Swoope's average time on the court was that low was when he was a freshman. In the last two games Swoope played Swoope played a combined 41 minutes, including just 12 minutes against Abilene Christian taking only two shots from the floor. Swoope took the last game of the Tiger Thanksgiving Classic against Pacific University off, and he has not been back on the floor in a game since.

Following Elon's 92-59 win over Central Penn, head coach Matt Matheny addressed Swoope's absence on the court.

"His ankle just is not getting any better," Matheny said. "There's going to be some pretty intense conversations in the near future about what's the plan. He didn't tweak it again, he didn't roll it but he's struggling to go back-to-back days, back-to-back practices and we did three games in three days so ... I'm concerned about him."

Matheny went on to clarify that these "intense conversations" with Swoope would be about making a decision if they are "going to try to gut this thing out or if we're going to end it. If we're

going to get a doctor to go in and do surgery and how intense is that." The game following that comment, Swoope sat out against Boston University, marking the third game in a row he had missed. So where does the team go from here?

Option 1: Swoope "guts it out"

The leadership and floor command Swoope brings to the Phoenix is indispensable. His knowledge of how to direct traffic on the court and make plays is something that Matheny will not find in anyone else on the roster at the same position. Swoope making the commitment to play the rest of the year would give Elon a confident, well-versed guard that can play on or off the ball and create shots for himself and other players on the floor.

Swoope making the decision to stay and play his senior year would be a compromise, taking a players brain over his possibly less-than-perfect health. The question that Swoope needs to answer on his own is whether he would be physically able to compete to some extent for the next 20+ games and be effective. Matheny needs to answer that same question, and if he comes to the conclusion with Swoope that it is time for him to pull the plug and focus on his health, then Matheny is left with an even bigger question to answer: Who takes Swoope's place?

Option 2: The Nathan Priddy solution

In the absence of Swoope this year, Matheny has turned to sophomore guard Nathan Priddy to help. Priddy played 29 minutes against Pacific and has gotten the start in the following two games for Elon.

Does Priddy have the raw talent that is missing without Swoope? No. At least not yet. But what Priddy has shown so far is that he has the ability to be a role player. "They've been doing it for four years and I'm just getting into it so I'm just trying to fit in well," Priddy said after the game against Central Penn.

Senior guard Steven Santa Ana was praiseworthy of his teammate after the Central Penn game. "He brings a dif-

ferent dynamic to the game," Santa Ana said. "He speeds it up a lot, he makes things quick, he makes us push the ball a lot, which is what we need; we work a lot better when we're pushing the ball. He brings a certain edge and energy on defense. He's looking to get us the ball and he's brought a whole different dynamic to this team."

Though it is in an athlete's blood to always want to compete, Elon has to stick with Priddy. As much as I would enjoy watching Swoope get to play out the rest of his time at Elon and not sitting in a suit on the bench, ending it is the only reasonable option. Putting an athlete in harm's way or risking further injuring himself, which would create issues beyond basketball, would be irresponsible. Priddy is enough of a role player to fit into Matheny's coaching system and be an effective player.

Top: Senior guard Dainan Swoope leads the Phoenix off the court following the home opening loss to University of North Carolina at Chapel Hill, 116-67.

Bottom right: Sophomore guard Nathan Priddy drives to the basket against Boston University on Saturday, Dec. 1.

ELON VS. FURMAN
Swoope did not play during the game against Furman University on Dec. 4.



ZACHARY OHMANN | STAFF PHOTOGRAPHER

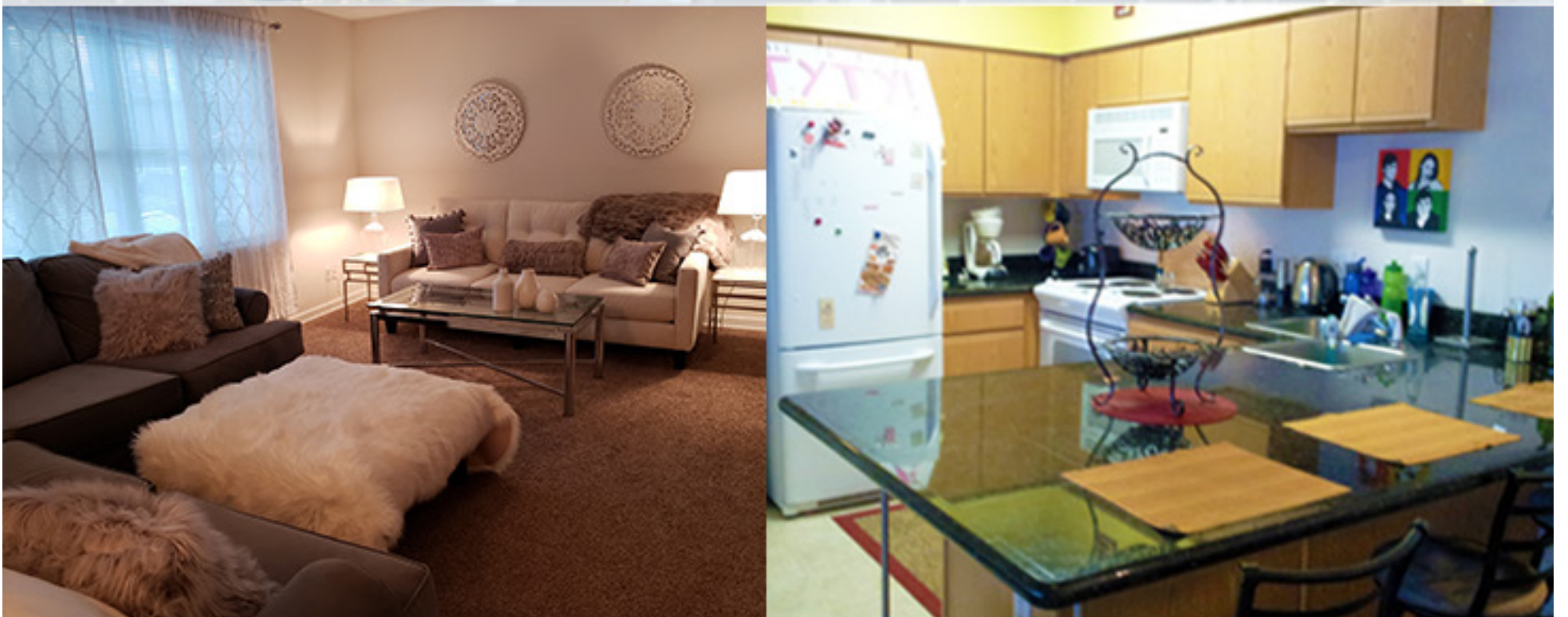


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