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ELON, NORTH CAROLINA

THE PENDULUM

FEARING THE FUTURE



Recent ICE raids leave Alamance County divided on politics and the Hispanic community on edge

MAGGIE BROWN | Elon News Network | @maggieabrown_

JESSICA WALKED INTO CLASS at Hugh M. Cummings High School the day after U.S. Immigration and Customs Enforcement raided a mobile trailer park on South Church Street. She said some of her friends were too scared to leave their homes and go to class the next day. Others were afraid to drive on the roads.

"There were a bunch of seats empty," Jessica said about her classes.

Jessica, whose last name has been omitted for her family's protection,

is documented, but her parents aren't. Her family owns a local business in Burlington, and they are active members of the community. Jessica lives with the fear that federal agents could deport her parents. The day after the raid, Jessica's parents told her, "If we don't come home tomorrow, don't be scared."

Going to class the day after the ICE arrests was hard for Jessica. According to U.S. World News and Report, 46 percent of CHS students are Hispanic. Nine-

ty-two percent are minorities.

"It was distracting. Everybody was talking about it — 'My aunt told me this, my uncle told me this, they streamed this on Facebook,'" Jessica said.

CHS is only a couple minutes away from the mobile home community where ICE arrested and detained people in a series of more than 200 "targeted arrests" across North Carolina.

JESS RAPFOGEL | STAFF PHOTOGRAPHER

The pin for the office of the sheriff of Alamance County sits on the lapel of Sheriff Terry Johnson.

See ICE | pg. 4



NEWS • PAGE 7

Female faculty notice disparities in the workplace



LIFESTYLE • PAGE 10

SAGA dance concert explores the history of the African diaspora



SPORTS • PAGE 11

High expectations await the baseball team in 2019

THE PENDULUM

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CORRECTIONS

In the article titled "Bridge to Visibility," Elon News Network misstated the relationship between Deacon Board chairman Lawrence Slade and Marilyn Slade, program assistant at the Center for Race Ethnicity and Diversity Education. Marilyn and Lawrence are first cousins.

THIS MONTH IN HISTORY - BELK LIBRARY OPENS 24/7



FILE PHOTO BY ELON NEWS NETWORK

Belk Library has been a popular study spot for Elon University students since it was built in 2000.

FEBRUARY 20, 2003. Then-library director Kate Hickey helped organize the start of Belk Library's 24-hour service. With the new extended hours, while the second and third floor remained closed during the late-night hours, the first floor began remaining open from 1 a.m. to 7:30 a.m. During those new early hours, a security guard staffed the library, and students were required to show their Phoenix Cards.

Then-senior Sarah Montemuro said the new hours would help procrastinators get their work done at hours that worked for their schedule.

"This will probably work for people who procrastinate; they can just stay up to do their work and get it done," she said. "Some people are more productive when they are under the gun at the last minute."

While it was initially expected that the hours would continue through the upcoming fall and spring semesters, these hours are still in place today for all Phoenix Card holders.

"The new Belk After Hours program is the result of a lot of hard work by SGA, the library staff and the Elon administration," Hickey said at the time.

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.

- Alamance County Sheriff Terry _____ oversees and defends ICE raids. *See Page 4 for answer.*
- There are _____ current members of the Provost Search Committee. *See Page 6 for answer.*
- A part-time professor that is not on a tenure track is also considered a _____. *See Page 7 for answer.*
- The African diaspora is celebrated through _____, a dance concert being performed on Feb. 26. *See Page 10 for answer.*
- Elon University's baseball team calls _____ home. *See Page 12 for answer.*

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

CALENDAR: FEB. 20 - FEB. 26

BOSTON BRASS 7:30 P.M. McCrary Theatre 20	STAMMTISCH – GERMAN CONVERSATION HOUR 3:30 P.M. Irazu 21	BUSINESS LECTURE FROM SINGAPORE AMBASSADOR 4:30 P.M. LaRose Theatre 21	THE BLACK BUSINESS EXPOSE-ITION 5 P.M. Snow Family Atrium 21	JEFF WILLIAMS, "MY JOURNEY TO COO AT APPLE" 11 A.M. Great Hall, Global Commons 22
WBB VS. JAMES MADISON – PHOENIX PHANACTIC NIGHT 7 P.M. Schar Center 22	TWO-DAY JAZZ FESTIVAL 7:30 P.M. McCrary Theatre 23	CODY KEENAN, 'IDEALISM AND IMPATIENCE' 7:30 P.M. Whitley Auditorium 25	MEN'S TENNIS VS. LIBERTY 2:30 P.M. Jimmy Powell Tennis Center 26	JOB AND INTERNSHIP EXPO 2 P.M. Alumni Gym 26



ABBY GIBBS | PHOTO EDITOR

Senior Emily Patterson practices for the "SAGA" dance concert on Monday, Feb. 18.



ZACHARY OHMANN | STAFF PHOTOGRAPHER

Sophomore Duje Radja and senior Steven Santa Ana do their pre-game handshake before the Phoenix take on the College of William and Mary on Saturday, Feb. 16.

Junior pitcher Kenna Quinn starts the first game of a doubleheader against the University of Virginia on Saturday, Feb. 16.



JESS RAFFOGEL | STAFF PHOTOGRAPHER



ABBY GIBBS | PHOTO EDITOR

Sophomore guard Ariel Colón shoots a jumper over the William and Mary defense. The Phoenix fell to the Tribe 64-59 in Schar Center on Sunday, Feb. 17.



LIAM O'CONNOR | STAFF PHOTOGRAPHER

The Musical Theatre Class of 2022 performs "Seasons of Love" at the Parkland Vigil in front of Lindner Hall on Thursday, Feb. 14.

ICE RAIDS LEAVE LASTING FEAR IN ALAMANCE COUNTY

ICE | from cover

ICE does not have the exact numbers of how many people were arrested in Alamance County. Bryan Cox, the southern region communications director for ICE, said anyone who was arrested in Alamance County “would typically be transferred to one of ICE’s detention centers in Georgia” where they would then be processed.

Mihoshoty Yamaguchi, a math teacher at CHS, understood the fear students felt days after the arrests.

“Some of the students mentioned that the days following the ICE raids everyone was afraid to leave their house,” Yamaguchi said.

But Yamaguchi said she made it clear to her students that CHS was a safe place for them.

“In my classes, discussions have been minimal, but I know they were concerned,” Yamaguchi said. “As an educator, I am reminding the students that they are safe at school and that the staff is here to support them in any way they can.”

Jenny Faulkner, public information officer for Alamance-Burlington schools, said the ICE arrests have “come up as a current event in classrooms,” but the students had not come to the schools with any questions or concerns.

Yamaguchi and Jessica both stayed in tune with where ICE was in the county through social media. Siembra NC, an immigrants’ rights activist group, kept a heavy social media presence in the weeks

following the arrests, offering text alerts and notifications of ICE’s locations. The organization used online forums to set up a 24-hour community watch to notify people about nearby ICE officers.

Turning to the community

Jessica read a Facebook post from Amy Arzola Muñoz, a paralegal in Chapel Hill who also works part time at her father’s accounting firm in Burlington. Her post listed vehicles that ICE agents were driving in the county that day and warned others of streets that agents had been traveling through. She received this information from a friend that was too afraid to publish it herself. Muñoz published it for her.

“It kind of went viral. Other people in the community also started to check these places out,” Muñoz said.

Muñoz’s family immigrated to the U.S. from Mexico, and understanding the Latino community, Muñoz used social media as a tool to relieve some of the fears and uncertainties she and her family had. She said when raids happen, “you really don’t know what’s true and what’s not. So it’s really good that the community came together and were like, ‘We are going to keep up with this.’”

According to the most recent data from the U.S. Census Bureau, Hispanics make up 12.9 percent of the Alamance County population. Muñoz said “everyone was startled” in her community after the arrests. Some of Muñoz’s family members are afraid to drive in the county because they fear being stopped by an ICE agent. The Hispanic-American Democrats of Alamance County posted on Facebook on Feb. 6 that they were offering rides to schools and drug stores for those too afraid to drive on the roads.



“WHEN YOU ARE IN THE COMMUNITY AND YOU ARE A PART OF IT, YOU AREN’T LIKE, ‘LET’S COMMIT FRAUD,’ IT’S LIKE, ‘LET’S DO WHAT WE NEED TO DO.’”

AMY MUÑOZ
PARALEGAL

In a press conference in Charlotte on Feb. 8, ICE officials said they do not set up roadblocks. ICE regional director Sean Gallagher said, “That’s the furthest from the truth.”

ICE said they do not do “random or indiscriminate enforcement.” According to its numbers, 91 percent of people arrested are criminally convicted or charged with a crime. Cox said if counties do not have an agreement to notify

ICE about detained undocumented immigrants in county jails, then federal agents have to go into the communities themselves.

ICE mostly targeted areas in North Carolina that had discontinued their partnerships with ICE and had stopped notifying the federal government when immigrants were detained. This, Gallagher said, led to “criminals” being let go from county jails.

Burlington Mayor Ian Baltutis signed a letter along with six other mayors across the state condemning recent ICE raids. Baltutis and the mayors of Durham, Greensboro, Fayetteville, Asheville, Chapel Hill and Carrboro stood by the decision of the sheriffs in the counties to discontinue these “detainers.”

The mayors’ letter said the raids have “struck terror in the hearts of many of our valued community members.”

During targeted arrests, according to Cox, agents have a list of names and search for specific people in the community. Cox also said agents who do make targeted arrests could end up detaining more immigrants than they anticipated.

“If ICE goes to a particular location seeking a particular target and other persons in violation of feder-

al immigration law are also there, then this agency is not going to turn a blind eye to that,” Cox said.

And while ICE’s visibility has increased, Gallagher said the amount of arrests it’s made has not.

But according to ICE’s numbers, the amount of arrests has been rising. From the 2017-2018 fiscal year, the number of arrests rose by 11 percent, according to Reuters.

“ICE officers have been continually demonized,” Gallagher said. He said the agents are doing their job as an extension of the federal government.

But the rhetoric behind these targeted enforcements has an effect on the documented people in the county as well as the undocumented. Though Jessica is documented, she still feels targeted as a Hispanic woman living in Alamance County — not just by ICE agents, but also by her sheriff, Terry Johnson.

“He has some idea that we are drug dealers, that we aren’t cool,” Jessica said about Terry Johnson. “Like right here, in Burlington, we get that a lot.”

Johnson said he treats every resident of Alamance County as equal.

“We have our Latino people coming in and reporting crimes,” Johnson said. “We don’t care if they are here legal or illegal. We answer calls to the residence ... They are victims of crimes, but we treat them just like any American citizen here.”

But Jessica said her community doesn’t feel the same. “We know he doesn’t like us,” she said. “It’s a straight-up fact.”



Amy Arzola Muñoz is a bilingual part-time accountant with family from Mexico, who recently wrote a viral Facebook post warning of ICE raids in the Burlington area.



JESS RAPFOGEL | STAFF PHOTOGRAPHER

Alamance County Sheriff Terry Johnson reaffirms his belief that illegal immigrants should be detained for the safety of others.

“Protecting our citizens”

In January, Johnson received \$2.8 million in funding from the all-white, all-Republican Alamance County Board of Commissioners to house ICE detainees. Johnson delivered an influential presentation where he said that “immigrants are raping our citizens.” Images like these are what he believed compelled the board to get funding.

The county commissioners’ meetings are streamed online and often welcome opposition. On Feb. 18, the Alamance NAACP held a press conference before the county commissioner’s meeting speaking out against the sheriff’s categorization of immigrants and funding.

“In January 25th of 2019, Sheriff Johnson overwhelmingly failed the honesty test in stating the facts regarding who the criminals are in Alamance County,” said Rev. Curtis Gatewood, president of the Alamance NAACP. “Whether he used it as a metaphor or whether he used it literally, for our Alamance County sheriff to say for the people we are trying to hold here are criminal illegal immigrants who are actually — and he used the word ‘actually’ — raping our citizens in many, many ways. Shame.”

After the meeting, Gatewood exceeded his three-minute window for public comment, and the commissioners were not able to close their meeting. Gatewood was escorted out of the meeting and charged with a misdemeanor disruption of a public meeting, according to the Burlington Times-News.

Despite public backlash, Johnson sees it as his duty to protect “his citizens” from undocumented immigrants and takes personal offense with other sheriffs who deny partnerships with ICE. The oath a sheriff takes, according to Johnson, means they need to protect citizens from foreign and domestic harm.

Johnson and 18 other sheriffs were invited to join President Trump at the White House for a border security roundtable discussion about new policies on Feb. 11.

Border security, according to Johnson, is not just an issue that stays at the border. According to Johnson, undocumented immigrants come into the counties on highways and interstates, bringing with them drugs and human trafficking.

The federal government had to discontinue some of its programs with Johnson after 2007 when he was sued by the Department of Justice for profiling Latino-Americans at traffic stops. Elon News Network found in 2016 that from January 2009 to July 2012, Alamance County police was twice as likely to stop a Hispanic than a non-Hispanic. The DOJ dropped the lawsuit against Johnson, which he sees as a win.

Today, the effects of the lawsuit are still felt by those both documented and undocumented. Elon junior Mackenzie Martinez, event coordinator for the Latinx Hispanic Union, identifies as a “Chicana,” a female of Mexican descent. And though she is from Seattle, Washington, she still always checks for



WE DON'T CARE IF THEY ARE HERE LEGAL OR ILLEGAL ... WE TREAT THEM JUST LIKE ANY AMERICAN CITIZEN HERE.

TERRY JOHNSON
SHERIFF OF ALAMANCE COUNTY

her license every time she drives in Alamance County.

“It’s pretty frightening. When I drive, I am always very wary of cops and whatnot,” Martinez said. “Just because the initial profile of a Latinx is, ‘Oh, an illegal!’”

The 2-year-old organization Immigrant Realities focuses on opening up conversations about immigration on Elon’s campus. David Duncan, a founding member of the organization, sees the “trickle-down” effect of how national policies affect the state.

“If you are Hispanic, you are at threat of being racially profiled by the police,” Duncan said.

Duncan also believes ICE is using the recent arrest of rapper 21 Savage as a distraction.

“This doesn’t just affect celebrities; this affects normal people,” Duncan said. “It’s really been a method of terrorism to scare people to stay in their homes.”

Muñoz works with family law. She said she had always wanted to work with immigration law, but as

she got older, she learned she was too emotionally attached to the practice. Though she does work for a law firm and is documented herself, she understands why immigrants go to work and stay in the country without proper paperwork.

“When you are in the community and you are a part of it, you aren’t like, ‘Let’s commit fraud,’ it’s like, ‘Let’s do what we need to do,’” Muñoz said.

“It’s just sad, families and families are being torn apart,” Jessica said. But ICE is proud of their work over the past couple weeks and sees these arrests as a success.

“This agency will continue to carry out its mission,” Gallagher said. “ICE is here to protect them, and if they knew the types of individuals — and I don’t care where you are, whether you support ICE’s mission or not — there is nobody that wants to live next to a sex offender, somebody charged with rape, a gang member or a violent felon.”

ICE ARRESTS

11%

From the 2017–2018 fiscal year, the number of arrests rose by 11 percent, according to Reuters.

91%

91 percent of people arrested are criminally convicted or charged with a crime.



JESS RAPFOGEL | STAFF PHOTOGRAPHER

The Commissioners Meeting Room in the County Office Building reaches full capacity during the meeting following the NAACP-led protest on Monday, Feb. 18.

President Book names Provost Search Committee

Sixteen faculty appointed to find successor for Provost House

Maeve Ashbrook
Breaking News Manager | @ashbrookmea

Elon University President Connie Book released the names of the members of the Provost Search Committee in an email Friday, Feb. 15, to Elon students, faculty and staff. This follows Provost Steven House's announcement that he will be concluding his service to Elon at the end of this calendar year.

Eric Hall, professor of exercise science and faculty athletics representative, and Jean Rattigan-Rohr, professor of education and executive director of community partnerships and director of the Center for Access and Success, will serve as committee co-chairs. All members of the committee were selected by President Book after she consulted with various faculty and staff members across campus, according to an email statement from Rattigan-Rohr.

Eric Hall said his job as co-chair, along with Rattigan-Rohr, is to serve as a liaison between an executive search firm, the Elon community, and the search committee itself.

"The biggest thing is just making sure that people understand what the process is and trying to be as transparent about that as possible," Hall said.

In the coming days, President Book will be adding two undergraduate students and one graduate student to the committee. Book has also asked Mary Southern, Tim Peebles and Keren Rivas to assist her

during the search.

The Elon community received an email later on Feb. 15 from committee co-chairs about listening sessions the University will be conducting to hear feedback from students, alumni, faculty and staff on the open position. The first session took place yesterday, Feb. 19, and the second sessions will take place Wednesday, Feb. 20, at 9:15 a.m. and 3:30 p.m.

"These listening sessions are very important for our community. People have a say as far as what we want from our next provost," Hall said. "If they can't attend the listening ses-



WE ARE CONFIDENT WE WILL ATTRACT STRONG INTEREST FROM OUTSTANDING LEADERS ACROSS THE COUNTRY FOR THIS OPPORTUNITY.

JEAN RATTIGAN-ROHR
PROFESSOR OF EDUCATION

sion, then I would just encourage them to make sure that they reach out to Jean and I as co-chairs to give input because I think this is really important for us if we're going to be successful."

Those who are not on campus can participate in the meetings via WebEx or by calling in.

Hall said even though he and Steven House did not always see eye-to-eye, House has always been



PHOTO COURTESY OF UNIVERSITY COMMUNICATIONS

PROVOST SEARCH COMMITTEE

From left to right by row:

- Greg Zaiser**, vice president of enrollment
- Hal Vincent**, director of Live Oak Communications and lecturer in communications
- Jana Lynn Patterson**, associate vice president for Student Life, dean of students and assistant professor
- Patrick Rudd**, assistant librarian and coordinator of library instruction and outreach services
- Jean Rattigan-Rohr**, professor of education, executive director of community partnerships, director of the Center for Access and Success, committee co-chair
- Prudence Layne**, chair of Academic Council, associate professor of English
- Amy Johnson**, director of the Elon Core Curriculum and associate professor of history
- Catherine Dunham**, professor of law
- Eric Hall**, professor of exercise science, faculty athletics representative and committee co-chair
- Lynn Huber**, director of the Honors Program and professor of religious studies
- Mark Enfield**, associate professor of education
- Stephen Folger**, department chair/program director and professor of physical therapy education
- Jill Auditori**, adjunct instructor in world languages and political science
- Kate Upton**, director of the Reed Finance Center and assistant professor of finance
- Raghu Tadepalli**, dean of the Martha and Spencer Love School of Business
- Kirstie Doehler**, associate professor of statistics

clear in explaining why he took his stances. When looking for traits in a new provost, Hall said he is looking for someone who has the energy and excitement to understand the Elon environment.

"I think that whoever takes this position needs to be a dynamic person, dynamic personality to help navigate all of the change that happens at Elon," Hall said.

Rattigan-Rohr said she is looking

for a candidate with leadership abilities in both academic affairs and student life. In an email, she said she is confident Elon will attract strong applicants.

"With Elon's growing national reputation for excellence and its student-centered culture, we are confident we will attract strong interest from outstanding leaders across the country for this opportunity," Rattigan-Rohr said.

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GRACE MORRIS
JUNIOR

“JOINING ENN WAS THE GREATEST DECISION I HAVE MADE AT ELON. NOT ONLY DID I MAKE AMAZING FRIENDS, BUT I LEARNED ABOUT MYSELF AND MY FUTURE IN JOURNALISM.”

ALEX ROAT
JUNIOR

COME TO PITCH MEETINGS:
TUESDAYS AT 5 P.M. MCEWEN 108

FACULTY PUSH FOR EQUALITY

Female faculty members see disparities within the workplace varying from compensation to opportunities

Alexandra Schonfeld & Emery Eisner

Managing Editor & Elon News Network | @aschonfeld096 @eisneremery

SHARON EISNER HAS FORMED many close relationships within the Elon University community since joining staff as an adjunct professor in 2007. For 12 years, Eisner has been an active member of the Elon community, spending extra time advising students and loving her job in the School of Communications. In October 2018, she publicly decided to join the push for a union of non-tenure-track faculty and currently sits on the Organizing Committee of Elon Faculty Forward. Her experiences as an adjunct faculty member — and as a woman — have shaped the path that led her to make that decision.

SERVICE EMPLOYEES INTERNATIONAL UNION
SEIU is a organization that helps non-tenure-track faculty members at Elon unionize.

FACULTY FORWARD
Faculty Forward is a project of SEIU that focuses on forming unions on campuses around the United States.

Through-out her time at Elon, Eisner said she has felt slighted in various aspects of her position, including being approached by the administration and asked to take on a lesser course load. The decision resulted in some of her courses being left untaught, and she looked around and wondered why this happened.

“Their experience was different,” Eisner said. “I don’t know if that was because of gender, I don’t know if that was because of department. I don’t know why. All I know is I wish I knew the secret handshake — which I obviously don’t know.”

Catherine Bush, assistant professor of biology, also sits on the Organizing Committee of Elon Fac-

ulty Forward. She said it was not until conversations about forming a union for non-tenure-track faculty began in early 2018 that she became aware of a wage gap between her and her male counterparts.

This data is made available to the public by the Integrated Post-secondary Education Data System, which compiles data in categories from enrollment to finances and retention rates. The IPEDS data revealed in its 2017-2018 provisional release data report on Elon University that on average women in an assistant professor position were making nearly 5 percent less than male colleagues.

“People saw this,” Bush said. “Elon people who were compiling data. People knew about this, eyes saw it and nobody thought that was wrong. Nobody stood up.”

Bush said this is just one of the reasons she has been so vocal about the push to unionize, and she believes the security of a union would encourage more faculty members to speak up about their experiences. The pay gap, Bush explains, exists throughout varying levels of employment ranking. At Elon, according to IPEDS data, women on average are making about 6 percent less than male colleagues. At the instructor level though, women make an average of \$60,375 per year, whereas men at the same level are only making \$44,964.

Provost Steven House explained in a statement that comparing average pay based on gender fails to take into account other factors, including years of teaching experience and rank. The “Academic Council Dashboard Report” is sent out annually to examine such factors.

“Again this year, that analysis found that gender is not a statistically significant factor in salary differences,” House said. “This annual analysis has determined repeatedly that longevity at Elon is the main differentiating factor, and Elon has found that on average, male faculty members have taught here longer than female faculty members.”



Catherine Bush and Sharon Eisner take part in Elon Faculty Forward’s first public event in November 2018 in Phi Beta Kappa Commons. ABBY GIBBS | PHOTO EDITOR

“OF COURSE IT’S 2019, THEY’RE GOING TO COME OUT IN A COUPLE YEARS AND GET PAID EQUALLY.’ THAT’S NAIVE OF ME TO THINK. BECAUSE THE VERY SCHOOL THAT IS PREPARING THEM FOR THEIR CAREERS DOESN’T PAY THEIR PROFESSORS EQUALLY.”

CATHERINE BUSH
ASSISTANT PROFESSOR OF BIOLOGY

As an adjunct professor, the salary discrepancies hit Bush harder. She already lacks some of the benefits her full-time faculty colleagues have available to them — including professional development funds and consistent healthcare or retirement plans. According to the Elon Fact Book, there are 124 non-tenure-track full-time faculty members at Elon.

Eisner doesn’t believe she had been lied to as much as tangled up in confusion resulting from a lack of transparency between academic departments. She feels the union will facilitate the discussions necessary to achieve that transparency.

“We’re asking to be heard,” Eisner said. “We’re asking for a seat at the table.”

Bush hopes that moving forward Elon will become more transparent with salary information. At a public university, Bush said, data regarding salaries is made public. Some of Elon’s salary data is made available through the American Association of University Professors. But as a private university, Elon does not have the same requirements as a public university.

While Eisner and other union supporters have made their struggles with the university known, some faculty do not believe a union is the right choice.

One of Eisner’s colleagues, Mark Fox, adjunct instructor in communications, said he has “no complaints” about his salary and benefits. He said that while he understands the urge to lobby for more opportunities, “Elon makes it clear on adjunct faculty contracts that it is a limited-term hire with no expectation for full-time employment.”

Bush is not only worried about inequality among colleagues today, but as a professor in the STEM field, she also looks at her students and worries about what they may face in the future workplace.

“I teach cell-bio lectures, two big cell-bio lectures — 76 percent of my students are female. In one of my labs, it’s 92 percent. This is what we wanted. We wanted females in STEM, this is what we’ve worked so hard to do.

BY THE NUMBERS

223

is the number of female faculty members in the 2018-2019 academic year.

216

is the number of male faculty members in the 2018-2019 academic year.

And we’ve got them, this is amazing,” Bush said. “When I look at them, I think, ‘Well, of course they are going to go into their careers and get paid equally — of course it’s 2019, they’re going to come out in a couple years and get paid equally.’ That’s naive of me to think. Because the very school that is preparing them for their careers doesn’t pay their professors equally.”

While Faculty Forward focuses on the needs of non-tenure-track faculty at Elon, the hope is that it will “trickle upward” and affect staff on all areas of campus.

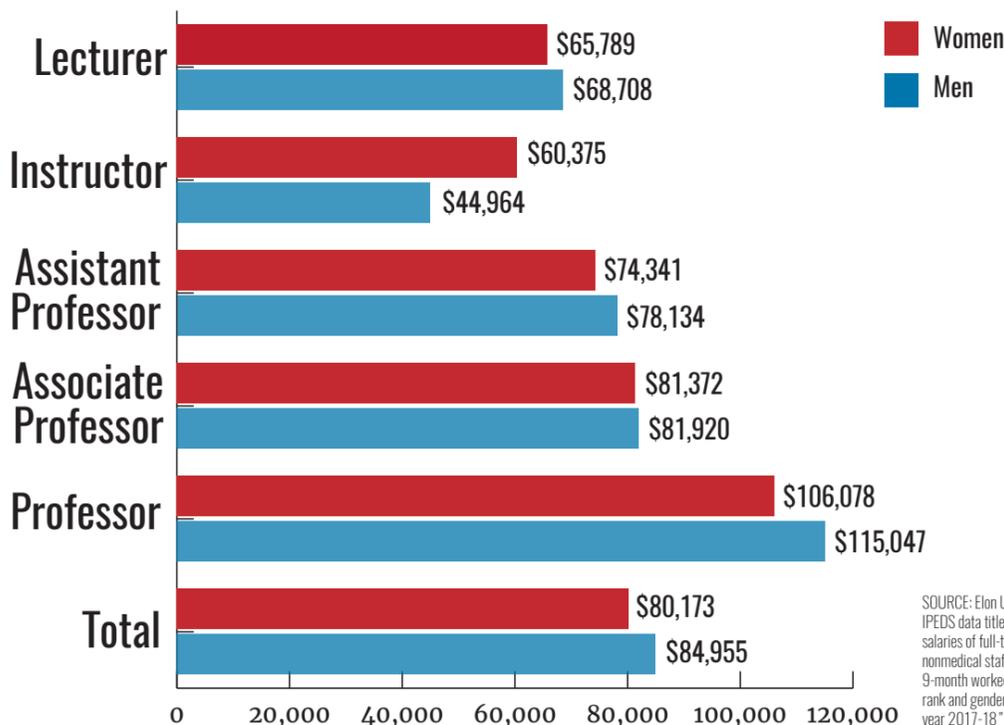
“Then we are doing our little part to make a more just environment. We do it here at Elon, and we push this into the history books,” Bush said. “It’s way past time to do this.”

Ballots were sent out to visiting faculty, instructors, part-time or full-time adjunct professors and limited-term faculty on Feb. 19 to determine whether or not the Service Employees International Union will be officially recognized on Elon’s campus. The ballots are sent out by the National Labor Relations Board who will count them on March 12. Votes will be completely confidential.

Though President Connie Book and other administrators have come out opposing the establishment of a union, Bush remains hopeful.

“We are absolutely hoping and preparing for success,” Bush said.

AVERAGE SALARIES OF FULL-TIME FACULTY 2017-2018



SOURCE: Elon University’s IPEDS data titled, “Average salaries of full-time instruction nonmedical staff equated to 9-month worked, by academic rank and gender: Academic year 2017-18”



ABBY GIBBS | PHOTO EDITOR

CAMPUS VOICES

To my students, from your adjunct professor



Catherine Bush
Assistant Professor of
Biology

As another semester begins, there are so many things I am excited to teach you. But some of the most important of these lessons simply cannot be taught in a classroom. I write to you now because I am in a unique position to show you one of the most life-changing skills you can ever have: the ability to take a stand for what you think is right.

I want you to be confident in yourself. To trust your own voice. I can see the lack of confidence in you sometimes because I have lacked it myself for so much of my life — until now. Confidence is when you think something, something probably very grand and bold and right and good for humanity, and then — and this is key — act upon it. Taking the leap with no assurances of any kind of what will happen.

You will need support along the way. You will need people to stand with you. And you will have to be strong. Resilient. Persistent. Tenacious. Because the right thing to do is usually the hardest. The David up against the Goliath. The vulnerable against the powerful. I can only hope you will be choosing the side of right, increasing your confidence and learning just how much you really can do for the rest of your lives.

I am in the middle of a decision like this right now, right here on this campus. I decided, as an adjunct professor, to wholeheartedly join the movement to form a union of adjunct and non-tenure-track professors at Elon University because I believe it's in the best interests of all students and faculty on campus. I wanted

you to know this, to see it, so you know what a leap looks like. I will not lie: it's terrifying. But it's also exhilarating and immensely empowering. Whatever comes next, I will never be the same after this. It has made me stronger, stretched what I thought I was capable of, connected me to this community like never before and has given me an inner confidence that cannot be diminished.

I have been teaching at Elon since August 2012. I started on a one-year commitment, and then I took unpaid maternity



I WILL PERSIST AND BE BRAVE. WATCH ME, STUDENTS: THIS IS HOW YOU TAKE A LEAP.

leave for a semester to have my daughter Anna. After that, I was offered nine semester-by-semester contracts, some part-time and some full-time. This academic year, I am on a year-long contract. Though I always hope I will be back each semester, there is never any guarantee. I live with the uncertainty of knowing I could be let go at any time.

Teaching for me is like breathing: I don't know how I'd survive without it. At the same time, the low pay offered to adjunct professors today is demoralizing. From 2012 to 2018, as a professor with a PhD working at the top regional university in the South, I have been paid an average of \$26,104 — sometimes as little

as \$19,428 and never more than \$40,255. As my students, you know exactly how hard I work for this university and for that pay.

For some of your professors, everyday expenses like rent and medical bills can become simply impossible to cover. Before Anna started school this past fall, I spent roughly half of my salary most years to pay for high-quality childcare. Fortunately, my husband's salary helps stabilize our household income, and his employer provides dependable health-care for Anna and myself. I am

deeply uncomfortable with the fact that I have a PhD, yet if I were single and taking care of Anna, or if my husband didn't have the job he has now, my salary at Elon would not be enough to cover even basic living expenses for my family.

Students, it is very possible that you have been taught by an adjunct professor at Elon that is under severe financial stress. To make matters worse, as female faculty at Elon, we make an average of 6 percent less than our male counterparts. Yes, the pay gap you study about at this university exists at this university. I cannot stand in front of you semester after semester and stay silent about these injustices.

I have been working with

my adjunct and non-tenure-track colleagues for months to form a union on this campus so we have the power — and the voice — to collectively bargain for the improved work conditions that will benefit you, our students, as well as this campus as a whole. Ultimately, our efforts seek to align Elon's noble mission statement with actions that are on par with those values.

We have asked community members to stand with us in calling on Provost Steven House and President Connie Book to respect our request for them to remain neutral in this process and to allow a democratic election regarding the formation of a union to proceed as soon as possible. The community has responded with an outpouring of solidarity: to date, letters of support from students, alumni, tenured/tenure-track faculty allies and faith leaders have collected hundreds of signatures combined — and counting.

Our efforts to form a union on this campus — every conversation, every amazing colleague we've met, every perspective we've heard — have made Elon feel more like my home than ever before. Students, I do not know what will happen with this today, or tomorrow or next week. I do know that everything in my being tells me this is the right decision. I want to stay at this university for years to come and know that my colleagues and I worked so hard to make Elon better for its students, truer to its values and more equitable for all. I will persist and be brave. Watch me, students: this is how you take a leap.

Catherine Bush, assistant professor of biology, addresses a crowd of supporters during the beginning of Elon Faculty Forward's first public event in Phi Beta Kappa Commons on Thursday, Nov. 29, 2018.

CAMPUS VOICES

Dear President Book and Provost House, from an alumna



Claire Lockard
Class of '16

I write from a place of love — a deep, complicated love for my alma mater. Elon University is a tight-knit community of scholars, leaders and innovators. As a graduate student pursuing my doctorate in philosophy at Loyola University Chicago, I often think about and appreciate all the ways my Elon experience prepared me to be a thoughtful, diligent, community-minded scholar. But my appreciation and my love are difficult for me to hold in my heart as I read about the administration's response to adjunct and non-tenure-track faculty filing for their union election.

Today, my love is tinged with anger for two reasons. First, I am angry that you, the members of the administration, have failed to remain neutral as the faculty members decide whether to vote "yes" for forming a union. You are circulating "information" about the union election that blatantly attempts to mislead faculty — indeed, all members of the Elon community — about the role of a union. Notably, you have tried to suggest

that unions are outsiders to the Elon family when, in fact, an adjunct union would be made up only of Elon's adjunct faculty.

And second, I am angry that you have chosen the law firm Ogletree Deakins to represent you throughout the union election process. Ogletree Deakins has a long history of representing anti-union employers, and so they seem like a fitting choice for a university that wants to resist unionization efforts of their adjunct and contingent faculty. But what is even more appalling to me is that you have decided to hire this firm despite their history of defending North Carolina's voter ID law and its redistricting plans — both of which have been widely condemned as voter-suppression tactics that disproportionately affect people of color.

Your willingness to have Ogletree Deakins represent your interests reveals your willingness to engage in practices that go directly against Elon's commitment to diversity, inclusion and social justice. How can stu-

dents, faculty, staff, parents and alumni feel welcome at Elon knowing that Elon will not only fight to avoid treating its employees fairly, but also that the administration allies itself with legal representation that actively works against racial and economic justice?

As I write from my own position of academic precocity, I am disappointed to know that Elon takes my rights as an employee no more seriously than my current university. Loyola University-Chicago has — in the nearly-two years since graduate workers unionized — continually obstructed our rights as workers. But I know that my alma mater cares deeply about its students, faculty, staff and alumni, and so I write to encourage you to express that care by changing the way you approach and frame the upcoming union election.

I call on you, the university administration, to stop interfering with the election process. Recognize that though Elon is unique in so many ways, the university is not exempt from employ-

ment injustices that make unions so crucial for the survival of higher education in the United States.

I, along with more than 150 other Elon alumni, have signed a letter expressing support for the university's adjunct faculty). In this letter, we pledged to withhold our donations to Elon University until the administration publicly commits to not interfere practically or rhetorically with the non-tenure-track faculty's campaign to form a union. We know Elon can do better than this, and because we know this, we cannot, in good faith, give to the university until its leadership respects the rights of faculty to democratically organize their union.

I call on you, furthermore, to recognize this union election as an opportunity for Elon to talk about what just employment looks like and to show other universities across the nation how faculty members deserve to be treated. I am hopeful because it is not too late for Elon to make a different choice. It would

mean so much to me to see my alma mater supporting adjunct faculty by respecting them enough to let them vote without further interference. I would feel encouraged that Elon has lived up to its own aspirations as a leader in higher education; I would feel energized to continue using my Elon education as I organize for change in my own community; and I would feel like my fellow alums, the adjunct faculty and I are truly part of the Elon family.

As a student, I was part of a coalition called the "Student-Led Alliance for an Inclusive Community." We encouraged one another, and our fellow Elon students, to love our school enough to change it. By filing for a union election, adjunct faculty are performing the very act of love that has been, in my experience, the most effective force for positive change at Elon: caring about the university enough to hold it accountable to its commitments. I demand that you, the university administration, recognize this love and take it seriously.

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See more Black History Month event coverage at elonnewsnetwork.com

LIFESTYLE



A 'SAGA'

400 YEARS IN THE MAKING

The dance concert will help conclude Elon's Black History Month celebrations

Leila Jackson

Elon News Network | @elonnewsnetwork

EVERY YEAR, ELON UNIVERSITY presents a dance concert celebrating Black History Month. And in his time as a student here, senior Tres McMichael has only missed one.

This year's concert, named SAGA, is choreographed and directed by Jason Aryeh, assistant professor of dance, and honors Black History Month. Conveying the story of the successes of African culture, the show includes African American, Caribbean and

WHAT IS THE AFRICAN DIASPORA?

The mass dispersion of African people. Commonly used to describe the effects of the Transatlantic Slave Trade.

West African dance styles as well as acting-based performances. In the past, the show has taken place in Whitley Auditorium and the Black Box Theatre and is now being performed

in McCrary Theatre, a bigger space than previous venues.

McMichael said since his first year in the show, he has seen the size of the audience increase significantly.

"Now that I think Elon has started to recognize the importance of the performance and the importance of the show, they've now put it on ... our biggest performance space, and I think that's a really important symbol that this culture, this art, this representation deserves to be on the main stage," McMichael said.

The importance of this year's concert to McMichael is emphasized by the fact that 2019 marks 400 years since Africans were first brought to the United States as slaves.

"Saga' means a tale, a story about a large history of a group. So it's appropriate that the show this year is named SAGA because we've been here for 400 years. We've had every occupation there is to



I THINK ART HAS THE POWER TO HAVE SOCIAL CHANGE AND THE POWER TO REMIND PEOPLE OF CERTAIN NARRATIVES THAT ARE NOT ALWAYS ON THE MAIN STAGE.

TRES MCMICHAEL
SENIOR

have, we've been a very resilient group in America," McMichael said.

For senior Breia Kelley, performing in SAGA gives her the opportunity to showcase her own background through dance.

"Being a [musical] theatre major, I love to perform. And so if I can perform and get a message out and celebrate my heritage and where I come from — then I love it," Kelley

said. Often black history and black art are not completely incorporated into the story of the United States. While the performances show the many achievements of African Americans and the African diaspora, it also portrays the challenges that persist — something Kelley hopes the audience will take to heart as they watch.

"I hope [people] understand how far the journey has been and how far we have come, but also that they understand some things have not changed," Kelley said.

SAGA will be showing at 7:30 p.m. on Tuesday, Feb. 26, in McCrary Theatre, wrapping up the events and celebrations for Black History Month.

"I think art has the power to have social change and the power to remind people of certain narratives that are not always on the main stage. So I think this is a powerful show to close out Black History Month because it's put on such a grand stage and it's free and it's accessible and it's open to everyone," McMichael said. "What better way to close the month than a celebration of inclusivity and one that everyone can join in?"

PHOTOS BY ABBY GIBBS | PHOTO EDITOR

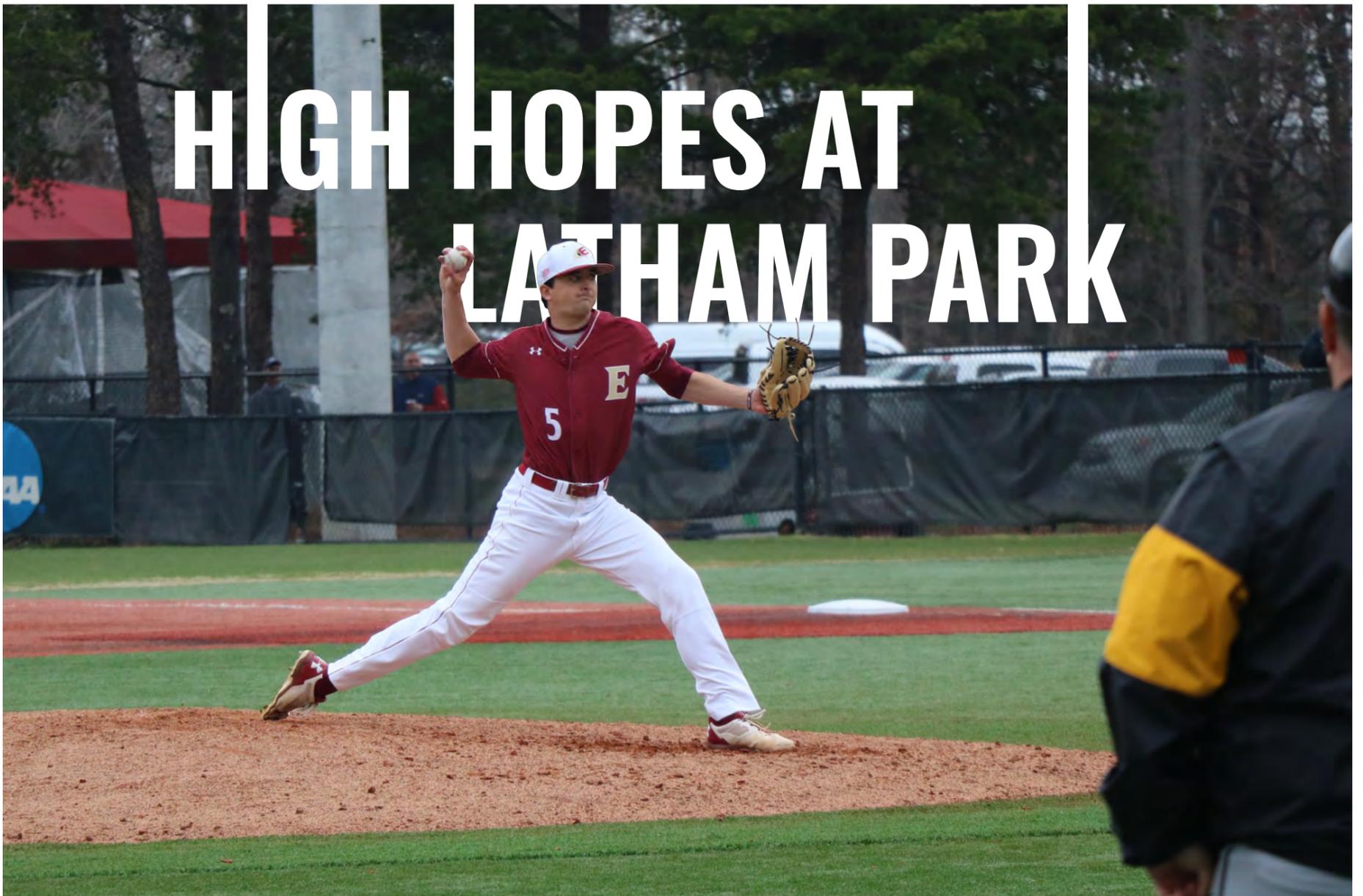
Top: Student dancers rehearse choreography in the Center for the Arts as they prepare to open their show on Tuesday, Feb. 26.

Right: Freshman Tyler Okunski lifts senior Alyssa Needham during their rehearsal for "SAGA" on Monday, Feb. 18.



ONLINE:

Stay updated on the baseball season at elonnewsnetwork.com

SPORTS**HIGH HOPES AT LATHAM PARK**

FILE PHOTO BY ELON NEWS NETWORK

Junior right-handed pitcher Kyle Brnovich completes his delivery in a 5-0 win over Appalachian State on March 3, 2018.

With great talent comes great expectations as the baseball team begins their 2019 season

Jack Haley

Sports Director | @jackhaley17

SPRING SEMESTER MEANS ONE of a few things on Elon University's campus: baseball begins a new season. And this season is one of expectations for the Phoenix.

The star of the Phoenix this season may well be junior right-handed pitcher Kyle Brnovich. The Milton, Georgia, native had his coming-out season in 2018 with an 8-2 record and an earned run average nearly one and a half points lower than his freshman year average. Brnovich's 147 strikeouts led the Colonial Athletic Association (CAA) and earned him the fourth spot among all NCAA Division I pitchers last year.

With these accolades and a roster spot on the U.S. national collegiate team over the summer, there is no surprise Brnovich has been picked as CAA Preseason Player of the Year, a Golden Spikes player to watch and a Preseason All-American before he could even take the mound to open the spring season with the rest of the Phoenix.

Despite all the hype surrounding him, Brnovich is trying to keep his head down and do his job to help the team win.

"I don't pay too much mind to it," Brnovich said. "It's awesome, I'm very happy for it, but there's nothing you can really do about it, I guess."

Brnovich also knows that while being recognized is great, it means he needs to step up his game even

more. There are going to be players Brnovich will face that want to be able to notch a hit against him and to try and take him down a peg. But Brnovich is ready for the challenge.

"If anything, it just puts a bigger target on your head, and you just got to live up to those expectations," Brnovich said.

No matter how good Brnovich is, there is more than just one player on this team. It's going to take a total team effort to bring Elon to the CAA Championship, which they have been picked to win by the rest of the CAA. While the recognition is appreciated from the rest of the league, head coach Mike Kennedy knows all too well that it doesn't mean anything until they have actually won something.

"If they would give me the trophy, I would say, 'Yeah, I'll go with that, and we'll take the rest of the season off and show up for the tournament.' But they don't do that," Kennedy said. "The goal is to just get better and work hard every day and being ready. So we're working really hard and staying focused on those things."

One of the things Kennedy's team is priding itself on is how the roster has bonded over the offseason. Junior outfielder Tyler Stanley noted that the long Winter Term session for the team really helped the new players on the team come together and form a cohesive unit with the rest of

the squad.

"We had long practices, and guys got to know each other," Stanley said. "In the fall, we realized we had 10 to 15 new guys added, and I don't think we were as close as we should have been. But in the preseason, we started to grow together and become a team, and now we're playing up to our potential."

After bowing out of the CAA Tournament and seeing its season end earlier than it would have liked at the hands of Northeastern University, one of the biggest aspects of its game Elon has worked on is the energy it brings to the diamond every day.

"All we can do is worry about how we're going about it and what type of effort we're putting forward," Kennedy said. For Stanley, he has learned to feed off the other energy other players bring no matter what to use as inspiration and competitive fire.

"The energy is always great — we never have to worry about it," Stanley said. "We have guys like [Andrew] Tovosky that come and bring it every day regardless of [whether] it's raining or it's sunshine. So you always want to match his energy. You can't let him outdo you because we're all competitors and we want to match each other's energy at that point."

Kennedy has already seen some great strides in the team since its fall season. "I didn't think our fall was great early on, and there's some reasons for that," Kennedy said. "We had

BRNOVICH BY THE NUMBERS**147**

Kyle Brnovich had 147 strikeouts in 2018, which led the CAA and was fourth in the NCAA among all Division I pitchers.

5.2

Brnovich pitched for 5.2 innings on Friday, Feb. 15, in the season opener against Lafayette College. The Phoenix won 9-1.

“

WE KIND OF STUMBLER THROUGH THE FALL, BUT OUR GUYS HAVE REALLY STAYED THE COURSE AND BOUGHT INTO WHAT WE'RE TELLING THEM.

MIKE KENNEDY
HEAD COACH

some pieces out, we shut some guys down, we didn't have guys throwing. We kind of stumbled through the fall, but our guys have really stayed the course and bought into what we're telling them."

Elon got right down to it in the opening series of the season, sweeping Lafayette College in three games to get the season moving in a hurry. Brnovich picked up right where he left off on opening day. The righty went 5.2 innings, giving up one hit and one run en route to a 9-1 win to start the spring campaign.

Kennedy knows it may sound generic, but he has faith in his team to do what it needs to do and get the job done.

"We're not looking ahead," Kennedy said. "We really have a good group of guys that understand that on a daily basis the importance of coming out and working hard and preparing and being in the moment and being where your feet are and really putting forth a good effort that day."

A tough schedule awaits the 2019 lacrosse team

A season stacked with top-ranked teams may prove to be a challenge for the squad

Alex Reynolds

Elon News Network | @reynolds14_

Elon University women's lacrosse looks to have a turn-around season in 2019 after going 4-11 last year. The road to return to winning form for the Phoenix will be one of new challenges and opportunities.

The team has been ranked No. 3 in the Colonial Athletic Association (CAA), according to NCAA preseason polls.

"Our team has incredible work ethic. They actually just love it," said head coach Josh Hexter. "The

way they compete against each other in practice every single day and in the weight room and in running. It's just constant hard work."

Hexter entered his sixth year at the helm of Elon's women's lacrosse with a win against Campbell University on Feb. 9 — the 200th career game he has coached. As the first head coach for the team, Hexter has led the program to a .506 record (43-42) and an NCAA Tournament berth in 2017.

The 2018 season was the worst statistical year of coach Hexter's tenure. The team went through a brutal schedule and secured only one win in the non-conference leg while battling six top-25 ranked opponents, getting the team off to a 1-8 start it could not recover from.

This year, the Phoenix has its work cut out again with scheduling. The team will face seven teams that

competed in the 2018 NCAA Tournament, including the No. 2 seed University of North Carolina and the No. 6 seed University of Florida. The team will also have to face in-conference rival and reigning NCAA champion James Madison University at least once.

The team won its opening game at Campbell to get its season rolling on the correct foot but dropped the home opener to No. 14 University of Virginia.

While some programs choose to soften their out-of-conference schedule in an attempt to pick up confidence-building wins, Hexter believes in the opposite approach.

"We want to schedule the hardest competition we can — within reason — so we can really test ourselves every day and see how good

we are," Hexter said. "At the end, if you want to be a Final Four championship team, you need to play these teams every day to get used to that."

But the challenges go beyond the strength of schedule in 2019. The Phoenix will be playing without last year's leader, senior attack Stephanie Asher. Asher finished her career as Elon's leading goal scorer, points scorer and draw controller. In 2018, Asher was one of the team's captains and the unquestioned leader of the offense. She single-handedly contributed more than 28 percent of Elon's goals scored last season — 39 of 135.

Losing Asher will require adjustments in both strategy and leadership. The answer to the void could come in the form of the midfield duo of sophomore Quinn Daly and junior Melissa Birdsell.

Daly has already been recog-



FILE PHOTO BY ELON NEWS NETWORK

Sophomore Claire Smesko dodges past a University of Virginia defender on Feb. 17, 2018.

“

“WE WANT TO SCHEDULE THE HARDEST COMPETITION WE CAN — WITHIN REASON — SO WE CAN REALLY TEST OURSELVES EVERY DAY AND SEE HOW GOOD WE ARE.”

JOSH HEXTER
HEAD COACH

UPCOMING SCHEDULE

6

teams Elon is scheduled to play in the 2019 season are currently ranked nationally.

been around to see the effect of great players such as Asher and is confident in leadership for the upcoming season. Birdsell has already chipped in a goal on the season, getting her first tally of the year against Campbell.

"I think our leadership has been phenomenal this year, and it's just

been a buildup from every year, and I think it's been fantastic to see our growth this year with it and with the leadership we have," Birdsell said.

Another player that has seemed to step up for the Phoenix in this early season is sophomore midfielder Mae McGlynn. McGlynn has been fierce around the net so far, racking up eight goals, including five against Campbell in the season opener.

Besides Asher, another notable loss for the team comes in net. Tori Cipollone was a veteran goalkeeper who started 13 of the 15 games played last year and tallied 87 saves. But a new face on Elon's campus could change the game for the Phoenix.

Paulina DiFatta transferred to Elon in fall 2018 after playing two years at Fairfield University. She is coming off a career-defining season. In 2018, DiFatta set the Fairfield record for saves with 211 and a .512 save percentage. For these efforts, she was named to the Mid-Atlantic Athletic Conference (MAAC) All-Rookie Team.

Though DiFatta became so accomplished in such a short time at Fairfield, she does not like looking back at the past. She compared her career to a journey and is simply looking forward to the next chapter.

"I think I wanted a new scenery, so I transferred here, and I love it so far," DiFatta said. "The coaches bring an amazing atmosphere, and these players work so hard, and I'm so honored to be a part of this program. It's such a respected program. So I'm really excited for this season."

With the returning talent and a strong work ethic, the team has the potential to make another run in the CAA tournament. But Hexter knows that wanting to be a team that makes a team and training to become a team that makes that a reality are two very different things.

"We can say we want to be in the Final Four all we want," Hexter said, but he knows that to get to that point, the work has to be done now.



FILE PHOTO BY ELON NEWS NETWORK

Sophomore goalkeeper Allie Cerrone runs the ball out of the crease during a game against the University of Virginia on Feb. 17, 2018.