

THE PENDULUM

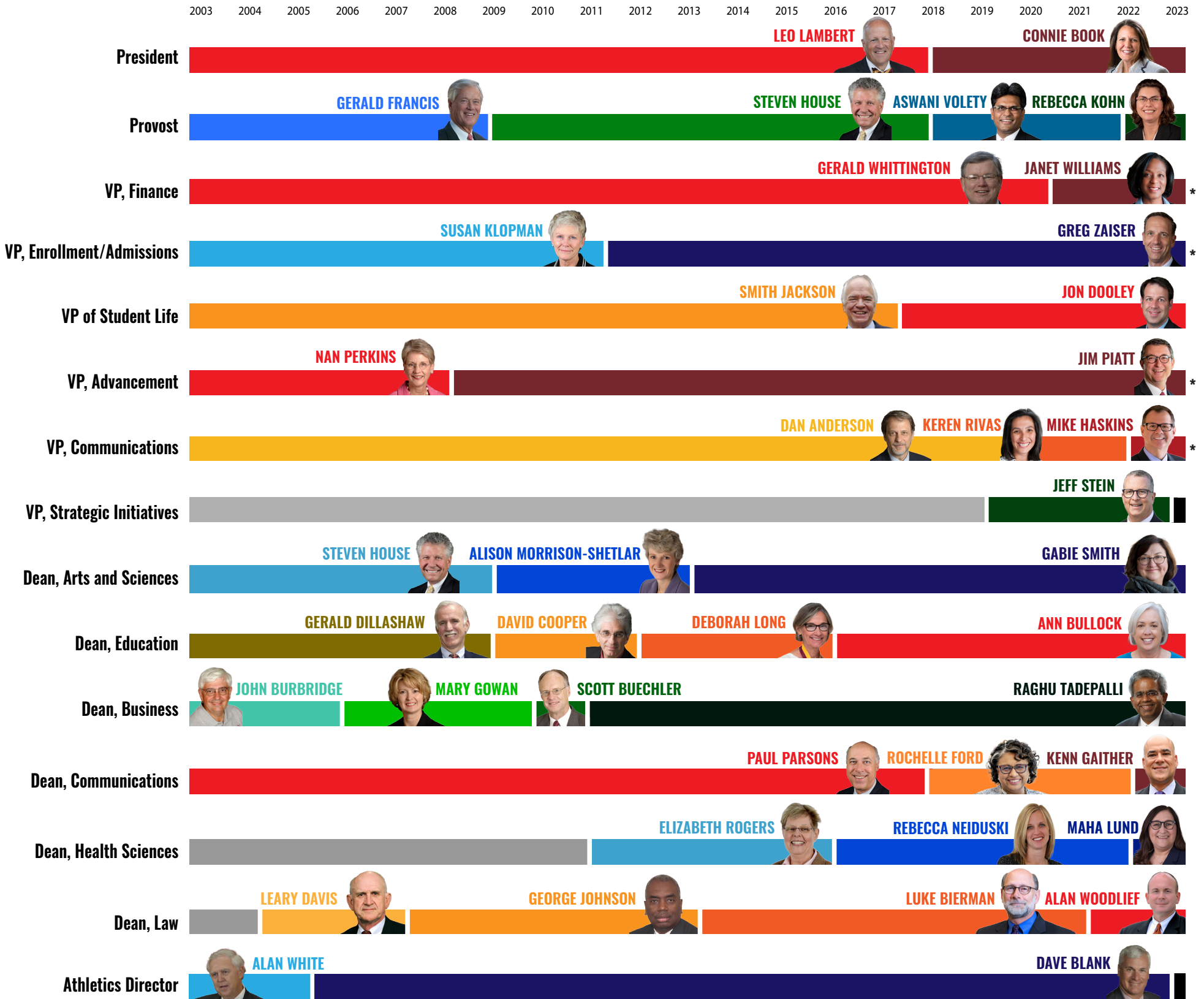
2023 Lumen Scholars receive \$20,000 for research opportunities

Sophomore Dejour Banks teaches Spanish through his YouTube channel

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ELON'S REVOLVING DOOR



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Chart of Elon University senior staff members from 2003 to 2023. Gray denotes a vacant/ non-existent positions, asterisks denote positions combining or changing titles over time.

SENIOR STAFF MEMBERS' LEAVING SHAKES UP UNIVERSITY

Four administrators have left Elon in the last year to pursue presidential positions at other institutions

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Elon University said goodbye to four senior staff members in the last year, all of whom have become presidents at other universities.

The most recent to announce their departure is Vice President of strategic initiatives Jeff Stein, who will be leaving after serving Elon University for 21 years. Stein will become the president of Mary Baldwin University beginning in July, after announcing his departure April 14.

Senior staff members leaving and beginning other roles isn't new to the university. This trend started when former Dean of the School of Health Sciences Rebecca Neiduski announced her departure March 21, 2022, after starting her role at Elon five years earlier to become president of

Wartburg College.

Former Dean of the School of Communications Rochelle Ford, who worked at Elon since 2018, followed May 24, 2022, and announced she was becoming president of Dillard University. Former Provost Aswani Voley announced his departure May 26, 2022, to become the chancellor of the University of North Carolina, Wilmington.

Turnover in higher education is not just an Elon issue, though. The University of North Carolina System had a 75% higher turnover rate in summer 2021 compared with the four years prior, partly due to COVID-19, according to Ithaka S+R, a research organization specializing in higher education.

"There's more turnover, but this is sort of a natural aspect of Elon's community that people are either moving up, or they're taking big jobs elsewhere and it speaks to the leadership that is provided," Stein said.

In 2017, a study published by Business and Economics Horizons found that private higher education institutions have an average turnover of 18%. Elon's turnover rate for senior

staff in the 2022-23 school year is 22.2%.

Neiduski said with the rate of turnover in university presidents in the U.S. in recent years, the amount of recruitment for these positions from Elon makes sense.

"It's a hard job. It's a difficult market in higher education right now from an admissions perspective," Neiduski said. "A lot of colleges and universities are looking for people who might be willing to try to consider the job."

Senior staff are a role head of a department or division and typically report directly to the president. Presidents head the entire university and oversee long-term plans.

Voley joined Elon University in 2019 as provost after Steven House left in 2018. Voley said the jump from senior staff at Elon to a president at another university makes sense, as it's typically the next step in a senior staff member's career.

"When you look at the duration of these and other senior staff, it's not uncommon for them to look at other opportunities," Voley said. "For example, when you look at Jeff

Stein, who has been at Elon for a long time, it has been a vice president and that's a logical next step."

Neiduski also acknowledged how the work being done at Elon is being looked at by other universities.

"You always run the risk when you hire great people to have them continuing their career." Neiduski said. "The experiences and opportunities that you are privileged to be a part of at Elon really helped you to prepare yourself for your next steps in your career."

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