

# 31<sup>st</sup> & Pearl

## System Failure

Now we have it. A CoB administrator, in his own words, condemns the CoB's annual evaluation system. You see stuff that's not appropriate . . . there's a certain injustice to it . . . it leaves little differentiation, if any. We now *know* what we always knew – the system is a failure. This spring, when Doty stands before the faculty and talks about how much integrity there is in the system, Professor Lindley won't have to say a word. Everyone will look at each other, and *know*.

George Carter has done us all a favor. We don't have to pretend anymore, and that's a good thing. All that ever accomplished was letting CoB administrators, past and present, off the hook. They never deserved that pardon, and now it's gone. Let's hope the "Carter Thinks" series goes on and on. If so, maybe we'll be cleansed of other burdens that are as old and tiresome as this one. It's okay to hope for that.

Just remember that we'll continue to see stuff that's not appropriate. There will be enough injustice to go around. There will be little differentiation, as there always has been. More equity adjustments for middle-age white guys. More market adjustments for PERS slaves. And, as always, more of everything for the so-called associate chairs and other supporters of the CoB's management team. For years the management team has wanted all of this, and the reputation of conducting a stand-up process. That brings us back to where we started. Thanks to Carter, they no longer have it all, as in the past. Every journey begins with a step. We're on our way now.