

31st & Pearl

Bludgeoned

The whole concept of tenure serving as a club over someone's head, to use EFIB Chair George Carter's description, is nothing new among Tier IV colleges and universities. That stated, the CoB's case is interesting, given recent events. Former Management/Marketing Chair Alvin Williams, current Management and Marketing Chair Barry Babin, and CoB Dean Harold Doty seem to be writing all sorts of new procedures and rules to get management and marketing faculty tenured and promoted. From 4th year reviews to so-called "letters of agreement," if anything is being held over the heads of faculty in this department it's little more than a feather.

The EFIB is another case. Carter's club was recently used to put an untenured finance professor into an "awkward situation professionally," and tips continue to arrive at usmpride.com suggesting that three additional faculty in the EFIB – two *untenured* assistants and one associate – are in striking range of Carter's club. Although Doty brags to business school administrators from other institutions about terminating *certain* CoB faculty, he has never supported such a move in his "home" area within the CoB. The impressionable Carter, however, seems to be serving as Doty's human wrecking ball in the EFIB.

What appears to exist in the CoB is two separate worlds – one visited by Santa Claus each year at T&P time, and the other reminiscent of a plantation. Carter's "rewards and punishments" system of ethics, wherein *some* of the CoB's untenured faculty are bludgeoned by the club, can do little other than contribute to any downward spiral that the CoB is currently experiencing. The CoB has become a pariah on the profession.