

31st & Pearl

Can Anyone in EFIB Hire Anymore?

Recent information indicates that CoB dean Duane Harold Doty has claimed hiring rights in at least one CoB department – the EFIB – and has relegated faculty of that department to non-decision-making status.

EFIB chair George Carter and econ prof Charles Sawyer have been dispatched along with Bill Gunther, David Daves (Did he make the recruiting trip to Chicago?), and others to form a list of several candidates for the CoB's Center for Economics Education *and* its Bureau of Business Research, from which Doty will select the eventual hires. This move (highly irregular and unprofessional) achieves several ends.

First, Doty gets control of the individuals who are hired. It's no secret that when Farooq Malik was hired, Doty preferred another candidate with an Ivy League pedigree and a more diversity-oriented background to Malik, who had a clearly superior resume. Doty was furious when Malik was chosen by economics faculty, as were Doty's sycophants at the Gulf Coast campus. With Doty making the final decisions, the Malik situation will not be repeated.

Second, Doty gets to evaluate the potential for loyalty in the individuals who are hired. As he cannot inspire loyalty in his faculty, Doty will have to "buy" loyal faculty through control of the hiring process. The recent document at www.USMPRIDE.com regarding the factors that make one a good hire is even more credible. Doty can ask the "EEOC-unfriendly" questions in private, gauge vulnerability, and then hire the candidates least likely to oppose him.

Third, Doty gets to play monetary games. Instead of clearly stating what USM can pay and then choosing from candidates who are interested in doing the work at that salary rate, Doty can make efforts to bargain with candidates, again building loyalty when he [Doty] delivers "that extra \$5,000 that was so hard to get the provost to sign off on." Also, Doty has the possibility of saving salary dollars that he can use in bargaining with the Dome. Finally, Doty can continue his practice of creating a salary structure that is out of whack with AACSB

norms. Expect more overpaid management and marketing hires and more underpaid accounting, finance, and economics hires. Expect no more MIS hires.

Doty's micromanagement is leading the CoB to a very bad place. Given his utter lack of experience in leadership, for how long can the next president allow Doty to even decide what food will be served at the CoB pregame hospitality tents? Our sources say "not very long."

31st & Pearl is a series housed at usmpride.com that features commentary on aspects of life in the CoB from a variety of columnists.