

## **What once was, now will be . . . again**

### **The Tale of an AOL Director**

The AACSB organization has everyone believing that AOL (Assurance of Learning) is a very important thing in all colleges of business. Whatever the current buzz words may be, the idea certainly makes sense. It always has. Over ten years ago, when the CoB received AACSB accreditation and Accounting received separate accreditation as well, we were told that the CoB was on the cutting edge of all the AACSB stuff; in fact, we were out ahead of the curve in many areas. We were also told that unless we continued on this pace, we would be way behind the curve in ten years and may not get re-accredited. Back then, we had a faculty member – Dr. Stan Lewis – as Director of Assessment. Dr. Lewis took on a role knowing that no one would want to see him coming because he would want everyone to be working on continuous improvement issues, and assessing and documenting everything. I believe he started working on assessment at least two to three years prior to reports being written or sent in to AACSB.

After receiving accreditation, the CoB, like all too many other colleges of business, dismantled many processes because money was desired to be spent on certain people rather than on continuously improving as a college. The extra money from the central administration also disappeared. We also had too many changes in the dean's position, and not enough in other areas. Please see other board articles on these issues. This is such a common occurrence that the AACSB felt it had to act to curb this negative behavior, so it halved the accreditation cycle. Does anyone else see what a statement that makes?

After shunning input and assistance from many faculty members, Doty inevitably found himself needing to search the past and sometimes to reach out for it. He waited too long, reached for the wrong people, and/or reached for the wrong things. This can happen when you exhibit the attention span of a three year old child. Now he contemplates creating a position for and selecting a person to become the new CoB AOL Director. Given his apparent selection criteria over these past (too many) years, he will try to select a person willing to be bought cheap and willing to believe Doty is flawless. The problem for Doty this time is he is more than ever running out of people from which to select. Several of the Doty toadies have proven their administrative incompetence with the AACSB report. Most of them cannot contribute on the research either, so there is not much left for them to do but keep on saying “Great idea, Dean”, and other such fallacious things. Since the CoB has research “issues”, even Doty should not want to pull any of his extremely few producers out to become the AOL Director. Re-arrange the deck chairs? That might help if Gwen Pate was crowned AOL Director, but then who would do all the things she currently does? He could return Stan Lewis to his former position that Bill Gunther removed him from (because it was not needed), but that is the same back-fill issue. Please see other posts concerning this on the board.

It is time to go where no (Harold) Doty has gone before: outside of arms-length and his neighborhood. The AOL Director *is* an important position, but it will be neutered if insufficient support, power, and resources are not put into it and behind it. Can Doty get passed himself to put a competent person that is not a “100% Doty person” in such a potentially important position? If the past is the only indicator, the answer must be in the negative. Listen to me,

Harold: if you make another buddy move here to your usual cadre of lazy, marginally able sycophants, start practicing the phrase “Returning to my first love of teaching”. Forever.

It is time to lead, follow, or get out of the way. If you are going to try to lead, you must do so like you never have previously. If you want to follow the AOL Director to re-accreditation, you must make a wise decision when selecting this person. We all know you do not have it in you to get out of the way, or you would have done that long ago; given the current situation, one day soon it may no longer be your decision alone.