

Backtracking on EEOC Issues

Examining George Carter's Conflicting E-Mail Messages

A recently published **Breaking News** story explained how EFIB Chair George Carter planned to interrupt the FIN job search process on 6-Nov-07 in order to have EFIB faculty discuss making an offer to one of the three (out of of four) finalists who had visited the CoB by that time (6-Nov). That **Breaking News** story indicated that Carter's plan resulted in a diminished chance of success for Michael Bond, the fourth candidate, to land one of the two openings in FIN. As such, Carter's proposal appeared to violate employment regulations under the EEOC. The copy of Carter's e-mail that was included in the recent **Breaking News** story is inserted below, with passages relevant to this report highlighted:

Date:	Thu, 25 Oct 2007
From:	George Carter <george.carter@usm.edu>
To:	cob-ecfinintbus@usm.edu
Cc:	' Joseph Peyrefitte ' < joseph.peyrefitte@usm.edu >, ' Alvin Williams ' < alvin.williams@usm.edu >
Reply-to:	EFIB Department <cob-ecfinintbus@usm.edu>
Subject:	[Cob-ecfinintbus] EFIB Faculty Meeting

To EFIB Faculty:

There will be an EFIB faculty meeting at 12:30pm on Tuesday, November 6, 2007, in room JGH 302. The agenda will consist of one item, determination if an offer to hire should be made to a finance applicant. The department can hire two finance faculty members this year for the Hattiesburg campus. One of the two hires needs substantial real estate background, if possible, to teach three real estate courses each semester. We have three candidates making campus visits prior to that date: Kimberly Goodwin on Friday, October 26, 2007; Andrew Fodor on Tuesday, October 30, 2007; and Matthew Hill on Monday, November, 5, 2007. We will meet on Tuesday, November 6, 2007, in order to determine if an offer should be made to one of those three candidates. The faculty approved a fourth candidate, Michael Bond, for a campus visit. His campus visit has not yet been arranged. After he visits, the faculty will meet again to consider which of the remaining three candidates should be offered a position here (one would have already been extended an offer after the November 6, 2007, meeting). Should this plan not follow through, the faculty meeting after the Bond visit will be to consider options in light of the four campus visits. This expedited process is at the request of the search committee. As you know, the finance market is extremely tight, and the search committee wants to move as quickly as possible.

George

As Carter indicates, the planned 6-Nov-07 meeting was to consider selection of a candidate -- among three finalists consisting of Andrew Fodor, Kimberly Goodwin and Matthew Hill -- for an early offer.¹

On 1-Nov-07 Hill dropped out of consideration after accepting a position at the University of Mississippi. That left only Fodor, Goodwin and Bond to fill two FIN positions at USM. In an e-mail on 1-Nov-07, Carter informed the EFIB of Hill's decision and indicated that he (Carter) believed the planned 6-Nov-07 meeting had become unnecessary. Carter based that belief on the statement that the 6-Nov meeting "was to select between Mrs. Goodwin and Mr. Hill for the real estate position." This statement contradicts the text in Carter's earlier e-mail, wherein he indicated that the 6-Nov-07 meeting was called to make an early choice between Goodwin, Hill **and** Fodor. The original e-mail's statement also supports comments from USMNEWS.NET sources indicating that Hill was the only one among the three with *research* credentials in real estate, and that all three of the finance finalists mentioned in Carter's first e-mail have the same ability, by educational training, to engage in a research agenda that includes real estate. These comments contradict the statements in Carter's second e-mail, whose entire text is inserted below, suggesting that Goodwin was the only candidate other than Hill to hold "real estate credentials."

Date: Thu, 1 Nov 2007
From: George Carter <george.carter@usm.edu>
To: cob-ecfinintbus@usm.edu
Cc: 'Joseph Peyrefitte' <joseph.peyrefitte@usm.edu>, 'Alvin Williams' <alvin.williams@usm.edu>
Reply-to: EFIB Department <cob-ecfinintbus@usm.edu>
Subject: [Cob-ecfinintbus] FW: Friday's candidate

To EFIB Faculty:

As the e-mail below indicates, we only have one real estate person in our search pool now, Kimberly Goodwin. I am calling a faculty meeting for tomorrow, Friday, November 2, 2007, at 11:40am in JGH 300 to consider her candidacy for our vacant real estate position. She now is the only candidate invited to campus who has real estate credentials. This meeting will be short and will precede Sami's Friday seminar.

Trellis and Frank are the only faculty members with MWF 11:00-11:50am classes, and I ask that they provide colleagues with proxies. For any other faculty members who will not be able to make that meeting, I ask that they provide proxies to colleagues. The vote will be whether we should extend an offer to Mrs. Goodwin for the real estate position in our department.

¹ For a look at how Carter's move changed the prospects facing Bond, see <http://www.usmnews.net/Breaking%20News%20Does%20Carter's%20Plan%20Violate%20EEO%20Regs.pdf>.

With Mr. Hill's dropping out of our search, the faculty meeting scheduled for November 6 is cancelled. That meeting was to select between Mrs. Goodwin and Mr. Hill for the real estate position.

George

Sources tell USMNEWS.NET that Carter engaged in similar semantics acrobatics during the spring 2007 EFIB meeting to consider moving then-visiting assistant professor of international business, John Lambert, to a tenure-track line in IB. At that time Carter reportedly told EFIB faculty that Lambert's (online) management degree constituted proper training for a position in IB given that IB is "an emerging discipline." Sources also indicate that Carter is able to sidestep the "qualifications" argument at others when it is convenient to do so, such as when he (Carter) moved, without the consent of finance faculty, Farooq Malik from economics to finance.