

Breaking News

Does Carter's Hiring Plan for FIN Violate EEO Regulations?

HATTIESBURG – Reporters at USMNEWS.NET were just on the receiving end of an e-mail sent to EFIB faculty on 25-Oct-07 by EFIB Chairman George Carter. And, according to sources, the contents of that e-mail are troubling. The e-mail in question deals with Carter's latest plan for concluding the finance faculty search as soon as possible. That e-mail is inserted below:

Date: Thu, 25 Oct 2007
From: [George Carter <george.carter@usm.edu>](mailto:george.carter@usm.edu)
To: cob-ecfinintbus@usm.edu
Cc: [Joseph Peyrefitte' <joseph.peyrefitte@usm.edu>](mailto:joseph.peyrefitte@usm.edu), ['Alvin Williams' <alvin.williams@usm.edu>](mailto:alvin.williams@usm.edu)
Reply-to: [EFIB Department <cob-ecfinintbus@usm.edu>](mailto: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 the e-mail above indicates, the FIN group in USM's CoB is attempting to fill two tenure-track finance positions. Four finalists have been chosen, and dates for three of the four campus visits have been set. Of these three, the final visit date is set for 5-Nov-07. In order to expedite the hiring process, Carter's e-mail suggests that the EFIB faculty

meet on 6-Nov-07 to discuss making an offer to one of the three candidates who would have visited the CoB by that time. These three candidates are Kimberly Goodwin, Andrew Fodor, and Matthew Hill. The fourth candidate, Michael Bond, will presumably be visiting the CoB some time after 6-Nov-07. Upon completion of Bond's visit, Carter's expedited process calls for a second candidate out of the remaining three candidates be selected for a tenure-track offer.

What goes unrecognized in Carter's proposal for an expedited process above is that two of the first three candidates to visit the CoB will get, under Carter's proposal, 2 chances to win a game that carries with it a 1-in-3 probability of winning. Assuming an *early* offer is made to Goodwin and she accepts, the two candidates that will get a second chance are Fodor and Hill. If Fodor is asked and accepts, the two will be Goodwin and Hill. Finally, if Hill is selected and says "yes," the two will be Goodwin and Fodor. Bond, on the other hand, will get to play the 1-in-3 probability game only a single time, not twice. Thus, Carter's proposal for an expedited process appears to alter the chances of landing these jobs in a way that puts Bond in a handicapped position. If we are correct, and we are considering contacting a statistician to make sure, then Carter's plan to expedite matters would appear to violate rules and regulations on hiring that are covered by the EEOC. In this case, USM's EEOC Director Rebecca Woodrick should be contacted forthwith. Also, if we are correct one would have to assume Carter knows the ramifications of his plan since he is himself a statistician. In this case, he (Carter) would appear to have implicated CoB Interim Dean Alvin Williams and CoB Interim Associate Dean Joseph Peyrefitte in this action by including them in his e-mail dialogue (see above).

Stay tuned for more on the CoB's 2007-08 hiring efforts.