

## Breaking News

### Teaching Load Controversies Continue to Plague the CoB

HATTIESBURG – Tip upon tip concerning various teaching load controversies is being sent by USMNEWS.NET readers for review by reporters. Many of these involve the CoB’s elusive overload teaching policy, which is seemingly applied to CoB favorites while at the same time appears to be denied to others. A recent tip indicated that MIS Professor, SEDONA Coordinator, and AACSB Assessment of Learning Director, Donna Davis, is now on the receiving end of the CoB’s overload teaching largesse. And, Davis’ case is quite interesting, as the table below shows:

**Table 1  
Donna Davis’ Fall 2007 Teaching Load**

<b>Regular Load</b>	
<u>Courses</u>	<u>Times/Days</u>
MIS 300, Mgt Info Sys	9:30-10:45am/TuTh
MIS 309, Bus Proc Sys & . . .	11-12:15pm/TuTh
<b>Overload</b>	
<u>Courses</u>	<u>Times/Days</u>
MIS 300, Mgt Info Sys	ONLINE (w/ Hsieh)
MIS 320, E-Bus App Strateg	ONLINE

Source: SOAR, Fall 2007.

As Table 1 above indicates, Davis’ regular load includes only 6 hours of instruction – one section of MIS 300 and one section of MIS 309, both on TuTh and both in Hattiesburg – due to her appointment as part-time administrator. However, Table 1 also shows that Davis is taking advantage of the reduced teaching load by shifting her efforts into additional teaching, of the overload *and* ONLINE varieties, instead of doing the additional research and administrative work meant to occur as a result of release time. Interestingly, Davis appears to be splitting one of the two overload courses – MIS 300 ONLINE – with the McCarty Distinguished Professor of MIS, Chang-Tseh Hsieh. Like Davis, Hsieh receives release time for purposes other than teaching (in this case for research), yet he appears to be reaching for the additional monies that accompany overloads for some in the CoB. Table 2 below shows what Davis and Hsieh are earning for overload teaching (in fall of 2007) using various compensation rules.

**Table 2  
Overload Compensation for Davis and Hsieh (Fall ’07) under Various Rules**

<u>Name</u>	<u>Green Rule</u>	<u>Sawyer Rule</u>	<u>Other Rule</u>
Davis, Donna	\$7,500	\$9,000	>\$9,000
Hsieh, Chang-Tseh	<u>\$2,500</u>	<u>\$3,000</u>	<u>&gt;\$3,000</u>
TOTALS	\$10,000	\$12,000	>\$12,000

Source for Compensation Rules: Various reports at [www.usmnews.net](http://www.usmnews.net).

As Table 2 above points out, Davis is earning anywhere from \$7,500 to more than \$9,000 for 4.5 hours of overload teaching. The lowest figure, \$7,500, comes from using the \$5,000 per 3 hours of overload teaching set by EFIB chair George Carter for an overload section of ECO 201 that he (Carter) offered EFIB faculty at the beginning of fall 2007. That offer was accepted by Trellis Green (the “Green Rule”). The middle figure represents a payment rule of \$6,000 per 3 hours of overload teaching set by Carter during the 2006-07 academic year for overload teaching done by former CoB economist Charles Sawyer (the “Sawyer Rule”), who is now at TCU.

For Hsieh, overload payments anywhere from \$2,500 to more than \$3,000 are expected. In all, Table 2 indicates that the Alvin Williams administration is paying out anywhere from \$10,000 to more than \$12,000 to support the overload teaching being done by Davis and Hsieh alone! Of course, the overload teaching being done by these two MIS professors does not cover all of the overload teaching being done in the CoB during fall 2007. Table 3 below recaps the overload teaching being done by economists in the EFIB.

**Table 3**  
**Overload Compensation for Carter and Green (Fall '07) under Various Rules**

<u>Name</u>	<u>Green Rule</u>	<u>Sawyer Rule</u>	<u>Other Rule</u>
Carter, George	\$2,500	\$3,000	>\$3,000
Green, Trellis	<u>\$5,000</u>	<u>\$5,000<sup>1</sup></u>	<u>\$5,000<sup>1</sup></u>
TOTALS	\$7,500	\$8,000	>\$8,000

**Source for Compensation Rules:** Various reports at [www.usmnews.net](http://www.usmnews.net).

<sup>1</sup>Green's compensation of \$5,000 is applied to all three overload compensation rules.

As Table 1 shows, the overload teaching being done by Trellis Green (1 section of ECO 201) and George Carter (1 section of BA 303) totals anywhere from \$7,500 to more than \$8,000, bringing the fall 2007 total for the CoB to anywhere from \$17,500 to more than \$20,000. Like Davis and Hsieh above, Carter is assigned a 6-hour teaching load, given his responsibilities as EFIB Chair. However, Carter is, like Davis and Hsieh above, also using his “release time” to teach overloads and boost his current pay and PERS benefits. And as reported by USMNEWS.NET recently, Carter originally held Green’s overload section of ECO 201, giving him 4.5 hours of overload teaching on top of his regular 6-hour load. As such, Carter once stood to earn \$7,500-\$8,000 or more for overload teaching during the fall of 2007. However, shortly after USMNEWS.NET published a report on Carter’s overload teaching enterprise, he (Carter) put 3 of the 4.5 hours of overload teaching on the auction block, where it was snapped up by Green shortly thereafter.

The overload sections detailed above are all voluntary. This is not always the case, as evidenced by the overload section of ECO 672 taught by economist Franklin Mixon during the fall of 2006. As reported by USMNEWS.NET, Carter forced Mixon to take the ECO 672 section vacated by the CoB’s former Scholar-in-Residence Ray Canterbury. Canterbury was hired by Carter and former CoB Dean Harold Doty at a 9-month salary of \$80,000, yet he was assigned just a single course (ECO 672) during the fall of 2007. By leaving two weeks into the semester as Canterbury did, both Canterbury’s course and salary line were available. Mixon was assigned the course, but offered none of

Canterbery's salary line as compensation. Mixon appealed the decision made by Carter and other CoB administrators (to deny overload teaching compensation) to former USM Provost Jay Grimes, but Grimes denied the appeal. An appeal filed by Mixon with former USM President Shelby Thames was never addressed by Thames in any way. This saga was followed closely throughout 2006-07 by USMNEWS.NET's contributors and readers.

Now, USMNEWS.NET's reporters have learned that Mixon filed a similar appeal for overload teaching compensation to Interim CoB Dean Alvin Williams during the spring of 2007 *and* another in the summer of 2007, and that the latter appeal was denied by Williams. Upon denying Mixon's appeal, Williams then approved the overload teaching compensation for Carter, Davis, Green, and Hsieh, all totaling \$20,000 or more. And, this \$20,000 adds to the \$12,000 earned during 2006-07, the year in which Mixon taught an overload section, by Sawyer for teaching an overload section in each semester (fall 2006 and spring 2007). Sawyer's compensation brings the overload teaching total payout to \$32,000 or more, and this sum does not include any payment made to Carter for overloads taught during 2006-07. All told, overload teaching in USM's College of Business over the past 3 semesters could easily eclipse \$50,000!

Judging by tips and comments, this appears to be a hot news item. Stay tuned for more.