

## Breaking News

### Doty's Job Search *in His Own Words*

HATTIESBURG – Much has been written in recent months about the efforts of former CoB Dean, D. Harold Doty, to secure employment as Dean of one business college or another. Those efforts have resulted in one failure after another, including rejections from institutions across a wide spectrum (e.g., from Clemson to Boise State). Up until now, reporters at USMNEWS.NET have not been able to present Doty's side of things. However, with the recent release of internal documents by USM legal counsel, in response to a Freedom of Information Act request by the editor of USMNEWS.NET, our readers are able to gain some insights from Doty himself about the trials and tribulations of moving on after a publicly disastrous stint atop the College of Business at USM.

Doty's insights begin, strangely enough, in a response to an e-mail from Linda Garceau, the Dean of the business school at East Tennessee State University and member of the CoB's AACSB Peer Review Team in 2006-07. In her e-mail dated 20 March 2007 (inserted below), Garceau Doty that she mistakenly carried with her from USM to Johnson City, Tennessee, some of the CoB's AACSB documents that were reviewed by Garceau and other members of the PRT during their AACSB Maintenance of Accreditation visit to Hattiesburg and Long Beach at the beginning of February of 2007.

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**From:** Garceau, Linda R. [mailto:GARCEAUL@mail.etsu.edu]  
**Sent:** Tuesday, March 20, 2007 10:23 AM  
**To:** doty@cba.usm.edu  
**Subject:** Assurance of Learning

Harold,

Some of your materials got mixed up with ours and ended up in JC. I had them shipped back to you yesterday. How is life treating you? I know that you were more interested in the south than in the north, but there is a position opening up at Utica—to get them accredited and be the founding dean of their College of Business. I am their mentor and they were asking for recommendations.

As the insert above shows, Garceau took the opportunity to inform Doty that there was at the time a “[Dean’s] position opening up at Utica – to get them accredited and be the founding dean of their College of Business.” Garceau gave Doty this information, knowing already that he (Doty) preferred the south to the north. How strange is it that Garceau, a member of the CoB’s PRT, was working to help Doty secure a Dean’s job elsewhere *even in the midst of the CoB’s 2007 Maintenance of Accreditation process?* The fact that the process was going badly also adds to questions about Garceau’s judgment as a representative of the AACSB, an organization that is supposed to be in the business of helping business schools improve, not helping Deans move on.

It is Doty’s response to Garceau’s e-mail that provides his insights into his worth on the Dean’s job market. That response, also dated 20 March 2007, is inserted below:

**From:** Harold Doty [mailto:Harold.Doty@usm.edu]  
**Sent:** Tuesday, March 20, 2007 11:02 AM  
**To:** 'Garceau, Linda R.'  
**Subject:** RE: Assurance of Learning

Thanks for thinking about me. Right now I am a finalist at Clemson and I have my fingers crossed about that position. I think I'd be a very good fit. Susan and I have talked, and next year we will have to open our search to the great white north. In the mean time, I'm trying to make sure our college is on course to complete our maintenance process. Thanks for the great work on the visit.

hd

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Doty informs Garceau that he was, at that time, “a finalist at Clemson . . .” He also tells Garceau that he thinks he is “a very good fit [for Clemson].” According to sources, both of Doty’s statements existed, as stated, only in his (Doty’s) mind. First, Doty applied for the Clemson position late in the game, and the IO psych types in the CU business school took the timing of his application to push for his candidacy. When the dust from the early push settled, there was no significant lingering interest in giving Doty any real shot at the CU Dean’s position. As reported by USMNEWS.NET back in the spring of 2007, shortly after Doty’s mind concluded that he was both a finalist and a good fit, CU made a hire and publicly announced the result with glee.

Doty’s subsequent thoughts support much of what USMNEWS.NET’s editorialists have been writing about Doty’s job search tribulations. There he states: “[My wife] Susan and I have talked, and next year we will have to open our search to the great white north.” In this statement, Doty sounds desperate. He conveys the idea that writing is on the wall – the 2007-08 academic year in the CoB might become so unbearable that a move back to snow country may be warranted. How has it all played out? There is enough on the pages at USMNEWS.NET to suggest that 2007-08 has been unbearable in many regards, *and* Doty applied, and became an *actual finalist*, for the Dean’s position at Boise State University. As on other occasions, Doty failed.

No one knows what’s on Doty’s mind these days. One source speculates “. . . that Doty and Susan might be talking about how they ‘missed the boat’ by not signing up for PERS.” Another suggests that he might be wondering still about Utica. We do know one thing – the recent FOIA request yielded a large haul, of which this was only a small part. Readers have much to look forward to in reports from USMNEWS.NET in the coming weeks.