

Bullies & Playgrounds

A Brief Scorecard of Doty-Niroomand Envy

Former CoB dean Harold Doty has just become the new dean of the College of Business & Technology at the University of Texas – Tyler. Doty's former USM associate dean Farhang Niroomand is set to soon become the new dean of the School of Business at the University of Houston – Victoria. In a very real sense, these two former CoB administrators are embarking on a professional life in obscurity. Perhaps this puts it mildly, as Victoria and Tyler are not, by any stretch of the imagination, bastions of any sort in the U.S. higher education world. Still, the two former CoBers, thought by many to be "eaten up" with envy towards one-another, are heading off to differing circumstances, and the one coming out on top might not be the one many would guess.

Table 1 below provides a quick scorecard of Doty-Niroomand envy. It lists the number of faculty in the various academic ranks that each will have dominion over.

Table 1		
B-School Faculty Profiles: UH-Victoria v. UT-Tyler		
Faculty Category	UH-Victoria	UT-Tyler
Professor	4	7
Associate Professor	13	9
Assistant Professor	11	6
Senior Lecturer	0	2
Visiting Assistant Professor	0	1
Visiting Lecturer	0	1
Adjunct Associate Professor	0	1
Adjunct Instructor/Lecturer	12	11
TOTALS:	40	38
Assist/Assoc/Full TOTALS:	28	22

Clearly, with **40** UH-V faculty, or **5.3% more** than the **38** UT-T faculty, Niroomand will be in command of a slightly larger *operation* than will Doty. Moreover, **28** of Niroomand's charges, or **70%** of the UH-V total of 40 faculty, hold the permanent ranks of assistant/associate/full. In Doty's case, only **22**, or only about **58%** of the smaller UT-T total of 38 faculty, hold the permanent ranks of assistant/associate/full. Thus, Niroomand will hold the reins to something quite a bit (**27.3%**) more substantial than what Doty will command. While this result undoubtedly pleases Niroomand, sources say that Doty must be fuming at the prospect of being *dean* over, and practicing *strategic human resource management* on only 22 permanent business faculty. And, it gets gloomier for the home-again Texan. It may take "an academic raid" of Luckenbach to get the UT-T business faculty numbers up to something befitting someone who once chaired a strategy department in the Whitman School at Syracuse.