

Dean Harold Doty's New Centralized Hiring Process Part I

This is part I in a two-part series that examines Dean Harold Doty's new centralized process for making faculty hires in USM's College of Business. Part I delves into the hiring process for a new Associate Professor and Director of the CoB's School of Accountancy and Information Systems (SAIS).

Much of the information used in the report comes from an advertisement for the post that was placed on the AACSB's website by USM administrators on 02-Jan-2007. That ad is inserted below:



Director, School of Accountancy and Information Systems

Hiring Institution: University of Southern Mississippi -

Posted: 02-Jan-2007

URL: <http://www.usm.edu>

Email: barry.babin@usm.edu

The University of Southern Mississippi School of Accountancy and Information Systems in the College of Business seeks applications for the position of director.

Applicants for this position must possess an earned doctorate degree in accounting, an earned doctorate in management information systems, or an earned doctorate with at least 18 graduate semester hours in accounting or management information systems. Evidence of excellent collegiate teaching experience, scholarly and professional activities (i.e., in-field research publications) is required. Applicants should merit a tenure-track academic appointment at the rank of at least associate professor in one of the academic disciplines in the department. Additionally, applicants should possess an ability to communicate with policy-making bodies and work effectively with administrators, faculty, staff, and students. The salary is commensurate with qualifications and experience. Position is contingent upon funding.

The director is expected to provide effective leadership in the planning and administration of the programs and evaluate school activities, development, and growth. Other specific responsibilities include supervision and evaluation of the school's programs and personnel, assurance of learning, scheduling, recruitment of students, and fiscal management.

The University of Southern Mississippi is located in culturally diverse and economically dynamic southern Mississippi. Students, faculty and staff benefit from a climate that fosters year-round outdoor activities. The quality of life is characterized by a reasonable cost of living coupled with easy access to major metropolitan areas, such as New Orleans, La.; Mobile, Ala.; and Jackson, Miss. Southern Miss programs are distributed across the university's strategically

located campuses in Hattiesburg (main campus), Gautier, Ocean Springs (Gulf Coast Research Laboratory), Biloxi (Scott Aquarium and Keesler AFB), Long Beach (Gulf Coast) and the Stennis Space Center.

Review of applications will begin January 15, 2007, and will continue until the position is filled. Current federal law requires identification and eligibility verification prior to employment. Interested candidates should submit an application, resume, and academic transcripts to the Search Committee, Dr. Barry J. Babin, The University of Southern Mississippi, 118 College Drive #5091, Hattiesburg, MS 39406-0001, phone: 601.266.4627, fax: 601.266.4630, e-mail: barry.babin@usm.edu.

The University of Southern Mississippi is an AA/EOE/ADA employer and encourages applications from females and minorities.

As the ad above indicates, the search is being conducted by Professor Barry Babin, the Chair of the CoB's Department of Management and Marketing. Sources tell USMPRIDE.COM that Babin does not hold any credentials in either accounting or management information systems. However, documentation available here at USMPRIDE.COM suggests that Babin is the second-highest ranking administrator in the CoB in terms of power and access to Doty.

A number of other interesting things about the ad are evident. First, the ad maintains that an earned doctorate in either accounting or management information systems is a necessary condition for consideration by CoB officials. However, no mention is made in the ad that successful applicants must be CPAs (Certified Public Accountants). This is important to not given reports that internal candidates for this Directorship have, in past years, been disqualified after being told that they were not CPAs. According to the ad above, Babin will not be using the CPA-qualification during this search, at least with regard to *external* candidates for the position.

Another interesting statement in the ad is that applicants are to forward all materials for consideration to the "Search Committee" via Babin. Our reporters have been unable to verify the existence of any "Search Committee" with regard to this position. Sources indicate that this search is being handled by Babin, with assistance from the CoB Dean's office.

Also, there has been no notification that we can confirm about public access to the applications, which are already being reviewed by the "Search Committee" according to the January 15, 2007, included in the ad.

This process represents a major departure from past hiring practices in the CoB. It is also one that fits the "centralization is bad" model introduced to the CoB on 8-Dec-2006 by management professors Stephen Bushardt and David Duhon (so far the "centralization is bad" model has been used to change the CoB's faculty evaluation system, and nothing else).