

Dean Harold Doty's New Centralized Hiring Process Part II

This is part II 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 II delves into the hiring process for a new Assistant Professor of Economics and Director of the CoB's new Center for Economics Education.

As previously reported by USMPRIDE.COM, EFIB faculty were informed of the search for a new assistant professor and CEE Director in December of 2006, almost two months after Doty authorized EFIB Chair George Carter to initiate a search, and about 1.5 months after Carter placed an advertisement for the search. In his e-mail to the EFIB, Carter noted that (1) the search committee consisted of himself, Charles Sawyer (professor of economics), and David Daves (assistant professor of CISE), and (2) the successful candidate would be chosen by Dean Doty, making this search even more centralized than that for a new associate professor and SAIS Director (see part I of this series).

One of the candidates for the CEE position discussed here has already visited USM's campus. His itinerary, which was recently sent to USMPRIDE.COM reporters, is perhaps the best indicator of how significant a departure the new centralized hiring process is from traditional hiring processes in the CoB. Table 1 below shows how the candidate's individual interview time was allocated by Carter and Doty.

Table 1

Interviewer	Position	Mins.	% of Candidate's Tot. Mins.
Harold Doty	Dean, CoB	30	8.3%
Farhang Nirroomand	Assoc. Dean, CoB	30	8.3%
Ernest King	Assoc. Prof. Finance	30	8.3%
David Daves	Assist. Prof. CISE	30	8.3%
Sean Salter	Assist. Prof. Finance	30	8.3%
Akbar Marvasti	Assoc. Prof. Econ.	30	8.3%
Willie Pierce	Dean, CoAL	30	8.3%
Jennifer Sequeira	Assist. Prof. Mgt.	10	2.8%
Jon Carr	Assoc. Prof. Mgt.	10	2.8%
David Duhon	Prof. Mgt.	10	2.8%
William Gunther	Dir. BBER/Ec Prof.	30	8.3%
Edward Nissan	Prof. Econ.	30	8.3%
Cecil Burge	V.P. for Research	30	8.3%
Connie Wyldman	Director, Spons. Prog.	<u>30</u>	8.3%
		360	

Note: Only sit-down (in-office type) interviews are included above. The candidate's half-hour meeting with the management faculty (see above) was split equally among them.

As Table 1 shows, the candidate spent an inordinate amount of time with various USM administrators, spanning across the Deans of two (out of 5) USM Colleges, an Associate Dean, a USM Vice President, and two separate Directors. It's interesting to note that the candidate spent almost as much time speaking with faculty from CISE and Management as he did with USM's economists.

This process, like the one covered in part I of this series, 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).

As this series has pointed out, rank-and-file CoB faculty appear to be losing most, if not all, of their influence on the faculty hiring process in the CoB. As such, this two-part series of reports should find its way to AACSB headquarters.