

CoB News, 21 October 2008

CoB's Sequeira Featured in USM Promo Vid

CoB assistant professor of management, Jennifer Sequeira, was featured in the USM promotion video that President Martha Saunders played for members of Mississippi's IHL Board at the monthly meeting on 16-Oct-08.



Sequeira's brief appearance in the video consisted of unsubstantiated general claims about what (unnamed) CoB alumni had achieved in business and industry. The promotional video touted USM's polymer scientists for the most part, and Sequeira's sound byte was the only real CoB presence in the commercial.

Dakhlia Misses Boat in 2008

With fall break 2008 having come and gone, sources tell USMNEWS.net that associate professor of economics, Sami Dakhli, missed the boat on his annual teaching trip to Europe. Apparently Dakhli remained in Hattiesburg for the fall break week. As long-time readers of USMNEWS.net recall, in past years' fall break Dakhli has journeyed to Europe for a week-long for-pay teaching gig.

Post Tenure Review, Tenure & the CoB

At its October 2008 monthly meeting, the Mississippi IHL Board staff presented data to the Board on the implementation of Post Tenure Review across Mississippi's eight public universities. According to the information provided, Mississippi employs **1,841** tenured faculty across these eight public universities, and recently Post Tenure Review was triggered for **20** of these individuals (representing 1.1%). Of these 20, **8** are currently working through a faculty development plan, **6** have successfully completed a faculty development plan, and **1** failed to successfully complete a faculty development plan and was subsequently terminated (by Mississippi State University). The final part of the complete table provided to IHL Board members is inserted below.

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Institution/ College or School	Number of Tenured Faculty	Number of Tenured Faculty Triggering Post Tenure Review Process	Maximum Length of Faculty Development Plan (years)	Number of Tenured Faculty in Faculty Development Plan	Number of Tenured Faculty Completing Development Plan		Number of Tenured Faculty Separated from Employment as a Result of the Post Tenure Review Process
					Successfully	Unsuccessfully	
University of Mississippi							
Accountancy	8	0	Institution wide 3 year	0	0	0	0
Applied Sciences	18	0		0	0	0	0
Business Administration	30	0		0	0	0	0
Education	19	0		0	0	0	0
Engineering	33	0		0	0	0	0
Law	18	0		0	0	0	0
Liberal Arts	256	0		0	0	0	0
Libraries	15	0		0	0	0	0
Pharmacy	26	0		0	0	0	0
Institution Total	423	0		-	0	0	0
University of Mississippi Medical Center							
Medicine/ Graduate School	217	0	Institution wide 1 year	0	0	0	0
Nursing	13	0		0	0	0	0
Health Related Professions	30	0		0	0	0	0
Dentistry	25	0		0	0	0	0
Institution Total	285	0	-	0	0	0	0
University of Southern Mississippi							
Arts and Letters	100	0	Institution wide 2 year	0	1	0	0
Business	35	1		0	0	0	0
Education and Psychology	35	0		0	0	0	0
Health	37	0		0	0	0	0
Science and Technology	92	0		0	0	0	0
University Libraries	14	0		0	0	0	0
Institution Total	313	1		-	0	1	0
SYSTEM TOTAL	1841	20	-	8	6	1	1

As the portion of the IHL table inserted above indicates, USM contributed one of the 20 (representing 5% of the total) faculty for whom Post Tenure Review was triggered. And, that one faculty member is an unnamed person in USM's College of Business. The unnamed CoB faculty has neither successfully completed a faculty development plan (to date), nor has he or she initiated a

faculty development plan (to date). As such, one would think that this unnamed individual could be headed for termination.

Relatedly, the IHL Board staff also released data on successful/unsuccessful tenure-track runs across Mississippi's eight public universities. These data are inserted below:

2. SYSTEM ADMINISTRATION – ANNUAL REPORT ON FACULTY TENURE (INFORMATION ITEM)

In 2001–2002, IHL institutions hired 160 tenure track faculty members. During the 2007–2008 academic year, 115 of the faculty hired in 2001-2002 applied for tenure, of which 92(80%) were awarded tenure and 31(20%) were denied tenure.

Institution	IHL System Tenure-Track Faculty				
	Hired (2001–2002)	Applied for Tenure (2007–2008)	Awarded Tenure	Denied Tenure	Awarded Tenure %
Alcorn State University	6	0	–	–	–
Delta State University	11	4	3	1	75%
Jackson State University	14	14	14	0	100%
Mississippi State University	33	24	23	1	96%
Mississippi University for Women	5	0	–	–	–
Mississippi Valley State University	16	11	8	3	73%
University of Mississippi	25	25	14	11	56%
University of Mississippi Medical Center	17	17	10	7	59%
University of Southern Mississippi	33	20	20	0	100%
Total	160	115	92	23	80%

Interestingly, the 20 faculty hired by USM in 2001-02 who subsequently submitted tenure application dossiers were all ultimately successful in their runs for tenure. Ole Miss, on the other hand, had a tenure-track-to-tenure success rate of only 56%. These data show that (1) once submitted, tenure applications at USM are always successful (100%), (2) Post Tenure Review is almost never triggered at USM (0.32%), and (3) when PTR is triggered at USM, the trigger is pulled in its College of Business.

Sources tell USMNEWS.net that the three conclusions above result from the tight bond between faculty in the College of Arts & Letters and other large areas that make up USM. USM administrators and faculty have a history of protecting undeserving professors, particularly, in the case of administrator protection, faculty sycophants.¹ When the “blue flu”-like protection at USM breaks down, that almost always occurs in the CoB. The data above are a case in point, as is the well-known episode that occurred during the early part of the Shelby Thames administration of USM (2002-07) wherein the IHL Board requested the names of all “USM faculty” who received annual evaluation ratings below “1.” Because the CoB’s rating system was, according to sources, the only one at USM whose scale extended below “1,” only CoB faculty names were ever

¹ There are good examples from the CoB. For one, the EFIB’s Mark Klinedinst hasn’t published an indexed journal article since 1998. For another, MGT’s David Duhon negotiated a “letter of agreement” promotion to full professor based mainly on pedagogical research of suspect quality.

forwarded by USM to the IHL. Thus, to characterize what we seen in the tables above, we paraphrase from former CoB marketing professor, Barry Babin: “Things change, things stay the same.”