

CoB P&T Controversies, 2007-08

Recent reports have expressed the belief of some in the CoB that the 2007-08 promotion and tenure season will be a controversial one. That belief was supported last week when it was announced that new CoB faculty Sami Dakhliya (assistant professor of economics) and Akbar Marvasti (associate professor of economics) were applying for promotions this year. While USMNEWS.NET reporters continue to follow these and others who are expected to submit their dossiers for P&T next month, there are already at least three controversial P&T "issues" that will carry over into the 2007-08 P&T process. This report re-examines them.

Kuo Lane Chen's Remand & 7th Year Review

Readers of USMNEWS.NET will likely recall that assistant professor of MIS, Kuo Lane Chen, applied for promotion and tenure during the 2006-07 academic year only to have her application remanded back to the CoB by former USM Provost Jay Grimes. Chen's was one of two CoB P&T applications to be remanded by Grimes. The other remand, that of associate professor of fashion merchandising Brigitte Burgess, was successfully pushed back through administrative channels 2006-07 P&T process expired.

Chen's remand was not successfully overcome by her supporters in the CoB. Instead, sources tell USMNEWS.NET that Chen was informed that her communication skills needed to be improved in order for her to be granted tenure and promotion. To that end, Chen was to complete some English as a second language (ESL) work before submitting a 2007-08 P&T dossier. Thus, Chen was awarded a "7th Year Review" by officials at USM.

Michael not so Fortunate

As reported by USMNEWS.NET on multiple occasions, assistant professor of management Daniel Michael failed 3rd Year Review during the 2006-07 academic year. As a result, sources say that Daniel was presented with a "terminal contract" (for 2007-08) by USM President Martha Saunders. Daniel's decision is reportedly being appealed.

Daniel's case is especially interesting on a number of fronts. For one, Daniel, unlike associate professor of management Kenneth Zantow, was denied the opportunity to submit a 4th Year Review dossier. Zantow was offered that opportunity in 2004-05

by former CoB Dean (and Zantow friend) Harold Doty, after Zantow failed his 3rd Year Review in 2003-04.

Another interesting feature of the Michael story also involves Doty. According to sources, Doty stated that Michael attempted to use the \$30,000 in damages to his (Michael's) home as a result of Hurricane Katrina in August of 2005 as an excuse for failing the 3rd Year Review test in 2006-07. Doty reportedly countered by boasting that his (Doty's) home suffered \$80,000 in damages and yet he (Doty) still managed to out-publish Michael. What's missing from Doty's story is an admission by Doty that his (Doty's) research materials/resources were not located across the street from the Gulf of Mexico at the moment Katrina hit the south Mississippi coast, as was the situation confronting Michael at the time Katrina came ashore.

Daniel More Like Zantow than Michael

The beginning of 2007-08 marks the beginning of another year of guessing whether or not assistant professor of management and Director of Graduate Programs, Francis Daniel, will be submitting an application for tenure (and promotion). With every passing year, Daniel -- who joined the CoB in the mid/late 1990s -- inches closer to surpassing the CoB's longest tenure ride, which is a 12-year mark held by current EFIB Chair George Carter.

Little is known by most CoB faculty about Daniel's tenure-track status. With but a few exceptions, CoB administrators have not provided information about Daniel and his position in the CoB. One of these few exceptions came in the spring of 2006, when comments made by George Carter were made public. According to Carter's spring 2006 comments, Daniel's tenure-track status with USM is "confidential." Later, in the spring of 2007, Carter readdressed the Daniel situation by backtracking on the "confidential" position and, instead, referring to Daniel as a member of a protected group. These comments were also brought to light by USMNEWS.NET. The only other public position taken on Daniel's status within the CoB was by former Associate Dean Farhang Niroomand, who forwarded materials potentially related to Daniel's situation to Mohammed Davood Zand of Norway. Since USMNEWS.NET's publication of this information, Niroomand has yet to provide any details about Davood Zand and why materials that are potentially related to the CoB's Francis Daniel were forwarded to Davood Zand in Norway.

Stay tuned for future reports on the CoB's 2007-08 P&T processes.