

The Only Solution to CoB's Corruption: Committee of the Whole

The CoB's evaluation and raise systems are broken. This fact cannot be denied by any reasonable person.

Currently, the CoB lists 70 full-time faculty members on its website. After recent administrative deceit, only 6 of those 70 should participate in the CoB's 2006 annual evaluation and/or raise process (although an additional 5 or 6 (or more) may be "invited" by Harold Doty). Just who are the faculty slated to be participants in the meeting? Let's play Meet the Participants.

The For Sure Participants

1. Harold Doty – CoB Dean and Professor of Management
2. Farhang Niroomand – CoB Associate Dean and Professor of Economics
3. Barry Babin – M&M/FM Chair and Professor of Marketing
4. George Carter – EFIB Chair and Professor of Economics
5. Stan Lewis – Interim SAIS Chair and Professor of MIS
6. Cheri Becker – Chair of TM and Associate Professor of Tourism Management

Participants numbers 1 – 4 have been exposed as the XXXXXXXX they really are. Doty's objective has been and will continue to be to build his own vita so that he can leave USM as quickly as possible; along the way, he has taken almost every step to undermine the quality of the CoB in exchange for bullet points (such as more online courses, new evaluation systems, etc.) on his resume. Niroomand has been exposed as spending an average of one full day per week away from his administrative duties in favor of travel and grant work. The Babin textbook factory and the JBR shell game have left little doubt about Babin's ability to "play the game". Carter's despicable shenanigans, including the EFIB power grab and the persecution of dissent, are outlined *ad nauseum* in the multiple grievances filed against him. This is the "senior leadership" in the CoB.

The wild cards are Lewis (#5), a former administrator who is currently in a "pay for play" situation as SAIS chair, and Becker (#6), potentially the least qualified and least prepared member of the CoB Management Team. Lewis has been set up as the scapegoat for any AACSB SNAFU's and may be willing to make deals to mitigate this factor. Becker, who remains as stable as a two-legged table, is in over her head with this crew.

The bottom line with #'s 1-6 is that, while departmental representation is roughly equal, discipline representation is unbalanced and faculty representation is utterly absent.

The Maybe List

7. Gwen Pate – Director of Undergraduate Programs and Associate Professor of Accounting
8. Francis Daniel – Director of Graduate Programs and Assistant Professor of Management

9. Donna Davis – SEDONA Coordinator and Professor of MIS
10. Stephen Bushardt – Professor of Management
11. Beth LaFleur – Professor of Marketing
12. Linda Jordan – Assistant to the Dean

These six individuals (#'s 7-12) represent the core of Doty's non-administrator minions. Rumor in the CoB is that Doty has promised Pate (#7) promotion to Full Professor if she helps him get through AACSB and into position to leave USM. Recent activities, including Doty's assignment of Pate to monitor and control scheduling during the HVAC debacle, point in this general direction. Daniel (#8) is on a ten-year tenure clock with no signs of following the tenure process anytime soon. Who among us has any real doubt that Daniel will do exactly as Doty says in hopes of receiving a Duhon-esque letter of agreement?

Then there's Davis, who, like the overanxious front-row kid in your third grade class, seems to just HAVE to volunteer for every assignment in hopes of being named "Teacher's Pet." Unfortunately for Davis, Doty would probably rather have Marc DePree as the SAIS chair than to have her, and I think we all know what that means. Next is Stephen Bushardt, who washed Doty's car back in 2003-04, who acts as aide-de-camp to any and all administrators, and who has weaseled his way into every non-frontline administrative position possible. Bushardt views himself as a kingmaker; his students view him as "the kind of professor who makes you hate professors...you know, he thinks he's smarter than everyone else and he wants you to know it." Well said.

Beth LaFleur...what can one say? One quality publication (written with coauthors back when USM's Marketing group really had some legitimate heavy-hitters) led to a full professorship at Nicholls State University, which translated into a full professorship at USM. Since showing up at USM, LaFleur has done nothing but support Doty, so having her in the room is another vote for Doty to cast. Who needs proxies when you can have the puppets dance for dollars? Finally we have Linda Jordan, Assistant to the Dean. Jordan could be asked to sit in the meeting to provide valuable input into the goings-on at the USMGC campus. Never mind that Jordan's not faculty...it never stopped some of Doty's staffers from voting in faculty meetings, why should it stop them from having input into faculty evals?

If #'s 1-6 displayed equal departmental representation with unbalanced discipline representation and an utter lack of true faculty representation, this group makes everything worse. Of the 12 listed so far, 6 are from Marketing and Management (Jordan is a former M&M secretary). With the exception of Jordan, all hold or have held an administrative position or quasi-administrative position in the CoB. The 12 potential participants listed here are deal-makers and/or in need of some assistance to achieve a goal, so they'll do whatever they have to do to get what they want.

The Should Have Been List

13. Mark Klindedinst – Professor of Economics

14. Tom Lindley – Professor of Finance

Klinedinst and Lindley were voted into a position of responsibility and authority. That situation was altered in an illegitimate way when Carter pulled his spoiled baby stunt. The move was probably more about Lindley than about Klinedinst, since Klinedinst proved himself spineless in his two year tour of duty as EFIB chair. Lindley, on the other hand, strikes fear in the hearts of the deal-makers who cannot stand up to academic scrutiny.

The Only Hope

The only hope for the CoB to have an open evaluation system is to follow the evaluation process as a committee of the whole, where each faculty member would get to argue his or her merits and other faculty would rank that person accordingly and in conjunction with others. At least that way, it would be known when the handbook was violated.

It's never too early to start thinking about how the CoB administration will hijack the system. We know they'll at least try to hijack it, the only question is How. With the corrupt group of administrators in the CoB, Farhang Niroomand might even get a \$50,000 raise next year.