

Dear UT Tyler,

The word on the academic street has it that Dr. Doty is currently in Tyler interviewing for a job as your new dean. After many unsuccessful job interviews over the past several years, will he find a new administrative home? Only you know the answer to that question.

***“If we’d only known, we never would have hired him.”***

You’ve heard that refrain before. The interview process usually includes only puffed-up recommendations and an interviewee who can talk a good game. However, I like to think the interview process is changing for the benefit of faculty. The internet is the great equalizer of the 21st Century. No longer are individual faculty members at the total mercy of powerful institutions and its administrators.

Here’s the short version of my recommendation. When Dr. Doty was dean of our business college, he escalated academic disagreements among faculty by taking sides and punishing faculty he personally didn’t like with biased annual evaluations and punitive teaching schedules and service duties. He distorted rules and regulations to accomplish his personal preferences. He rewarded faculty on factors other than merit. If that’s what you want for your college, Dr. Doty is definitely your man.

A few facts are appropriate. Dr. Doty and I are both full professors at CoB, USM. However, I earned tenure and promotions on the basis of research, teaching and service. Dr. Doty was assigned tenure and promotion as a result of becoming an administrator.

Within a year of having arrived at our CoB, Dr. Doty was job hunting for his next job as a dean. I have been a professor at CoB for more than 20 years. I have no interest in becoming an administrator or leaving my College or my University. I intend to fight to improve the school and college. (That’s my Marine Corps training speaking. I was an infantry officer in the USMC (Capt. ’73-76)). And yes, I put my money where my mouth is. My wife of 33 + years and I have contributed tens of thousands of dollars to our Endowed Scholarship through the USM Foundation.

If you select Dr. Doty as your new dean, I wish you the best.

Professor Marc DePree, DBA