

Dear Marshall University,
If you hire Farhang Niroomand as your B-School Dean
Don't say you weren't warned!

On February 12, 2017, usmnews.net received news that Niroomand is one of 4 finalists for the dean's opening at Marshall University. His campus interview there was last week. They hope to name a winner this coming week. Sources in [Houston](#) had previously reported that Niroomand was looking to relocate from his job as Dean at UH-Victoria before he was invited to leave. This notion was reinforced by the following email.

Hi Marc

Hope all is well...I read your story about FN trying to escape Texas. We got this email from our President Morgan yesterday.

Feel free to use the relevant portions (anonymously of course) about this...

Colleagues,

I am pleased to announce that we have retained Dr. Ellen Chaffee, a distinguished consultant with the Association of Governing Boards of Universities and Colleges, to undertake a climate review of the School of Business Administration. Dr. Chaffee will work closely with me in this review. Ultimately, she will provide a report to Chancellor Renu Khator and to me that provides an assessment of the climate and current issues in the School and recommendations for moving the School forward. Dr. Chaffee's review and assessment will include assessing whether junior faculty have the appropriate mentorship and support for success and assessing the effectiveness of the overall organizational structure. She will identify any ongoing or past concerns affecting morale among faculty and staff and assess whether there are any real or perceived impediments to fulfilling the academic mission of SBA.

Dr. Chaffee will interview various SBA administrators and faculty next Thursday and Friday in Katy. She will return in March to conduct additional interviews in Katy and on the Victoria campus. At both locations, there will be time set aside for those who do not have a specific meeting time to meet with Dr. Chaffee. I urge you to be candid with Dr. Chaffee, and I thank you for your willingness to be part of this process. The success of the School of Business Administration is integral to the success of UHV, and, together, we will address the issues that need to be addressed, and make sure that SBA continues to provide high quality academic programs to its students and a collegial workplace to its faculty and staff.

The Provost Office will schedule meetings for next week and then again in March. Please make every effort to work with Dr Chaffee's schedule to make and keep the visits

with her. It is very important that she hears from most of the faculty and administrators in SBA. Thank you for your help in conducting an accurate and thorough climate review of SBA.

Sincerely,

R. Vic Morgan
President

Here's the question, when does a college president bring in a "distinguished consultant" to investigate the "climate" in his/her school of business? How bad does it have to be that the president is concerned about "ongoing or past concerns affecting morale among faculty and staff," and wants to "make sure that SBA continues to provide high quality academic programs to its students and a collegial workplace to its faculty and staff."

At Southern Miss, [Niroomand](#) was known to be a [bully](#) and threaten faculty during his time as associate dean at the College of Business. Will he be a better Dean at Marshall?