

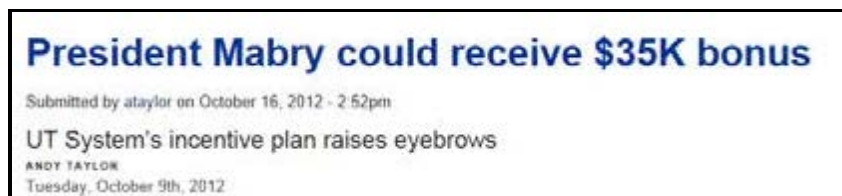
Doty Clowns Mabry

Former CoB Dean Receives Golden Opportunity and Takes Advantage

Long-time followers of USM, at least those whose memories go back 10 years, will recall that Harold Doty, the former CoB dean, is occasionally pitched a big, fat softball right over the plate, and he takes advantage of it. That recently occurred once again in Doty's current position as dean of the business school at the University of Texas-Tyler, when he was asked by a reporter from *The Patriot Talon*, the school's newspaper, to comment on a new plan in Texas that will award university presidents with bonuses when their institutions perform well.

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[According to](#) Andy Taylor's 9-Oct-2012 report, "[t]he University of Texas System approved the plan in August to reward university presidents if their respective campuses meet standards that have yet to be determined." As Taylor reports, these bonuses are expected to be 10% in the first year of the program, and they could rise to as much as 15% by the second year. Based on UT-T president Rodney Mabry's current salary of \$349,963, any bonuses paid to Mabry for meeting the yet-to-be specified institutional metrics could reach as high as \$34,996 in year one, and as much as \$52,494 in the second year.



Of course, Texas is dealing with the national recession like much of the rest of the country, and provision of these bonuses to system-wide presidents would occur at a time when university faculty and staff have not seen raises in quite some time. It is this point that Doty seized during his interview with Taylor, by stating, "I think [the incentive program for presidents] may further some feelings of inequity and injustice . . . I think the more damaging thing will be internal to the faculty and staff of the UT System. We tell (them), 'No, we really can't afford to do raises this year.' Then the System says, 'But we can give the president a 15 percent bump because the people at that University did great things.'"

Taken against Mabry's comments, Doty's remarks are likely being championed around the Tyler campus. According to sources, it seems as though Mabry did his best, during an interview with Taylor, to express his support for the program without sounding too excited. Telling Taylor that he thinks the incentive program can make universities more competitive and drive growth in key areas, Mabry stated "I'm happy to compete, always. This is a continuation of the (UT Board of) Regents' drive to have all of their institutions more accountable and placed on . . . a foundation of incentives that help move them forward." Doty took a different approach, recognizing the impact the incentive program would have on the ubiquitous "town and gown" situation by adding, "[t]he magnitude of those bonuses to public servants may cause some resentment among the citizenry."

In taking the high road, Doty appears to have "clowned" his superior, Mabry, and in a very public way. With [what we know about](#) the [politics](#) of UT-T, and what we've learned about Doty over [the past decade](#), this situation is likely [to fester](#) in the weeks and months ahead.