

## Doty in a Corner

An interesting thought came to the attention of the USMNEWS.NET Odds & Ends Department recently.

Former CoB Dean D. Harold Doty had the following charges during his deanship. Doty was the chief executive of the CoB, meaning that he was in charge of managing the managers (department chairmen) in the college. Second, Doty was the liaison to the USM central administration – the president, provost, vice-presidents, vice-provosts, etc. Third, Doty was the liaison to the supporting business community for the CoB, the face of the college in public. Fourth, Doty was the chief academic official in the CoB, responsible for curriculum, delivery, and student services.

Now, to our thought. If you have a resource as valuable as Doty *should* be, wouldn't you expect that he'd be utilized in the CoB's search for a clean bill of AACSB health and a reemergence from the shambles that is the CoB today? You'd think.

That's a rational thought process. If you're good enough to wear all those hats and, if you magnanimously step aside to allow a new university president to name her own team, you should be valuable to the college afterward. In fact, you should be one of the most valuable CoB faculty members. We thought about that for a while. Then we thought better of it.

Our first thought to the contrary was in regard to Doty's management of the CoB's management team, the department chairs. Well-documented is the fact that Doty cultivated splits among his chairs, favoring management and marketing chair Barry Babin to the exclusion of other departments. Doty even created more cabinet-level positions to support his political games as he played individual against individual and department against department.

Next, we thought about Doty's relationship with the central administration. Thames loved Doty, right? Grimes and Doty were on the same page, right? Wrong. Doty had near zero ability to work with the central administration, which is why he so desperately needed Farhang Niroomand's help in the process.

Then, we considered Doty's relationship with the relevant business leaders and major donors that should provide baseline support for the CoB. Beginning with Bruce Rossmeyer's ramblings as a high-profile CoB supporter (who didn't graduate from USM) in 2003 and continuing to Ross Perot's day trip to Hattiesburg (yes, he did not spend the night in Mississippi), Doty exhibited a complete lack of understanding of the purpose of the Distinguished Entrepreneur Awards and other recognitions. Couple that with the fact that Doty couldn't raise a nickel without Emile Dieth's setup work and chauffeur services and you've got a picture of a dean who was completely disconnected from the reality of his station in life.

Last, we examined Doty's actions as chief academic officer. He named Gwen Pate as undergraduate programs director and Francis Daniel as graduate programs director, two choices that should disqualify Doty from ever holding a decision making position again. But wait...there's more! Recall the secret degree program, the hybrid/online/digital MBA program, and the punitive teaching schedules that impacted student learning. Doty handed off signature authority to Pate and Daniel and then proceeded to micromanage and force bird-brained programs on exhausted and reluctant faculty. Nice going, Harold.

So, why isn't Harold Doty playing a major role in the Williams interim administration? It's because he (Doty) is clearly unqualified. In fact, Williams has marginalized Doty by assigning him a usual course load and diminished service responsibilities. How long will it take before all of Doty's former allies turn against him and admit that his abilities are inadequate?

It's not like Doty isn't trying to grab power – his attempt to join forces with Stephen Bushardt and grab the reins of management and marketing's governance failed miserably. Sorry, DHD, but you're just a regular old faculty member. Since North Florida, South Florida, North Texas, Clemson, and other schools have discovered your inept behavior, you might think about settling into that JGH office for a while.