

## George Carter on Race and Class

Perhaps no line in the recent complaint filed against EFIB Chair George Carter's administration of the department is more revealing (see Duane Cobb's Commentary below) than the following line written by Carter in an EFIB faculty's annual evaluation report:

appointment and professional conduct of Dr. Francis Daniel, a member of a protected group, an

The line above is part of an opinion of Carter's about the questioning by an EFIB faculty of Francis Daniel's continued appointment in the CoB as an untenured assistant professor of management, despite the fact that Daniel has been on tenure-track for almost one decade, far exceeding the usual and customary 6 or 7 year period. Daniel's tenure clock has been the subject of reports here at usmnews.net, one of which dates as far back as 1 August 2006, entitled "The Alternate Route to Tenure in the CoB." That article contains a table indicating the "earliest" and "latest" possible date on the tenure decisions of the *untenured* faculty in the CoB at the beginning of the 2006-2007 academic year (see below).

## The Alternate Route to Tenure in the CoB

| Name       | Academic Unit | Degree Year | Year Hired at USM | Earliest Possible Tenure Year <sup>2</sup> | Latest Possible Tenure Year <sup>3</sup> |
|------------|---------------|-------------|-------------------|--------------------------------------------|------------------------------------------|
| Anderson   | ACC           | 2005        | 2005              | 2010-11                                    | 2011-12                                  |
| Malik      | ECO           | 2000        | 2005              | 2007-08                                    | 2011-12                                  |
| Monchuk    | ECO           | 2003        | 2004              | 2009-10                                    | 2010-11                                  |
| J. Clark   | FIN           | 1997        | 2003              | 2005-06                                    | 2009-10                                  |
| Eisenberg  | FIN           | 1987        | 2003              | 2005-06                                    | 2009-10                                  |
| Salter     | FIN           | 2001        | 2002              | 2006-07                                    | 2008-09                                  |
| Carr       | MGT           | 2001        | 2000              | 2005-06                                    | 2007-08                                  |
| Daniel     | MGT           | 1998        | 1996              | 2001-02                                    | 2004-05                                  |
| Gregory    | MGT           | 2004        | 2004              | 2009-10                                    | 2010-11                                  |
| Michael    | MGT           | 2004        | 2004              | 2006-07                                    | 2010-11                                  |
| Sequeira   | MGT           | 2004        | 2004              | 2009-10                                    | 2010-11                                  |
| Yang       | MGT           | 2001        | 2002              | 2006-07                                    | 2008-09                                  |
| Zantow     | MGT           | 2001        | 1999              | 2004-05                                    | 2007-08                                  |
| Chen       | MIS           | 1994        | 2001              | 1999-00                                    | 2007-08                                  |
| Lai        | MIS           | 2000        | 2004              | 2006-07                                    | 2010-11                                  |
| Lopez      | MKT           | 2000        | 2001              | 2005-06                                    | 2007-08                                  |
| Osmonbekov | MKT           | 2003        | 2004              | 2008-09                                    | 2010-11                                  |

The table above is taken from that report, and it shows that Daniel's "Latest Possible Tenure Year" was 2004-2005, and that assumes he got the "one year extension" that is awarded to USM faculty on relatively rare occasions. That means that now, at the end of the 2006-2007 academic year, Daniel has ridden on a 9-year tenure track.<sup>1</sup> Thus, assuming he applies for tenure in 2007-2008, he will have required 10 years to get tenure at USM, and that 10 years fell at the end of his current 12-year stint on the staff of USM's College of Business.



George Carter



Francis Daniel

To comment on just how "revealing" Carter's line above really is, [usmnews.net](http://usmnews.net) has invited columnist Duane Cobb to provide his commentary on this subject.

### **Commentary by Duane Cobb**

Yes, George Carter's comment is revealing. By questioning Daniel's continued appointment-without-tenure 8 or 9 years down the road, the CoB faculty expresses the belief that race has nothing to do with one's ability to perform up to the CoB's usual expectations (i.e., 6 years to tenure) of its faculty. By stating that Daniel is "a member of a protected group," and then punishing the CoB faculty who questioned the length of the appointment, Carter presupposes that members of certain racial and other "groups" may not be capable of meeting the CoB's tenure expectations, at least not without a lot of assistance from the institution. When former CoB Dean Harold Doty spoke to the faculty and administration of the College of Business Administration at South Florida in September of 2005 (where/when he was seeking a job), he pointed out that a recent federal circuit court ruling stated that higher education officials *can't* do *more* to attract and retain minorities than is done to attract and retain others. EFIB Chair George Carter, on the other hand, seems to think higher education institutions *have to do more* to attract and *retain* members of certain "groups," otherwise there is a good chance members of such "groups" can't successfully meet the expectations of the institutions.

---

<sup>1</sup> For a look at the complete report entitled "The Alternate Route to Tenure in the CoB," see <http://www.usmnews.net/The%20Alternate%20Route%20to%20Tenure%20revised.pdf>.