

# Gwen Pate

Gwen Pate has always had a pitifully weak research record, both in quality of publications and numbers of publications. Her path to full professor was through administration; but she spent many, many years as a teacher and produced very little research then, too. How did she attain academic rank when a huge portion of evaluation is research and publication related? And just what does her current administrative position portend for a fourth tier institution like USM and its School of Accountancy?

Let's begin by reviewing Ms. Pate's history.

## **Skip, When Did You Include Gwen as a Coauthor on the Recent Article? Did She Do Anything To Earn It?**

At the Kansas State Academic Conference, February 2013, the following presentation was made by then-Director of School of Accountancy Skip Hughes:

A Balanced Scorecard Approach for Evaluating Teaching Performance, K. E. Hughes II, University of Southern Mississippi, Thursday February 7, [2013] 3:30-4:15 p.m., Rio Grande Center.

This position paper proposes a viable alternative to higher education's current focus on student ratings as the primary metric for summative teaching evaluations. To more completely describe annual teaching performance, we propose a multisource, multiple-perspective "Teaching Balanced Scorecard" (TBSC) that has been successfully implemented in an academic department.

<http://www.dce.k-state.edu/conf/academicchairpersons/30th/concurrent-sessions>

Today, Gwen Pate, current Director of USM's School of Accountancy reports the following publication:

Hughes, II, K. E. & Pate, G. R. (February, 2013). Moving Beyond Student Ratings: A Balanced Scorecard Approach for Evaluating Teaching Performance. *Issues in Accounting Education*, 28 (1).

This position paper proposes a viable alternative to higher education's current focus on student ratings as the primary metric for summative teaching evaluations (i.e., for personnel decisions) ... [w]e propose a multisource, multiple-perspective Teaching Balanced Scorecard (TBSC) ... [and] supporting evidence from a successful TBSC implementation in an academic department. <http://aaajournals.org/doi/abs/10.2308/iace-50302>

Notice that Pate is not included as an author on the 2013 presentation but is included on the 2013 publication. What's going on? What exactly did Pate do to get her name on the publication?

Here's background history from a previous [usmnews.net](http://usmnews.net) report about Gwen Pate and her very weak publication record.

I [Marc DePree] did not personally know Gwen Pate, currently Associate Professor at the School of Accountancy and Associate Dean of the College of Business at the University of Southern Mississippi. My only professional interaction occurred when Roderick Posey asked me to help Ms. Pate publish research to get promotion and tenure. Her research record was practically non-existent. I offered her a research opportunity on a project that had already passed a first—positive—review at the premier education journal in accounting—a generous offer to a junior faculty member. I was glad to help.

Ms. Pate had never participated in a high-level research project, so I was available every day to help her in an office just down the hall from hers. She got her promotion and tenure, in no small part with her representation that she was participating in a high-level research project with me. It was all a ruse.

I learned a measure of her integrity, when she did absolutely nothing on the project. At first, I took her word that she was making progress. From time to time, she promised she was working on it. I advised her I was available anytime she wanted to discuss the project. I delayed for over a year and got no input from her. Not responding to suggestions of the editor and reviewers for a year put the project in jeopardy. I advised Ms. Pate that we needed to complete the project. After all the delay, she admitted she had done nothing and didn't want to do it.

I offered the opportunity to another junior faculty member and he contributed significantly to the success of the research and it was published in the premier education journal in accounting.

Was she hoping I would simply put her name on the paper for doing nothing? I had heard that this was a practice for friends of administrators at School of Accounting who couldn't do research so that they could get tenure and promotion.

A few years later, Rod Posey, who at the time was an administrator, asked me to help Ms. Pate with her research. It was still woefully inadequate, both in quantity and quality. Posey didn't remember my last effort to help her, so I reminded him. Although I didn't refuse to help her, I asked why I should expect anything different from her. Posey didn't answer the question but accused me of lacking "collegiality." His accusations showed up in my annual evaluations as an excuse to downgrade my scores.