

Is Texas Too Big for Doty?

A Guest Column from C. Anna Hall

Here's a little something to think about as we wait for new word from former CoB dean Harold Doty's 2011-12 job searching. Texas is too big for Doty, at least judging by the data from USMNEWS.net's *BSD Pay Project*, which lists the current salaries of business school deans throughout the South. Based on the 11-April-2012 update, Doty's \$150,000 salary as dean of the business college at the University of Texas-Tyler is *tied for 115th* with the dean at UNC-Pembroke. In terms of Texas, Doty lags behind the deans at Texas (1st), SMU (5th), Texas-Dallas (7th), Texas Tech (14th), Texas A&M (20th), Texas-Arlington (25th), Houston (32nd), Texas-El Paso (41st), North Texas (42nd), Texas-San Antonio (43rd), and Texas State (56th). That's 11 Texas b-school leaders ahead of Doty, and by anywhere from 1.43 to an eye-popping 3.61 times in terms of salary.

The results above are to be expected. Doty is with Texas-Tyler, which is anything but an institution the caliber of those included above. However, the analysis doesn't end here. Doty's \$150,000 dean's salary also lags behind salaries at Texas A&M-International (57th), Sam Houston State (69th), Texas A&M-Kingsville (72nd), Texas-Brownsville (72nd), Lamar (75th), Houston-Victoria (80th), Houston-Downtown (86th), Texas A&M-Commerce (93rd), Prairie View A&M (95th), Texas A&M-Corpus Christi (107th), Texas-Permian Basin (111th), and Tarleton State (112th). That's another 12 Texas business deans, raising the total to 23, putting Doty in 24th in terms of annual salary. Even Doty's former associate dean from USM, Farhang Niroomand, now the dean at Houston-Victoria, comes in 80th, worlds ahead of Doty. This group of 12 additional Texans earns anywhere from 1.02 to 1.41 times what UT-Tyler president Rod Mabry pays Doty.

A complete scan of *The BSD Pay Project* shows that Doty is ahead of deans at Houston-Clear Lake (119th), Texas Woman's (121st), West Texas A&M (123rd), Sul Ross State (164th), and Midwestern State (175th). The first three of these are nipping at Doty's heels, threatening to find him behind West Texas A&M. So, Doty ranks 24th out of 29. With Rice and Texas Christian noticeably absent from the overall list, he is surely 26th out of 31 – that's the 16th-percentile in Texas. Clearly, Texas is much too big for Doty. Any maneuvering by new university presidents Tim Hudson or Peter Fos that gets him to Arkansas (Arkansas State University) or Louisiana (University of New Orleans), respectively, will be a step up to a smaller pond – a perfect outcome for the former CoB dean. These potential moves would also, judging by the data in *The BSD Pay Project*, push Doty up to either 92nd or 72nd, respectively, in terms of the South. Starting from no better than 115th, either of these moves would be a coup, no?