

*Dear John:*

You left many of your colleagues a long time ago when you decided your best course was backing Dean Doty's (and Dr. Niroomand and Dr. Carter) practices and procedures in the CoB. Whatever you thought of those, your support has resulted in many pay raises for you. You still "direct" the mythical "Center", and it does manage to have the lights on now and again. You still poor mouth that you are grossly underpaid and highly over-worked. Is there ever an end to that? As a believer in markets, you must realize that the market is starting to take a dimmer view of how prized you are. When was your last publication? When was the last one in a finance journal of any level? How many schools want to interview you now? We know it is depressing, John. We are here to help.

To fix your lack of publications, you need to not only produce more, but they need to clearly be in finance. That sounds like one of George's made up policies, doesn't it? Quit trying to find an angle; stop spending hours looking for special issues on topics you can slip in a little finance and get it published. Stop trying to coerce more junior colleagues into working "with" you, when it really means working "for" you. You have enough intelligence to actually do the work, and, when motivated, you can have a work ethic. Think of producing new publications like your dog-and-pony CFP and CFA prep classes, only with deferred compensation. Look yourself in the mirror and be honest: showing up two to three days a week from 10:00 to 3:00 is not getting it done. You have a six-hour load with only one or two days a week to teach; what *are* you doing with your time? Not research. Now, you are starting the Sawyer and Carter route of taking an "overload" class [that is nine hours, Dr. Williams – see it really can be an overload at nine hours] rather than working on research. You are becoming certain to end your career here at USM. There is nothing wrong with that, but for someone who constantly sees himself as deserving more money and glory and less work, this probably is not the place for that.

Prep and teach your classes. Socializing with your students is not a good idea, and it detracts from your time for research. Caring about your students is not the same thing as talking to them endlessly about nothing. This also goes for the coffee club that takes an hour or two out of your short work day.

Service has become an exercise in fronting for administrators for you. Stop it. Do what you are correctly asked to do, but draw the line there. What

people see is *you* doing many things, not the administrators. The assumption is obvious, but do you see how this looks?

Decide your path. Now. If you really want to be a professor – especially one capable of moving – you need to change your work habits. You are way too old for all the whining you do. Look ahead, get to work, and stop whining.

Good luck.