

## **Of Little Ability to Discern**

### **Looking at back at Alvin Williams' Remarks about D. Harold Doty in June of 2003**

CoB Dean Duane Harold Doty arrived in Hattiesburg as the CBED's new Dean in the summer of 2003. Doty arrived to much fanfare. This report takes a look at the USM press release of June 2003 (below) describing the anticipation of Doty's arrival.

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#### **THE UNIVERSITY OF SOUTHERN MISSISSIPPI NAMES NEW DEAN FOR COLLEGE OF BUSINESS AND ECONOMIC DEVELOPMENT**

**HATTIESBURG** -- The University of Southern Mississippi has selected a noted scholar with a dynamic vision for the future of education to serve as Dean of the College of Business and Economic Development.

Dr. Harold Doty, 42, who currently chairs the Department of Strategy and Human Resources at Syracuse University, will apply his focus and wealth of experience to the recently restructured college beginning July 1.

Doty has a Ph.D. in Management from the University of Texas at Austin, has been published in numerous A-level business journals and has an extensive background in teaching, research and administration.

Dr. Alvin Williams, who chaired the search committee charged with selecting the CBED dean, described Doty as someone with great plans for the College.

"Harold Doty is a visionary with great expectations for the College of Business and Economic Development," Williams said. "He is engaging, innovative and team-oriented. Doty sees the possibilities for considerable synergy among all of the CBED units. In addition to his administrative record, Doty is an accomplished scholar with ideas of extending that toward academic entrepreneurship."

Southern Miss Provost Dr. Tim Hudson echoed Williams' sentiments, reflecting high expectations surrounding Doty's selection.

"We believe Dr. Doty is a scholar of the highest order," Hudson said. "He has the drive, enthusiasm and the ambition that we need to continue to make Business and Economic Development one of our leading program areas. He comes to us from an institution that is highly respected in the academic world, Syracuse University, and his academic pedigree, with a Ph.D. from the University of Texas at Austin, is top-shelf."

Hudson added: "On the personal side, he expressed great enthusiasm and excitement about coming to Southern Miss, and I find that refreshing."

Hudson commended the work of the search committee in bringing forward a number of highly qualified and talented candidates for the post, all of whom made it clear they were enthusiastic about the potential at Southern Miss.

Brad Brian, vice president of the Mississippi Division of Coca-Cola Bottling Company, served on the search committee. He said that Doty had given an outstanding interview and had done a lot while here to familiarize himself with the university.

"I think Doty is a very good choice," Brian said. "He'll hit the street running because he's got that kind of energy."

Doty will become the first dean of Southern Miss' newly reconfigured CBED, which consists of six disciplines: Accounting and Information Systems; Economics, Finance and International Business; Marketing and Management; Economic Development and Planning; Hospitality Management; and Workforce Training.

Doty said the possibilities created by the reorganization were among the things that drew him to Southern Miss.

"I was initially attracted by the reorganization, the mix of disciplines being put into the new College and the opportunity to do something unique among business schools," Doty said. "When I got there, I was extremely impressed with the quality of the university, the opportunity in the region and the outstanding faculty currently in the CBED."

In addition to his Ph.D., Doty has an MBA from the University of Texas at Austin. He also has a B.A. in Psychology, with honors, from Southwest Texas State University.

Doty has received a number of honors and awards in his field, including being listed in Who's Who in America and Who's Who in Management Sciences. He has also received the Scholarly Achievement Award from the Human Resources Division of the Academy of Management and the Best Article Award from the Academy of Management Journal.

The journals in which Doty's research has been published include National Academy of Management Electronic Proceedings, Organizational Research Methods, Academy of Management Journal, Academy of Management Review and the Proceedings of the Southern Management Association.

He has served as an editorial board member for Academy of Management Quarterly and as an ad hoc reviewer for Administrative Science Quarterly, Academy of Management Review, Organization Science, Journal of Management, Journal of Management Studies, Industrial Relations and Sloan Management Review.

Prior to chairing the Department of Strategy and Human Resources in Syracuse University's School of Management, Doty served as an associate professor at Syracuse and as an assistant professor at the University of Arkansas in Fayetteville. He has held numerous research appointments over the course of his career, for which the funding agencies have included the Army Research Institute, the Texas Cancer Council, International Business Machines, the U.S. Department of Labor and the National Institute of Education.

Doty is married to Susan Doty, and they have four children: Lindsey, 16, Michala, 15, Zachary, 7, and David, 3.

"We are all looking forward to moving to the Hattiesburg area," Doty said

Examine the comments of Alvin Williams, then Chair of Management & Marketing as well as Chair of the search committee for the new CBED Dean. According to Williams, "Harold Doty is a visionary . . . He is engaging, innovative and team-oriented . . . [and] In addition to his administrative record, Doty is an accomplished scholar . . ."

Why couldn't Williams and USM see what other institutions could about DHD? Sources indicate that Doty left the University of Arkansas under a cloud, and that business pros in Fayetteville were happy to see him leave. Faculty at Syracuse University have made it known that they are thrilled to now be Doty-less after (about) 8 long years. Of course, these institutions are happy USM lacked the ability to discern.

At the time Doty was trying to become the CBED's new Dean, sources indicate that he gave the University of Alabama at Birmingham a shot at him as well. They missed, intentionally. Three schools said "no," yet Williams and USM said "yes." Since Doty's arrival at USM, other institutions have taken the opportunity to say "no" as well (see Table 1).

**Table 1**  
**Institutions that Didn't Buy what Doty was Selling**

*AACSB*  
Florida Atlantic University  
Syracuse University  
Texas Christian University

University of Alabama at Birmingham  
University of Arkansas  
University of North Florida  
University of North Texas  
University of South Florida  
University of Texas at El Paso

The worst part of it all now is represented by the institution at the top of the list in Table 1 above – the AACSB. When it comes to CoB faculty meetings, wherein Doty and his sycophants are usually dismantling all vestiges of academic quality, Williams displays a penchant for silence. Why did he offer up such favorable opinions of Doty back in June of 2003?

Sources tell USMPRIDE.COM that Williams is a key advisor in the 2006-07 USM Presidential search. That might not bode well for constituents who care about the future of the University. Only time will tell, regardless of what gets said in the media releases.