

Promotions to h4

It's nearly impossible to have studied the CoB of the last few years and not have noticed how administrators there have perfected use of the "early promotion" to guarantee tenure later. The traditional outcome, where tenure and promotion come together (usually after 6 years), is all but dead in USM's CoB, thanks largely to the practices of the former administration of Harold Doty (dean) and Farhang Niroomand (associate dean). Take the four [most recent](#) tenure recipients – John Clark, Fujun Lai, Farooq Malik, and Michael Wittmann. Three of these four were described in the recent report linked above as controversial tenure cases. Clark has one good finance publication over a 12-year academic career. Malik was moved (by George Carter) from ECO to FIN without FIN faculty approval a few years ago. He also seems to have stopped doing research, something not covered adequately in the report above. Finally, Wittmann came to the CoB from the University of North Texas and got a quick promo. Nothing about his research record warranted such consideration, especially when compared to that of many CoB marketing profs. Despite such deficiencies, all three got early promotions at USM. So did Fujun Lai, the decision sciences superstar whose tenure case was hands down, as one is supposed to be. Even Lance Nail, the new CoB dean covered in the recent tenure report, got a promotion a year before getting his tenure. Early promotions put USM in a precarious legal position with respect to tenure later on. With so many controversial tenure cases coming during and/or just after the Doty administration (2002-07), it's clear to many that this precarious spot is precisely the target of the early promotions program. If this program continues, it's game over for USM.