

# Punitive Teaching Schedule = “Informal Discipline”

Lessons from Roderick Posey’s Recent U.S. District Court Testimony

Former interim dean and former SAIS Director, Roderick Posey, recently provided sworn testimony in a United States District Court proceeding that significantly diminished the reputations of both USM’s business school and its former dean, Joseph A. Greene. During a discussion about “informal discipline” of faculty (by administrators) in USM’s business school, the following exchange between Posey and legal counsel occurred, wherein Q=legal counsel’s question/statement, and A=Posey’s response:

Q. Explain that to me again.

A. Just some things I know Dean Greene did to a faculty member once. He gave the faculty member a class at night, and then 8:00 the next morning for the faculty member to start doing the things he was supposed to be doing. That's an example.

Q. And so what are you telling me about that?

A. There are just other things, depending on the faculty member -- let's see, that was in the '70s when Dean Greene did that. That particular faculty member didn't like to get up.

Q. So you're saying that assigning a punitive work schedule was one of the methods by which you could discipline a --

A. That's something that Dean Greene did.

According to Posey, “assigning a punitive work schedule” was one a method of “informal discipline” that former CBA dean, Joseph A. Greene, meted out on business faculty. In the one example cited by Posey, Greene assigned a faculty to a night class that was followed by an 8:00am class the next day. Assuming the night class was assigned on a Tuesday or Thursday, the faculty member in question would have been teaching from 6:30pm until 9:15pm on one of these nights. That effort would have been followed by an 8:00am until 8:50am teaching assignment the very next morning. If the night was Thursday, the morning

would have been Friday – the very end of what would have been a long week for the faculty member in question.

Assuming that the night class was on a Monday or Wednesday, the faculty member would have taught from 6:30pm until 9:15pm on the night in question. That effort would have been followed by an 8:00am until 9:15am teaching assignment the very next morning. Though not necessarily at the end of the work week, the longer morning assignment would have provided Greene with a punishment of a similar sort. Either way, it would appear as though the faculty member in question was already teaching a 4-days/week or 5-days/week assignment, given the back-to-back days of teaching described in Posey's federal court testimony about Greene's use of teaching assignments as punishment.

In his inaugural address to the CoB in April of 2007, interim CoB dean, Alvin Williams, told those assembled that he wanted to govern like Greene, who Williams stated was a man of integrity. Williams' address, however, came only weeks after his predecessor, former CoB dean Harold Doty, explained to CoB faculty and staff that the "merit" raise process under Greene's leadership was a flawed one. According to Doty, Greene often provided the largest raises to those business faculty with growing families, and not necessarily to those who had performed the best over the evaluation period.<sup>1</sup> Posey's sworn testimony supports Doty's prior statements, not Williams', and it paints a picture of life in USM's college of business that looks much like that painted in various faculty grievances and other complaints, many of which have been posted to USMNEWS.net at one point or another.

USM President, Martha Saunders, came into the job [speaking](#) about improving the way that USM treats its faculty. It remains to be seen whether or not she will ever do anything to give those words teeth, at least as far as USM's business school, which many would describe as errant, is concerned. One thing is certain, and that is that Posey's federal court testimony, which also contains some interesting statements about former CBA dean Tyrone Black's use of "informal discipline" measures on business faculty, drove a stake through the heart of age-old CoB administration public relations campaign professions about fair play in USM's business college.

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<sup>1</sup> Both Williams' remarks about Greene, which seem now to be more like propagandizing, and Doty's explanation of Greene's merit raise process are housed in USMNEWS.net's vast audio and video library.