

## Ruminations on CoB Administrative Changes

More cuts this year. Huge cuts in the next few years. Where is the money going to come from in the College of Business (CoB)? Staff cuts seem popular with the current dean, but how much of that can he do, and how much will it really help? One area that needs cogitation is the administrative structure of the CoB.

Poor Dean Lance Nail: he worked so hard to get his six department structure approved and put into place. First he could not hire good administrators from the outside. Then he chose to hire mostly bad administrators from the inside. Then he was told he could not look outside anymore. Then the budget massacre occurred and he (probably) lost the “eco-retirees” (good), the remaining econ faculty (bad), and the chair over that department. Once those dominos started falling, it is difficult to protect others. Saving money through fewer administrative stipends while having more courses taught by existing (former administrative) faculty is attractive. Since it is clear that most existing chairs – interim or not – do very little, why not change the paradigm?

Here are some suggestions for rumination for July 1<sup>st</sup>:

1. Have no department chairs, only area coordinators (directors, or whatever Nail likes [like Donna Davis and Stan Lewis used to be for MIS]). These people will receive no administrative stipend, be on nine-month contracts, and teach a 3/2 load. This saves the 22 ½% for four administrators and adds one course a year for each one of them. For the course reduction they can schedule and perform other light administrative duties. The administrative heavy-lifting shifts to associate dean Joe Peyrefitte.
2. Have two departments: Accounting and Business (yes, like small schools). That means only two chairs and less staff support required. Choose your non-Skip chair: David Duhon is a perpetual chair-warmer, Catherine Price is too-narrowly focused and too high-maintenance to be successful, Frank Laatsch says he does not want to be an administrator, and the unknown new Marketing chair starts in January.
3. Have three departments: Accounting, Marketing and Management, and all else. This would be a step down the current arrangement, but still save some money.
4. Have no departments at all. Add even more people to the dean’s office (perhaps in the (soon-to-be) vacated undergraduate services area) to handle the former chair duties. Just because it did not work at Memphis does not mean it cannot work here. The dean’s office already employs many people that few “outside” people in the CoB know who they are; why not a few more? If this option is selected, the ban on going to the dean’s office would have to be modified or lifted.

We invite and encourage comments on these suggestions and additional suggestions to help the CoB save money and increase efficiency.