

Charles Jordan Responds --- See Below!

SEDONA Files

In an effort to shed more light on the annual evaluation process in the CoB, this is Part VIII in a series of examinations of CoB faculty SEDONA materials, as they appeared on 2 May 2006, or just after the time of the CoB's annual evaluation. Previous exhibits have pointed out that CoB faculty are responsible for maintaining their CV items in SEDONA, an electronic database. As stated in an e-mail by Dean Doty, SEDONA materials **only** are to be evaluated by CoB administrators at the annual review hearing.

Some of the latest documents appearing on usmpride.com have focused on so-called agreements between Doty and various faculty in the CoB that deal with "navigation" of the promotion and tenure process. This issue of **SEDONA Files** touches on some of these controversies.

We turn our attention to the SEDONA records of Charles Jordan, Professor of Accounting. In the **Service to the University** section, the following entries appear in Jordan's SEDONA records:

Departmental assignments:

Chair:

2005-2006: Tenure Extension Committee (for Dr. Rambo)

This entry, and what it refers to, will certainly come as a surprise to many CoB faculty members. Apparently, Robert Rambo (Assistant Professor of Accounting) may have been given an "extension of tenure" during the 2005-2006 academic year. The entry confirms that an effort in that regard was at least made, and was headed by Jordan.

The "Date of Hire" in Rambo's SEDONA file is listed as "2000," while his records indicate that he received his PhD in accounting from Florida State University in 1994. Under **Refereed Articles**, Rambo includes four separate entries:

2005: *Journal of Accounting and Finance Research*

2005: *CPA Journal*

2003: *Journal of Accounting Education* (with Loustoeau)

1998: *CPA Journal* (with Main)

It is likely that Rambo's 1998 article in the *CPA Journal* was discounted given that it appeared two years prior to his arrival at USM. The excerpts above also indicate that there would likely have been problems at the "3rd Year Review" stage for Rambo, yet any potential problems he faced at that time must have been overcome in some way.

The information above also seems to suggest that Rambo's record was thought to be a difficult one in terms of his tenure during the 2005-2006 year, and that an individual or group of individuals sought to assist him in "navigating" the tenure process by

establishing a “Tenure Extension Committee.” Whether the formation of this committee was at the urging of Rambo, Dean Harold Doty, Director Roderick Posey, Charles Jordan, a group of accounting (or Coast) professors, or some combination of those listed here, is unknown to us at **SEDONA Files**. Given the footnote below, Rambo apparently never used his tenure extension, assuming one was granted to him before he submitted his resignation to CoB administrators.

In any event, the details presented in this issue of **SEDONA Files** are likely to be considered “new information” to many CoB faculty. This event is also another that sets recent precedent in the tenure/promotion area within the CoB. Finally, this finding also represents a Service line-item in Professor Jordan’s 2005 portfolio.

Note: During the 2005-2006 academic year, Rambo accepted a position at Providence College, one that begins in 2006-2007 (see USM Forum --- No Quarter Message Board).

Charles Jordan Responds (7/31/2006)

Professor Charles Jordan responded to this report via an e-mail to usmpride.com. His response is pasted below:

Marc,

I don't know if you or someone else wrote the commentary on USMpride concerning the tenure extension committee, but I'm providing my response or explanation to you. You may post it as an addendum to said commentary if you so desire.

This past academic year (i.e., 2005-2006) was the year for Dr. Rambo to submit his dossier for tenure and promotion. Instead, he petitioned the university for a one-year extension. In the fall 2005 semester, the tenured faculty of the School of Accountancy & Information Systems (SAIS) were asked to meet and make a recommendation on Dr. Rambo's request. The meeting was much like a departmental meeting of tenured faculty on tenure/promotion, except of course that the faculty voted on an extension rather than tenure/promotion. As is customary during such meetings, someone had to volunteer to chair the committee/meeting; I volunteered. Other tenured SAIS faculty present were Drs. Hsieh, Magruder, Davis, Clark, Pate, and Henderson. Dr. Lewis voted by proxy. Neither myself nor any other SAIS faculty member had an agenda with regard to Dr. Rambo's request for an extension. We simply performed the task we were called upon to do. Our recommendation letter was provided to Dr. Posey and I assume up the line through Drs. Doty, Grimes, and Thames.

Sincerely,
Charlie

SEDONA Files' Reply:

We examined the chapter of the USM Faculty Handbook (2006) and could not find a provision for a departmental vote on tenure extension (deferral). Here are the relevant

passages from the USM Faculty Handbook:

9.6.6 Deferral. At the request of a candidate and upon the advice of a candidate's department chair, college dean, and the Provost, the President may defer the tenure recommendation to the seventh (7th) year of employment or later.

The deferral protocol does not involve a departmental vote. **SEDONA Files** would like to hear again from Professor Jordan, with additional information about the individual or individuals who requested he chair a tenure extension committee and produce a vote.

Given that Rambo accepted a position with Providence College, the outcome of his tenure extension filing may never be known. In any event, the wording of “9.6.6. Deferral” — “. . . the President may defer the tenure recommendation to the seventh . . . year . . . or *later*” — may have implications regarding the Francis Daniel case that is covered in “The Alternate Route to Tenure,” also available at usmpride.com. No information exists to indicate that any deferral Daniel may have received was handled via a departmental vote in Management, Marketing, and Fashion Merchandising.

Charles Jordan Responds (8/1/2006)

Professor Charles Jordan responded again to this report via an e-mail to usmpride.com. His response is pasted below:

Marc,

In the "Sedona files" commentary on Dr. Rambo's petition for a tenure deferral, you or someone asked for additional information on who requested that the SAIS faculty make a recommendation on the issue.

Dr. Posey requested that the tenured SAIS faculty meet and provide him a recommendation concerning the tenured faculty's position regarding Dr. Rambo's petition for a deferral. Perhaps Dr. Posey, in the interest of shared governance, desired input from the tenured SAIS faculty before he made his own recommendation about Dr. Rambo's request for a deferral. As noted in my previous email, I was not asked to chair the committee/meeting. Once the meeting began, someone had to volunteer to chair the committee/meeting and write a recommendation letter expressing the committee's sentiments; I volunteered. The committee discussed the issues in Dr. Rambo's request for a deferral and then took a vote on the request. The outcome of the vote formed the basis for the committee's recommendation or advice to Dr. Posey. Other than what I have already provided, I possess no further knowledge regarding Dr. Rambo's request for a tenure deferral.

Sincerely,
Charlie

SEDONA Files' Reply:

We thank Professor Jordan for such a prompt response. We would also remind him that he does possess further knowledge, the outcome of the departmental vote on Rambo's tenure extension application, although we don't expect that information to be forthcoming. We are near certain that vote was a unanimous one.

Perhaps Professor Posey, Director of SAIS, would like to comment on the Rambo case. If so, we certainly would invite him to do so. We would also like to invite members of the Department of Management, Marketing, and Fashion Merchandising to e-mail usmpride.com and discuss any opportunity they may have been given to practice “shared governance” with regard to Francis Daniel’s employment situation. Any information on that case could be passed along to others.