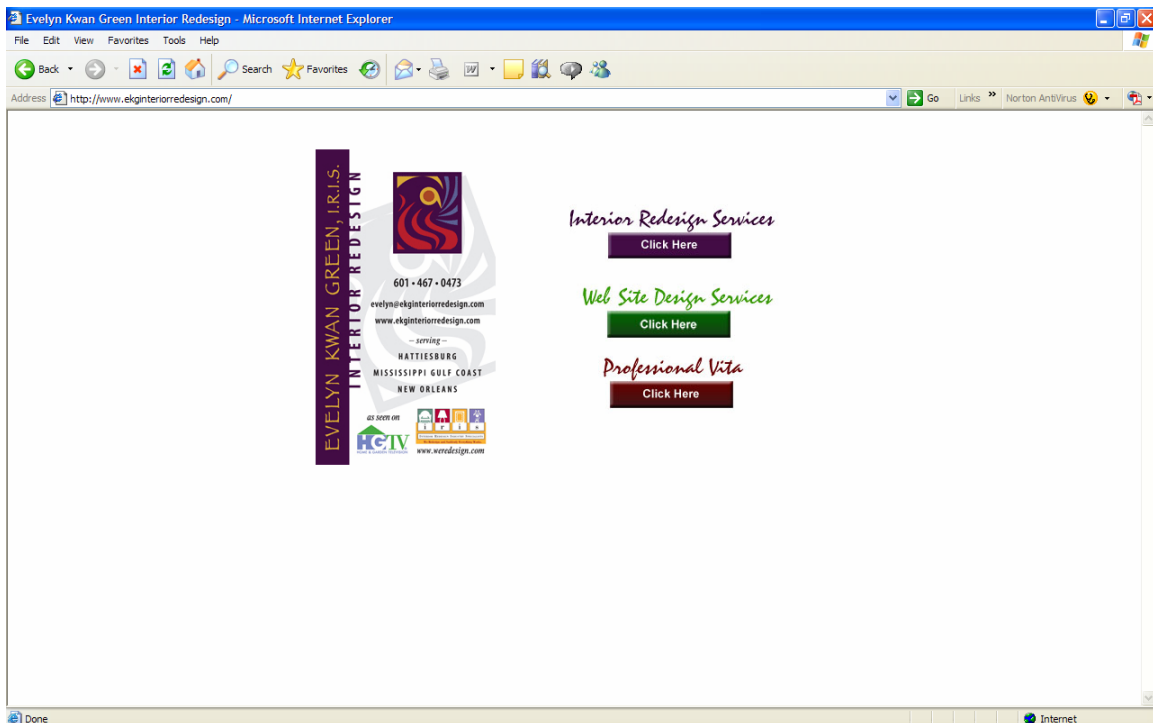


Special Report

"Where the Boys go to School the Girls will Follow" An Investigative Series on the use of the CoB for Personal Gain

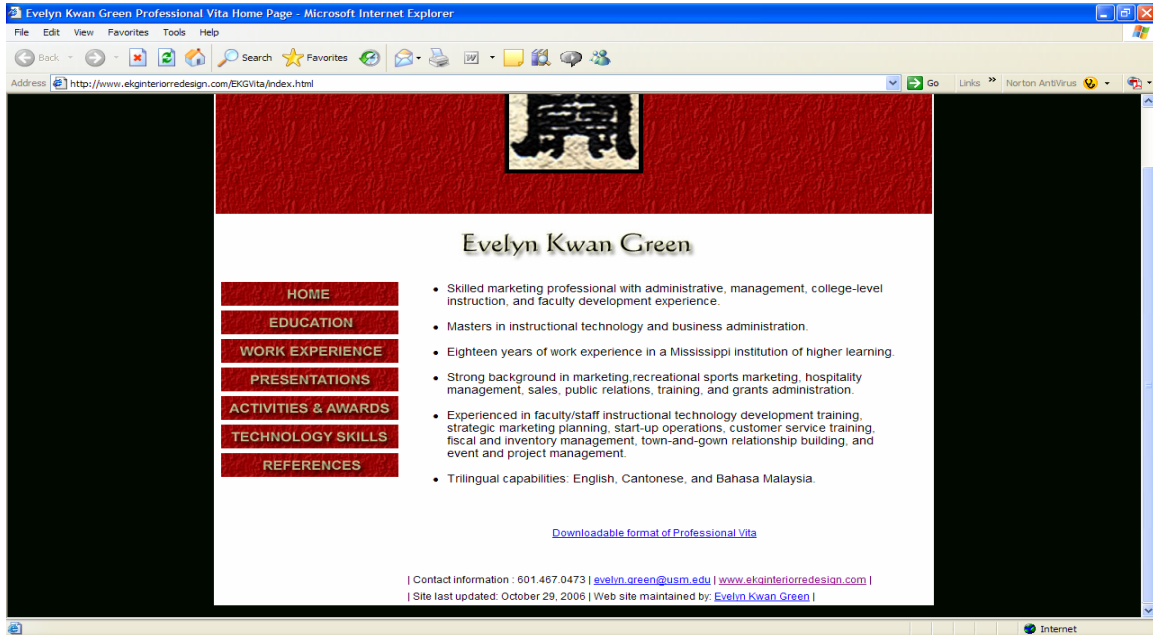
Evidence of George Carter's use of USM facilities to operate a private consulting firm has appeared on this website over the past several weeks. Multiple issues in this *Special Report* series have covered the ethics issues involved with Carter's operation of his Mississippi Consulting Group, Inc. from his Joseph Greene Hall office. Now, evidence has been forwarded to usmpride.com reporters regarding another business being operated by a CoB faculty member -- and one that also reports USM-based contact information of its proprietor, tourism management instructor Evelyn Kwan Green.

The screen below captures the website for Green's commercial enterprise, Evelyn Kwan Green Interior Redesign (EKG IRIS), one that serves Hattiesburg, the Mississippi Gulf Coast and New Orleans.



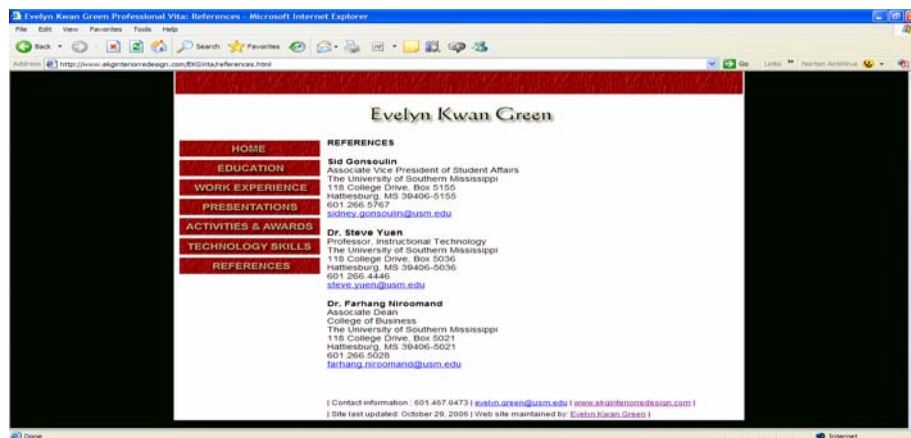
The next screen, which appears below, is accessed by the "Professional Vita" bar on the main page above, and it describes several of Green's qualifications. Many of these concern the technology skills that Green honed while working in the technology division at USM. This screen also provides Green's contact information. This includes a phone number, web address, and an e-mail address. The last of these is quite interesting. As

with the case of Carter's business, Green's e-mail contact is a USM-provided address -- evelyn.green@usm.edu.¹



In the case of George Carter's Mississippi Consulting Group concern, USM counsel Lee Gore wrote (via letter, see usmpride.com) that Carter's use of a USM-provided e-mail account to operate a private business concern is within the standards of "acceptable use" of university provided facilities, such as e-mail accounts.

Although we are not certain about CoB Associate Dean Farhang Niroomand's role, if any, with regard to Green's private business and/or her use of USM facilities, his name is included among the three references on the EKG Interior Redesign website (see below).



¹ In other places on the website, Green lists additional electronic contact info for her Interior Redesign business -- evelyn@ekginteriorredesign.com.

The phone number included on the website appears to be a cell phone number, and the inclusion of "Web Site Design Services" indicates that Green could indeed conduct some of her business from her JGH office, perhaps using USM computer equipment and "USM time."

One interesting aspect of this case relates to Green's fall 2006 teaching assignment, which was posted on usmpride.com in September of 2006 along with all other CoB faculty assignments for that semester (headline of that report shown below).

**Fall 06 Teaching Information
Compiled from SOAR**

A partial reproduction of the table that makes up that report (above) is inserted below, capturing Green's teaching load, along with that of some of the CoB's other instructors, such as management instructor Amy Sevier.

Name	Rank	Area	Total # Classes	# Preparations	Days/Week	# Graduate Classes	# Coast Classes
Albin	ASSO	ACC	3	2	2	0	1
ClarkS	F	ACC	3	2	3	1	0
DePree	F	ACC	3	1	3	0	0
Henderson	ASSO	ACC	3	2	2	1	0
Jordan	F	ACC	3	2	3	1	1
Munn	I	ACC	3	2	3	0	0
Fennell	I	MGT	4	2	3	0	0
Gregory	A	MGT	3	2	2	0	0
HaggardD	A	MGT	2	1	2	0	1
Peyrefitte	ASSO	MGT	3	1	2	0	0
Sequeira	A	MGT	3	2	3	0	0
Sevier	I	MGT	4	2	3	0	0
Loyd	I	MKT	4	2	4	0	0
Osmonbekov	A	MKT	3	2	2	0	0
Smith	A	MKT	4	3	3	0	0
Williams	F	MKT	3	2	2	0	0
-----	--	-----	-	-	-	-	-
Becker	ASSO	TM	0	0	0	0	0
GreenE	I	TM	2	2	2	0	0
Hallab	ASSO	TM	3	3	2	0	0
Hutto	I	TM	1	1	1	0	0
Price	F	TM	2	2	2	0	0

As the insert above indicates, Green's fall 2006 schedule consisted of fewer total classes (2) than that of Sevier (4), Munn (3), Fennell (4), and Loyd (4), even though these instructors have been with the CoB for years, if not decades. For Green, fall 2006 was her first semester teaching in the CoB. In addition to these inconsistencies, Green's course sections are not close to being as large as Sevier's, and perhaps even most of the others.

Not only are these discrepancies noteworthy, "The New Cast" (see usmpride.com) shed some light on the starting salaries of the CoB's new hires (for 2006-07), a list that includes Green. The data relating to Green from that report are inserted below:

THE NEW CAST

A LOOK AT THE STARTING SALARIES OF THE COB HIRES OF 2006-07

3. **Evelyn Green** -- Green was hired as a Visiting Instructor of Tourism Management. Perhaps the most interesting aspect of Green's hiring is the offer. Green was offered a \$46,000 salary (9-month) plus \$12,880 in benefits, for a total 9-month package of \$58,880. This is interesting given the other instructor salaries in the CoB:

	<u>Instructor</u>	<u>2006-07 Salary</u>	<u>Academic Unit</u>
1.	Munn, Patty	\$53,222	Accounting
2.	Loyd, Dolly	\$51,695	Marketing
3.	Fennell, Wanda	\$49,048	Management
4.	Green, Evelyn	\$46,000	Tourism Management
5.	Sevier, Amy	\$45,124	Management

As the table above indicates, Management Instructor Amy Sevier remains the lowest paid instructor in the CoB, despite quite possibly being the highest revenue-producing faculty member the College of Business at USM has ever had. USMPRIDE.COM readers are familiar with "The Management and Marketing Bee Hive," a document published by USMPRIDE.COM that showed that Sevier's *Net Contribution* to USM is more than \$330,000/year, which means that Sevier's revenue-production is about \$400,000/year. This aspect of the story is just another of the inexplicable features of Doty's gender equity plan for CoB salaries, given that Green is listed as "Visiting" and that she (Green) is part of a unit (Tourism Management) whose market salaries fall short of those in Management, where Sevier is located.

The figures above only generate even more questions for usmpride.com reporters.

Commentary

Of course not lost in the comparisons (directly above) between Green's salary and workload and those of management instructor Amy Sevier and the others is Green's relationship with Niroomand, one of the references for her private redesign firm. This revelation, combined with the information in "The New Cast," suggests that Niroomand's role in Green's USM employment and in her private redesign firm is deserving of more attention. One source reminds us that, at the fall 2006 CoB faculty meeting, Green's chair, Cheri Becker, introduced Green to the CoB with little fanfare, noting mainly that she knew Green from Green's days with USM's technology division and that she (Becker) expected Green to be helpful in that regard.

Finally, is this a case of "Where the boys go to school . . .", as in Carter's AOL seminar analogy? No, not literally. But, it does represent an example of Carter's ethics evolution -- employees take their cues from the boss(es). In this case, how can it be wrong for Green to operate her business from one suite in JGH while at the same time Carter is allowed to do just that? Lee Gore will be forced to conclude in this case, as in all others of this sort that will arise in the near future, that Green's use of USM's facilities to operate Evelyn Kwan Green Redesign meets "acceptable use" standards.