

Special Report

It's not Only how Many, it's also how Much Time An Investigation into CoB Faculty Tenure and Promotion Practices

Recent reports have spotlighted the widespread confusion among CoB junior faculty when it comes to the research requirements for tenure and promotion. When the AACSB Peer Review team met with untenured CoB faculty, they asked "how many?" publications were required to get tenure in USM's business college. The answers reportedly were: 6, 7, and 3. At that point, people stopped guessing. The mean from this set of answers is 5.3, and the standard deviation is 2.1 -- that's enough to produce a coefficient of variation equal to 39.6%. Amazing!

What's even more amazing is the variety of answers that could have been provided had the Peer Review team asked "how much time?" is one allowed to get tenure in USM's business college. They didn't ask that question probably because they understand tenure to be a 6-year process. The problem they have, however, is that when you assume anything about USM, you risk making an "@\$\$ out of . . ." you know how the saying goes.

Table 1 below contains a sample of tenure clock times for various junior faculty (i.e., below rank of full), past and present, in the CoB.

Table 1
Tenure Clock Allowances for Junior Faculty (Past and Present)

<u>Name</u>	<u>Tenure Track</u>
Carr, Jon (MGT)	6 years
Carter, George (EFIB)	12 years
Chen, Kuo Lane (SAIS)	6 years
Clark, John (EFIB)	6 years
Dakhliya, Sami (EFIB)	4 years
Daniel, Francis (MGT)	10 years*
Gregory, Brian (MGT)	6 years
Lopez, Tara (MKT)	6 years

* = *minimum* possible time for Daniel

Based on the numbers in Table 1 above, the mean tenure track allowance is 7 years, and the standard deviation is 2.6 --- enough to produce a coefficient of variation equal to 37.1%. Wow!

Of course, if the universe of CoBers had been considered, the mean time would have been nearer 6.0, etc., and the special treatment (being) given to Carter and Daniel would've been hidden away in the forest.