

Special Report

A Jury of Your Peers?

An Investigative Series on the CoB Advisory Committee's Role in the Grievance Process

This report represents Part 6 of our look at the CoB Advisory Committee's role in the Faculty Grievance process. This subject continues to generate interest among readers given that at least five (5) grievances involving various CoB faculty remain active at the present time.

One of the members of the CoB's Advisory Committee is associate professor of tourism management, Zaher Hallab. In terms of academic credentials, sources indicate that Hallab is about at the median among CoB faculty. However, Hallab received the **largest raise package** (outside of CoB Associate Dean Farhang Niroomand) in the CoB over the 2004 and 2006 merit raise processes. Hallab's raises for these two years are shown below:

Table 1

Zaher Hallab's 2004 and 2006 Raises

<u>Year</u>	<u>Raise</u>
2006	\$ 4,870
2004	\$10,890
Total	\$15,760

Hallab's total, \$15,760, is quite amazing, and doesn't even include the promotion-to-associate raise he was awarded in 2006, which would have generated a 2006 total of \$8,870 and a two-period total of \$19,760.

In comparison, associate professor of finance John Clark's total raise over the two periods above was \$14,239, or about \$1,500 less than Hallab's. Clark published enough A-level research over the 2003-2004 period to merit the 2005 Louis K. Brandt Award -- an award that was instead given to newly-appointed chair Barry Babin, whose award portfolio was supported mainly by an in-house publication stream.

The Hallab-Clark comparison is so perplexing that it is worth comparing the 2004/2006 Hallab raise to a broader spectrum of CoB faculty. Table 2 below shows how far Hallab's closest competitors were over the 2004/2006 raise processes:

Table 2

Zaher Hallab's Separation from Others in the CoB, 2004/2006 Raises

<u>Name</u>	<u>\$-Amount Below Hallab</u>
Clark, John	\$ 1,521
Carr, Jon	\$ 2,352
Hsieh, Chang-Tseh	\$ 2,672

Jordan, Charles	\$ 2,837
Mixon, Franklin	\$ 2,898
Babin, Barry	\$ 3,204
Nissan, Edward	\$ 3,353
Clark, Stan	\$ 4,411
Peyrefitte, Joseph	\$ 4,804
Vest, Michael	\$ 5,197
Lindley, James	\$ 7,498
Lai, Fujun	\$ 8,126
Yang, Jie	\$ 8,894
Osmonbekov, Talai	\$ 9,180
Salter, Sean	\$ 9,222
Smith, William	\$ 9,476
Topping, Sharon	\$ 9,686

A number of faculty most would likely rate above Hallab fell far short of Hallab's raise total for 2004/2006. These are Clark, Carr, Mixon, Babin, Nissan, Peyrefitte, and Vest, to name just some. It is also worth noting that Table 2 (above) provides only a small sample of CoB faculty for comparison to Hallab. Among those not listed above, there are others who would be considered to have superior credentials compared to Hallab.

Amazingly, Hallab's two-period raise of \$15,760 is \$1,424 **greater** than the *combined raises* of James Lindley and Sharon Topping -- or \$14,336 -- over the *two-period raise cycle* examined in this report (i.e., Hallab's *two raises* are larger than the *four raises* of Lindley/Topping).

Sources have told usmpride.com investigators that faculty in tourism management and fashion merchandizing are easy marks for CoB administrators to target when it comes to scaring up support for Doty et al's political maneuvering. This may be so because their students are reportedly having difficulties with the CoB's core, *and* faculty in these areas are facing research pressures that did not exist in their prior locations at USM. Relatedly, sources indicate that, in various settings/venues, Hallab has been very vocal in supporting the Doty administration. Thus, as they indicate, Hallab's "raise situation" appears worthy of further consideration.