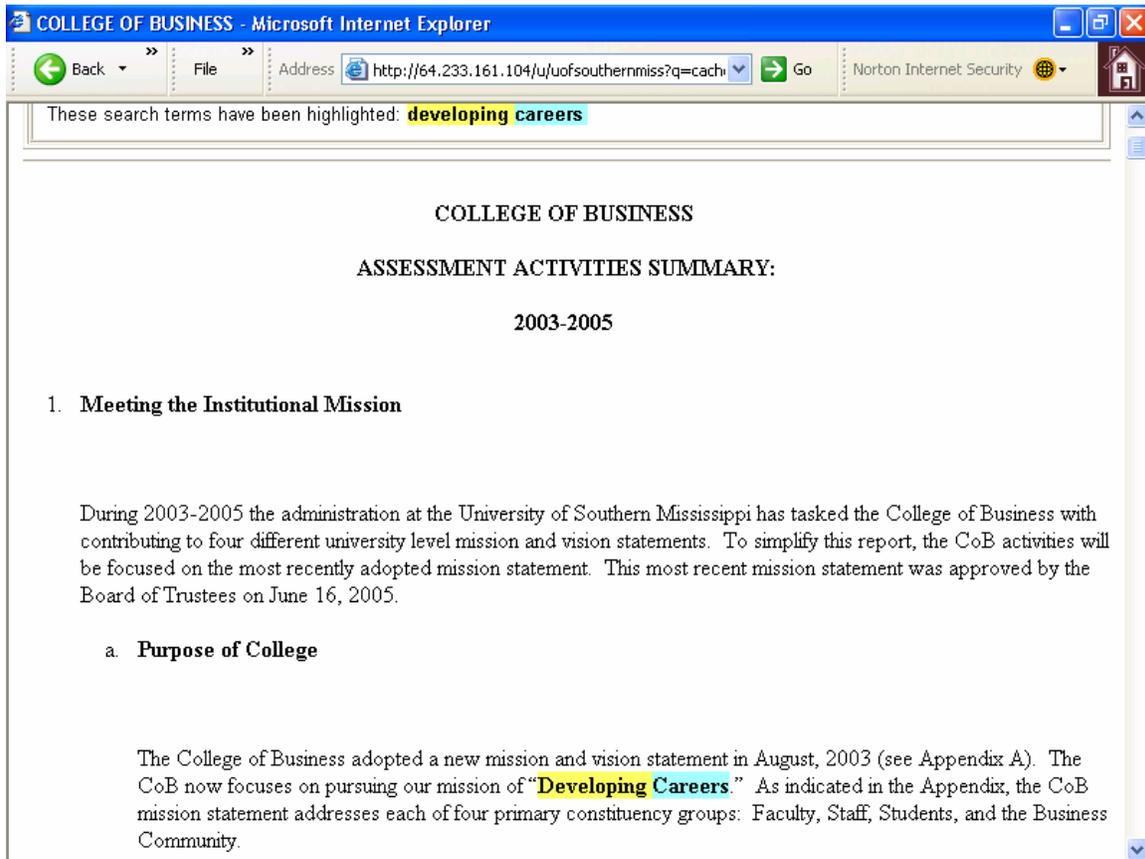


Special Report
Was “Developing Careers” a Doty Cut-and-Paste Job?
An Investigation into the CoB’s New Mission

This Special Report examines the origins of the College of Business’ new **Mission** --- “Developing Careers.” The CoB adopted the **Mission** in August of 2003, shortly after Harold Doty took the reigns as Dean of USM’s business school. The screen below was found via a search of USM’s webpage, and confirms the date of adoption mentioned above.



As a cross-check, we also visited the CoB’s homepage at usm.edu, and found the following screen that confirms the use of the “Developing Careers” **Mission**:

Southern Miss College of Business - Microsoft Internet Explorer

Address: <http://www.usm.edu/business/mission.html>

The University of Southern Mississippi

COLLEGE OF BUSINESS

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- Message from the Dean
- About the CoB
- Development
- Mission/Vision
- News and Events
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- Centers
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MISSION: Developing Careers

VISION: To become the leading agent for career development in Mississippi and along the Gulf Coast. This vision of career development focuses on the following actions, opportunities, and outcomes for specific constituencies below:

Students:

- ▶ Requiring the acquisition of the functional skills necessary to be competitive in the entry-level job market for the student's selected field.
- ▶ Developing an understanding of the managerial skills necessary to successfully move from entry-level positions to supervisory positions.
- ▶ Nurturing an appreciation of the lifelong learning skills and requirements necessary for a successful career as an upper level manager or business entrepreneur

Faculty:

Just where did this new **Mission** come from? We investigated the phrase a bit further and ran across the following textbook, published by Prentice Hall:

Managing Human Resources, 5/E - Prentice Hall Catalog - Microsoft Internet Explorer

Address: <http://vig.prenhall.com/catalog/academic/product/>

PEARSON
Prentice Hall

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Managing Human Resources, 5/E

Luis Gomez-Mejia, Arizona State University
David Balkin, University of Colorado, Boulder
Robert Cardy, University of Texas at San Antonio

NEW Edition!

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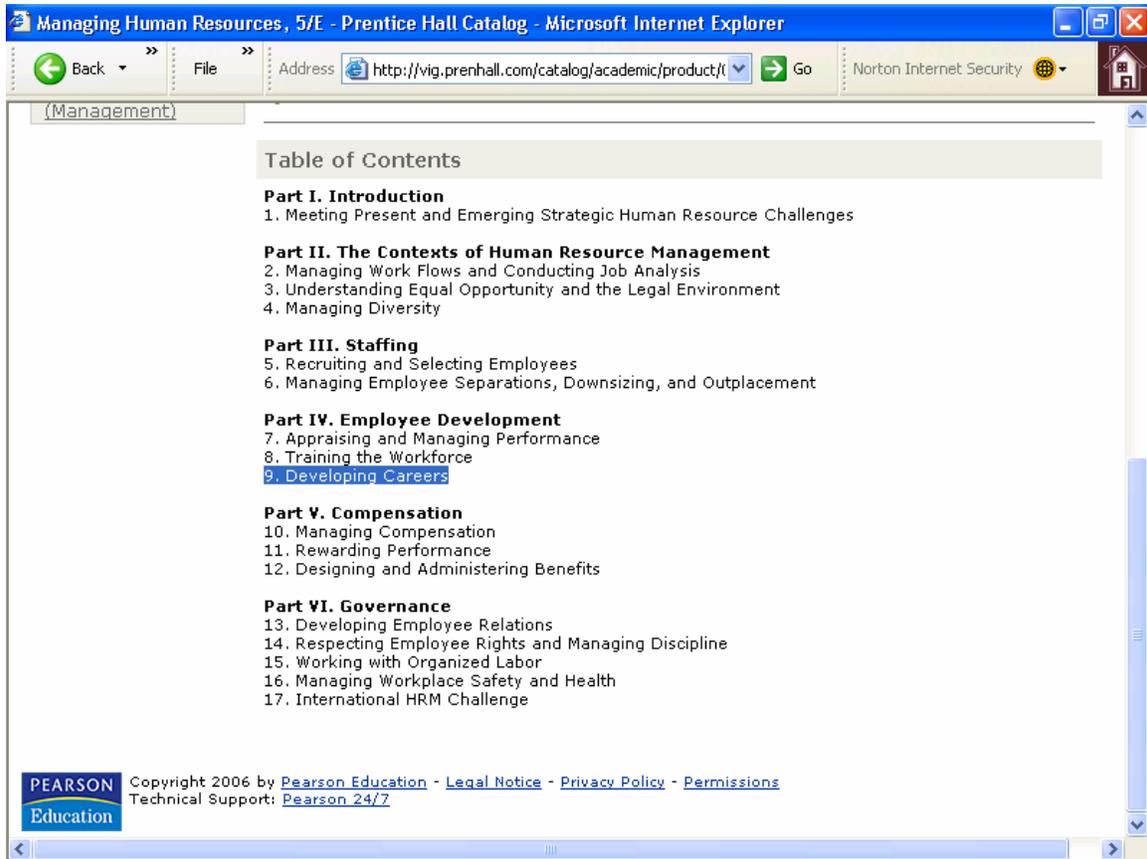
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RELATED TITLES

- Human Resource Management (Management)

Description

Note that the book above is a *human resource management* text, Doty’s primary field of interest/expertise. We clicked on the “Table of Contents” link, and found the following:



Note that the title of Chapter 9 is “Developing Careers,” the same phrase adopted by Doty as the **Mission** of the College of Business at USM. The copyright date of this edition of the text, 2007, which comes 3-4 years after Doty’s adoption of the “Developing Careers” **Mission**.

The Fourth edition of the text above was published in May of 2003, before the CoB’s adoption of the “Developing Careers” **Mission**. The following two screens indicate that the Chapter 9 title, “Developing Careers,” was used in the book’s *Third* Edition (f not before):

Home >

Pearson Education Companion Website

Managing Human Resources, Third Canadian Edition



Managing Human Resources
Third Canadian Edition
By Luis R. Gómez-Mejía/David B. Balkin/Robert L. Cardy/David E. Dimick/Andrew J. Templer

Welcome to the Companion Website for *Managing Human Resources* Third Canadian Edition. We have provided materials here for students and instructors.

Coming Soon! - Our protected Instructor Central site offers the following items to facilitate your teaching of the course:

- Instructor's Manual
- PowerPoint Lecture Slides

We are eager to learn your thoughts about this Companion Website and how we might improve it. Please use the feedback link below to send us your comments and suggestions. phabinfo.pubcanada@pearsoned.com

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Managing Human Resources, Third Canadian Edition

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Electronic Study Guide

- Welcome
- Meeting Present and Emerging Human...
- Managing Work Flows and Conducting Job...
- Understanding the Legal Environment and...
- Managing Workforce Diversity
- Recruiting and Selecting Employees
- Managing Employee

What do we know about the book's authors? We conducted a search using *Business Source Complete* and found the following:

	<u>Gomez-Mejia</u>	<u>Balkin</u>	<u>Cardy</u>
2005/6	<i>SMJ, JMS</i>	<i>JOrgBeh</i>	<i>BH, JMPsyc</i>
2004			
2003	<i>AMJ</i>	<i>JMS</i>	
2002	<i>AMJ, IJM, HRMR</i>		
2001	<i>JIBS, AMJ</i>		<i>MM</i>
2000	<i>AMJ, AMR, JoM</i>	<i>HRMR, AMJ</i>	<i>JOrgBeh, JLR</i>
Pre-2000	<i>AMJ (8), AMR, JIBS, JoM (2), SMJ (3), HR, IR (3), ASQ, PP (3), ILRR . . .</i>	<i>AMJ (3), ASQ, AME, JOrgBeh, SMJ (2), IR (2), JLR, PP (2) . . .</i>	<i>JoM, JAppPsy (5), PubPerMgt . . .</i>

Note: Not all publications for each person in each year are listed here. To do so would require significantly more space.

One would think that Doty would be pleased to have the record of any one of the three authors above. It seems almost certain that, given the outstanding quality of the book's authors, Doty would be very familiar with this textbook and its Chapter 9 --- "Developing Careers."

Analysis and Commentary

Dean Doty told faculty and administration at the University of South Florida that some of his curriculum changes at USM were done with "smoke and mirrors." He is certainly not averse to having things appear one way when reality points in a different direction. CoB faculty have also come to understand that his attention span is very brief. So, it seems almost implausible that he would spend a lot of time on a single task, such as developing a College motto (see Special Report on PRIDE at usmpride.com) or a **Mission** for the CoB, even if he states later that months of effort involving many constituencies went into the task.

Given the exhibits above, it appears to us that Doty may have lifted the CoB's **Mission** right out of a popular human resource management textbook, and without attribution.