

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 4 of our look at the CoB Advisory Committee's role in the Faculty Grievance process. This subject has sparked interest in usmpride.com readers since the filing of two separate Grievances in recent weeks – one by professors Marc DePree and Tom Lindley, and another by professor Franklin Mixon. Both of these Grievances were initiated against the actions of EFIB Chair George Carter, and the details of both are available at usmpride.com.

In the Mixon Grievance, the CAC met and voted unanimously against Mixon's Grievance (see documents at usmpride.com). Among the members of the CAC (from the traditional business disciplines) for the 2006-07 academic year, those participating in the Mixon hearing were:

Stephen Bushardt	Professor of Management
Jim Henderson	Professor of Accounting
Tony Henthorne	Professor of Marketing
Chang-Tseh Hsieh	Professor of MIS
Elizabeth LaFleur	Professor of Marketing

As has become customary during CoB Dean Harold Doty's Deanship, the Department of Management and Marketing – Doty's home department – dominates this group in terms of representation (60%) much like it does others.

In this installment, usmpride.com investigators pulled from the website archives to present an interesting relationship between CoB Dean Harold Doty and College Advisory Committee Chairman, Tony Henthorne (professor of marketing). Investigators visited the "2006 Staff Merit Raises in the CoB" to locate information about the CoB's Alternative Learning Coordinator for the 2005-2006 academic year. That individual was Katie Ponders, a recent USM graduate (MBA program) and girlfriend of professor Henthorne. Dean Doty arranged for Ponders to serve as the CoB's Alternative Learning Coordinator during 2005-2006, and at a salary of \$30,000 per year. Additionally, Ponders was awarded a \$900 (3%) raise during the 2006 merit raise proceedings in the College of Business. The salary and raise information for Ponders is reproduced below using the table from that report. Data in the table were gathered from the 2006-2007 USM Budget Book.

2006 Staff Merit Raises in the CoB

One well known story from the 2005-2006 academic year revolves around Doty's meeting with CoB staff regarding evaluation processes. According to several current and former staff members, Doty stated that CoB staffers would have to work nights and weekends and forgo vacation to receive above average evaluation scores and thus be eligible for raises. While the usmpride research team believes that this was just one more example of Doty's brain/mouth disconnect, we decided to investigate the 2006 CoB Staff Merit Raises.

Rank/Title*	Name	Dept	2006 MR	2005-06 Salary	2006-07 Salary	Raise %
Secretary	Duke	UAS	\$1,155.00	\$16,500.00	\$17,655.00	7.00%
Office Manager	Hartsfield	DEAN	\$1,446.00	\$24,100.00	\$25,546.00	6.00%
Senior Secretary	Dickerson	MM	\$1,079.00	\$18,096.00	\$19,175.00	5.96%
Assistant to the Dean for Academic Services	Cawthon	UAS	\$2,071.00	\$37,671.00	\$39,742.00	5.50%
Assistant to the Dean	Jordan	USMGC	\$2,043.00	\$37,150.00	\$39,193.00	5.50%
Administrative Secretary	Crain	SAIS	\$1,068.00	\$21,364.00	\$22,432.00	5.00%
Senior Secretary	Ingram	EFIB	\$1,066.00	\$21,312.00	\$22,378.00	5.00%
Administrative Secretary	Prescott	MM	\$1,545.00	\$30,904.00	\$32,449.00	5.00%
Assistant Director CoB Career Services	Yeend	DEAN	\$1,750.00	\$35,000.00	\$36,750.00	5.00%
Assistant Director of Graduate Services	A. Carr	GAS	\$1,300.00	\$26,000.00	\$27,300.00	5.00%
Senior Academic Adviser	Templeton	UAS	\$1,255.00	\$25,100.00	\$26,355.00	5.00%
Secretary	Haddox	USMGC	\$764.00	\$15,285.00	\$16,049.00	5.00%
Recruitment Retention Coordinator/Academic Adviser	Buckley	UAS	\$750.00	\$20,000.00	\$20,750.00	3.75%
Academic Adviser	Hicks	UAS	\$806.00	\$21,500.00	\$22,306.00	3.75%
Alternative Learning Coordinator	Pounders	DEAN	\$900.00	\$30,000.00	\$30,900.00	3.00%

Apparently Doty and Co. didn't want to have to justify any staff raises, as all are between 3% and 7%. Duke's raise was a necessity, as was Dickerson's based on their extremely low 2005-06 salaries. Cawthon cleans up again – How long will it be before she's making more than Amy Sevier? What's going on with the junior level academic advisers in the UAS? There must be something more than meets the eye. We'll keep looking.

* All information taken from the 2006-07 USM Budget Book.

Pounders' position with the CoB placed her in an office on the second floor of Greene Hall, in the Dean's Office Suite.

Sources tell usmpride.com investigators that Pounders is now at Louisiana State University, pursuing a doctorate in business. As other documents now at usmpride.com point out, it was not uncommon in prior eras in the CBA for administrators to send recent USM graduates off to get PhDs in order to have them return to the CBA as assistant professors. It is quite possible that such a plan was discussed with Pounders at the end of 2005-2006. We leave that possibility for readers to ponder.

The information presented in this report suggests that Henthorne may be in Doty's debt regarding the employment of Henthorne's girlfriend, Pounders, as the College's Alternative Learning Coordinator. If so, then Mixon may have paid off part of that debt for Henthorne by suffering defeat at the College Advisory Committee stage of his (Mixon's) Grievance Appeal.