

Special Report

Did Nail Negotiate a Promotion?

An Investigative Series on CoB Faculty Research Credentials

Now that UAB's Lance Nail has agreed to terms with USM President Martha Saunders, he will be joining the CoB on 1-July-08 as its fifth permanent dean, succeeding former dean Harold Doty, whose 2003-07 tenure was characterized by one disaster after another, concluding with an AACSB probation (spring 2007). Though Nail now has the advantage of following what USMNEWS.NET sources are calling the worst dean in the history of USM's business school, he (Nail) could still learn one thing from Doty's past dealings with central administrators at USM. That lesson deals with Nail's starting point.

Back in 2003, when then-USM President Shelby Thames fired all of USM's deans, Doty was hired from Syracuse University to lead USM's new College of Business and Economic Development. At that point, Doty was an associate professor of management and chair of the management department in Syracuse's business school. Unlike the other deans hired by Thames in 2003 (e.g., Rex Gandy, Elliott Pood, etc.), Doty successfully negotiated *tenure* **and** a *promotion to full professor* from the Thames administration. Thus, Doty left Syracuse as an associate professor and arrived at USM as a *tenured full professor*. This is the one lesson that Nail may or may not have learned before concluding his negotiations with Saunders. Sources tell USMNEWS.NET that the length of Nail's negotiations with Saunders is indicative of having negotiated tenure. However, Nail may have overlooked the possibility of negotiating a promotion to full, something sources say that newly hired CoAL dean, Denise von Herrmann, an associate professor of political science at USM, may have also overlooked.

If Nail negotiated tenure, but not promotion and the near-\$6,000 financial benefit that accompanies promotion to full, then he (Nail) may have left himself vulnerable to the political machine that has dominated the CoB since its inception. As so many reports and editorials here at USMNEWS.NET have pointed out, the CoB's political machine does not necessarily need to show a lack of merit in order to oppress a CoB administrator and/or faculty member. However, any lack of merit certainly opens the door to oppression wider, and places the CoB's political machine on firmer ground in terms of toying with an individual or individuals.

This discussion may be applicable to Nail's situation given the results of an investigation into Nail's academic research credentials. In Table 1 below, we report the results of that investigation.

Table 1: Lance Nail's Publication Record

Year	Journal Publications
2008	
2007	
2006	International Review of Financial Analysis Journal of Applied Finance
2005	Bank Accounting & Finance
2004	Research in International Business & Finance Journal of Banking & Finance
2003	Research in International Business & Finance
2002	Journal of Multinational Financial Management Research in International Business & Finance
2001	Research in International Business & Finance
2000	International Review of Financial Analysis
1999	
1998	Journal of Financial Economics
1997	
1996	

Sources: Academic Search Premier, Business Source Premier, EconLit

As Table 1 above shows, Nail has published 11 journal articles since receiving his PhD from the University of Georgia in 1996. Although he published only one article during his first four years in academia, that one was, according to sources, published in a premier finance journal -- *Journal of Financial Economics*. This one was followed by five journals of suspect quality (over the 2000-03 period). Then, in 2004 Nail published an article in the *Journal of Banking & Finance*, which sources tell USMNEWS.NET is a very good outlet.

After 2004 Nail's research output turned again to journals of much lesser quality, and after 2006, Nail's research record became (and continues) "gappy," to use a term from EFIB chair, George Carter. Though sources concede that Nail's record easily merits the rank of associate professor at USM or a school of like quality, whether or not it merits the rank of full professor is debatable. As such, if Nail failed to negotiate a promotion to full during his May-08 dealings with Saunders, he could have put himself into a vulnerable position in USM's CoB (from 2008 and into the future). Clearly, according to sources, the EFIB's Carter and Farhang Niroomand are capable of putting together a coalition of EFIB and/or CoB voters that can thwart any promotion sought by Nail if doing so can be made beneficial to such a coalition. Nail may think his life in USM's CoB begins on 1-July-08, but in reality it has already begun, at least as far as many of those in the CoB's Joseph Greene Hall are concerned.