

## *Special Report*

### **P&T Policies Proposal Codifies "The Zantow Rule"** **An Investigative Series on CoB Faculty Research Credentials**

The **Breaking News** piece on the CoB's proposed new P&T policies shows that the CoB's Management Team has actually codified what some in the CoB refer to as "The Zantow Rule." As reported numerous times by usmnews.net, associate professor of management Kenneth Zantow failed 3rd Year Review during the 2003-04 academic year. However, in lieu of a terminal contract, then-Dean Harold Doty provided Zantow with the opportunity to submit a so-called "4th Year Review" application, a privilege some CoB faculty now refer to as "the Zantow Rule." Zantow submitted that 4th Year Review dossier during the 2004-2005 academic year, after bolstering his previously underwhelming research credentials with fresh, new publications (with former CoB economist David Sharp). As expected, Zantow passed the "4th Year Review" test that year, and later sailed into P&T during the Mississippi IHL Board's meeting in June of 2007.

The insert below is taken from the P&T Policies proposal circulated to CoB faculty by Interim Dean Alvin Williams. In it, "the Zantow Rule" is clearly codified.

#### **The Third-Year Review**

Each non-tenured faculty member holding a tenure-track position will undergo a comprehensive review of progress toward promotion and/or tenure during the third year of full-time service at Southern Miss. During this review, the candidate is evaluated by the eligible faculty from the candidate's home department (i.e. EFIB, MMFM, TM, ACCMIS), respective Chair, College Advisory Committee, Dean, and Provost.

A positive review will signify the candidate is making satisfactory progress toward promotion and/or tenure. A negative review will result in a non-renewable contract being awarded the faculty member for the fourth (and final) year of employment. Under extenuating circumstances, the Dean of the College of Business may choose to extend the review for one additional year, at which time a positive or negative decision must be rendered.

Sources tell usmnews.net that Williams' document will still allow "some are treated more fairly than others" application of "the Zantow Rule," as appeared to be the case when Zantow's colleague, Daniel Michael, was handed a terminal contract by Williams at the end of the 2006-07 academic year (after Michael failed 3rd Year Review). Not only did Michael have a comparable (to Zantow) research program after 3 years, unlike Zantow's 3rd Year Review, Michael's was seriously impacted by Hurricane Katrina, which struck Mississippi in August of 2005 (three months after Zantow's 4th Year Review attempt had succeeded).