

Strategic Human Resource Management 101

Some Tips on the CoB's New *Friends-to-USM Pipeline*

At its 31-Aug-07 faculty meeting, the CoB passed the new Promotion & Tenure proposals that were anonymously drafted over the summer of 2007, and later approved by the CoB's Management Team and Advisory Committee (though prior to 31-Aug-07). Upon passage, Interim Dean Alvin Williams informed newly hired fashion merchandising faculty Erin Drake and Gallyanee Yaoyuneyong that the new proposals would be delivered to them in the near future. In what had come as a surprise to some CoB faculty, Williams introduced Drake and Yaoyuneyong as new *tenure-track* hires during the "intro of new faculty" portion of the meeting's agenda, which is why Williams approached them later in the meeting with the newly-minted CoB P&T policies.¹

In announcing the hiring of Drake, reporters at USMNEWS.NET uncovered past ties between Drake and the CoB's associate professor of FM Brigitte Burgess. Because Drake and Yaoyuneyong were classmates at Florida State University before joining the CoB, each had either a direct or indirect tie to a current CoB faculty (Burgess). Reports and/or columns at USMNEWS.NET pointed out that, with these and other recent hirings, the CoB seemed to be beginning a phase of hiring friends of current CoB faculty. This revelation prompted phrases such as the one in the subtitle above.

Where will this newfound *friends-to-USM pipeline* lead next? According to information circulated by the CoB Dean's Office, the EFIB may be the next department to strike. Associate professor of finance John Clark is now chairing a search committee to provide replacement(s) for departed EFIB faculty Stephen Haggard and Sean Salter. As chair of the search committee, Clark may be in control of the *pipeline* at the present time. As such, reporters at USMNEWS.NET have examined Clark's spring 2007 SEDONA vita in order to catalogue potential *friends* who may be next to join the CoB. Those names were taken from the list of Clark's co-authors since 2002. They are presented in **Table 1** below:

Table 1
John Clark's Co-Authors Since 2002

Anderson, R.
Balakrishnan, A.
Bhargava, V.
Cornwell, B.
Gardner, R.
Giannetti, A.
Pruitt, S.
Ward, S.

The list in **Table 1** contains eight (8) names.² No attempt has been made just yet to learn more about them. Reporters will wait for more progress to be made, and if some of the names above emerge as candidates further investigation will be done.

¹ Some CoB faculty were under the impression that all of the Mgt&Mkt Department's 2006-07 faculty hires would be hired as "visiting" faculty.

² The list of Clark's co-authors includes what appears to be a married couple. Their names were omitted from the list in **Table 1**.