

Strategic Human Resource Management in the CoB

With all of the difficulties in hiring facing the CoB each year, one would hardly know that former CoB Dean, Harold Doty, was a strategic human resource management guru. Maybe he's not. Since arriving in 2003, Doty has witnessed the loss of almost 50 business faculty, with most of it during his reign as Dean (2003-2007). Doty has turned strategic human resource management on its head.

Here's what we know now. First, MIS is actively looking for a new faculty member. It has been so long since MIS faculty were allowed to interview potential new colleagues that are currently approaching the process as awkwardly as one might predict. And, another issue they will face in the process is getting past the chance, and it is not a trivial one, that the CoB's management information systems program might soon cease to exist as a stand-alone entity.

Second, management and marketing are in such a hole now, human resource-wise, that dodging an administrative paralysis will be a huge victory in and of itself. Things were bad back in the fall semester, when the department was turned down by its top candidates. Then, the deluge that was the series of resignations -- beginning with Michael Vest and ending with Talai Osmonbekov -- occurred. Things are arguably worse for the chair of MGT & MKT, given the CoB's new practice of tying chairpersonship of MGT & MKT to chairpersonship of Tourism Management. The human resource situation in TM is no picnic. There are more faculty in TM without terminal degrees than there are terminal degrees in the department.

EFIB's situation never seems to improve. FIN has made some hires, but it has been a struggle. ECO is another story. EFIB Chair, George Carter, gets told "no!" so often that he could star as David Spade's foil in the Capital One™ television ad campaign. ECO is so far down its candidate list now that the top (of the list) is barely visible. However, according to sources ECO search committee chair, Akbar Marvasti, is trying to stick to his goal of hiring a ratemyprofessors.com chili pepper.

Finally, there is the accounting department. They're not really looking hard for anyone. Ever wonder why, except to retire, no one ever departs from accounting? Ever wonder why Posey, Jordan, and Clark, who publish large numbers of articles in "peer reviewed" journals, aren't taking higher paying jobs elsewhere? Large numbers of publications in quality journals will earn accounting professors \$200,000 in salary.

The answer is obvious to anyone interested in asking the question. Good schools know what large numbers of "other scholarly activity" are worth. Human relations Guru Doty got what he rewarded: an embarrassing publication record from a "prolific" accounting group who couldn't take their publications on the road if their lives depended on it.