The Biggest Losers (under "the 'hang'")

Grading the Research Production of UH-Victoria's B-School Faculty

The recent USMNEWS.net story entitled [Niroomand's New Plantation](#) provides a thorough accounting of the human resources situation, at least relative to academic research, that new University of Houston – Victoria School of Business dean Farhang Niroomand will face beginning 1-July-09. This report carries that analysis one step further by providing the "research GPA" *and* the number of journal publications for each UH-V b-school faculty that Niroomand, the University of Southern Mississippi CoB's former associate dean, will inherit this summer. To do so, we used the same numerical system of UH-V b-school faculty presented in the earlier report. Our data appear in Table 1 below:

Table 1: Research Records of University of Houston – Victoria B-School Faculty

Rank	Faculty#	Research GPA	Rank	Faculty#	#Pubs
1	7	3.000	1	24	12
	8	3.000	2	12	11
	10	3.000	3	5	10
	12	3.000		27	10
	25	3.000	5	21	7
	27	3.000	6	13	6
7	20	2.750	7	3	5
8	6	2.667	8	7	4
9	11	2.500		9	4
	13	2.500		14	4
	14	2.500		19	4
	15	2.500		20	4
13	3	2.400		26	4
14	24	2.250	14	6	3
15	2	2.000		10	3
16	19	1.750	16	2	2
17	5	1.600		11	2
18	21	1.429		15	2
19	26	1.250		18	2
20	9	1.000	20	8	1
	16	1.000		16	1
	18	1.000		22	1
	22	1.000		23	1
	23	1.000		25	1
25	1	0.000	25	1	0
	4	0.000		4	0
	17	0.000		17	0

The first three columns in Table 1 above show how the 27 UH-V b-school faculty compare on the basis of the "research GPA" measure. The highest

GPA is a 3.000, which is earned by six different individuals. Things fall off a bit after that. A number of individuals have problematic research grades – 12 have research GPAs that fall below 2.000, while eight of these have GPAs of 1.000 or lower. On the quantity side, the largest number of publications is only 12. On the other end, 14 (20) UH-V b-school faculty have three (four) or fewer pubs. Google Scholar actually reports that three of these have 0 journal publications.

Perhaps the most useful features in Table 1 are the blue and red frames. The blue frames identify five UH-V b-school faculty who do poorly in terms of *quality* (research GPA), yet who are performing relative well in terms of *quantity* (number of pubs). The red frames show the opposite – i.e., individuals who perform poorly in terms of *quantity* yet rather well in terms of *quality*. Each of these two groups of five will perform well under one type of merit-based pay system, yet poorly under the other. Which system will Niroomand implement at UH-V? The past 15 years in the CoB suggests that Niroomand will ultimately use a system that weighs *quantity* much more heavily than *quality*, meaning that those five individuals who are identified by the red frames are likely to be the biggest losers under new UH-V b-school dean Farhang Niroomand.