

The CoBaT Cave

What a Doty Deanship might mean for UT-Tyler

The thought of Harold Doty visiting the College of Business & Technology at the University of Texas – Tyler, as he is doing now to interview for the top administrative position there, conjures up all sorts of disturbing images. His leadership style, "all Doty, all the time," gets diluted (at least somewhat) in relatively large environments, like that of the 65ish-business faculty environs of Joseph Greene Hall (in USM's CoB). In a small environment, like that in UT-T's CoBaT, who knows what things might be like after a year or two under Harold Doty. Let's take a look at the CoBaT's full-time faculty roster, which is divided across only *two* departments – Department of Business Administration and the Department of HRD & Technology:

Clayton Allen, Professor of Technology
James Browne (PhD), *Visiting* Assistant Professor of Management
Sharon Cathcart, Associate Professor
Tammy Cowart (JD), Senior Lecturer in Business Law
Amanda Davis (PhD), Assistant Professor of Business Communication
Rita Dobbs (doctorate), Associate Professor
Mary Fagan (PhD), Associate Professor of Information Systems
Mary Fischer (PhD), Professor of Accounting
Isaura Flores (PhD), Assistant Professor of Management
Nancy Francis, *Visiting* Lecturer in Accounting
Sandra Gates (PhD), Assistant Professor of Accounting
Tommy Gilbreath (doctorate), Associate Professor of Technology
Gus Gordan (PhD), Associate Professor of Accounting
John Hansen (PhD), Professor
James Harbaugh (EdD), Associate Professor
Matthew Lindsey, Assistant Professor of Management
Mark Miller (PhD), Professor of Technology
Vivek Pandey (DBA), Associate Professor of Finance
Paul Roberts (EdD), Associate Professor
Jana Rutherford (ABD), Assistant Professor of Marketing
Hwan Shin (PhD), Assistant Professor of Finance
Richard Swanson (EdD), Distinguished Research Professor of Human Resource Development
Jim Tarter (PhD), Professor of Management
Mark Washburn, Senior Lecturer in Accounting
Barbara Wooldridge (PhD), Associate Professor of Marketing
Marilyn Young (PhD), Professor of Management

There are only 26 faculty in the CoBaT, which, according to sources, is not a good number (too low) for a Doty-led organization. Of these, 19 (73.1%) hold the rank of associate or below. This means that a substantial number of CoBaT faculty are putting their careers in Doty's hands. Would you do this? Of these 19, 10 (52.6%) hold the rank of assistant or below. Scary (for the CoBaT faculty). This group of 26 holds a vast array of education credentials, from PhD to EdD to DBA to MBA (to ABD). According to sources, Doty's superiority complex is likely to play havoc among this bunch. Throw in the fact that they have faculty in "technology," and "business communication," in UT-T's CoBaT and you have a recipe for the perfect storm, Doty style. Not good. Scary.