

The Doty Sidestep: How to Bypass Faculty Governance

From July 1, 2003, until April 9, 2007, Duane Harold Doty was the dean of the College of Business and Economic Development/College of Business at the University of Southern Mississippi. A hallmark of the Doty regime was actively seeking to circumvent faculty governance processes when those processes threatened to limit Doty's ability to finalize "check boxes" on his dean's resume. "The Doty Sidestep: How to Bypass Faculty Governance" is a multi-part series highlighting some of Doty's most egregious efforts to put his wants above the mission of USM and the governance processes that protect USM faculty.

The series is a cautionary tale for those who might consider allowing Doty a second chance at managing a business school.

Part 6: Synthesis and Comment

In Parts 1-5 of this Series, we have examined five examples of the types of steps former CoB dean Harold Doty took to illegitimately transfer power from the domain of faculty to his.

These five case studies are only a handful of examples; many more exist. When the Handbook Committee didn't produce the type of Handbook Doty wanted, he reconstituted the committee, filling it with sycophants. When dissenting faculty threatened the 2006 AACSB Review, Doty effectively cut them out of the process, relying only on his administrative team. When the editor of this website exercised his First Amendment right to Free Speech, Doty "ordered" him to cease. Doty involved himself in two plots to illegitimately terminate two faculty members in two separate incidents; both plots blatantly disregarded the USM Faculty Handbook and its processes and protocols. The list of Doty's transgressions, while not endless, is certainly much longer than it should be; the end of Doty's tenure as CoB dean was delayed far too long.

As we reflect on Doty's time as dean, it should be clear that he is no friend of true faculty governance. While he publicly talked a good talk during the Thames presidency, Doty's true beliefs were illustrated by the walk he walked

within the walls of Joseph Greene Hall. Anyone who investigates Doty for any purpose should be aware that trouble has followed him wherever he has gone. Doty openly bragged about his legal team during his first years at USM. Reports of legal activity involving Doty emanate from every college or university at which he has worked as a faculty member or administrator. Multiple human resources complaints were filed by female faculty members against administrators during Doty's deanship.

In 2003, Texas Christian University took a look at Doty for its dean's job and decided to take another path. We know about Doty's interview in 2005 at the University of South Florida. Colleagues from institutions including Florida Atlantic University, the University of North Texas, the University of North Florida, Boise State University, and Clemson University have contacted USM faculty to perform background checks on Doty. These are just a few of the schools with which Doty has filed job applications; to this point, all have chosen another candidate or, in some instances, have chosen to declare a failed search and try again the next year. All of those institutions have made a much better choice than had they chosen Doty.

In 2008, as Doty has entangled himself in plots to double-cross those who succeeded him in the dean's office, Doty has shown his true colors. There is little doubt that Alvin Williams has seen the "dark side" of Harold Doty this academic year. There is little doubt that Tony Henthorne has had to wrestle with the childish games in which Doty revels. As we look to the future and the coming of Doty's second year as a regular faculty member at USM, we look forward to more inquiries, more games, more backstabbing, and more examples of breaking rules to meet self-serving ends. As this series of reports has shown, Doty the dean made a career at USM of doing just that.