

# *The Trellis Green Lawsuit: A Decade Later*

It has been about 12 years since then-assistant professor of economics Trellis G. Green filed suit against the University of Southern Mississippi and the Mississippi IHL, and a decade since that suit was settled. Given the current state of affairs in USM's College of Business, it seems fitting that USMPRIDE.COM presents a series on the Green lawsuit. This is part 11 in that series.

## **A Call for Vitae**

Part 6 in this series concluded with an interesting request filed by Green's attorney, Kim Chaze, in January of 1997. That request, inserted at the end of this issue, called for the defendants' production of a number of CBA faculty vitae. Green's case was apparently built on a "lowest common denominator theory" of tenure and promotion, wherein one's record simply has to be greater than only the weakest record to have received the award (tenure, promotion) that one is seeking. Green wanted to show that his own record exceeded that of some of the people listed in his request for vitae.

## **The David Duhon Denominator**

In this issue we revisit events surrounding David Duhon's promotion to full professor. These events took place in the spring of 2006, and involved a so-called "letter of agreement" between Duhon and CoB Dean Harold Doty. During this episode a document containing Duhon's journal publications history was circulating throughout the CoB via e-mail. That document, which is also in USMPRIDE.COM's possession, is shown below:

### **Refereed Publications, David Duhon**

<b>Year</b>	<b>Publications</b>
2005	Decision Sciences Journal of Innovative Education
2004	
2003	Journal of Education for Business
2002	
2001	
2000	
1999	
1998	
1997	
1996	
1995	
1994	

1993            Public Personnel Management (2)  
 1992  
 1991            Business Horizons; Journal of Psychology; Nursing Management  
 1990            Business Insights  
 1989            Personnel Administration

2 forthcoming papers: Journal of Education for Business and Journal of Management History

Though the document was discussed in the context of Duhon’s promotion to full professor in spring of 2006, it offers some insights into the usefulness of Duhon’s scholarly record vis-à-vis the Trellis Green lawsuit.

Contemporaneous e-mail discussion and sources indicate that the data above represent Duhon’s total record in terms of refereed journal publications as of spring 2006. Sources tell us that Duhon arrived at USM in the 1980s, after spending some time on faculty at the University of Southwestern Louisiana.

Duhon submitted his dossier for promotion to associate professor of management in the early fall of 1990. Thus, at the time Duhon submitted his P&T dossier, he had only two in-print refereed journal articles: one in *Personnel Administration* and the other in *Business Insights*. Sources tell USMPRIDE.COM that the latter of these two is a now defunct in-house journal affiliated with the CBA’s old business Bureau. Sources also indicate that this journal does not register on the quality scale.

Three additional articles were published in 1991. These were in *Business Horizons*, *Journal of Psychology*, and *Nursing Management*. Breaking these down into various classifications using the CoB’s current journal ranking list, we get the following table:

**Table 1**  
**Duhon’s Publication Record by Quality of Outlet, 1989-1991**

<b>Year</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>“Other”</b>
1991	0	1	0	2
1990	0	0	0	0
1989	0	0	0	2

So, as the table points out, Duhon’s refereed journal publication record (in terms of in-print work) at the time he submitted his P&T dossier consisted of two “Other” rated articles. By the end of 1991, one B-level publication and two additional “Other” rated publications had been added to that list. Sources indicate that Chaze planned to use Duhon’s research record as the keystone in Green’s case against the USM administrators. The data above suggest that Duhon’s record may have served Green well had the trial been completed.

If we fast forward to the present, we are able to get an administrator’s insight on Duhon’s recent promotion to full professor of management. That insight comes from George Carter, the current Chair of EFIB. Consider the following string of statements from the “What Carter Thinks” series, available here at [usmpride.com](http://usmpride.com):

“I never would have written a letter to support his promotion . . . I think he’s a great guy. But, he’s not a full professor . . . I’m not management . . . that’s my opinion . . .”

“. . . a situation [was created] where Duhon’s friends were able to go over and tell the Provost, ‘Hey, you better override that [University Advisory] Committee and make this guy [Duhon] a full professor.’”

“. . . Provost [Grimes], who’s known for caving, caved.”

“People went to bat for him, ‘cause he’s a nice guy. And, the people who went to bat for him, by and large, are people who, when you look at their credibility in this profession, they’re not particularly well known scholars . . .”

“They’re just good ol’ boys. That’s what good ol’ boys do. They take care of their own.”

George Carter,  
on Duhon’s promotion to full professor,  
2006

The statements from Carter (see above) do at least two things: (1) they cast doubt on the legitimacy of Duhon’s recent promotion to full professor, and (2) they describe how things work in the CoB. In doing the latter, Carter’s statements support Green’s case against *Carter* and the other USM administrators.

The next issue in this series will examine another of the “denominators” in this case.

IN THE CIRCUIT COURT OF FORREST COUNTY, MISSISSIPPI

DR. TRELIS GREEN,

PLAINTIFF;

V.

CASE NO.: 6-94-4284

THE UNIVERSITY OF SOUTHERN  
MISSISSIPPI, ET AL.,

DEFENDANTS.

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**REQUEST FOR PRODUCTION OF DOCUMENTS  
PROPOUNDED TO DEFENDANTS**

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COMES NOW, the Plaintiff and propounds the following Request for Production of Documents to the Defendants pursuant to the Miss. Rules of Civil Procedure as follows, to-wit:

1. Please produce the Vitae, Personnel File, and Dossier of all persons who have been awarded Tenure and Promotion in the Department of Economics and International Business over the past eight (8) years.

2. Please produce all documents which were in fact reviewed by UNIVERSITY representatives when deciding which individuals would be awarded Tenure or Promotion in the Department of of Economics and International Business over the past eight (8) years.

3. Please produce the vitae, personnel file, and dossier of the following persons:

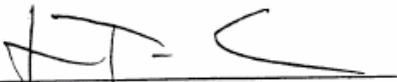
A. James S. (Scott) McGruder;

B. Chauncey M. (Mark) Depree;

- C. Ernest W. (Ernie) King;
- D. Farhang Niroomand;
- E. Charles W. Sawyer;
- F. Mark Klinedinst;
- G. George H. Carter III;
- H. Eddie Miley Lewis;
- I. Colleen O. Cameron;
- J. Frank C. Whitesell;
- K. Bille Morgan Allen;
- L. Forrest Durwood Ruegger;
- M. Gus Gordon;
- N. Lee P. Gore;
- O. James R. Henderson;
- P. Jerry G. King;
- Q. Davud Duhon;
- R. James L. Davis; and
- S. William Sirmon.

[For reference purposes, the foregoing persons, have been promoted or granted tenure in the College of Business Administration.]

RESPECTFULLY SUBMITTED on this the 16 day of January, A.D. 1997.



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