## The Good, the Bad, and the U-g-l-y

More on the Hidden Costs of the CoB's post-2003 Decline

Much has been written about the costs to the CoB of the disastrous administration of former dean D. Harold Doty (2003-07), and the interim administration of Alvin Williams (2007-08) that followed it. This report follows those before it by examining what may be viewed as "hidden costs" of the Doty et al. administrations of the CoB (since 2003). The so-called hidden costs examined here are revealed by a comparison of the teaching talents of current CoB faculty and those of faculty who departed the CoB in years past. The data come from ratemyprofessors.com, which maintains teaching quality records on many current and former CoBers.

The data are presented below in Table 1, wherein RMP represents each person's Rate My Professors score.

Table 1
Rating Our Professors: Current CoB Faculty vs. Former CoB Faculty

Chen, Kuo Lane         DS         1.8 ■         Albin, Marvin         ACC         2.8           DePree, Marc         ACC         4.5*         Babin, Barry         MKT         4.1*           Doty, Harold         MGT         1.0 ■         Babin, Laurie         MKT         2.5           Drake, Erin         FM         1.0 ■         Black, Harold         ECO         5.0*           Duhon, David         MGT         4.4*         Eisenberg, L.         FIN         3.0           Fennell, Wanda         MGT         1.8 ■         Fisher, Dan         MKT         4.9*           Green, Trellis         ECO         4.2*         Lewis, Stanley         DS         2.5           Gunther, William         ECO         5.0*         Lo, Melody         ECO         3.8           Henderson, Jim         ACC         2.9         Mixon, Franklin         ECO         3.8           Henderson, Jim         4.0         Osmonbekov, T.         MKT         2.2           Klinedinst, Mark         ECO         3.0         Salter, Sean         FIN         4.5*           Klinedinst, Mark         ECO         3.0         Sayer, Charles         ECO         4.5*           Lai, Fujin         DS	Current Faculty	Unit	RMP	Old Faculty Uni	t RMP
Doty, Harold         MGT         1.0         Babin, Laurie         MKT         2.5           Drake, Erin         FM         1.0         Black, Harold         ECO         5.0*           Duhon, David         MGT         4.4*         Eisenberg, L.         FIN         3.0           Fennell, Wanda         MGT         1.8         Fisher, Dan         MKT         4.9*           Green, Trellis         ECO         4.2*         Lewis, Stanley         DS         2.5           Gunther, William         ECO         5.0*         Lo, Melody         ECO         3.8           Henderson, Jim         ACC         2.9         Mixon, Franklin         ECO         4.4*           Hood, Matthew         FIN         4.0         Osmonbekov, T.         MKT         2.2           Klinedinst, Mark         ECO         3.0         Sawyer, Charles         ECO         4.5*           Klinedinst, Mark         ECO         3.0         Sawyer, Charles         ECO         4.5*           Lai, Fujun         DS         3.5         Vest, Michael         MGT         3.1           Lambert, John         IB         1.0         Wong, Sunny         ECO         4.0           Munn, Patricia         A	Chen, Kuo Lane	DS	1.8	Albin, Marvin ACC	2.8
Drake, Erin         FM         1.0         Black, Harold         ECO         5.0*           Duhon, David         MGT         4.4*         Eisenberg, L.         FIN         3.0           Fennell, Wanda         MGT         1.8         Fisher, Dan         MKT         4.9*           Green, Trellis         ECO         4.2*         Lewis, Stanley         DS         2.5           Gunther, William         ECO         5.0*         Lo, Melody         ECO         3.8           Henderson, Jim         ACC         2.9         Mixon, Franklin         ECO         3.8           Henderson, Jim         ACC         2.9         Mixon, Franklin         ECO         4.4*           Hood, Matthew         FIN         4.0         Osmonbekov, T. MKT         2.2           King, Ernest         BL         4.4*         Salter, Sean         FIN         4.5*           Klinedinst, Mark         ECO         3.0         Sawyer, Charles         ECO         4.5*           Lai, Fujun         DS         3.5         Vest, Michael         MGT         3.1           Lambert, John         IB         1.0         Wong, Sunny         ECO         4.0           Munn, Patricia         ACC	DePree, Marc	ACC	4.5 <mark>*</mark>	Babin, Barry MK	T 4.1*
Duhon, David MGT 4.4*  Fennell, Wanda MGT 1.8  Green, Trellis ECO 4.2*  Gunther, William ECO 5.0*  Henderson, Jim ACC 2.9  Hood, Matthew FIN 4.0  King, Ernest BL 4.4*  Klinedinst, Mark ECO 3.0  Lai, Fujun DS 3.5  Lambert, John IB 1.0  Loyd, Dolly MKT 2.2  Monchuk, Daniel ECO 4.0  Munn, Patricia ACC 4.2*  Nissan, Edward ECO 3.0  Posey, Roderick ACC 4.6*  Sevier, Amy MGT 3.9  Simmons, V. ACC 2.9  Smith, William MKT 4.2*  Smith, Robert ACC 34.8%  MGT 1.8  Fisher, Dan MKT 4.9*  Lewis, Stanley DS 2.5  Lo, Melody ECO 3.8  Mixon, Franklin ECO 4.4  Salter, Sean FIN 4.5*  Salter, Sean FIN 4.5*  Vest, Michael MGT 3.1  Wong, Sunny ECO 4.0  4.0  AUERAGE RMP 3.66  W Gold Star*  AVERAGE RMP 3.66  W Gold Star*  AVERAGE RMP 3.66  W Gold Star*  AVERAGE RMP 3.66	Doty, Harold	MGT	1.0	Babin, Laurie MK	T 2.5
Fennell, Wanda       MGT       1.8	Drake, Erin	FM	1.0	Black, Harold ECC	5.0*
Green, Trellis ECO 4.2* Lewis, Stanley DS 2.5 Gunther, William ECO 5.0* Lo, Melody ECO 3.8 Henderson, Jim ACC 2.9 Mixon, Franklin ECO 4.4* Hood, Matthew FIN 4.0 Osmonbekov, T. MKT 2.2 King, Ernest BL 4.4* Salter, Sean FIN 4.5* Klinedinst, Mark ECO 3.0 Sawyer, Charles ECO 4.5* Lai, Fujun DS 3.5 Vest, Michael MGT 3.1 Lambert, John IB 1.0 Wong, Sunny ECO 4.0 Loyd, Dolly MKT 2.2 Monchuk, Daniel ECO 4.0 Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5	Duhon, David	MGT	4.4*	Eisenberg, L. FIN	3.0
Gunther, William ECO 5.0*  Henderson, Jim ACC 2.9  Hood, Matthew FIN 4.0  King, Ernest BL 4.4*  Klinedinst, Mark ECO 3.0  Lai, Fujun DS 3.5  Lambert, John IB 1.0  Loyd, Dolly MKT 2.2  Monchuk, Daniel ECO 4.0  Munn, Patricia ACC 4.2*  Nissan, Edward ECO 3.0  Posey, Roderick ACC 4.6*  Sevier, Amy MGT 3.9  Simmons, V. ACC 2.9  Smith, William MKT 4.2*  Smith, Robert ACC 3.26  AVERAGE RMP 3.26  AVERAGE RMP 3.26  AVERAGE RMP 3.66  % Gold Star*  ACC 4.2*  AVERAGE RMP 3.26  AVERAGE RMP 3.26  AVERAGE RMP 3.26  AVERAGE RMP 3.26  AVERAGE RMP 3.29%	Fennell, Wanda	MGT	1.8	Fisher, Dan MK	T 4.9*
Henderson, Jim ACC 2.9 Mixon, Franklin ECO 4.4* Hood, Matthew FIN 4.0 Osmonbekov, T. MKT 2.2 King, Ernest BL 4.4* Salter, Sean FIN 4.5* Klinedinst, Mark ECO 3.0 Sawyer, Charles ECO 4.5* Lai, Fujun DS 3.5 Vest, Michael MGT 3.1 Lambert, John IB 1.0 Wong, Sunny ECO 4.0 Loyd, Dolly MKT 2.2 Monchuk, Daniel ECO 4.0 Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 AVERAGE RMP 3.66 % Gold Star* 34.8%  Mixon, Franklin ECO 4.4.4  What is a substance of the component of the compon	Green, Trellis	ECO	4.2 <mark>*</mark>	Lewis, Stanley DS	2.5
Hood, Matthew FIN 4.0 Osmonbekov, T. MKT 2.2 King, Ernest BL 4.4* Salter, Sean FIN 4.5* Klinedinst, Mark ECO 3.0 Sawyer, Charles ECO 4.5* Lai, Fujun DS 3.5 Vest, Michael MGT 3.1 Lambert, John IB 1.0 Wong, Sunny ECO 4.0 Loyd, Dolly MKT 2.2 Monchuk, Daniel ECO 4.0 Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 AVERAGE RMP 3.66 % Gold Star* 34.8%  AVERAGE RMP 3.66	Gunther, William	ECO	5.0*	Lo, Melody ECC	3.8
King, Ernest BL 4.4*  Klinedinst, Mark ECO 3.0  Lai, Fujun DS 3.5  Lambert, John IB 1.0  Loyd, Dolly MKT 2.2  Monchuk, Daniel ECO 4.0  Munn, Patricia ACC 4.2*  Nissan, Edward ECO 3.0  Posey, Roderick ACC 4.6*  Sevier, Amy MGT 3.9  Simmons, V. ACC 2.9  Smith, William MKT 4.2*  Smith, Robert ACC 3.5   AVERAGE RMP 3.26  % Gold Star*  AVERAGE RMP 3.66  % Gold Star*  Sawyer, Charles ECO 4.5*  Vest, Michael MGT 3.1  Wong, Sunny ECO 4.0  4.5*  Vest, Michael MGT 3.1  Avenue, Samith and Sunny ECO 4.0  Avenue, Sawyer, Charles ECO 4.5*  Avenue, Sawyer, Ch	Henderson, Jim	ACC	2.9	Mixon, Franklin ECC	) 4.4 <mark>*</mark>
Klinedinst, Mark ECO 3.0 Sawyer, Charles ECO 4.5* Lai, Fujun DS 3.5 Vest, Michael MGT 3.1 Lambert, John IB 1.0 Wong, Sunny ECO 4.0 Loyd, Dolly MKT 2.2 Monchuk, Daniel ECO 4.0 Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 % Gold Star* 3.8%  AVERAGE RMP 3.66 % Gold Star* 4.2.9%	Hood, Matthew	FIN	4.0	Osmonbekov, T. MK	T 2.2
Lai, Fujun DS 3.5 Vest, Michael MGT 3.1 Lambert, John IB 1.0 Wong, Sunny ECO 4.0 Loyd, Dolly MKT 2.2 Monchuk, Daniel ECO 4.0 Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 % Gold Star* 3.8%  AVERAGE RMP 3.66 % Gold Star* 42.9%	King, Ernest	BL	4.4 <mark>*</mark>	Salter, Sean FIN	4·5 <mark>*</mark>
Lambert, John IB 1.0 Wong, Sunny ECO 4.0 Loyd, Dolly MKT 2.2 Monchuk, Daniel ECO 4.0 Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 % Gold Star* 3.4.8%  Wong, Sunny ECO 4.0  4.0  Avenue Acc	Klinedinst, Mark	ECO	3.0	Sawyer, Charles ECC	) 4.5 <mark>*</mark>
Loyd, Dolly MKT 2.2  Monchuk, Daniel ECO 4.0  Munn, Patricia ACC 4.2*  Nissan, Edward ECO 3.0  Posey, Roderick ACC 4.6*  Sevier, Amy MGT 3.9  Simmons, V. ACC 2.9  Smith, William MKT 4.2*  Smith, Robert ACC 3.5   AVERAGE RMP 3.26  AVERAGE RMP 3.66  % Gold Star* 34.8%  AVERAGE RMP 42.9%	Lai, Fujun	DS	3.5	Vest, Michael MG	T 3.1
Monchuk, Daniel ECO 4.0  Munn, Patricia ACC 4.2*  Nissan, Edward ECO 3.0  Posey, Roderick ACC 4.6*  Sevier, Amy MGT 3.9  Simmons, V. ACC 2.9  Smith, William MKT 4.2*  Smith, Robert ACC 3.5  AVERAGE RMP 3.26  % Gold Star* 3.4.8%  AVERAGE RMP 3.66  % Gold Star* 42.9%	Lambert, John	ΙB	1.0	Wong, Sunny ECC	4.0
Munn, Patricia ACC 4.2* Nissan, Edward ECO 3.0 Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 % Gold Star* 34.8%  AVERAGE RMP 3.66 % Gold Star* 42.9%	Loyd, Dolly	MKT	2.2		
Nissan, Edward       ECO       3.0         Posey, Roderick       ACC       4.6*         Sevier, Amy       MGT       3.9         Simmons, V.       ACC       2.9         Smith, William       MKT       4.2*         Smith, Robert       ACC       3.5         AVERAGE RMP       3.26       AVERAGE RMP       3.66         % Gold Star*       34.8%       % Gold Star*       42.9%	Monchuk, Daniel	ECO	4.0		
Posey, Roderick ACC 4.6* Sevier, Amy MGT 3.9 Simmons, V. ACC 2.9 Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 % Gold Star* 34.8% AVERAGE RMP 3.66 % Gold Star* 42.9%	Munn, Patricia	ACC	4.2 <mark>*</mark>		
Sevier, Amy       MGT 3.9         Simmons, V.       ACC 2.9         Smith, William       MKT 4.2*         Smith, Robert       ACC 3.5         AVERAGE RMP % Gold Star*       3.26         % Gold Star*       34.8%         % Gold Star*       42.9%	Nissan, Edward	ECO	3.0		
Simmons, V.       ACC 2.9         Smith, William MKT 4.2*         Smith, Robert ACC 3.5         AVERAGE RMP % Gold Star*       3.26 3.6         W Gold Star*       34.8%         AVERAGE RMP 3.66 % Gold Star*       42.9%	Posey, Roderick	ACC	4.6 <mark>*</mark>		
Smith, William MKT 4.2* Smith, Robert ACC 3.5  AVERAGE RMP 3.26 AVERAGE RMP 3.66 % Gold Star* 34.8% % Gold Star* 42.9%	Sevier, Amy	MGT	3.9		
Smith, Robert       ACC       3.5         AVERAGE RMP       3.26       AVERAGE RMP       3.66         % Gold Star*       34.8%       % Gold Star*       42.9%	Simmons, V.	ACC	2.9		
AVERAGE RMP 3.26 AVERAGE RMP 3.66 % Gold Star* 34.8% % Gold Star* 42.9%	Smith, William	MKT	4.2 <mark>*</mark>		
% Gold Star* 34.8% % Gold Star* 42.9%	Smith, Robert	ACC	3.5		
3.	AVERAGE RMP		3.26	AVERAGE RMP	3.66
· ·	% Gold Star*		34.8%	% Gold Star*	42.9%
	% Red Flag <b>■</b>			% Red Flag■	

Source: ratemyprofessors.com

As Table 1 shows, the average RMP for current CoBers is 3.26, which is **0.4** points below the average (3.66) of the group of former CoB faculty whose CoB teaching scores remain available at ratemyprofessors.com. Of the 23 current CoBers, 8, or 34.8%, are Gold Star (\*) performers,

meaning that their RMP exceed 4.0. In terms of the 14 former CoBers, the Gold Star percentage is a noticeably better 42.9%. At the same time, a troubling 21.7% of current CoBers are Red Flag ( ) performers, meaning that their RMP falls below 2.0. Among these are former CoB dean Harold Doty (1.0), assistant professor of international business John Lambert (1.0), and assistant professor of fashion merchandising Erin Drake (1.0). On the other side of the ledger, the former CoBers, there are no Red Flag performers, a phenomenal feat. This means that the remaining former CoBers in Table 1, or 57.1%, are "meeting expectations," while that term applies to only 43.5% of the Table 1 group of current CoBers. These distributions are presented below in Table 2.

Table 2
Teaching Quality Distributions across the CoB

Group of CoBers	Gold Star	Meeting Expections	Red Flag
Current	34.8%	43.5%	21.7%
Former	42.9%	57.1%	0.0%

This report yields yet another administrative monstrosity facing the current Lance Nail administration of USM's College of Business. What his plans are for the CoB's teaching portfolio, assuming there are any, remains to be seen.