

PART 9



Former Interim Dean Alvin Williams

Consider Interim Dean **Alvin Williams'** claim that Research Professor **DePree** "contacted the AACSB office and made allegations about our programs and processes that were not based on facts." The following documentation and evidence were provided first to the involved faculty and administrators, then, after they refused to discuss the documents, the documents were sent to AACSB in accordance with the rules and procedures. They are summarized next: (Documents are identified by the following numbered items.)

1. An email from the Chairman **George Carter** of College of Business Accreditation Committee asking faculty to review, among other documents to be submitted to the AACSB, the college's "Guidelines for Participating and Supporting Faculty".



George Carter

2. Compare **1** with the “Guidelines for Participating and Supporting Faculty” from the Harmon College of Business Administration, Central Missouri State University. **1** is copied from **2**. See confirmation in **3**. The internet address for the Harmon College of Business Administration’s document was also provided so that direct confirmation could be made.
3. Confirmation of the source of the Chairman **Carter’s** “Guidelines for Participating and Supporting Faculty” comes via the MICROSOFT Word Properties function. It also shows the source as the Harmon College of Business Administration’s “Guidelines for Participating and Supporting Faculty.” Note that no attribution was given by USM’s College of Business for use of the Harmon College of Business Administration’s “Guidelines for Participating and Supporting Faculty.”

1.

“Date: Fri. 10 Nov 2006 14:56:39 0600
From: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
Reply to: xxxxxxxxxxxxxxxxxxxxxxx
Subject: [Cob facStaff] AQ/PQ Faculty
To: cob-facstaff@xxx.edu”

To CoB Faculty,

The Accreditation Committee forwards the attached definitions of Participating/Supporting faculty and Academically Qualified/Professionally Qualified faculty for your consideration. Please provide your feedback to committee members: **Carter** (chair), [**David**] **Duhon**, [**Charles**] **Jordan**, [**Stan**] **Lewis**, and [**Dolly**] **Loyd**.

George Carter, Chairman, Accreditation Committee”



David Duhon



Charles Jordan



Stanley Lewis

Attachment to Carter's email:

[The portions marked in red are copied. (Compare with 2 below. Also, see, **DePree** 2008.)]

“Guidelines for Participating and Supporting Faculty

An important component of faculty sufficiency is the degree to which they participate in the life of the institution beyond teaching and research. Every full-time faculty member, including those in non-tenure track positions, is expected to contribute meaningfully to the non-teaching activities of the department, college, and university. These individuals will be classified as “participating faculty.” Classification as participating is necessary for tenure, promotions, merit pay increases, sabbaticals, and for competitive faculty awards such as professorships. A participating faculty member will generally teach for multiple semesters.

The following activities are critical to the success of the department, college, and university. Participating faculty are involved in activities such as:

1. Faculty governance (department, college, and university).
2. Curriculum development.
3. Student counseling and mentoring.
4. Student organizations.
5. Department, college, and university leadership.
6. Student placement.
7. Professional development.

The quality and quantity of involvement for a participating faculty member is expected to be significant and sustained. Determining significance and sustainability is the responsibility of the director/chair and dean. The amount and type of service expected varies based on the needs of the department and college, the interests of the faculty member, and the stage of the faculty member's career. To assure maintenance of this classification by the individual and the success of the university, college, and departmental missions; faculty participation should be included in the annual faculty development plan and in the annual evaluation process.

A supporting faculty member is an individual whose level of involvement in the life of the institution is generally limited to direct teaching duties. Supporting faculty members are typically employed on an ad hoc or part-time basis. Part-time faculty whose contracts are regularly renewed and who contribute to the non-teaching activities of the university may be classified as participating.”

2.

Harmon College of Business Administration, Central Missouri State University

“Guidelines for Participating and Supporting Faculty

An important component of faculty sufficiency is the degree to which they participate in the life of the institution beyond teaching and research. Every full-time faculty member including individuals in non-tenure track positions are expected to contribute meaningfully to the non-teaching activities of the HCBA. These individuals will be classified as “participating faculty”. Classification as participating is necessary for tenure, promotions, market pay, merit adjustments, and eligibility for the HCBA research incentive grant.

Although the university and the HCBA missions are teaching based, the following activities are critical to success in meeting the missions. Participating faculty are involved in:

1. Faculty governance- department, college, and university committee and faculty senate membership.
2. Student advising- professional (career) and academic consultation.
3. Extracurricular activities- business student organizations.
4. Department, college, and university leadership.

The quality and quantity of involvement for a participating faculty member is expected to be significant and sustained. Determining significance and sustainability is the responsibility of the department chair and dean based on the criteria used for tenure and promotion, see Guidelines for Promotion and Tenure, Appendix 2 (Quantity and Quality of University Service). The amount and type of service expected varies based on the needs of the department and college and the interests of the faculty member. To assure maintenance of this classification by the individual and the success of the university, college, and departmental missions, faculty participation should be included in the annual professional development process.

A supporting faculty member is an individual whose level of involvement in the life of the institution is limited to direct teaching duties. Supporting faculty members are typically employed on an ad hoc or part-time basis. Part-time faculty whose contracts are regularly renewed and who contribute to the non-teaching activities of the university

may be classified as participating ...” ([X] Faculty Guide, Revised June 2006, pp. 5, State University.)

3. MICROSOFT Word Properties function identifies the source of 1 as coming from CMSU.

