

Is That Ken Zantow Dealing Blackjack at the Beau? **Or, ¿Es profesor Zantow un miembro de la facultad en UTB?**

The University of Southern Mississippi has a stated policy regarding outside employment that is stated verbatim from the *USM Faculty Handbook*:

3.14 EXTERNAL EMPLOYMENT POLICY

The policy of the Board of Trustees permits academic staff members to engage in employment outside the University. In all cases, permission first must be obtained from the University President. The President may grant permission for external employment only after ascertaining that the employment will not interfere with the University duties of the person requesting permission. (*USM Faculty Handbook*, page 28)

The Faculty Handbook is clear that faculty members may seek employment if and only if “the employment will not interfere with the University duties of the person requesting permission.” Recall also that, from the *USM Faculty Handbook* that a faculty member’s is outlined as follows:

8.4.1 Purpose. All faculty members of the University, regardless of tenure, are evaluated annually on the basis of excellence in performance. The Annual Performance Review is intended to support faculty members in achieving excellence in the performance of their duties and responsibilities. Annual Performance Reviews are intended:

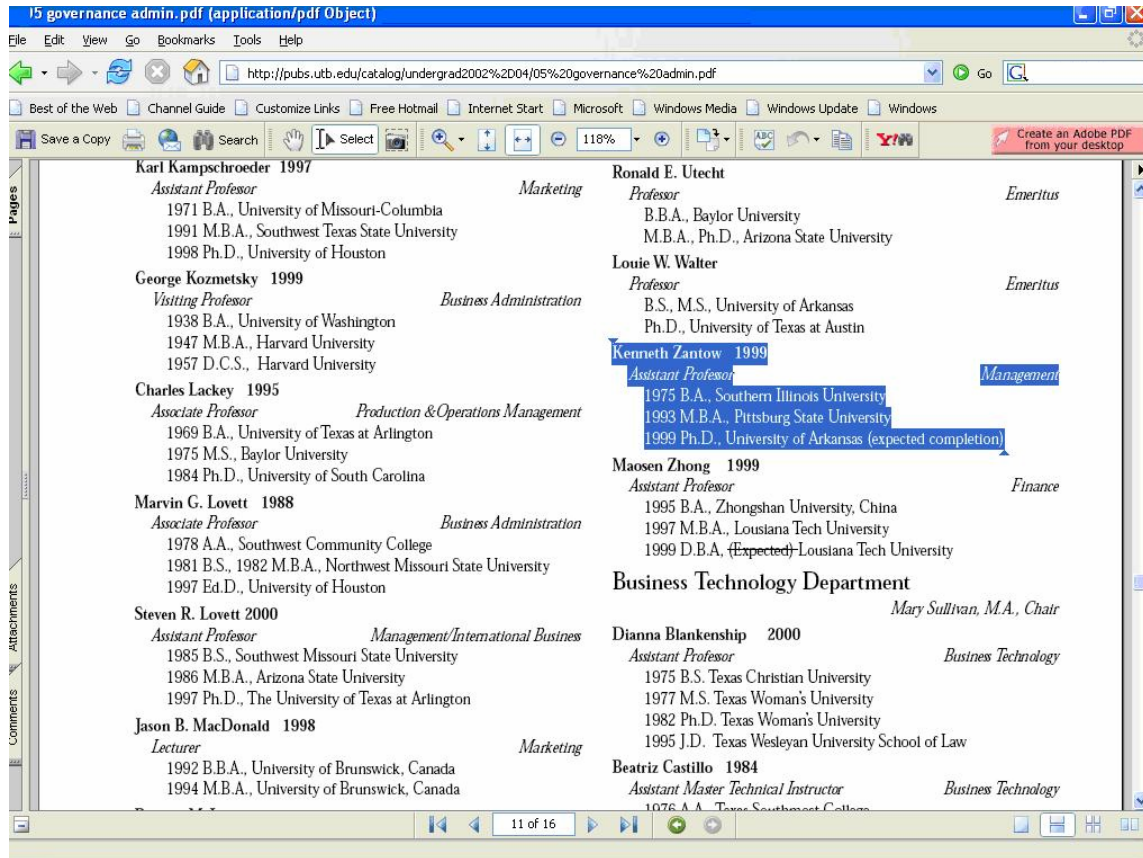
- (a) to involve faculty members in the design and evaluation of objectives and goals of their academic programs and in the identification of the performance expectations central to their department, their college, and the University;
- (b) to assess actual performance, accomplishments, strengths, and weaknesses in the areas of teaching, research, and service; (*USM Faculty Handbook*, page 64)

So, we are led to believe that a faculty member’s responsibilities are broadly defined as teaching, research, and service **within the context of the University of Southern Mississippi**. Therefore, any outside employment that interferes with a faculty member’s teaching, research, or service for USM would be viewed as unacceptable and grounds for denial of application for outside employment.

On a recent Google search, we ran across the following website, linked below:

<http://pubs.utb.edu/catalog/undergrad2002%2D04/>

The website is the Faculty directory for the University of Texas at Brownsville/Texas Southmost College's 2002-2004 Undergraduate Catalog. Imagine our surprise when we saw a strange piece of information, represented in the screen shot below:



Ken Zantow is listed as a faculty member in the 2002-2004 UTB/TSC UG Catalog? The credentials rule out the possibility of it being "another" Ken Zantow, since the odds of two Ken Zantows having the exact academic credentials are nearly nil. According to Zantow's SEDONA file, he was

- Visiting Assistant Professor at Oklahoma State University, 8/98-7-99
- Visiting Instructor at USM, 8/99-7/01
- Assistant Professor at USM, 8/01-present

This development means that Zantow may have been concurrently employed at both USM and UTB/TSC for some period of time. To verify this, we examined the first portion of the Faculty Directory, represented by the screen shot below:

15 governance admin.pdf

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http://pubs.utb.edu/catalog/undergrad2002%2004/05%20governance%20admin.pdf

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Notice the Board of Trustees for Texas Southmost College. Two members, Mary Rose Cardenas and Dolly Zimmerman, have terms that expire in 2008. Now compare the UTB/TSC Trustees Website from the UTB/TSC Homepage:

Division of Administration & Partnership Affairs

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http://blue.utb.edu/vpapa/bot/bot_members_D-Zimmerman.html

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THE UNIVERSITY OF TEXAS AT BROWNSVILLE AND TEXAS SOUTHMOST COLLEGE

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Dolly Gomez Zimmerman
Trustee
Current Term: 5/02 - 5/08

80 Fort Brown
Brownsville, Texas 78520
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882-8811 Fax

Mrs. Dolly Gomez Zimmerman was elected to a second term on the Board of Trustees in May 2002. She was first appointed to the Board in 1995 to fill a vacancy. She is Co-Chair of the Student Affairs Partnership Committee and a member of the Institutional Effectiveness Partnership Committee. Mrs. Zimmerman attended Texas Southmost College. She holds a Bachelor of Arts in Journalism from the University of Texas at Austin and a Master of Education in Guidance and Counseling from UTB/TSC. Mrs. Zimmerman has been an elementary school teacher with Point Isabel ISD since 1990.

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Done

Notice that Zimmerman's current term (which expires in 2008 as described in the UTB/TSC UG Catalog) began in May 2002. Therefore, the UTB/TSC UG Catalog must have been printed in May 2002 **at the earliest**, which would correspond to the end of Zantow's first tenure-track year at USM. Keep in mind that Zantow had been employed in a full-time, non-tenure track position at USM since August of 1999 – a fact we allow for as to give Zantow two years' worth of the benefit of the doubt with respect to the possibility of dual employment.

So, let's put the pieces together so far. It appears that, at least in May 2002, Ken Zantow may have been concurrently employed at the University of Southern Mississippi and the University of Texas at Brownsville/Texas Southmost College. What's the big deal, you say?

The big deal is that during the 2003-04 Academic Year, Zantow was examined for his Third Year Review by the CoB's College Advisory Committee and received a negative vote because of lack of research. Zantow was, however, granted a Fourth Year Review (we're still looking for the Fourth Year Review Process in the USM Faculty Handbook) by CoB Dean Harold Doty, which Zantow subsequently passed. Now, recall from the USM Faculty Handbook that "[outside] employment will not interfere with the University [of Southern Mississippi] duties of the person requesting permission" and that a faculty member's duties are teaching, research, and service for the benefit of the University of Southern Mississippi – the same criteria upon which Third Year Reviews are based.

Therefore, since Zantow failed his Third Year Review, he must have been deficient in one or more of the areas of teaching, research, and service. Since Zantow had pursued outside employment at UTB/TSC, given evidence above, during his unsatisfactory period, then his outside employment must be considered a hindrance to his USM employment, placing Zantow in direct violation of USM's External Employment Policy.

However, instead of being punished by Doty, Zantow was rewarded with a Fourth Year Review (whatever the hell that is). This situation points to another instance of Doty making what would, at a normal university, be considered unreasonable exceptions for pro-Doty faculty that have not been and will not be available to Doty-neutral or anti-Doty faculty. As instances like this begin to pile up, it seems that more and more USM CoB faculty have been seduced and entangled by Doty's web of duplicity. In this specific case, Zantow was at work in a duplicitous manner before Doty even arrived at USM. Unfortunately for CoB faculty, Zantow and Doty share many ties, which will be the subject of a future report.