

September 4, 2006

Joseph A. Greene Hall
Hattiesburg, MS 39406

D. Harold Doty, Ph.D.
211 Joseph Greene Hall
Hattiesburg, MS 39406

Dr. Doty:

It has been just over thirty six months since you assumed the role of Dean of the business school (by whatever name) at the University of Southern Mississippi. In that time, you have succeeded in mismanaging the academic environment in the college, in mismanaging the finances of the college, and in creating a toxic environment in which the colleagues of the business school operate.

At almost every turn, your actions have undermined any vestiges of academic rigor and quality that may have been preserved in the business school at USM prior to your arrival here. You began with a goal of expanding the management major offerings and decreasing major offerings in other areas. Currently, there are no less than four management related majors into which students without specific major declarations are automatically enrolled. This act alone overstates the actual level of interest in management as a major and acts to dilute the level of specification of USM business graduates, as management is by design a generalist area. Your second act to diminish academic rigor at USM's business school was to remove the system of course prerequisites from the courses that make up the core curriculum in the business degree programs. This act ensured that students would have even less preparation for upper level courses when in fact they need more preparation. Third, you have explicitly and directly encouraged business faculty to "dumb down" their courses so that more students could successfully complete degree programs. Fourth, you pushed for implementation of the 120 hour degree program, further reducing contact and instruction time for a populace that desperately needs more education, not less. Fifth, you proposed a degree program that would have allowed the business school dean to award (without oversight) a generalist degree to students who cannot complete published and standardized degree programs. Sixth, there is evidence to suggest that you were seeking the overt Secret Degree program because you arranged for the daughter of a donor to the business school to receive a covert version of the Secret Degree that was handled through the accounting department – in essence whoring the academic integrity of the business school out to special interests. Seventh, you have emphasized the MBA program over the undergraduate programs because you view the MBA program as a money maker and a source for funds that you can divert and direct. Eighth, you have encouraged online courses in both undergraduate and graduate programs without securing the necessary

means to deliver quality courses because, again, you view online courses as money makers. Ninth, you have failed to act as classroom instructor for any undergraduate courses at USM, making you incapable of reaching informed conclusions regarding USM's undergraduate population, its abilities, and its needs. Tenth, you have instituted barriers that prevent students from accessing you directly, including adding an Undergraduate Programs director to shield you from student complaints. Eleventh, you have taught only one graduate course at USM, and that course was not a part of the MBA program, again creating a disconnect between your knowledge and students' needs. Twelfth, you have failed to apply standards evenly across areas, bending rules to the benefit of your home department, management and marketing. For these twelve reasons and other reasons not explicitly stated here, we view your tenure as dean of the business school at USM as an academic failure.

Even more closely documented than your academic failure is the malfeasance of taxpayer funds under your charge. Documents that outline such activities are surfacing almost daily at www.usmpride.com. While instances of misdeeds are rapidly becoming too numerous to list in this format, generalities may be drawn that are clearly supported by specifics. Included in these documents is information that points to extreme overuse or abuse of travel money by your subordinates, including Farhang Niroomand, Barry Babin, Roderick Posey, James Crockett, Laurie Babin, Edward Nissan, and yourself. Tens of thousands – perhaps even hundreds of thousands – of taxpayer dollars have been spent to send select faculty to extravagant conference sites both domestic and abroad during a period in which higher education budgets have been cut and tuition hikes have been the norm. You have allowed some senior (supposedly established) faculty the courtesy of nearly unlimited travel while many struggling junior faculty have been limited to minimal support, often paying their own way to academic conferences so that select senior faculty may vacation at mountain resorts or beachfront areas under the guise of business trips. You have twice allocated raise money improperly, using your personal judgment as a substitute for the college's handbook. You have provided equity raises to old white males and have provided market adjustments to individuals who were closer to their respective market salaries than were other individuals who received no such adjustment. You have spent hundreds of thousands of dollars on classroom technology without a proper public plan for developing technological resources – which is why the business school currently has several high tech classrooms but no high quality computer lab for students who need access to computing resources they themselves cannot afford. You have failed to involve faculty (outside of your handpicked administrators) in expenditure plans in any meaningful way. Through your now infamous Letter of Agreement, you may have skirted University procedures to allow a supporter to receive an unwarranted pay raise at taxpayer expense. There is also evidence to suggest that you have allowed other select faculty to avoid tenure deliberations until their portfolios were more acceptable, again possibly skirting University policies and again possibly costing Mississippi taxpayers hundreds of thousands of dollars. For these and all other financial reasons outlined at www.usmpride.com, we view your tenure as dean of the business school at USM as a financial failure.

Third, and most importantly, you have allowed a few faculty and administrators to feed their lust for power and money, creating a sharp divide in the corps of instruction in the business school. Instead of acting as a dean should, you have consistently followed the path for self-reward, including constant job hunting during your tenure as dean. You have shown marked favoritism to faculty in certain departments, including your home department, while marginalizing faculty in other departments. You have cultivated division between the Hattiesburg and Gulf Park campuses, including a concerted effort to hire only those who would be your supporters for the Gulf Park campus. You have moved chaired professorships from one department and given it to your home department and have allowed an untenued assitant to be hired as a chaired professor in your home department. You have bullied young faculty and bought old faculty off. You have offered public criticism of individual research agendas in areas in which you have no academic standing to offer such criticism. You have lauded your accomplishments and have minimized others'. You have made decisions – like the HVAC replacement – without input from faculty and without consideration of differing viewpoints. Your hasty decision to replace the HVAC has effectively killed many of the friendly relationships among the business school and has damaged the collegial environment of the college, furthering your (apparent) agenda of turning the business school into a factory where employees punch in and punch out and do no talking or asking of questions in between. Unfortunately, we believe that you have no experience in such an environment, so your position is again one of ignorance. Because you are an outsider – to USM, to Hattiesburg, to Mississippi, to the South, and, frankly, to society – you have done everything in your power to destroy relationships and connections that you cannot understand and that you are not a part of. Your allowance of improper activities in the business school has opened the door for cronyism among your supporters, thus buying a modicum of support for your self-serving agenda. You exploited the Letter of Agreement situation as a tool to divide the college for your own purposes, setting two well-liked faculty against each other as a smokescreen to cover up your own misdeed. You have attempted to divide the college along other lines, including rank, tenure status, faculty/staff status, academic department, academic area, age, race and ethnicity, and gender. You are a divider, not a uniter, and your attempts to divide look more pathetic each time you make an effort. Your arrogance without portfolio identifies you as what residents of the American Southwest called “all hat and no cattle.” For these and all other reasons outlined at www.usmpride.com, the No Quarter! Message Board, and other reasons not specified, we view your tenure as dean of the business school at USM as a managerial failure.

In our opinion, you are a failure as dean of the business school at USM. You have failed in managing the academics, finances, and human resources of the business school at USM, a shocking accomplishment for one who quickly informs others that he is a “human resources/strategy guy” and that he attended a “top five MBA program and a top ten Ph.D. program.” Dr. Doty, you are an utter failure and should resign immediately. We, some of the concerned faculty at the business school at USM, call for your complete and unconditional resignation effective immediately; your ability and experience are entirely insufficient to lead the business school at USM.

We will be maintaining and updating this letter as more evidence of your incompetence arises. We will also be distributing this letter to trusted colleagues at other institutions at which you may wish to apply for employment. We believe that full information could have and should have prevented your hiring at USM, and we intend to ensure that you never receive a position of public trust or authority again.