

***usmpride.com News* . . . . . DEVELOPING STORY**

HATTIESBURG --- Sources tell *usmpride.com News* that the EFIB's search for a new Director for the CoB's Center for Economics Education may now be in violation of federal hiring guidelines/rules as set out by the EEOC. Other reports at *usmpride.com* have pointed out that CoB Dean Harold Doty authorized the hiring of a new Director for the CEE via a memo to Carter dated 12 October 2006. Carter placed an advertisement for the position in November of 2006, and he (Carter) officially informed the EFIB faculty of this ongoing search by way of an e-mail to the faculty dated 14 December 2006. That e-mail from Carter indicated to EFIB Faculty that the search committee for the position included Carter, Charles Sawyer (professor of economics) and David Daves (assistant professor of CISE).

Sources indicate that, at the 16 January 2007 EFIB faculty meeting set to discuss the search process, Carter and Sawyer presented the top three candidates to the EFIB for approval. In doing so, both argued that one candidate was clearly superior to all of the others. During this discussion, Carter made two statements that suggest that a violation of EEOC guidelines may have occurred regarding this search process. First, Carter indicated that the committee's top selection is the protégé of an individual that Carter has known and worked with for 20 years. Second, and most significant, Carter relayed to EFIB faculty that he (Carter) had been in consultation regarding the qualifications of the so-called top candidate with that candidate's mentor (and Carter's friend of 20 years) over the past 12 months. At one point Carter is reported (by sources) to have said that the consultation was a promotional effort of the student's qualifications for a Director position. These statements mean that Carter's discussions with the candidate's mentor about the qualifications of the so-called top candidate began about 9 months before the position was authorized by Dean Doty, and about 10 months before the job opening was posted. As such, the committee's top selection has maintained what one might consider an unfair advantage over the other applicants given that the other candidates were not afforded the same considerations and advantages presented by Carter to the so-called top candidate. These considerations would seem to have EEOC ramifications.

The *usmpride.com News* staff will continue to follow developments as they occur in this story, which is one that EEO officers at USM will be interested in reading more about.