

A NEW KIND OF DEAN

Katherine Mangan recently wrote a news story for *The Chronicle of Higher Education* entitled “Business Schools are Hiring a New Kind of Dean.” In the first paragraph she states, “Faced with stagnant enrollment, pressure to expand overseas, and the demands of recruiters for more-relevant training, business schools today are searching for a new kind of dean: one who has broad leadership skills rather than narrow expertise in areas like economics or finance, according to a [new report](#).”

She goes on [to say](#), “[m]any of the new deans emerge from fields like organizational development and management...”. Sounds reasonable, doesn’t it: “more relevant training” and “broad leadership skills” of management and organization development experts makes for a “new kind of dean” and the panacea for what plagues business colleges worldwide?

Well, the others—economists, finance and marketing types, and accountants—failed miserably. So, let’s try (experiment with—for the research oriented among us) another type of leader. And, it makes sense to experiment with folks from fields like organizational development and management. It’s their area of expertise. Shouldn’t they know how to implement the best of management and organization development theory and research? By logical extension, shouldn’t the consequences include better and more smoothly operating business schools? Makes sense!

It may surprise you that we, at the University of Southern Mississippi, have been at the forefront of testing that hypothesis. And let’s review our experiment selecting leadership for our business college from the ranks of management and organization development.

Let’s start by seeing him in action, discussing management and organization development of a business college. See the video of then-dean Doty on [usmnews.net](#). There he is, in front of a camera interviewing for another job, shortly after he began his position of dean at our school. In this clip, he’s bragging about how he manages (from a “management” perspective) his “booze accounts.” That’s donated money for those of you not initiated in that “management” buzzword.

I’m sure donors are delighted to hear their donations characterized as Doty’s “booze account.” And, if that inanity isn’t enough to caution readers about the advances to be expected from “management, organization development” types, see, “Is Accreditation A Reliable Authority On Academic Quality?” and “University and AACSB Diversity (in the sense of diversity of ideas).” The research reports are available online at the Social Science Research Network.

See, <http://ssrn.com/author=397169> In these studies, we gathered evidence through freedom of information requests and sworn depositions in which, among other silliness, our “management trained” dean declared plagiarism, done by himself and colleagues, as “benchmarking” and, therefore, the copying of others’ words verbatim, “without proper citation”--their term--is not plagiarism. That’s real management expertise in action dodging the bullet of dubious conduct. And, isn’t that just a wonderful example to colleagues and students alike.

But take heart, he’s just one example. Your management, organization development dean will certainly be better. That’s your working hypothesis.

By the way, the dean seen prancing about bragging how he intends to use the school’s “booze account” is dean at another school, now. They’re believers in management, organization development deans, too. [Alas](#), he’s [once](#) again [being](#) sued.