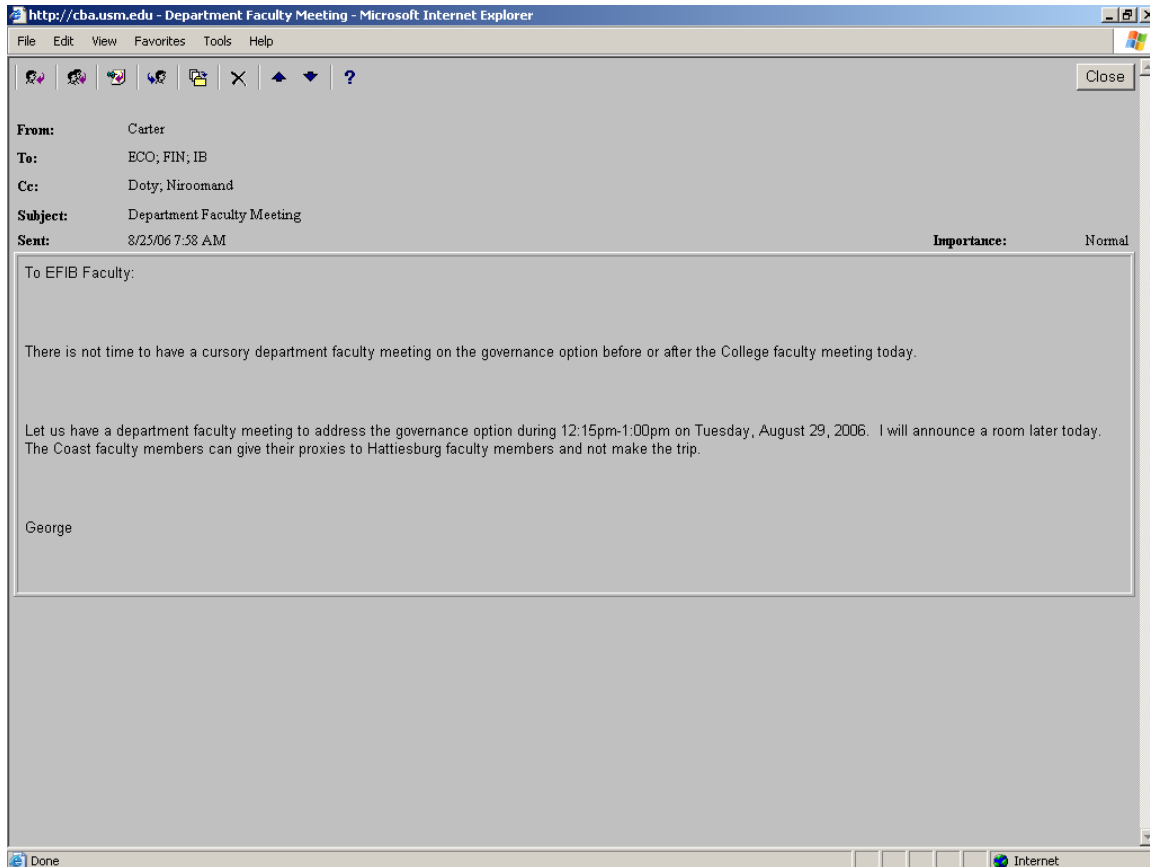


Black Tuesday in the CoB: A Call for Sanctions

On August 29, 2006, the Department of Economics, Finance, and International Business (EFIB) held its annual faculty governance vote during the first departmental faculty meeting of the academic year, as is the custom in the department. The first meeting had been planned for August 25, 2006; however, the anticipated length and tone of the college (College of Business (CoB)) faculty meeting made this impractical. The screen shot below represents the actual email sent to departmental faculty by George Carter, chairman of EFIB.



Notice that Carter's email was sent four (4) days before the vote was to be taken, giving all involved plenty of time to make plans to attend or to secure a carrier for proxy votes. Notice also that the email was addressed to ECO (listserv for all economics faculty), FIN (listserv for all finance faculty), and IB (listserv for all international business faculty), so that all departmental faculty were made aware of the impending meeting. Notice that Carter even mentions USMGC faculty sending proxies instead of making the drive.

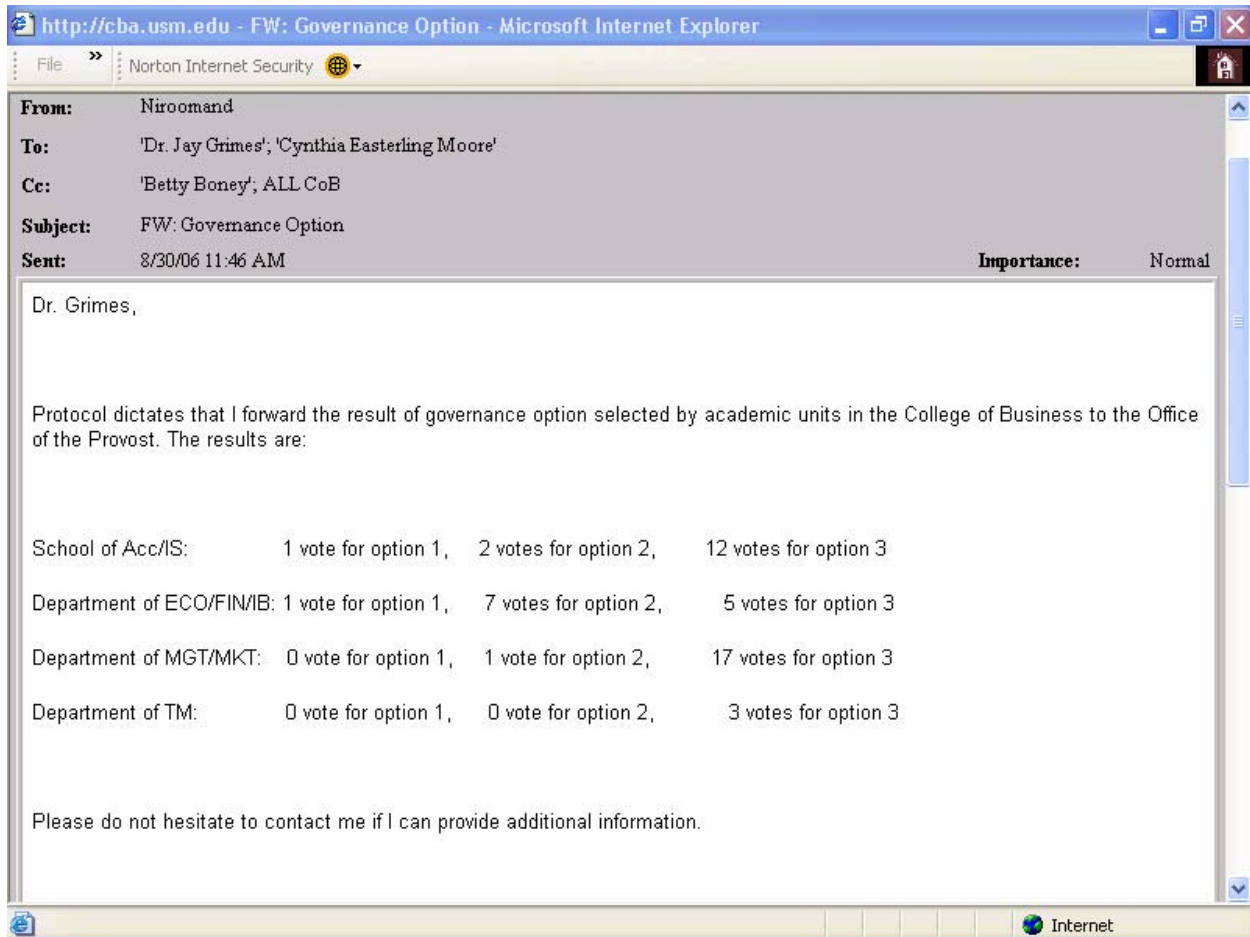
Now, fast forward to August 29, 2006. Below is a screen shot representing Carter's actual post-EFIB faculty meeting email.



First, notice that of the twenty-two (22) total departmental faculty, sixteen (16), or about 72.73%, were present at the meeting. Ray Canterbury (former Scholar in Residence) and John Lambert (Visiting Assistant Professor of International Business) declined to vote. Note also that Farooq Malik (Assistant Professor of Economics) and Weihua Shi (Visiting Assistant Professor of Finance) – the department’s USMGC faculty – were absent and failed to send proxies. This means that there were fourteen (14) votes in play on any given motion.

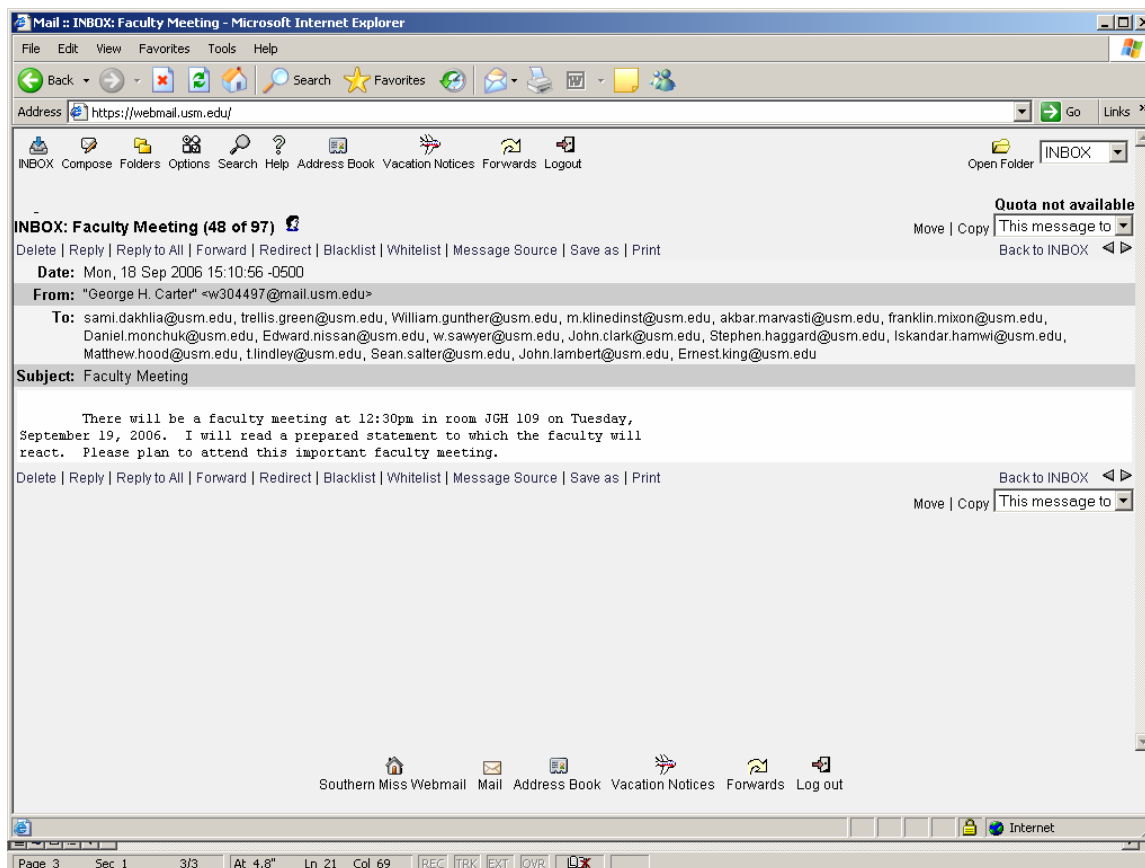
Carter recognized that there was a quorum and the governance options were presented and discussed. As is represented in Carter’s second email above, Option 2 was selected via a proper vote. Members were selected. Carter had an opportunity to resign or decline the nomination at that time, but he failed to do so. The remainder of the meeting went as described above, until the meeting was adjourned. Approximately twenty minutes after the meeting adjourned, Carter sent the email containing the minutes to EFIB faculty.

Associate Dean Farhang Niroomand reported the results of all CoB departmental governance votes to Provost D. Jay Grimes in a subsequent email, on which all CoB faculty were copied.



As you can see, there was nothing improper about the EFIB vote, nor were there any questions raised during the election meeting. The USM Faculty Handbook was followed. The meeting and its purpose were announced well ahead of time. A quorum was present. Only full time faculty members voted. A distinct result was obtained. Results were announced publicly. This vote should stand.

Subsequently, Carter sent the following email to EFIB on September 18, 2006.



Notice that the email states that “the faculty will react”. The email does not state that a vote would be taken. This duplicitous wording was intended to obfuscate Carter’s true agenda. Notice also that there was one (1) day’s notice for this meeting.

Carter read the following statement:

<<Beginning of Quote>>

“The 45 Minutes document showed us that certain individuals are writing about public faculty information in an uncomplimentary, derisive, and hurtful manner. The question rises, therefore, about what those individuals would write should they obtain private faculty information. Consequently, I have seriously reviewed my responsibility for protecting private faculty information (such as your annual evaluations, student and parental complaints, and other sensitive material). Much of this sensitive material is known only to me as chair. When I resigned as chair before, I disposed of it, and I will dispose of what I have when I resign as chair this time.

“The election of an Option 2 Department Personnel Committee (a committee of two faculty members plus the chair) means that I must now release private faculty information to additional

individuals. I am concerned about wider dissemination so I consulted the University Counsel. His opinion is that the Faculty Handbook policies require me to release such information to Option 1 and Option 2 committee members, and I will do so.

“In addition, the Faculty Handbook policies require an independent assessment by the chair on Annual Performance Reviews, regardless of option. I will be most comfortable if my independent assessment is prepared independently of the Committee. I, therefore, resign from the Option 2 Committee. This leaves the Department Personnel Committee without the required chair member.

“The University Counsel’s opinion is that, with my resignation, the department faculty must now explicitly address the Department Personnel Committee choice. Since Option 2 (two faculty members plus the chair) is not a choice, the faculty must choose between Option 1 (three faculty members) and Option 3 (chair only).”

<<End of Quote>>

Carter’s statement makes it clear that he does not consider duly elected EFIB Personnel Committee Members Mark Klinedinst and Tom Lindley to be trustworthy, so he (Carter) has decided to sabotage the departmental vote with a move that may only be termed contrary to the spirit of faculty governance. Because of the actions of some anonymous individuals, Lindley and Klinedinst cannot, in Carter’s opinion, be allowed to participate in EFIB governance as they were elected to do. Carter presented no evidence from the University Attorney that supported his (Carter’s) claim.

Lindley made a motion to wait to vote until Mr. Gore could provide a written opinion. The motion was seconded but failed. Frank Mixon made a motion to inform the USM Faculty Senate and the USM Chapter of AAUP about the proceedings. Mixon’s motion was seconded but failed. By a vote of eleven (11) to eight (8), Option 3 was selected. Please note that Associate Dean Niroomand, who was present at the second vote, voted for himself and held two proxies from USMGC faculty. This fact remains a mystery, since there was no general prior notice that a vote was to be taken at this meeting (recall the word “react” was used in Carter’s email, but the word “vote” was not).

This type of activity is exactly the reason members of the EFIB originally chose Option 2 in the first place. Carter’s actions were against the spirit of the USM Handbook and deserve a sanction from the Provost, the President, the USM Faculty Senate, and the USM AAUP. Niroomand’s actions were also against the spirit of the USM Handbook and also deserve a sanction from the Provost, the President, the USM Faculty Senate, and the USM AAUP.

Fast forward again to September 21, 2006. On that day CoB Dean Harold Doty sent the following e-mail to CoB faculty, copying USM Provost Jay Grimes.

Date: Thu, 21 Sep 2006 16:43:58 -0500

From: Harold Doty <Harold.Doty@USM.EDU>

To: cob-facstaff@USM.EDU

Cc: jay.grimes@USM.EDU

Subject: [Cob-facstaff] FW: Departmental Governance Option Change

I have been asked by a number of people today about a vote that took place in the EFIB department earlier in the week. I do not have all the details, but the email below summarized the outcome. I sent this email to the Provost earlier today so he could note the change in governance procedures for the department.

D. Harold Doty

Dean, College of Business

University of Southern Mississippi

118 College Drive #5021

Hattiesburg, MS 39406-0001

601.266.4659

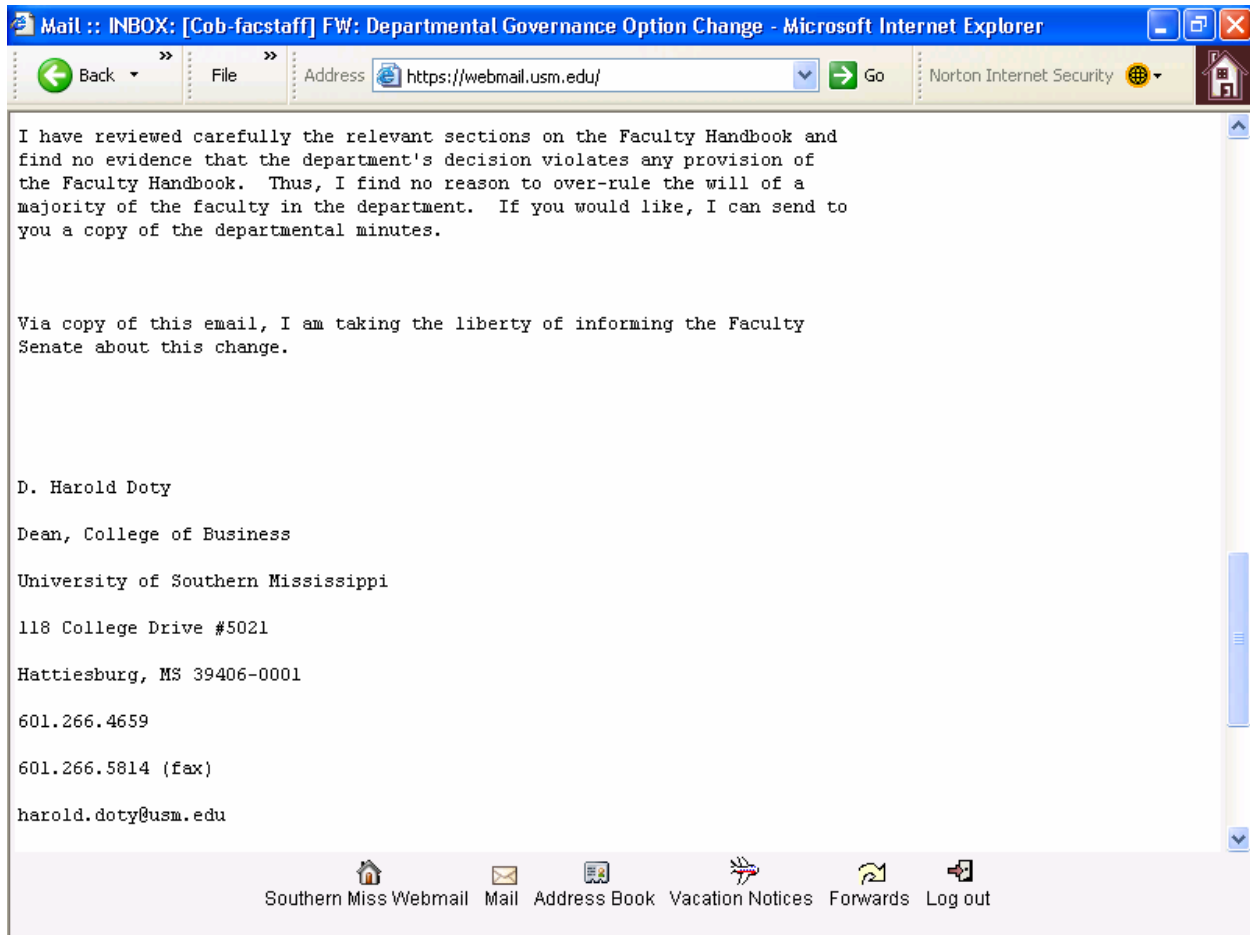
601.266.5814 (fax)

harold.doty@usm.edu

From: Harold Doty [mailto:Harold.Doty@usm.edu]
Sent: Thursday, September 21, 2006 9:31 AM
To: 'jay.grimes@usm.edu'
Cc: 'farhang.niroomand@usm.edu'; 'george.carter@usm.edu';
'myron.henry@usm.edu'
Subject: Departmental Governance Option Change

Provost Grimes:

I am writing at this time to inform you that the Econ department (technically EFIB) in the College of Business has voted to change the governance option to be used for the remainder of the year. Initially the department selected the option to use a committee composed of two faculty members and the department chair ("option 2"). For what I consider very legitimate reasons, the chair decided to resign from the departmental personnel committee. According to section 8.3.3 of the Faculty Handbook, this vacancy should be filled by another "eligible" faculty member. However, since it was the department chair that resigned from the committee, there was no other "eligible" faculty member. As a consequence of this void, the department voted to reconsider the governance option it would select. A majority of the faculty voted for "option 3" in which the department chair will fill the role of departmental personnel committee.



Despite telling CoB faculty that he lacked all of the details about the EFIB meeting/decision, his e-mail to the CoB contains a copy of an e-mail Doty sent earlier to Jay Grimes, wherein Doty attempts to describe the situation regarding EFIB's faculty governance as if he (Doty) were actually in the meeting. In it Doty provides his opinion on every detail, beginning with his support of Carter's rationale for resigning, and including his own opinion about how the Faculty Handbook was intended to handle a situation such as the one that took place in the EFIB on September 19, 2006.

Doty's statement about not finding reason to "over-rule the will of the majority" is despicable, in that Carter's ploy on September 19, 2006 over-ruled the will of the majority from the original EFIB meeting on August 29, 2006. Thus, Doty's actions were against the spirit of the USM Handbook and deserve a sanction from the Provost, the President, the USM Faculty Senate, and the USM AAUP.