Special Report

Did George Carter Get 12 Years for Tenure?

An Investigative Series on CoB Faculty Credentials

This Special Report briefly re-visits the case of assistant professor of management Francis Daniel's lengthy tenure-track, a case that has been reported by usmpride.com previously. In a previous report entitled "The Alternate Route to Tenure in the CoB," it was pointed out that Daniel's latest possible tenure year, based on the traditional 6-year tenure track *plus* one additional year, was 2004-05. It is now 2006-07, the ninth year that Daniel has been on the tenure-track at USM, and the 11th year that Daniel has been on faculty in the management department. The table below contains the 17 untenured, tenure-track faculty in the CoB (as of the beginning of 2006-07). The table was part of the report mentioned above.

Name	Academic Unit	Degree Year	Year Hired at USM	Earliest Possible Tenure Year[1]	Latest Possible Tenure Year[2]
Anderson	ACC	2005	2005	2010-11	2011-12
Malik	ECO	2000	2005	2007-08	2011-12
Monchuk	ECO	2003	2004	2009-10	2010-11
J. Clark	FIN	1997	2003	2005-06	2009-10
Eisenberg	FIN	1987	2003	2005-06	2009-10
Salter	FIN	2001	2002	2006-07	2008-09
Carr	MGT	2001	2000	2005-06	2007-08
Daniel	MGT	1998	1996	2001-02	2004-05
Gregory	MGT	2004	2004	2009-10	2010-11
Michael	MGT	2004	2004	2006-07	2010-11
Sequeira	MGT	2004	2004	2009-10	2010-11
Yang	MGT	2001	2002	2006-07	2008-09
Zantow	MGT	2001	1999	2004-05	2007-08
Chen	MIS	1994	2001	1999-00	2007-08
Lai	MIS	2000	2004	2006-07	2010-11
Lopez	MKT	2000	2001	2005-06	2007-08
Osmonbekov	MKT	2003	2004	2008-09	2010-11

Investigators at usmpride.com have recently discovered that Daniel's lengthy tenure-track is not unprecedented in the College of Business at USM. Using data obtained from **SEDONA Files XIV**, it appears that EFIB Chair George Carter stayed on the tenure-

[1] Assumes that the candidate receives credit for previous service (up to a maximum of 3 years) as outlined in the *USM Faculty Handbook*.

[2] Assumes the candidate receives the one-year extension to the six-year process outlined in the *USM Faculty Handbook*.

track for 12 academic years before finally being granted tenure, in 1996, at the same time he was promoted to professor (usmpride.com sources confirm that Carter served as department chair for several years as an *un*tenured faculty member). That particular installment of **SEDONA Files** presented Carter's academic employment history. The part of that historical timeline that is relevant to this installment in the *Special Report* series is presented below:

1979-1984	Associate Professor of Economics, University of Southern Mississippi
1989-1996	Associate Professor of Economics, University of Southern Mississippi Chair of the Department of Economics and International Business, University of Southern Mississippi
1996-present	Professor (tenured) of Economics, University of Southern Mississippi

As the timeline above shows, Carter's stint as an untenured associate professor of economics was split into two separate periods: Period I, from 1979-1984, and Period II, from 1989-1996. These two periods are broken down below, in order to ascertain just how many academic years Carter used in order to reach the CoB's tenure requirements:

Academic Year	Period	Yrs as Unten	Cumulative Yrs as Unten
1979-1980	I	1	1
1980-1981	I	2	2
1981-1982	I	3	3
1982-1983	I	4	4
1983-1984	I	5	5
1989-1990	II	1	6
1990-1991	II	2	7
1991-1992	II	3	8
1992-1993	II	4	9
1993-1994	II	5	10
1994-1995	II	6	11
1995-1996	II	7	12

As the table above shows, Carter spent two separate periods as an untenured associate professor of economics (**SEDONA Files XIV** showed that Carter was hired by USM as an associate professor of economics, even though he had never held an economics faculty appointment before coming to USM). If Carter had not departed (temporarily) from USM at the end of 1983-84, he would have put forward a tenure dossier, assuming he would have followed the traditional practice of submitting one's dossier at the beginning of the 6th year. However, that was not to be, as Carter departed USM for work in the Mississippi IHL office after five academic years in the economics department.

Carter returned to USM in 1989, which began Period II for Carter as an untenured associate professor of economics. According to his SEDONA records, Carter remained an untenured associate professor for seven consecutive academic years in Period II. Thus, even if one considered only Carter's second stint as an untenured faculty member in the Business College, he used the traditional six years *plus* one additional year before being granted tenure by USM. When both periods are considered, as they perhaps should be, current EFIB Chair George Carter used a 12-year tenure clock to qualify for tenure at USM. Thus, assistant professor of management Francis Daniel's current time frame is *only* 75% of the total time used by George Carter to qualify for tenure approximately one decade ago.

Additional Commentary

Sources tell usmpride.com that when a CoB professor questioned Daniel's lengthy tenure clock last spring, Carter sprung into action along with CoB Dean Doty and Associate Dean Niroomand to threaten that faculty member's employment status within the CoB. The three CoB administrators took this action under the guise of a so-called violation of confidentiality. Of course, recent reports have shown that the length of a faculty member's employment with USM can be tracked using University budgets or numerous other publicly available/accessible documents.

With regard to the so-called confidentiality of one's tenure status within a public university in Mississippi, we re-visit **SEDONA Files XIV** for the following:

The *USM Faculty Handbook* provides the following guidance regarding tenure:

> Tenure Award Deliberation is the proceeding by which academic departments evaluate the professional achievements and future potential of faculty at the completion of their probationary period. Tenure award deliberation results in recommendations to academic deans for the award or denial of academic tenure. College deans, in turn, make tenure recommendations to the Provost. These recommendations may result in either the award of tenure or the denial of tenure at the discretion of the University President, based upon the recommendation of the Provost and the Vice President for Research and Economic Development. ***Tenure may only be awarded upon approval by the Board, expressed in its minutes, and receipt of written notification of an award of tenure is received from the President.***[3]

Emphasis is added in the preceding passage for effect.

The findings presented in this *Special Report* show Carter's spring 2006 actions in a different light. Carter rushed to protect information about Daniel's employment status within the CoB perhaps as an attempt to keep his own questionable tenure-track past out of the spotlight. With each new report, more questions about Carter arise. The evidence paints a picture that suggests, at the very least, that Carter is unfit to serve as a CoB administrator.

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[3] *USM Faculty Handbook*, Effective January 2006, p. 90.