Comparative Analyses of Philosophical Foundations of Kakistocratic Leadership and Timocratic Management Theories in Colleges and Universities

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ABSTRACT

This article presents and analyzes strengths and weaknesses of two theories of kakistocratic academic leadership (appointing the least qualified administrators) and timocratic management (appointing the most honorable meritocratic qualified administrators) in some colleges and universities. In addition, this article compares two types of administrative discretionary modes of decision-making processes: (1) discretion regarding a vague criterion and (2) discretion limited by honorable and truthful rivalry criteria. Reviewing positivistic and negativistic points of views of academic administrative timocracy and kakistocratic leaderships will enable Boards of Trustees/Regents, academic administrators, and faculty members to understand and agree on several functions in appointment, retention, promotion, tenure, post-tenure evaluation, performance appraisal, and merit pay systems of their faculty members and academic administrators including campus presidents and university system chancellors.