

## *Special Report Series*

# Downward Mobbing as Blood Sport

Former CoB Dean in Hot Water Once Again

### PART 12

In light of former CoB dean Harold Doty's litigation history, USMNEWS.net reporters periodically check the courts near where Doty lives and works. Recent documents [obtained from](#) the Smith County, Texas Court Clerk, indicate that Doty is once again likely headed back to court, this time in his capacity as [dean of business](#) at the University of Texas–Tyler. These documents indicate that former UT-T business student advisor, Karen St. John, is suing UT-T for harm caused by [actions largely taken](#) by Doty vis-à-vis St. John's employment. In late fall of 2011, St. John's husband, Jeremy St. John, another former member of UT-T's business school, joined her cause as co-plaintiff in the case against UT-T. This is Part 12 in a series of news stories about this developing situation.

In the second half of Fall 2009, after Karen St. John had refused to sign off on Dean Doty's daughter's degree plan, the line, pay increase and its associated lighter teaching load and ability to conduct research was given to someone who had not yet earned a Ph.D. (status: ABD, "All But Dissertation" or degree unfinished). Although Dr. St. John had been told to apply for the job and told it was all but certain, he was not even interviewed for the position. In fact, Dean Doty met with Dr. St. John and told him to look for another job. After Dr. St. John found a tenure track job as an assistant professor at Texas A&M Commerce in the Applied Sciences department of the College of Business, Dean Doty changed his mind and asked him to stay, explaining that in order to more easily transition him into the tenure track position he would need to demote him to the rank of a senior lecturer but he would pay him the additional \$5000 that he had originally been promised by Dr. Fischer and Dr. Lindsey. With children in school, his wife Karen St. John's starting her career, not to mention the stress and uncertainty of the economy and job market, Dr. St. John felt compelled to stay. He was then demoted to a senior lecturer and it took several requests by him after the new contract came into effect before the school finally started to follow their written contract and pay him the additional amount specified in the written contract.

As the excerpted portion of Jeremy St. John's complaint above points out, there is no end to the lengths to which Doty will go in order to continue a mobbing campaign against a targeted faculty member. After breaking verbal promises to provide Jeremy St. John with a tenure-track position, a lighter teaching load (in order to do more research), and a portion of his salary that had been withheld due to "an emergency," Doty went further by extending St. John's reserved employment status/benefits to another, not-terminally-

qualified management faculty. St. John was not, as the excerpt points out, even given the courtesy of an interview for the post. Instead, Doty informed St. John that it would be best for St. John to consider his employment prospects with UT-T expired, and that St. John should seek/find employment elsewhere. Of course, getting Jeremy St. John to relocate would have the added benefit for Doty of ridding the UT-T business school of St. John's wife, Karen.

Jeremy St. John did as instructed by Doty – he found a *tenure-track* faculty position with Texas A&M University-Commerce. As such, sources tell USMNEWS.net that St. John had arguably bested his current and promised position at UT-T. That fact may have added fuel to Doty's desire to harass St. John. After getting the new job, St. John was approached by Doty, who had "changed his mind" about St. John's employment with UT-T. According to St. John's complaint above, Doty *re-promised* to provide St. John with a tenure-track position in the future *and* the \$5,000 that UT-T owed St. John from the original agreement. Of course, given *the mysterious complexities of hiring tenure-track management faculty*, Doty informed St. John that in order to transition him into a tenure-track line, it would be necessary to first place St. John at the much lower rank of "senior lecturer." With the enumerated concerns provided by St. John (see above), an agreement was made. Not surprisingly, however, the tenure-track slot never materialized, and St. John had to put up an administrative fight to get the \$5,000, even though it was at that point specified in writing.

Sources tell USMNEWS.net that to Doty, downward mobbing of university faculty is a blood sport, as Doty is willing to go to great lengths in order to ruin the lives of those he has targeted. Given what he put St. John through over the tenure-track position in management at UT-T, including a deception that convinced St. John to turn down an offer to leave UT-T – an outcome Doty originally desired – sources say that one's dealings with Doty from now on have to be made with the utmost due diligence and contingency planning. As for Jeremy St. John's story, one wonders if Doty's next deception would be to ask St. John to enroll in UT-T's doctoral program in order to most easily move him into the permanent faculty ranks.