

Special Report Series

Harold Doty on 'Chicks and Broads'

Former CoB Dean in Hot Water Once Again

PART 1

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 UTT business student advisor, Karen St. John, is suing UTT based on [actions largely taken](#) by Doty vis-à-vis St. John's employment. The heading of St. John's complaint from May-2011 is inserted below:

		FILED 11 May 27 A10:44 Lois Rogers District Clerk Smith County, TX Accepted by: Atonia Rawlings
NO. <u>11-1567-C</u>		
KAREN ST. JOHN	§	IN THE DISTRICT COURT
	§	
vs.	§	
	§	SMITH COUNTY, TEXAS
	§	
THE UNIVERSITY OF TEXAS	§	
AT TYLER	§	___ JUDICIAL DISTRICT

PLAINTIFF'S ORIGINAL PETITION
AND JURY DEMAND

TO THE HONORABLE JUDGE OF SAID COURT:

NOW COMES, KAREN ST. JOHN, ("St. John" or "Plaintiff"), and files this her
Original Petition and Jury Demand, complaining of the University of Texas at Tyler
("Defendant" and/or "the University) and for cause of action would respectfully show
the Court as follows:

According to St. John's complaint (relevant portion inserted below), UTT officials exercised unlawful discriminatory and retaliatory actions against her. St. John also asserts a claim under the *Texas Whistleblower Act* for additional damages.

II. VENUE & JURISDICTION

Plaintiff asserts claims for damages in excess of the minimum jurisdictional limits of this Court as a result of unlawful discriminatory and retaliatory actions taken against her by Defendant. Plaintiff also asserts a claim under the Texas Whistleblower Act for damages in excess of the minimum jurisdictional limits of this Court.

Among the initial facts listed in St. John's complaint is her claim that beginning in October-2009 she was "subjected to gender-bias and degrading remarks" made by Doty, her employer. That portion of St. John's complaint is inserted below:

IV. FACTS

Plaintiff, Karen St. John, began working for Defendant in September of 2008, as an Academic Advisor level II and was eventually promoted to a level III Academic Advisor. Beginning in October, 2009, Plaintiff was subjected to gender-bias and degrading remarks by her department head, Harold Doty, Dean of College of Business

According to St. John, Doty referred to women as "chicks and broads" in her presence on more than 10 occasions. In January-2010, after St. John gave Doty and his associate dean, Mary Fischer, notification that she was pregnant, and that her pregnancy was classified as "high-risk," she began to "experience disparate treatment in the terms and conditions of her employment."

and Technology, who referred to women as "chicks and broads" (on more than ten occasions in St. John's presence. In January, 2010, St. John gave notification to Associate Dean Mary Fischer and Harold Doty that she was pregnant and that it was a high-risk pregnancy. With her pregnancy as the major catalyst, St. John then began to experience disparate treatment in the terms and conditions of her employment. Such treatment includes the following examples:

Part of the "disparate treatment" St. John alleges is that surrounding pre-approved and traditional terms associated with her teaching duties at UTT.

According to St. John, prior to her pregnancy announcement she had been provided a one-hour lunch break following her noon teaching duties. That arrangement had been made with St. John's immediate supervisor, Tammy Cowart, who told St. John that such an arrangement was a traditional one at UTT. After St. John's high-risk pregnancy became public, Cowart told St. John that according to UTT Human Resources Director, Joe Vorsas, the lunchtime arrangement was an optional decision for each college. At this point, the UTT business school reneged on St. John's lunchtime arrangement. This portion of St. John's complaint is inserted below:

Prior to her pregnancy announcement, St. John's then-immediate supervisor, Tammy Cowart ("Cowart"), told her that she would be able to get a lunch hour break every day, in addition to teaching a class at noon, as did other employees in the same situation in other departments. After St. John announced her pregnancy, in the first half of February, 2010, Cowart told St. John that in further discussion with Joe ("Vorsas"), Director of Human Resources, they felt that allowing an employee to have a lunch break in addition to teaching during the day was an optional decision for each department and they rescinded her lunch break on the days she taught. Nonetheless, because St. John

After reneging on St. John's original lunchtime arrangement, Cowart began allowing St. John to have 30 minutes for lunch following her noon teaching duties. However, as St. John explains, this second arrangement ended in March-2010, when Cowart informed her that she would be allowed just 10 minutes before and after her noon teaching duties to eat (see below).

they rescinded her lunch break on the days she taught. Nonetheless, because St. John explained the need to eat each meal during pregnancy to avoid becoming sick, Cowart allowed her thirty minutes after her class to pick up something to eat on the way back to the office. At the end of the conversation, Cowart told St. John, "But the good news is that you are not in trouble for all the lunches you have already taken." However, at the beginning of March, St. John was called into Tammy Cowart's office and told that

St. John could no longer have 30 minutes after class to get something to eat. After St. John explained that she had to eat because of her pregnancy, Cowart allowed her 10 minutes before and after class. None of these stringent restrictions were placed on St. John until she became pregnant. By refusing to allow St. John appropriate time for lunch on the days she taught, Defendant also prevented her from attending the monthly staff luncheons other employees attended.

At this point in the saga, it is alleged that Fischer got in on the mobbing of St. John. According to the complaint, Fischer instructed St. John to remain at her desk at all times, and she began to treat St. John as an hourly, not a salaried, UTT staffer who had to be checked on by administrative assistants on a regular basis.

St. John was also not allowed to make decisions or go to meetings someone in her position was normally expected to attend. Dr. Fischer specifically told her to stay at her desk. She was treated as an hourly employee instead of a salaried employee and had to constantly “check in” with administrative assistants who were also regularly sent to check on St. John. Further, in the fall of 2009, Dean Doty had promised to make St.

USMNEWS.net sources point out that every bit of what St. John alleges about Doty and his underlings is true to form, given what so many have experienced with Doty over the past two decades.



Cowart



Fischer

Doty's ability to employ what some in USM's CoB would call minions like [Cowart](#) and [Fischer](#) in his mobbing of staffers and/or faculty is becoming legendary in academic circles. The fact that Fischer serves as Doty's associate

dean speaks volumes about her character, at least to USMNEWS.net sources. She is also a full professor (of accounting) in UTT's business school, and therefore is likely earning a nice salary at this point in her career. Having her retirement boosted by service to Doty would, at least to sources, suggest that Fischer would do whatever asked of her by Doty. Cowart is an *assistant professor* of business law who holds a J.D. from Texas Tech University. Of course, engaging in the types of activities Doty traditionally engages in dictates that having a lawyer on board could be helpful to him. To Cowart, service to Doty could be beneficial in the areas of tenure and promotion. Lastly, long-time followers of USMNEWS.net may recall [this report](#) about Doty and the UTT business school's SIFE team. To some, this earlier report about Cowart and Kerri Keech, another UTT b-school *assistant professor* who also plays a prominent role in this saga involving St. John, perhaps explains Doty's involvement (possible travel) with the UTT SIFE team. Is it also possible plans of the sort St. John alleges were hatched through this trio's SIFE association?

Stay tuned to USMNEWS.net for part two.