

## *Special Report Series*

# Keechy Mean

## Former CoB Dean in Hot Water Once Again PART 6

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. This is Part 6 in this series.

position. Approximately one month after St. John's report to Vorsas, on November 5, 2010, St. John was falsely accused of neglecting her duties by sleeping on the job by newly appointed Director of Undergraduate Programs, Kerri Keech ("Keech"). Again, Defendant violated the University's own Handbook by telling St. John at the initial meeting that regardless of St. John's denial, the decision had already been made to put this written disciplinary action in her permanent file in HR. At the beginning of the meeting, Keech took the floor and told St. John that this was her second disciplinary action and the next step would be either suspension or termination. Dean Doty interrupted Keech and said "Next step is termination".

By late 2010, things were going quite badly for St. John, and getting worse. According to the excerpt above, St. John was falsely accused on 5-Nov-2011 "of neglecting her duties by sleeping on the job." This accusation was hurled at St. John by a new player in this drama - Kerri Keech (pictured below), the then-newly appointed director of undergraduate programs in UT-T's business college.



*Kerri Keech*

According to UT-T's website, [Keech](#) is an *assistant* professor of marketing in the b-school. Her research record to date consists solely of a publication in *Annual Advances in Business Cases* – now known as the *Journal of Case Studies* – a journal of dubious quality for someone in marketing at UT-T. Additional research by USMNEWS.net reporters reveals that Keech's "easy rating" at RateMyProfessors.com is an embarrassingly high 4.6 (out of 5, with 5=easiest). These data lead sources to conclude that Keech has little going for her in terms of tenure, promotions, and merit raises, at least when her record is applied to a traditional, merit-based rewards structure. Perhaps, according to sources, this explains Keech's participation in the apparent mobbing of St. John.

As pointed out above, Keech took a very active role in harassing St. John at the 5-Nov-2010 meeting, informing St. John that she was confronting her *second* disciplinary action in a relatively short period, and that she (St. John) was facing termination. At this point, Doty stepped in and assured St. John that she was headed towards termination from UT-T.

For all of these reasons, on December 14, 2010, St. John felt compelled to file a Charge of Discrimination ("Charge") with the Equal Employment Opportunity

Commission ("EEOC") and the Texas Workforce Commission Civil Rights Division ("TWCCRD") against Defendant as a result of the ongoing gender discrimination and harassment which she had been suffering since announcing her pregnancy.

The 5-Nov-2010 meeting appears now to have been the final straw for St. John. On 14-Dec-2010, she filed a "Charge of Discrimination" with the Equal Employment Opportunity Commission and the Texas Workforce Commission Civil Rights Division (see above inserts). This charge stated that her treatment at the hands of Doty, Tammy Cowart, Mary Fischer, and Kerri Keech constituted "ongoing gender discrimination and harassment," all of which had been occurring during St. John's high-risk pregnancy.

Stay tuned to USMNEWS.net for part seven.