

Special Report Series

Promises, Promises

Former CoB Dean in Hot Water Once Again

PART 11

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 11 in a series of news stories about this developing situation.

V. FACTS AS TO JEREMY ST. JOHN

Plaintiff, Dr. Jeremy St. John, began working for UT Tyler in the Fall semester of 2009, in the Department of Management & Marketing, College of Business & Technology ("Management"). Dr. St. John was hired as a visiting assistant professor by Dr. Fischer and Dr. Lindsey (whom he was replacing), a temporary teaching position with a lower than standard salary that was subsequently cut by \$5000 after he had committed to the position. It was explained to Dr. St. John that Dr. Lindsey's vacancy was unexpected, filling it was an emergency (Dr. St. John was given a contract at the end of his first and only interview) and "visiting assistant professor" was a temporary position used until the permanent, tenure-track position could be approved. Dr. Fischer promised him the tenure track position of the faculty member he was replacing (Dr. Lindsey) as soon as the line (tenured and tenure track positions) was approved with commensurate pay and a lighter teaching load for the first year so that he could perform research. When that line was approved, it coincided with Karen St. John's pregnancy discrimination and her refusal to break state law for Dean Doty and his daughter's personal benefit. Once Defendant began to discriminate and retaliate against Karen, Dr. St. John also began to experience retaliation for several semesters as a direct result of Defendant's

discrimination against his spouse in the following ways:

As the excerpted portion of Jeremy St. John's complaint above points out, he was hired in the fall of 2009 by UT-T as a visiting assistant professor of management. This hire was made by associate b-school dean Mary Fischer, a prominent figure in what sources call "the mobbing of Karen St. John." Jeremy St. John states that he was hired on a

temporary basis, and at a lower than conventional salary. This lower salary was, however, later *cut* by \$5,000 because, at least according to UT-T officials, filling an “unexpected vacancy,” as St. John was doing, constituted an emergency act. Still, UT-T b-school administrators “promised” St. John that his position would become permanent (i.e., “tenure-track”), and that his salary would rise and his teaching load would fall, both commensurate with traditional standards for research institutions.

Unfortunately for Jeremy St. John, the process culminating in his permanent position coincided with his wife’s high-risk pregnancy, which is now well known as the point at which Doty, Fischer and others began their mobbing campaign against her. By association, Jeremy St. John had little chance at a future with UT-T at this point. As the excerpt above concludes, “Once [UT-Tyler officials] began to discriminate and retaliate against Karen [St. John], Dr. [Jeremy] St. John also began to experience retaliation for several semesters as a direct result of [UT-Tyler officials’] discrimination against his spouse . . .” USMNEWS.net sources conclude that the confluence of events involving the St. Johns at UT-T gave Doty the perfect opportunity for “a two for one” when it comes to mobbing faculty in his organization.