

## *Special Report Series*

# Salute the Man, not the Rank?

Former CoB Dean in Hot Water Once Again

### PART 16

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

Dr. St. John was further subjected to the ongoing requirement of being evaluated based on research in the same way tenure-track research professors are. Research professors receive a much lighter teaching load in exchange for conducting research. Dr. St. John was required to teach more than a typical full teaching load (a full teaching load is known as a "4/4 load" meaning 4 classes in the fall semester and 4 classes in the spring semester with more credit given to graduate level courses and independent studies. Research professors typically get a 3/3 load or less - and a 2/2 load during their first year). This was despite being told by Bushardt that he would only be evaluated based on his teaching because he is a senior lecturer, whose primary responsibility is teaching.

Jeremy St. John's abuse at the hands of UT-T business school administrators continued when he became subjected to the requirement to be productive in research despite not holding a traditional, tenure-track faculty position. Those at UT-T holding such positions are required to perform in research, though they are also provided with "reduced" teaching loads to facilitate such performance. St. John, on the other hand, was assigned "more than a typical full teaching load," meaning that he was responsible for more than 4 courses each semester while at the same time expected by management chairman Stephen Bushardt and b-school dean Harold Doty to succeed in scholarly endeavors. As St. John notes in his legal filing above, this expectation existed even though Bushardt had assured St. John that any evaluation of him (St. John) would encompass only teaching, which is the traditional expectation of faculty who hold the rank of "lecturer."

In addition to a much higher teaching load, an unusually high number of "course preps" (new courses and new course formats) were required of Dr. St. John by the Defendant, increasing his stress and undermining his ability to excel at his job. Defendant continuously changed the courses that Dr. St. John taught and the format of them, with little to no notice to him. For instance, for the Spring 2011 semester, Dr. Fischer told him that he would be teaching the graduate level Operations Management class in a hybrid format which combined on-line and classroom teaching. Only a few days before the course began, Dr. St. John was told, not by Dr. Mary Fischer, but by his students, that the class had been changed to a completely online-only format. That same semester, Dr. Fischer also required Dr. St. John to teach an independent study (a class for one student) because "the graduate advisor had given the student false information and the student needed to graduate".

As the insert just above points out, Bushardt also assigned St. John an excessive number of course preparations and teaching formats, and these were often "changed . . . with little to no notice" to St. John, the target of the UT-T business school administrators' mobbing program. Other elements of that program, particularly those noted above involving UT-T associate dean Mary Fischer, are even more horrendous.



*Stephen Bushardt*

*Mary Fischer*

In the Spring and Summer of 2011 Defendant asked Dr. St. John to submit to a criminal investigation and authorize UT Tyler to conduct a criminal investigation against him. Dr. St. John responded that he had signed papers allowing them to conduct a criminal background check when he was hired and that he had no criminal history. Defendant continued to insist that a new criminal investigation against Dr. St. John was necessary.

As the next insert just above suggests, the number of branches on the Doty mobbing tree are seemingly endless. In the spring/summer of 2011, St. John was required to submit

to a criminal background check, even though he had done so at the time of his employment with UT-T.

In the Summer of 2011, Defendant began requesting the use of Dr. St. John's office as a storage room for unwanted bookshelves and boxes.

The next mobbing phase, also in the summer of 2011, consisted of selecting St. John's office as the space for storing "unwanted bookshelves and boxes," a move from which those UT-T business school faculty who supported and benefitted from Doty's mobbing of St. John no doubt took much enjoyment.

In the summer of 2011, before class started, Dr. St. John requested development money for developing the online graduate level quantitative analysis course, pointing out that the class was the most difficult class in the school and that Dr. St. John's pay was already far below that of his peers. Later in the semester during a meeting discussing Dr. St. John's frustration with ongoing retaliation against him, Bushardt told Dr. St. John that the decision to give other faculty members development money to the exclusion of Dr. St. John was not his decision. It was explained to Dr. St. John that he did not receive any money because the Provost decided not to give Dr. St. John the money and since the funds came from the Provost, it was the Provost's right to make that decision. Dr. St. John had asked for development money every time he had to develop a new online course (three of them), yet he never received it. Defendant set aside money in the budget solely for the development of online courses that was not tied to any other factor such as race, sex, tenure, rank, seniority or department.

Bushardt's string of jabs continued when St. John requested development monies to support the construction of a new online graduate course in quantitative analysis. Bushardt reported to St. John in the summer of 2011 that development monies were being directed to various UT-T business faculty, but they would not be forthcoming for St. John (see insert just above). According to Bushardt, the UT-T provost simply did not want St. John to have any development monies, so none were provided.

Clearly, the facets of academic mobbing seen here are the "bread and butter" of a traditional mobbing campaign. Bushardt has spent years in academia, and certainly knows how to support someone like Doty. He did so, in fact, from 2003-07, a period

during which Doty served as dean of USM's business college and Bushardt held a faculty appointment in that same organization.