

Special Report Series

The Forlorn Ultimatum

Former CoB Dean in Hot Water Once Again

PART 3

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. Part 3 in this series picks up where [Part 1](#) left off.

check on St. John. Further, in the fall of 2009, Dean Doty had promised to make St. John a part-time teaching faculty member, and a part time advisor, but that never happened. Additionally, part of St. John's paycheck, the funds she was paid for teaching the class, was withheld for over a month. St. John began teaching the class in January of 2010 but her check, which should have arrived in February, was delayed allegedly because Defendant "was waiting for approval". She finally received payment in late March. St. John was also not allowed to claim any overtime and was told to "just eat it". When she complained to Cowart about the unfairness of that policy, Cowart told

her to begin keeping two sets of time cards, one showing forty hours of work and the other one with the actual hours including overtime.

According to St. John's complaint (relevant portion inserted above), Doty promised to make St. John both a part-time faculty member and part-time advisor after she became pregnant, but that promise was never honored. Doty went further, as St. John's suit alleges, by withholding her compensation for teaching for more than one month. Though she began teaching her course in January-2010, St. John's paycheck for teaching did not arrive until late March-2010. According to the portion of the complaint excerpted above, there was an "approval" issue with St. John's compensation. This allegation more closely ties UTT Human Resources Director Joe Vorsas into what appears to be a plot against St. John. Regular readers of USMNEWS.net will recall that

Vorsas played a part in the renegeing on St. John's agreement to retain an hour for lunch after teaching her noon class.

St. John had been admitted into the Ph.D. program at the University ("the program") on August 14, 2007, shortly after Dean Fischer had announced the program. Her admission, under the direction of Rita Dobbs who was the previous Ph.D. Coordinator, was in anticipation of the program starting in Fall 2008. In February, 2010, Dean Fischer began questioning why St. John was in the program and told her "you have no business in a Ph.D. program; it is not for you". In fact, St. John had taken the student advisor job with Defendant because being able to work while finishing a Ph.D. program was one of the benefits allowed on that campus. Following Dean Fischer's remarks, St. John asked both the Registrar's Office and Sam Carrell in the Admissions Office to review her record and confirm that she was properly in the doctoral program. Nonetheless, Dean Fischer persisted in her opposition to St. John being in the program and forced her under threat of termination to sign a form to remove herself from the doctoral program, making the removal effective before the start of the Fall 2009 semester. Further, she told St. John not to talk to any other staff members except St. John's immediate supervisor.

The next part of St. John's complaint, inserted above, looks very bad for Mary Fischer, the associate dean of UTT business school. St. John describes how she (St. John) was admitted into UTT's PhD program (in business) in August-2007. In February-2010, after announcing her high-risk pregnancy, St. John was allegedly approached by Fischer and told that she (St. John) had no business in a PhD program. Thus, rather than help another woman attempt to break the so-called glass ceiling of professional life, Fischer appears to have served Doty's aim of having St. John, a "broad" or "chick" to Doty, completely expunged altogether from UTT - both as a staffer *and as a graduate student*. According to the complaint (see above), Fischer went so far as to "force" St. John, "under threat of termination," to sign a retroactive withdrawal form regarding the PhD program. That form removed St. John from the PhD program, effective July-2009. Fischer also stipulated, according to the complaint, that St. John not discuss this matter, or any other, with another UTT staffer, with the exception of Tammy Cowart, St. John's immediate supervisor.

On February 26, 2010, St. John received an uncharacteristically poor and unfair performance evaluation, in stark contrast to her previous evaluation. The poor

evaluation failed to provide any details about the issues cited. The performance evaluation was administered by Cowart, but had been completed by Dean Fischer.

It was at this point – as USMNEWS.net sources explain – that Doty went back to an old standard – *the unwarranted poor performance evaluation*. According to the portion of St. John’s complaint inserted above, “[o]n February 26, 2010, St. John received an uncharacteristically poor and unfair performance evaluation, in stark contrast to her previous evaluation. That poor evaluation failed to provide any details about the issues cited.” Sources tell USMNEWS.net that Doty played this game time and again during his 2003-07 stint as dean of USM’s business school. It would seem now that his infamous “professional judgment” lives on to this day, in Tyler, Texas. In this instance, Cowart appears to have played a pivotal role, allegedly administering the scantily-detailed evaluation that had been completed by Fischer.



Vorsas

Again, 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. This installment in the series sees a major part played by Vorsas, pictured above, a central administrator at UTT. This is also not new. The USMNEWS.net archives and audio library contain all sorts of examples of how central administrators at USM assisted Doty in either instigating or covering up the types of activities discussed in this report. Also, though not always successful, on more than one occasion Doty attempted to force one CoB staffer/faculty into signing one type of document or another while he was the b-school dean at USM. Doty again employed what some in USM’s CoB would call minions like [Cowart](#) and [Fischer](#), both pictured below, in his apparent mobbing of St. John.



Cowart



Fischer

This installment in the series on St. John's case against UTT, a case that sources say appears strong thus far, shows just how wide Doty's net is at UTT. Future installments will tie others there to what could be characterized as Doty's evil plans.

Stay tuned to USMNEWS.net for part four.