

Special Report

The Tyler Pile

Documents Pouring in from East Texas-Based Institution

Like a raging river, documents and materials regarding the chaos occurring now at the University of Texas at Tyler are flowing into the news offices at USMNEWS.net. One interesting arrival is a set of e-mails involving Harold Doty, the former b-school dean at USM (2003-07) who is now in charge of the b-school at UTT. The first of these two e-mails is from Marilyn Young, the former UTT management department chair who was replaced in the summer of 2010 by another former CoB management professor, Stephen Bushardt.



Young



Bushardt



Doty

The text of Young's 23-Feb-2010 e-mail, concerning the 2010-11 schedule for the Tyler management faculty, is inserted below:

Date: 02/23/2010 08:26 PM

Subject: Scheduling and other thoughts

Hi Everyone (Marketing/Management):

Today, I submitted my fall 2010 requests to Dr. Mary Fischer, Associate Dean. She will now will put it with the other departments looking at the big picture--there may be some changes. The schedule will be driven by student need and demand.

It was quite a task with 5 new faculty members, 3 new concentrations (HRM, e-commerce, and entrepreneurship) with two minors, new courses, new titles and numbers. I had assumed a MW class but Mary Fischer, Associate Dean, told me the University had a policy of only MWF and TT, and, of course, night classes.

I tried to give all what desired but the MW may be MWF. I have given Mary the times and courses requested. You might want to contact her if you have special needs or differences when I last talked with you.

At our last faculty meeting, we discussed new data base for library, Assurance of Learning/Rubrics and embedded questions for our core competencies, performance appraisals, and I announced our new faculty. Welcome to our new faculty:

Stephen Bushardt, Chair Management and Marketing
Sherry Avery, Production and Operations Management
Brent Beal, Strategy and Entrepreneurship
Krist Swimberghak, Marketing
Ann Gilley, Management

As soon as have your confirmed schedule, I will let you know. The bookstore usually asks for requests in March. Let me know if I may be of help to anyone. Dr. Bushardt will be coming in May, and we are pleased to have him as

Chair/Department Head. Also, we are very happy to have an Administrative Assistant for our department, Jana Belzer since November. Her email is above.

My next planning event is Beta Gama Sigma which will be April 25. I will be in touch and will have a meeting of members soon.

Performance appraisals are complete, and I have talked with most of you.

All of you have sent in the AOL information promptly to me and I will forward to AOL Committee Chair, Hwan Shinn. Thanks so much to all of you.

Best,
Dr. Marilyn Young

Clearly, by its 8:26 p.m. time stamp, Young was working hard on 23-Feb-2010 to put the schedule together for her faculty. Young indicates that the schedule was created based on student need and demand, and that the process was complicated by the hiring of five new faculty, the addition of three new area concentrations, two new minors, new courses and new course coding.

The next morning, 24-Feb-2010 at 9:54 a.m., Doty replied to the e-mail in a way that the b-school faculty at UTT could read, firsthand, his response to Young's hard work. The text of that e-mail is inserted below:

Sent: Wednesday, February 24, 2010 9:54 AM
Subject: Re: Scheduling and other thoughts

I have reviewed briefly the schedule Dr. Young submitted. Unfortunately it is not consistent with University Policy, student needs, or the overall interests of the college. As a consequence of these deficiencies you should expect significant revisions. Given the scope of the revisions required, I have requested that the new department head, Dr. Stephen Bushardt, make a special trip to Tyler over spring break to assist with the revision. I apologize for the inconvenience this may cause some of you.

D. Harold Doty
Dean and
F.M. and Fannie Burke Professor of Business
College of Business and Technology

As the insert above indicates, Doty publicly embarrassed Young, stating that her work was inconsistent with UTT policy, student needs and the interests of the UTT b-school. In short, Doty indicated that he thought Young's work was fraught with "deficiencies" that would require "significant revisions." Doty then goes on to say that the problems created by Young are so large that UTT's incoming management chairman, Bushardt, would have to "make a special trip to Tyler over spring break" in order to ensure that the issues facing UTT b-school faculty are addressed properly. Note also that all of these conclusions are drawn by Doty after what he refers to himself as a brief review by him of Young's work product.

Sources tell USMNEWS.net that there is no expertise or talent possessed by Bushardt that would necessitate flying him *anywhere* for *anything*, let alone flying

him from Mobile to Tyler during spring break. Thus, sources say that Doty's story is contrived to make Young look bad to subordinates and superiors alike. That concoction may, according to sources, have something to do with justifying Bushardt's then-forthcoming salary of \$120,000 per year (not including a full-time salary allotment for summer of 2010), while Young [was earning only](#) \$97,485 at that time (Feb-2010).

The pile of documents rushing in from UTT is becoming daunting. Still, this early find looks to be a significant one. Stay tuned for more.