

*Phyllis M Wise (with Glenn, Kerr, Neel, and Wasley)*

*Case studies address repugnant moral and ethical behavior encountered in US universities during many years as a corporate CEO and professor.*

*The author writes as a retired industry information technology and communications CEO, graphic design consultant, university administrator, and professor . . .*

Deans, chancellors and vice provosts report to Phyllis M Wise (\$336,384.00/pa), Provost and Executive Vice President who joined University of Washington (UW) (1 Aug 05). She recently took part in a television series which she claimed culminated a campus-wide effort to define core values as part of a new vision statement. She said that she explored the attributes that make the university "uniquely Washington" and focused on "discovery" as the heart of everything done there: a conclusion derived from a two-year experience. Clearly with tongue-in-cheek wisdom, Wise claimed in an all-encompassing statement that the UW standard of excellence requires that:

We recruit the best, most diverse, and innovative faculty and staff from around the world, encouraging a vibrant intellectual community for our students. We link academic excellence to cutting edge research through scholarly exploration and intellectual rigor. We hold ourselves to the highest standards of ethics, as a beacon for our community and the world.  
[UW Propaganda]

Wise did not mention discovery of myriad crimes committed by the people for whom she holds responsibility and the unlawful cover-up of malfeasance which she has not reported for prosecution.

The author states in an equally all-encompassing statement, based upon a twenty-year experience with UW, that it has (at least within Colleges of Engineering and Education) some of the most unprofessional, unaccomplished, unethical, and corrupt administrators and faculty members in the US. Unfortunately, all-encompassing statements tar innocent minorities with the same brush as the guilty who rely on political correctness and willful silence by colleagues to cover up their crimes. [Sherking Responsibility] [TC - Kangaroo Court] [Political Correctness] [TC - Hearing] [Impunity]

#### *Fraudulent Academic Credentials*

Wise has neither addressed Internet denial-of-service attacks nor kangaroo courts that UW has conducted without regard for the rights of individuals. She has allowed decisions that result from foregone conclusions made in secret and based upon political expedience to stand. Neither has she investigated current complaints; instead, she plays the part of a highly paid flak. She has resorted to *laissez faire* practices and willful blindness in an attempt to cover up the level of incompetence that she has reached as an administrator.

To her credit, unlike other UW administrators, Wise has not used fraudulent academic credentials. Registrars at Swarthmore College and University of Michigan validated the degrees that Wise

claimed in her CV. With all her zoology experience, it seems that she has accepted employment in the right place.

*Phyllis Mary (Wang) Wise*

Swarthmore College, BA Zoology (12 Jun 67). (Registrar has not sent attendance dates.)  
University of Michigan, MA Zoology (3 May 69). 08/1967 through 05/1969  
University of Michigan, PhD Zoology (6 May 72). 08/1969 through 05/1972  
University of Michigan, Postdoctoral Fellow 1972-74. (Registrar has not validated this item.)

Allen D Glenn (\$177,336.00/pa), former Dean, College of Education maliciously destroyed legitimate academic credentials of another professor while he claimed two dubious masters degrees and a doctorate himself. Close examination of his attendance at Kansas State Teachers College and University of Michigan shows distinct anomalies which registrars at those institutions cannot adequately explain. They furnished criteria which do not support the experience or the degrees Glenn claimed.

Instead of responding to a request for clarification of his public statements, Glenn accused the author of harassing him by asking. He again exhibited a psychotic transference of his obvious fear of exposure by lying and making false and misleading accusations. He now claims email harassment and refusal to remove his name from mailing lists although the editor suppressed his name twelve months before and he received no mailings after the suppression.

This behavior reflects his aberrant behavior over two decades during which he allegedly committed myriad crimes which Wise has not investigated. Instead, she continues to cover them up using willful blindness. In law, the term "willful blindness" describes contrived ignorance in which an individual seeks to avoid civil or criminal liability for wrongful acts by intentionally remaining unaware of facts that involve personal liability. [*The Yellow-Brick Road*]

Ironically, Glenn attended University of Michigan during the same period as Wise: Wise spent the normal five-year minimum to earn masters and doctorate degrees while Glenn spent only two years for similar degrees. Evidently the Wizard of Oz intervened. [*Easy Riders*]

*Allen Deuane Glenn*

Ottawa University, BA History/Political Science (31 May 64). 08/1960 through 05/1964  
Kansas State Teachers College, MS Social Sciences (16 Aug 68). 08/1966 through 08/1968.  
University of Michigan, MA Education (02 May 70). 08/1968 through 08/1970 (sic).  
University of Michigan, PhD, Education (09 Aug 70). 08/1968 through 08/1970 (sic).

Glenn needs to explain how he earned both a U Michigan MA and PhD in two years when it took Wise five years to earn similar degrees at that university during the same era. Examination of his attendance and work record at both Kansas State Teachers College and University of Michigan show distinct anomalies. Documents do not record experience or transfer qualifications that meet U Michigan admissions criteria and registrars have not adequately explained accelerated degree awards.

Rackham Graduate School, University of Michigan reported:

Since the MA can be earned simultaneously with the PhD, and if the student had the relevant experience when starting the program, it was possible to earn both degrees within 2 years. . . . Those who have not had adequate preliminary training, owing either to the scope of quality of their previous work or to change in their field of specialization, must also take additional work as determined by the Graduate School or by their department to make up the deficiency either in the field of specialization, in cognate areas, or both.

Evidently, Glenn did not meet those requirements and refuses to explain himself. A Kansas State Teachers College social science major does not equate with a University of Michigan education major and Glenn has not shown otherwise despite receiving three opportunities to do so.

That investigation also raised questions about an academically incestuous appointment of Glenn's successor Patricia A Wasley (\$189,180.00/pa), Dean, College of Education which certainly smacks of another instance of not what you know, but who you know.

Wasley's relationship to the campus community is rich, longstanding and bound by family ties. She earned her doctorate on this campus. So when President Richard L McCormick offered her the position in the summer of 2000 it was an invitation to one of UW's native daughters to come home. She says: "My grandparents went here. My brother went here. To the degree that any institution can feel like home, the University of Washington feels like home to me".<sup>1</sup>

A reasonable person must ask why Wasley would personally donate up to \$10,000.00 to a state university during her third year on the job ostensibly to recruit outstanding students and support them throughout their graduate careers if a *quid pro quo* did not exist. College of Education has consistently claimed that it has so many applicants (without paying them) that it cannot accommodate all of them. State universities have become the unethical private domain of local families instead of family members maintaining the traditional ethic by competing for jobs away from the institutions at which they graduated.

Joseph St Hilaire (\$80,928.00/pa), Registrar, Western Washington University (WWU) has neglected to validate the degrees that Wasley claims. In view of the fraudulent academic credentials published by Judge Mary Kay Becker, WA Court of Appeals, and a cover-up by WWU of other alleged crimes, Wasley would do well to instruct WWU to release copies of her transcripts for credential validation without delay.

Evidence points to Glenn having obtained easy rider degrees from University of Michigan and Wasley an easy rider position as dean through an academically incestuous political appointment and degrees obtained while swimming in the state cesspool at Western Washington University. Perhaps release of her academic records would allay a faculty impression that she obtained her position using her ass-wiggling attributes. [*Easy Riders*]

If administrators in taxpayer-funded institutions take no action on issues that come within their purview when they discover that a felony exists, then they become liable with the person who committed the felony. In Washington state, issuing a false academic credential or concealing the

fact that one exists classifies as a class C felony punishable by confinement in a state correctional institution for five years, or by a fine of ten thousand dollars, or by both. [RCW 9A.60.070] [RCW 9A.20.021] [*False Academic Credentials - Christine Gregoire/Mary Kay Becker*]

Three months after Wasley graduated with a PhD from College of Education (1989), Glenn maliciously destroyed the ratified registration of an associate professor from another university who possessed many more credentials and much more experience than Wasley. Both Glenn and Richard S Neel, Associate Dean ignored the fact that James I Doi, a previous dean, had approved the registration.

As a novice dean, Glenn arbitrarily and fraudulently cancelled a PhD registration which Stephen T Kerr (\$136,416.00/pa) *der Rottenführer* (later associate dean) ratified at a final interview at which he stated: "You have found an intellectual home here". Glenn retroactively held a kangaroo court to cover up multiple malfeasance then withheld public records to further cover up alleged crimes orchestrated in his behalf by Steven G Olswang (\$190,560.00/pa). [*The Ultimate Machiavelli*]

At a single prearranged interview to discuss issues, Glenn behaved insolently by walking around an open office in attempts to evade discussion. His attitude consistently indicated that he has some psychological quirk (probably short-man's syndrome). He consigned a highly qualified associate professor (considered a "star" by other universities) to an undergraduate program after the professor had accepted an offer of a teaching position and an invitation to move to University of Washington to complete a second PhD.

Glenn and Neel passed false and misleading information to a novice admissions administrator, John F Swiney, and coerced him to provide a negative evaluation that supported Neel's incompetence and unlawful actions. Using identical humiliation tactics, Swiney said without interrogation or discussion: "Your total education equates to what you would have gained from one year at a community college" . . . "You will have to earn an undergraduate degree first and then pass the graduate record examination". Swiney ignored the fact that the visiting professor and doctoral candidate already held a US masters degree, UK baccalaureate and masters degree equivalencies, and had completed all doctoral work for a PhD at another US university then arbitrarily cancelled the registration without the right to appeal his decision.

Glenn consigned the professor to a COGS (baccalaureate) program - as a student not as a professor! Glenn then insisted that he take a graduate record examination as part of the harassment and humiliation conspiracy. Wise has had two years to examine the evidence and to address those issues yet has maintained political silence. [*Malicious Evaluation and Career Devastation*]

University of Michigan registration staff cooperated with credential validation and have furnished information about other UW administrators. As a result, Glenn will become subject to a case study that will address a cover-up of myriad crimes and suspect academic credentials concealed by

willful blindness of faculty members and *laissez faire* attitudes by UW administrators. [*Yellow-Brick Road*]

Wise neither classifies as an incestuous administrator nor political appointee; however, there the compliment ends. She has reached her level of incompetence as an executive by accepting the position as UW Provost and Executive Vice President at a taxpayer-funded salary of \$0.34 million and adopted the same *laissez faire* policies used by her predecessor to deny due process of law.

#### *Laissez Faire*

*Laissez faire* policies do not classify as a defense and withholding public records or neglecting to verify or validate information about crimes compounds existing felonies. Primarily an economic doctrine, *laissez faire* opposes government regulation or interference so that administrators can operate according to their own rules in violation of law. It effectively grants them impunity. The term "*laissez faire*" literally means "let things alone" and has become a convenient way for Washington state employees to act with indifference.

An eighteenth-century doctrine, *laissez faire* favors capitalist self-interest as a means to obtain optimal prosperity and freedom. In fact, it benefits the wealthy to the detriment of others and classifies as a dangerous economic gamble that relies upon secrecy which should have no place in the academe. George Bernard Shaw described *laissez faire* as the most tyrannous and disastrous of all orthodoxies.

The practice primarily frustrates accumulation of knowledge and allows university and government officials to withhold public records to hamper a free flow of information. Not only does the public have a right to know, it also has a need to know; however, Wise and her administrators do everything within their power to restrict access to public information despite laws to the contrary. They evade their responsibilities and deny public accountability.

#### *Incompetence*

A concept introduced by Canadian academician Laurence J Peter claimed that in any hierarchy an employee tends to rise to a level of incompetence.<sup>2</sup> Predominantly, UW administrators advance to their highest level of competence then receive promotion to, and remain at, a level of incompetence.

When administrators automatically use anything that works well until it meets with disaster or their demise, they actualize that principle. The temptation to use what worked before, even when it exceeds its effective scope, portends failure. The circular argument, that the need to have powerful administrators to make academic decisions in a system that makes academic decisions through its powerful administrators provides a recipe for disaster.

Wise (who holds ultimate responsibility for investigation and referral for prosecution of campus crimes) received a five-day notice which informed her of an Internet denial-of-service attack (3 May 08). Those attacks continued on a daily basis. The notice also informed her about false

academic credentials used by Ronald A Johnson, the person allegedly responsible for the attacks; however, Wise chose not to respond.

The situation has now escalated to the point where the author has asked Rob McKenna, Attorney General, State of Washington to arrange for the issue of a cease and desist order to Mark A Emmert, President and Phyllis A Wise, Provost and Executive Vice President. In Washington state, administrators who knowingly condone illegal acts arguably classify in law as accessories before or after the fact which could make them liable to prosecution for committing crimes. If they continue their posture, then they will probably leave themselves wide open to Federal investigation and prosecution under the RICO statutes for evading responsibility to investigate both current crimes, five illegal kangaroo courts, and denial of due process of law. [*Internet Denial-of-Service Attacks*]

UW Graduate School convened one of those kangaroo court to deny due process of law. Judith A Ramey with Jan H Spyridakis, then Associate Professors, Department of Technical Communication, College of Engineering and Mark P Haselkorn, then Chair and Professor willfully destroyed another professor's career by forgery and character assassination. Their reward included promotion to full professor for Ramey and Spyridakis with Ramey as department chair. They both received salary increases way above the campus average. [*Kangaroo Court*]

An independent investigation would expose what they did; however, Wise continues to cover up the unlawful denial of due process by her predecessor Lee L Huntsman also malfeasance by former Vice President Steven G Olswang. Wise apparently believes that she can ignore events that took place before her arrival on campus; however, when she accepted her present appointment she also accepted responsibility for outstanding issues. Kangaroo courts, or using the UW synonym "risk management protocols", amounts to nothing more than denial of due process of law by using a system of self-regulation that supports political expedience. [*The Ultimate Machiavelli*]

Wise exhibits the pernicious practice by which competent faculty members at one level receive automatic promotion to university administration regardless of ability to do the job. This benefits neither the individual nor the university. This situation primarily results from the contrast in earning capacity among administrators and professors which engenders a reach for power and wealth predicated upon a sociopathic need for control and greed. Competent professors tend to become incompetent administrators then (to protect themselves) change from ethical people into Machiavellian monsters without consideration for anybody apart from themselves.

Changing the focus on promotion as a reward and increasing compensation for staying in a particular position (with administrative salaries capped commensurate with faculty member salaries) would probably dissuade faculty members from leaving the positions in which they excel. The essence of a good university does not depend upon administrators; instead, it results from a well-developed and well-paid faculty. Presently, the inanimate cart leads and the vibrant horse follows.

Peter's principle holds that in a hierarchy members gain promotion so long as they work competently. Sooner or later they receive promotion to a position at which they exceed their level of competence (they reach their level of incompetence) and remain there. Peter's corollary states:

In time, every post tends to be occupied by an employee who is incompetent to carry out his [or her] duties . . . work is accomplished by those employees who have not yet reached their level of incompetence.

Promotion does not serve as a reward for success when automatic promotion follows competence in a given position. Then a person can only stop enforced promotion to a level of incompetence by appearing ineligible for promotion or faking stagnancy. For example, professors whose academic excellence results in promotion to an administrative position requiring management skills find themselves incompetent as managers.

One way that organizations attempt to avoid this effect rest with abstaining from promoting a worker until he or she shows the skills and work habits needed to succeed to the next higher job. Thus, a worker does not receive promotion if he or she does not already display management abilities. The corollary provides that employees dedicated to their current jobs will not receive promotion for their efforts, but would, instead, receive a pay increase.

An employee's eventual incompetence does not necessarily relate to increased difficulty of work in the higher-ranking position but relates more to a different type of work from the job in which the employee previously excelled. Teaching and research require very different skills to management. Good professors usually make incompetent administrators . . . they think too much and have too many ethics.

Universities can overcome the problem by not promoting people until they show leadership skills and have the appropriate academic credentials to support them enough to succeed competently in their new position. Then, a person does not receive promotion to manage others without the personal attributes and education that insure success. Presently, the promotion relates not to what one knows but who one knows in an academically incestuous environment which has resulted in the present disaster at University of Washington.

Some forward-looking organizations recognize that technical people, many of them subliterate, may have value for their technical skills but perform badly as managers. To overcome the problem, they provide parallel career paths which allow good technical people to acquire pay and status but prevent them from reaching their level of incompetence in a management or teaching position. This stops insecure, unintelligent, corrupt technical people slithering their way to obscenely paid administrative and faculty positions based on nepotism and academic incest. [*Sociopathic Twins*] [*False Academic Credentials*]

Peter pointed out that a class or social stratification system efficiently avoids incompetence. In a caste system, lower-level competent workers do not receive promotion above their level of competence when members of a higher class have preference. Peter claimed:

The prospect of starting near the top of the pyramid will attract to the hierarchy a group of brilliant [higher class] employees who would never have come there at all if they had been forced to start at the bottom. [Thus the hierarchies] . . . are more efficient than those of a classless or equalitarian society.

Apart from the inherent illegality and discrimination of such an arrangement in government-funded environments, Peter ignored the fact that just as many sociopaths and idiots inhabit the upper social classes as they do the lower classes which negates the principle.

### *Finale*

The author's five-year stint as a consultant to Mensa (1973) (dealing with member demographics and personal achievements during programming of a member database for advanced technological reproduction) showed that fifty percent of Mensa members polled (1976) received salaries below the poverty level. This showed that they had an inability to apply their intelligence in gaining skills which caused them to remain incompetent, but intelligent enough to post a Mensa certificate on their wall.

Wise must wise up and discover the core values of the criminal activity reported at the heart of her new vision statements. Taxpayers do not pay her \$0.34 million to listen to her vagaries while she covers up white-collar crime that includes Internet vandalism, misuse of public funds, and abuse of political and legal power.

Wise must explain how she intends to end the academic abuse and criminal conduct then arrange for punishment of the guilty according to law. Emmert's current practice of "disappearing" perpetrators with large payoffs then granting them impunity does not suffice. The Emmert and Wise vaudeville duo must quickly learn to comply with law or get out and allow properly trained managers, willing to comply with laws, to replace them.

*Editor's Note: The essay Academic Cabalism, published in 1996, applies just as much to University of Washington administrators and UW College of Education as it does to Rensselaer Polytechnic Institute - only the names differ. [Academic Cabalism]*

*Nmesis.*

*All salaries shown per annum after annualizing.*

1. University Week, The faculty and staff publication of the University of Washington (10 May 01).
2. Laurence J. Peter, *The Peter Principle: Why Things Always Go Wrong*. 1969.

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