



David Fox <dfox.mba@auaf.edu.af>

Re: Spring Semester

David Fox <dfox.mba@auaf.edu.af>

Wed, Jan 28, 2015 at 9:11 AM

To: "Patrick K. Asea" <pasea@auaf.edu.af>

Cc: Timor Saffary <tsaffary@auaf.edu.af>, Christopher Henderson <chenderson@auaf.edu.af>, Rod Monger <rmonger@auaf.edu.af>, Sujatha Chandarlapaty <schandarlapaty@auaf.edu.af>, Colleen M Foster <cfoster@auaf.edu.af>, Mohabbatullah Ahmadi <mahmadi.mba@auaf.edu.af>

Professor Asea,

I am happy to continue with this email exchange. The *onus* is on you, as the professor, to maintain some level of professionalism in your official communications. Anyone reading these exchanges cannot, I imagine, ignore your impulsive, petty, and vindictive personality traits on full display, which you flout without any shame or sense of dignity.

You even went as far as to CC other professors, which I would consider a highly ill-advised decision.

I have never, in my two years in Afghanistan, expected special treatment as an American. As an American, though, I come from low power distance culture. I give respect where I see that it is being earned, be it to the dignified doorman in my apartment building or to the other professors in the MBA program who seem to actually care about the education of their students.

As far as the supposed contradictions you mentioned in your last email, about the female students in the class filing a complaint with the US Embassy, I do not think that this is a contradiction at all. My assessment of your personality type is that you enjoy making your courses unnecessarily difficult, so that students - especially female students - will end up in your office squirming in discomfort and pleading for leniency. Then, as Lord and Master of the MBA program, you are able to issue arbitrary decrees for make-up exams, arbitrarily scale exams (without explanation), and remove entire chapters from exams. After which, of course, you get to bask in the petitioning students' gratitude, which I am sure must feel very empowering for you.

You wrote earlier in this exchange that the rest of the MBA class has been blessed by you with the ability to perform "Monte Carlo simulation in Crystal Ball". That is simply not true, as you removed Chapter 5 and all Crystal Ball related information from the final exam. You clearly state yourself that the entire junior MBA class will be professionally crippled by your inability to successfully impart this knowledge [1].

In any event, what I am doing now challenging your behavior and your management of the MBA program had to be done, and it had to be done by me. I have paid the full tuition for the spring and fall semesters, but it is pennies compared to the \$40,000 dollars a year to get my sister through Yale Law School. I am also professionally insulated from any repercussions from this conflict. I would love to know how to do a Monte Carlo simulation with Crystal Ball - as I am sure my classmates would as well - but my company certainly does not rely on it, nor does my career development hinge on an MBA degree from AUAF.

As much as I would love to spend the rest of the day entertaining all the individuals who, I have no doubt, have enjoyed reading these emails, I am asking now for the opportunity to officially petition the senior AUAF administration for oversight of the MBA program and examination of your conduct as a professor.

I would request from Dr. Saffary a time to meet with senior AUAF administrators, with other MBA students who share my views.

Sincerely,

David

[1] Email to Junior MBA class from Patrick Asea, 14 Jan: "I have taken Chapter 5 off the final exam and we will not have time to revisit this chapter next semester. It appears you did not use the extra month I gave you productively as many of you have written and come to see me to request that I do not include it in the Final exam. This is very sad and quite unfortunate and a huge loss to you since knowledge of Crystal Ball and simulation is essential in modern management."

On Tue, Jan 27, 2015 at 10:59 PM, Patrick K. Asea <pasea@auaf.edu.af> wrote:

Yes. Its tough. All classes in the MBA program are designed to be tough. I make no apologies for that. No one gets a pass in my class. Absolutely no one. Not you. Not anyone else. If 100 people fail they fail. If they complain that its too tough they can go elsewhere. If you complain that I have a "personal vendetta against you" then did I have a "personal vendetta" against a whole MBA cohort? Absurd. If I am sexist in this class then why did the female students complain to the US Embassy. Ridiculous. Sigh...another set of contradictions and faulty logic galore.... This is becoming really funny. Please continue.

On Tue, Jan 27, 2015 at 10:41 PM, David Fox <dfox.mba@auaf.edu.af> wrote:

Professor Asea,

I have no doubt that it is not your first rodeo. You failed an entire MBA cohort last year, and this year the female US Embassy scholarship recipients complained about your course to the US Embassy.

Considering your manner of teaching, I am sure you deal with issues like this several times a year.

Good night, Professor Asea.

Sincerely,

David

P.S. Please refer to the previously attached scanned version of the mid-term. "74%" is clearly written, with a crossed-off "59%". Of all the things that we can dispute, I do not believe that this is one of them.

On Tue, Jan 27, 2015 at 10:25 PM, Patrick K. Asea <pasea@auaf.edu.af> wrote:

If you thought you were going to intimidate me or threaten me into submission you are sorely mistaken. This is not my first rodeo. I have stated facts. Just facts. With your record there is no need for so called "ad hominem" attacks. The record in your HR file and your academic performance speaks for itself. Please do pursue your so-called "grievance" against me all the way up to the Supreme Court. If you thought you were going to get a pass from me, push me around and disrespect me just because you are an American sitting in an introductory class with Afghans, you must be dreaming. Send as many petitions as you like to as many people as you want to. Until you meet the minimum academic requirements to progress in the MBA program you will not progress.

On Tue, Jan 27, 2015 at 10:08 PM, David Fox <dfox.mba@auaf.edu.af> wrote:

Professor Asea,

Again, you are making *ad hominem* attacks against my character, and again I must remind you that it is unbecoming of a university professor.

I believe I have a legitimate grievance against you, and a legitimate request for oversight of the MBA program. I will pursue both issues to the maximum extent possible.

As far as the contradiction you pointed out in my last email, I must admit that I noticed that myself almost immediately after sending it.

Touché.

Sincerely,

David

On Tue, Jan 27, 2015 at 10:00 PM, Patrick K. Asea <pasea@auaf.edu.af> wrote:

Dear David,

Clearly logic and analytical thinking is not your forte.

First you write: "I have no interest in attending classes where you openly flirt with female students and degrade and insult male students trying to answer questions in front of the class. I have too much self-respect, and my time is too important, to be subjected to such nonsense."

You then contradict yourself by writing " I am asking Dr. Saffary to allow me to continue to attend classes as scheduled while this case is being reviewed."

First, you have no case. So nothing is being reviewed. You got an F and you cannot proceed with QMB501 or ECO500 because QMB500 is a prerequisite for those classes.

Second, back to the glaring contradiction. Why would you want to attend my classes if you don't want to be subjected to "such nonsense"? Flirt with female students? Wow! That's a new one. The fact that the scholarship students are all females who are much better than the men in mathematics and get the answers right and get A's in the class is "flirting with female students"? Really? How sad! You would rather I sing the praises of men ("or flirt with men") who get the answers wrong and can only muster 59% on an exam like you? Really? That's not how it

works. I am gender-blind. If you are a good mathematician, a committed and diligent student and do well in my class, you get praised and get an A. If you are not good, you do not get praised and you do not get an A. It has nothing to do with flirting or gender.

You can keep on writing insulting and insolent emails and hurling ludicrous allegations all you like. It won't change anything. It just shows your poor judgment and immaturity. You claim I have a "personal vendetta against you"? Really? I have said this before but it bears repeating. You have a massively overinflated sense of yourself. Perhaps if you had just won the Fields Medal or had beaten me in the Mathematics Olympiad when we were 16 I just might have a "vendetta against you". Frankly I don't know you from Adam. All I know is that you used to have a low level job at AUAF. You were fired and later turned up as a first year MBA student and got an F in my QMB class.

Your past misconduct at AUAF, that led to your being fired from that low level position, is highly relevant because it shows a pattern of irresponsible and uncouth behavior that you are now exhibiting in the MBA program. You got 59% in your mid-term, then 0% for solving problems in class/participation and 0% in the final exam. That's an F and that's a fact. You attended less than half of the classes and kept on sending me emails touting your successes in your job and how important what you are doing is and how you are the next "Steve Jobs" etc. Sorry, but I am not impressed. What might impress me is if you knew how to solve a simple mathematical problem using Bayes Theorem and run a Monte Carlo simulation in Crystal Ball like the other students who got an A in the class.

I am actually enjoying these email exchanges. Please keep them coming. It's great entertainment and a fantastic noose that you are putting round your own neck. I am copying my colleagues on these emails so that they can know exactly who and what we are dealing with.

Patrick

On Tue, Jan 27, 2015 at 6:31 PM, David Fox <dfox.mba@auaf.edu.af> wrote:

Professor Asea,

This issue is not about me or my time as an employee at AUAF, but rather about the MBA program. On that subject, I have several points to make.

First, the MBA program at AUAF is marketed for mid-level and senior managers who have to juggle class with time-intensive work commitments.

This point seems lost on you.

This is not a full-time MBA program where it is expected that students' lives revolve around the program and your classes. I would even go as far as to say that any student in the program who does not have a high intensity job is perhaps not the type of student that adds value to the program.

For me, I want to learn this material in the shortest amount of time. Out here in the real world, in the private sector, we value time efficiency.

I have 10 employees whose well-being I am responsible for, investors I am accountable to, and potential clients to meet with. I don't have

time for your games involving incomplete practice tests, arbitrary grading, and forcing us to beg for our lecture slides, study material, and review sessions.

If I had not been insistent about receiving study material in my email on Saturday, 10 January, would you have really have even thought to send our class the requisite study material 20 minutes after my final email, as you did? I highly doubt it.

On the day of the final exam, I was giving my company pitch to Alokozay Group and Bank Mille Afghan. In the evening I was following up on these meetings. I'm not going to apologize for the fact that my company was more of a priority that week than your QMB exam.

I also based my decision to forgo the exam on the fact that past precedents in both QMB and financial accounting indicated that I would be able to continue in the program and retake the exam the following year.

Now on to my final point. You keep writing in your emails that I received a 57% on my mid-term. You actually wrote 59% on my exam, originally, and then crossed out that number and wrote 74%. The scanned front page is attached with this email. You told me specifically that there was no grade scale, but clearly there was. With the third highest grade in the class, I would imagine that if you put the test scores in a standard bell curve distribution, I would have received an A or A- on that exam.

This goes back to my point about your arbitrary grading. You pass who you want to pass, fail those who you want to fail, and allow retakes of exams to those who you favor. You are running the MBA program like it is your personal fiefdom where you are Lord and Master accountable to no one.

I would imagine that if you actually opened up your grading records, there would be alarming irregularities. I would also imagine that if you treated the final exam as 1/3 of the course grade (only 1/3 of the testable chapters were on it, yes?), my final grade in the class would not be the lowest, even without having taken the final.

Also, as for answering questions in class, I have no interest in attending classes where you openly flirt with female students and degrade and insult male students trying to answer questions in front of the class. I have too much self-respect, and my time is too important, to be subjected to such nonsense. Again, let me emphasize that such sexist behavior has no place in a graduate program of AUAF's prominence.

I am asking Dr. Saffary to allow me to continue to attend classes as scheduled while this case is being reviewed.

I have no intention of allowing a 1-year delay in my graduate education because of a personal vendetta by an individual professor.

Sincerely,

David

On Tue, Jan 27, 2015 at 6:46 AM, Patrick K. Asea <pasea@auaf.edu.af> wrote:

Dear David,

Let me repeat what I said in our earlier email exchange. You have an inflated self-ego. You simply think you are better than you actually are. You got 57% in the Mid-Term and 0% in the Final (which you opted not to take). You got 0% in solving problems in the class. That is an F. You can complain all you like but those are the facts. The MBA Association is NOT supporting your ludicrous petition. Neither are your former class mates many whom came to see me to apologize for your rude and outrageous emails. You think because you are a foreign student at AUAF you must somehow get special treatment. That is not the case and will not happen. You will be treated exactly the same as any other student. When you came to see about joining the MBA program you explained to me the circumstances that led to you being fired from AUAF. I told you that those were issues when you were an employee and so long as you kept the minimum academic standard you were welcome to apply and study here as a student. Clearly, you did not heed that warning. You have clearly failed to meet the minimum academic standard. Just as you did on the third floor you have become a disruptive, rude and undisciplined factor.

Patrick

On Mon, Jan 26, 2015 at 9:00 PM, David Fox <dfox.mba@auaf.edu.af> wrote:

Professor Asea,

A mockery of QMB 500 would be supposedly covering five chapters of the textbook, but only testing on three chapters.

The vast majority of students failed the QMB mid-term this fall, covering Chapters 2 and 3, but were given the opportunity to retake the exam. I passed the exam with the 3rd highest grade in the class, which I believe aptly demonstrates my capacity to master this material.

For the final, you dropped Chapter 5 from the exam, considering the fact that students voiced overwhelming concern that they had not been adequately prepared for that chapter.

So as far as I see it, I have shown a high level of competence in two out of the three chapters that students were tested on this past semester, which would qualify me to move forward in the program and have the opportunity to retake the QMB final next year, as the MoF cohort did *en masse*.

In any event, I am now consulting with the senior class to determine if any students who failed QMB 500 were allowed to continue in the program last year. If there was even one case, then this policy of yours clearly represents a personal - and highly unprofessional - act of spite.

Along with this, I am working with the other MBA cohorts and the MBA Association to push through an initiative to bring oversight to the MBA program. I believe that in multiple areas you have shown extremely unprofessional behavior, and your sexist behavior with female students and arbitrary grading requires oversight from the senior AUAF administration.

I am attaching a PDF of our last colorful email exchange, so that Dr. Saffary can get an idea of the way in which you treat your students and respond to requests for study material.

This email exchange, which occurred prior to the final exam, also seems to hint that you already had designs to remove me from the program.

Sincerely,

David

On Mon, Jan 26, 2015 at 6:54 PM, Patrick K. Asea <pasea@auaf.edu.af> wrote:

Dear David,

I am not pondering anything, Sir. My email was absolutely crystal clear. You cannot take a class when you have not satisfied the prerequisites. Period. The fact that an exception was made for the special case of 64 MOF students does not set a precedent that you can exploit to get an F in QMB in the Fall and then simply proceed to take the Advanced QMB class and ECO500 in the Spring. That would make a mockery of the rest of the students who worked hard and diligently to pass the QMB class. If you have any further questions on this matter please contact Dr. Saffary, the Chief Academic Officer who is copied on this email.

Patrick

----- Forwarded message -----

From: **David Fox** <dfox.mba@auaf.edu.af>

Date: Mon, Jan 26, 2015 at 5:46 PM

Subject: Re: Spring Semester

To: "Patrick K. Asea" <pasea@auaf.edu.af>

Dear Professor Asea, I am assuming that it won't be a problem for me to attend the classes as you ponder my question regarding past precedents. I have paid my tuition for the entire year, and I do not see how it could be an issue.

See you on class on Wednesday.

On Sun, Jan 25, 2015 at 8:34 PM, David Fox <dfox.mba@auaf.edu.af> wrote:

Dear Prof. Asea,

I noticed that "for those of you with an F or a D in QMB500 please note that you cannot take QMB501 or ECO500 since QMB500 is a prerequisite for both classes".

My understanding is that the entire Ministry of Finance MBA cohort failed QMB 500, but were allowed to continue in the program without prerequisite limitations, and ended up taking the QMB 500 exam the following year.

Can you elaborate on that situation and correct any misperception I might have had?

Thank you in advance.

Best,

David

On Sun, Jan 25, 2015 at 7:52 PM, Patrick K. Asea <pasea@auaf.edu.af> wrote:

Junior MBA class,

Welcome to the spring semester!

Please note that our first class is this Wednesday. From 5-6.20 pm we will tackle Advanced QMB (QMB501) and from 6.30-7.50pm we will delve into Managerial Economics (ECO500).

For QMB501 we will continue with our much beloved DMD textbook. We will cover Chapter 6-10 of DMD this semester. Please prepare for Wednesday's class by reading Chapter 6.

For ECO500 you should have picked up your managerial economics textbook by now. If you have not please do so as soon as possible.

Sadly, for those of you with an F or a D in QMB500 please note that you cannot take QMB501 or ECO500 since QMB500 is a prerequisite for both classes. Grades below a C are not passing grades in the MBA program. Please see me if you need further clarification.

Patrick