

CONFIDENTIAL

MEMO

Date: Monday, August 13, 2001

To: Karen Putterman, M.D., Vice-President for Academic Affairs

From: Helene Z. Hill, Ph.D. Professor of Radiology

Re: Retaliation

Mark Schorr, Esq., attorney for the AAUP, suggests that I give the University every opportunity to make things right without going through the formality of the grievance process. I presume that you will do your best to rectify this matter and assume that I have your assurance that this will be the case. He further suggests that I send you a copy of the grievance that I have prepared in order to properly record the events and my desired remedy. Please note that I have not included attachments as you have those documents in your possession already. However, if you believe I need to file a grievance to set things right, please let me know.

Text of the proposed Grievance

On April 10, 2001, I reported to the Chairman of the Newark Campus Committee on Research Integrity, Dr. Elizabeth Raveché, acts committed by a Fellow in the laboratory of Dr. Roger Howell that I believed satisfied the University definition of Scientific Misconduct. University guidelines require Faculty Members to report suspicions of misconduct (cf the white tag we are required to wear) and my report was made as per these requirements. University policy also protects the reporter of possible scientific misconduct from retaliation. On June 22, 2001, Dr. Raveché reported to me that there was ‘insufficient definitive evidence to warrant further misconduct-in-science proceedings in this case’.

On July 30, 2001, Dr. Howell sent me a memo (attached), and on July 31, 2001, a second memo (attached) that have barred my access to the laboratories of the Division of Radiation Research thereby preventing me from effectively carrying out my research in collaboration with Drs. Edouard Azzam and Sonia de Toledo. It needs to be understood that, since I am not allowed to enter MSB-F451 – the door must be locked at all times because of the radioisotopes that are contained therein -- I cannot gain access to MSB-F451b where they do most of their work. This will seriously impair our collaborative endeavors. Furthermore, although Dr. Howell has offered to move my equipment (2 large incubators) into the small laboratory assigned to me – MSB-F468, this is not feasible as there is no more room in that laboratory. There are a number of other shared instruments and fume hoods that I would not be able to use as they would remain in MSB-F451. Dr. Howell has not given me any reason for his action. He did, however, on July 6, 2001 say to me ‘I do not want to have anything more to do with you’. This was followed on July 11 by a copy of a letter to Dr.

Howell from my department Chairman, Dr. Baker, sent to all the members of my department which was obviously designed to chastise, demean and humiliate me (attached). My name was not mentioned, but the intent of this memo is clear. This letter effectively put Dr. Howell in complete control over my activities in the Division of Radiation Research.

I reported what I believed was misconduct in good faith. It was my understanding that I could do no less as a responsible member of the faculty and the University community. I am deeply saddened that the result has been what appears to be retaliation that impedes my own research.

I believe that Dr. Howell, supported by Dr. Baker barred me from the Division Laboratories in retaliation for my report regarding his Fellow. I know of no other possible explanation.

Requested Remediation:

I ask only the restoration of the *status quo* with regard to access to the Division Laboratories as it existed before the memos of July 30 and July 31. That is, that I be issued a key to MSB-F451 so that I can enter and leave that suite of laboratories at will and that I be able to continue to use instruments and equipment that I had access to before that time. I further ask that Dr. Howell shall no longer be my supervisor.