



Michael Karadimos <michael.karadimos@jove.com>

Re: JoVE Protocol 59821 Ready for Final Review

Michael Karadimos <michael.karadimos@jove.com>

Tue, Sep 24, 2019 at 2:25 PM

To: "Pillai, Asha" <asha.pillai@med.miami.edu>

Cc: "Gallimore-Wilson, Damena" <Damena.GallimoreWilson@miami.edu>, "McManus, Duneia" <dxm1064@miami.edu>, "Novaira, Horacio Javier" <horacio.novaira@med.miami.edu>, "Hamers, Anouk Anna Johanna" <anouk.hamers@med.miami.edu>

Dear Asha,

This is confirmation that we have removed as requested Dr Sunil Joshi as an author on your JoVE article. We will send him a separate notification that his request has been granted. With that completed, we'll move your article forward for publication online.

Regarding the payment, please have Damena reach out to Ben Barresi at benjamin.barresi@jove.com.

Best regards,
Michael

On Mon, Sep 23, 2019 at 8:22 PM Pillai, Asha <asha.pillai@med.miami.edu> wrote:

Michael:

My sincere apologies for catching you in the midst of that email exchange. Because it involved a last-minute and very conspicuous authorship change request, I exercised extreme caution and used the public venue to give opportunity for transparent and honest communication on any valid concerns any author has.

We had a major HR situation which was very taxing to the lab, which center around false claims made by this individual who has now requested to be removed as an author. Having dealt with the details, I am well-aware of the methods used for false claims by this individual and I have tried to remain firm in not allowing leeway for further such things with our current and pending work, regardless whether it is in a manuscript or a grant, etc.

Below is my final communication with this individual on the matter. Now that we have confirmation that he agrees to just be removed and not to later misrepresent reasons for this, I think we can move on.

We are ready to make payments on production charges. Please connect Damena Wilson (cced here) with appropriate personnel at JoVE offline of the group and she can move forward with that.

Sometimes addressing these situations in definitive ways that prevent manipulations require someone to look not as nice as we'd like to be perceived. Certain behaviors escalate when we back down out of fear of such misperceptions. If that is what I need to do to insure no further inaccuracies, I will take that role and not back down. I find it exceedingly rare and don't intend to be there or put others through that again. Thanks to all for your patience.

Asha

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Pillai, Asha" <asha.pillai@med.miami.edu>

Date: 9/23/19 20:02 (GMT-05:00)

To: "Joshi, Sunil" <sunil.joshi@med.miami.edu>, "Pillai, Asha" <asha.pillai@med.miami.edu>

Cc: "McManus, Duneia" <dxm1064@miami.edu>, "Novaira, Horacio Javier" <horacio.novaira@med.miami.edu>, "Hamers, Anouk Anna Johanna" <anouk.hamers@med.miami.edu>

Subject: Re: JoVE Protocol 59821 Ready for Final Review

Sunil:

I have only documented what is relevant based on very real facts and experiences from the investigations you chose to initiate. The investigations are not the issue. The facts and how they have been misrepresented most certainly are.

The statement below that you will not criticize this work or represent it other than it is is finally the answer to what I asked. The team cannot and should not be placed by your actions in that situation any further.

We've removed you as an author. I have also removed Michael Karadimos from the chain as the only goal I had all along in this mail chain was to insure that you are required to state facts accurately, in a way that does not leave things open for misrepresentation later.

We will consider the below sufficient as your statement and commitment that you will not malign this paper citing scientific issues, because you were given every opportunity to raise valid concerns now and chose not to. You will be held to that if you come back and raise invalid concerns later.

Note that there is existing proof that you have done this, accumulated over the past months of investigations. This is fact, whether you want to accept this or not being immaterial to me. I stated the importance of being factually accurate to you when we discussed your not being renewed. I have not falsified facts in that case. And, going forward, if you do that further, I will not hesitate to call it out, with facts to back it up. I have kept all leadership apprised of these communiques, as well.

I have no problems with specificity (most who interact with me would focus on the opposite, actually), and you can bet there will be facts behind whatever I state.

Thank you.

Asha

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Joshi, Sunil" <sunil.joshi@med.miami.edu>

Date: 9/23/19 18:57 (GMT-05:00)

To: "Pillai, Asha" <asha.pillai@med.miami.edu>, Michael Karadimos <michael.karadimos@jove.com>

Cc: "McManus, Duneia" <dxm1064@miami.edu>, "Novaira, Horacio Javier" <horacio.novaira@med.miami.edu>, "Hamers, Anouk Anna Johanna" <anouk.hamers@med.miami.edu>

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Asha,

Thank you for accepting my request for removing my name from the JOVE publication.

I do not understand your confusing language loathed with some irrelevant talk and sarcasm. I mentioned clearly that I want my name to be removed from final publication. Nothing else. I will neither endorse nor criticize your publication, for me it does not exist.

I never claimed that the protocol was not in your lab or I invented. I said: I initiated meaning "from the beginning (communications with Mr. Jaydev Uppani). I was assigned to work on this by you, but I personally insisted you to allow PhD students as authors, as this publication is not really beneficial to my candidature. You appreciated my view point.

As far as learning of technique concerned, It has nothing to do with this issue. Your perception is very wrong about my intentions and capabilities. If I did not learn from you, does not mean I cannot do it (there are 100s of protocols). Your statements are mostly redundant and has nothing to do with my request.

Regarding resignation issue, You asked me to resign and I did not and will never **by your order**. However, you removed me from your lab and your group and I do not work for you anymore. So now, whether I resigned or not, has nothing to do with you and your lab. You are forgetting that you mentioned in your emails few times (before April 4, 2019) that after coming back from India, you will discuss about the issues. And you know what you did?? This is all about trust and ethics. I suggest that you must be very specific in your communications.

Thank you

Sunil

From: Pillai, Asha <asha.pillai@med.miami.edu>

Sent: Monday, September 23, 2019 5:41 PM

To: Pillai, Asha <asha.pillai@med.miami.edu>; Joshi, Sunil <sunil.joshi@med.miami.edu>; Michael Karadimos <michael.karadimos@jove.com>

Cc: McManus, Duneia <dxm1064@miami.edu>; Novaira, Horacio Javier <horacio.novaira@med.miami.edu>; Hamers, Anouk Anna Johanna <anouk.hamers@med.miami.edu>

Subject: Re: JoVE Protocol 59821 Ready for Final Review

Please remove Dr. Joshi as an author.

The email series below should be kept as documentation of this.

Thank you.

Asha Pillai

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Pillai, Asha" <asha.pillai@med.miami.edu>

Date: 9/23/19 17:29 (GMT-05:00)

To: "Joshi, Sunil" <sunil.joshi@med.miami.edu>, "Pillai, Asha" <asha.pillai@med.miami.edu>, Michael Karadimos <michael.karadimos@jove.com>

Cc: "McManus, Duneia" <dxm1064@miami.edu>, "Novaira, Horacio Javier" <horacio.novaira@med.miami.edu>, "Hamers, Anouk Anna Johanna" <anouk.hamers@med.miami.edu>

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Sunil:

Indeed, the statement you gave below in the last paragraph is correct. It is difficult to justify significant contribution. I stated that earlier, in my response to your prior emails.

You originally came back in the prior attached email series stating you did wish to remain an author and had no conflict with the content or authorship of the paper.

You now state that you wish to be removed as an author, and that you continue to have no conflict with the content or authorship of the paper. Please respond with a simple "Yes" or "No". Note that your response is to this final paragraph only, not to your viewpoints on other elements in this email.

Assuming your answer is a simple and straightforward Yes or No, we will move forward accordingly.

To clarify what you write below so that there is no room for confusion later, you did not initiate plans for experiments. This protocol was in place in the lab long before your arrival, and I taught the existing lab members the protocol in detail. That material is the overwhelming bulk of this paper. Duneia and Horacio spent 1-on-1 time learning this directly and thus they became significant authors on this methods paper. Those who did not learn the protocol performed supportive roles in some or all of the experiments in question. Having performed some injections, and being unable to communicate with you further, we opted to credit your role in Figure 1, in case there was more there that you contributed.

Also, others in the lab were working on this methods paper actively, long before April 2019. Your not being involved had no connection to the discussions related to your resignation. (In fact, you have not still resigned.) These are immaterial to your role on the project being minimal. This protocol was not learned by you when it was first taught to other lab members owing to your not being present for much of the training, so there was unfortunately no way for you to play an active role in the protocol manuscript. However, we respected what limited role you did play and included you as per original plan based on your (limited) contribution.

Asha

Sent from my Verizon, Samsung Galaxy smartphone

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Michael Karadimos, PhD

Senior Project Manager

Video Department

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