

---

---

# **THE MD ANDERSON SCANDAL**

Systemic Corruption, Abuse & the Texas Attorney General's  
State-Sanctioned Shield

---

---

*Presented to*

The Board of Regents, State of Texas

March 17, 2026

## Table of Contents

<b>WHISTLEBLOWER SCOPE</b>	<b>3</b>
<b>EXECUTIVE SUMMARY</b>	<b>4</b>
<b>DR. PADMANEE SHARMA</b>	<b>6</b>
<b>DR. SHARMA'S PATTERN OF MISCONDUCT ENABLED BY POWER</b>	<b>7</b>
<b>IMPACTS ON MD ANDERSON CANCER RESEARCH</b>	<b>12</b>
<b>APPENDIX A: FORMER SENIOR EXECUTIVE BLOG ON MD ANDERSON FAILURES</b>	<b>14</b>
<b>APPENDIX B: 2024 DAILY MAIL ARTICLE EXPOSED DR. SHARMA</b>	<b>17</b>
<b>APPENDIX C: GASCAR-ROBLES EMAIL EXCHANGE, JULY 27-29, 2020</b>	<b>25</b>
<b>APPENDIX D: DOCUMENTED HARASSMENT AND FEBRUARY 2020 SECURITY INCIDENT</b>	<b>29</b>
<b>APPENDIX E: HOUSTON CHRONICLE ARTICLES ON SHARMA'S ATTEMPT TO STEAL CREDIT</b>	<b>50</b>
<b>APPENDIX F: DR. JAMIE LIN LETTER TO THE NATIONAL INSTITUTE OF HEALTH (NIH)</b>	<b>54</b>
<b>APPENDIX G: INTERNATIONAL SCIENTIFIC MISCONDUCT EXPERT SUPPORT FOR DR. LIN</b>	<b>59</b>
<b>APPENDIX H: THE TWEET THAT WASN'T WHAT IT SEEMED</b>	<b>69</b>
<b>APPENDIX I: THE VIRAL EMAIL TO THE CHANCELLOR</b>	<b>72</b>

## Whistleblower Scope

The Texas Attorney General's Office, under **Attorney General Ken Paxton**, has intervened in litigation to represent MD Anderson's **Dr. Padmanee Sharma** in the case of *Jamie Lin v. Padmanee Sharma*, asserting sovereign immunity on the grounds that her actions occurred within the scope of her official duties as a UT System employee.

The concerns of those submitting this report to The Board of Regents is that Attorney General Paxton has gone beyond his mandate in this defense, and that the position of his office will in fact act as a precedent to legalize crime in Texas.

This is particularly distressful given separate, public & well documented abuses by **Dr. Sharma** and her colleagues that constitute criminal behavior by any standard, and that AG Paxton's office has ignored. Some of these were widely reported in media ranging from **Stat News**, **The Houston Chronicle**, **The Daily Mail**, and bloggers such as former MD Anderson VP **Len Zwelling**. More were chronicled in a report sent to committees of the **US Congress & Senate** last fall, many of which this report has adopted and added information about.

It is suspicious as to why both the Attorney General and the administration at MD Anderson have not only ignored these offenses, but pursued a vigorous defense for Dr. Sharma, and against her victims.

*(The appendices of this report contain extensive documentation—firsthand accounts, email correspondence, and internal communications—that substantiate these allegations and reveal numerous potential whistleblowers whose testimonies could further illuminate the depth of this crisis.)*

## EXECUTIVE SUMMARY

---

### **Concerns Regarding Allegations of Misconduct at MD Anderson Cancer Center and Implications for Sovereign Immunity – A Matter for Urgent Review by the University of Texas System Board of Regents**

The University of Texas MD Anderson Cancer Center, a flagship institution of the UT System and a global leader in cancer research and patient care, faces serious allegations that strike at the core of academic integrity, workplace fairness, and the responsible stewardship of Texas taxpayer resources. At the center of these concerns is the ongoing litigation in *Jamie Lin v. Padmanee Sharma*, originally filed in Harris County District Court, involving claims of retaliation, harassment, defamation, threats, and improper attribution of intellectual contributions against **Dr. Padmanee Sharma**, Scientific Director of the Immunotherapy Platform.

**Dr. Jamie Lin**, a junior faculty member and onco-nephrologist, alleges that Dr. Sharma derailed publication of Lin's kidney cancer research, pressured for unwarranted authorship and patent credit, and engaged in retaliatory conduct that jeopardized Lin's career. External reviews commissioned by MD Anderson, as reported in public sources, have offered conflicting assessments on authorship contributions, but have not fully addressed the broader claims of harassment and threats.

These allegations extend beyond the specific claims in the Lin lawsuit. Public reports and whistleblower accounts describe a pattern of concerning behavior within certain research environments at MD Anderson, including workplace harassment, verbal abuse of administrative and junior staff, obstruction of scientific progress, and other ethical lapses that may constitute violations of institutional policies and Texas law. Such patterns represent more than interpersonal disputes, they implicate potential real harms to individuals, misuse of state-funded resources, and risks to the collaborative, merit-based culture essential to advancing cancer research for Texas patients.

The AG's filings argue that the suit should proceed only against MD Anderson as an institution, not Dr. Sharma individually, and have pursued this position through trial court proceedings and subsequent appeals, including a 2025 memorandum opinion from the First Court of Appeals and related petitions to the Texas Supreme Court (as of early 2026)

While sovereign immunity serves a vital role in protecting state entities and employees from certain suits, its application in this context raises profound questions for the UT System. If upheld broadly here, it could effectively shield alleged personal misconduct—particularly harassment, retaliation, or abuses not inherent to official duties—from individual accountability, potentially undermining mechanisms for addressing grievances and deterring future issues. These precedents risk eroding public trust in UT institutions, discouraging talented researchers

from joining or remaining at MD Anderson, and diverting focus from the institution's mission of excellence in science and care.

The Board of Regents, as the governing body with ultimate oversight of MD Anderson and the UT System, must ensure that sovereign immunity is not invoked in a manner that appears to insulate serious allegations from scrutiny or remedy. Texas values accountability, merit, and the protection of those who dedicate their careers to public service and innovation. These matters demand thorough, independent review to safeguard institutional integrity, support affected individuals, and maintain MD Anderson's standing as a premier Texas asset.

This report urges the Board to consider directing appropriate internal inquiries, engaging external expertise if needed, and coordinating with relevant legislative committees (including Senate Finance, House Appropriations, and Health-related panels) to address these issues transparently and decisively. The reputation and effectiveness of MD Anderson—and the broader UT System—depend on resolute leadership in upholding the highest standards of conduct and governance.

This report was meticulously compiled by a coalition of concerned individuals deeply invested in the integrity of the University of Texas MD Anderson Cancer Center.

## **Dr. Padmanee Sharma**

At the heart of this crisis is a deeply broken institution where Dr. Padmanee Sharma, a professor of Genitourinary Medical Oncology and director of scientific programs at the James P. Allison Institute, and Scientific Director of the Immunotherapy Platform (IMT), has emerged as the primary driver of widespread misconduct, setting a tone of abuse and ethical lapses that has permeated MD Anderson. Under her leadership, a culture of harassment, research misconduct, and obstruction has flourished, involving a network of individuals who are not merely complicit but active participants in perpetuating these wrongs.

While accomplished, Dr. Sharma derives most of her prestige and institutional power from her husband, **Nobel laureate Dr. James Allison**, who has helped facilitate her behavior through his influential role, leveraging his status to shield Sharma and amplify her power within MD Anderson. (See **Appendix H: The Tweet That Wasn't What It Seemed & Appendix I: The Viral Email to the Chancellor**).

Dr. Sharma's network at MD Anderson includes figures such as **Dr. Sumit K. Subudhi**, who has engaged in aggressive bullying; administrative staff like **Tatianna Robles**, **Ginger Araujo**, and **Tiffany Razzo**, who have covered up dangerous behavior; and senior faculty like **Dr. Paul Corn** and **Dr Nizar M. Tannir**, who have failed to intervene.

Critically, this pervasive misconduct has been allowed to fester due to the complete failure of oversight by the MD Anderson Board of Regents, the State of Texas, and the Federal Government, all of which have neglected their responsibilities to ensure ethical governance and accountability at an institution entrusted with public funds and the lives of cancer patients worldwide.

MD Anderson's mission to eradicate cancer has been gravely undermined by these factors, which have not only harmed employees but also delayed crucial advancements in cancer treatment.

## DR. SHARMA'S PATTERN OF MISCONDUCT ENABLED BY POWER

---

### Overview of Allegations and Key Individuals

Dr. Sharma, and husband, Dr. James Allison stand at the center of MD Anderson's current crisis (see **Appendix B: 2024 Daily Mail Article Exposed Dr. Sharma**).

Key individuals implicated include:

- **Leadership and Faculty Involved in Misconduct:**
  - Dr. Sumit K. Subudhi: Sharma's deputy, accused of aggressive bullying and verbal abuse.
  - Dr. Ala Abudayyeh: Associate Professor, accused of harassment and obstructing research access.
  - Dr. Adi Diab: Associate Professor, accused of harassment and obstructing publications.
- **Victims of Misconduct:**
  - Shalini Yadav: Former Associate Director at IMT, reported marginalization by Sharma.
  - Luis Vence: Former IMT director, career allegedly sabotaged by Sharma.
  - Jasmine Gascar: Former Senior Administrative Assistant, experienced bullying by Sharma and Subudhi.
  - Kevin Lagman: A former nurse practitioner, experienced a panic attack following an incident with Subudhi
  - Dr. Jamie Lin: Junior researcher, reported harassment by Sharma (detailed later).
- **Complicit Administrators:**
  - Tatianna Robles, Ginger Araujo, Tiffany Razzo: HR staff who covered up abuses.
  - Dr. Paul and Dr. Nizar M. Tannir: senior professors in the Department of Genitourinary Medical Oncology.
  - Max Weber, Giulio Draetta, Caren Hagberg, Anne Tsao, David Tweardy, Farhad Danesh: Other Senior leaders who failed to act.
- **Additional Relevant Figures:**

- Larry Persaud and Ashura Khan: Dr. Sharma’s ex-husband and cousin, hired under questionable circumstances.
- Chris Logothetis: Former Chair, resigned citing financial malfeasance in IMT.

### **Criminal Acts: Workplace Harassment and Retaliation**

Dr. Sharma’s actions have crossed legal thresholds, constituting workplace harassment and retaliation in violation of federal labor laws. The appendices provide extensive evidence of a pervasive culture of intimidation at MD Anderson:

- **Verbal Abuse and Public Humiliation:** In April 2019, Dr. Subudhi, under Sharma’s oversight, engaged in aggressive behavior, including desk banging and belittling comments toward administrative staff like Jasmine Gascar. By September 2019, Gascar faced verbal abuse from Sharma, with warnings from administrator Tatianna Robles confirming Sharma’s known hostility, as noted in the appendices.

In January 2020, Sharma publicly berated Gascar over a CV update, denying her breaks and causing an emergency room visit for stress-induced panic attacks mistaken for a heart attack, a fact supported by email evidence in the appendices (see **Appendix C: Gascar-Robles email exchange, July 27-29, 2020**). Gascar wrote, “Dr. Subudhi himself took me to the ER here at MD Anderson in March and he himself acknowledged that he and Dr. Sharma were causing me too much stress” (see **Appendix C: Gascar-Robles email exchange, July 27-29, 2020**). Sharma’s actions, including denying breaks, violate MD Anderson’s Employee Handbook (Section 4.2), which mandates compliance with OSHA standards for a safe work environment.

- **Retaliation Against Complainants:** Following complaints to HR in June 2019 about Subudhi’s behavior, employees faced retaliation, including being forced to handle potentially contaminated lab coats during the early COVID-19 pandemic in 2020, as detailed in the appendices. Leadership, including Subudhi, publicly supported the status quo, with retaliatory measures like threats of termination against whistleblowers.

Gascar’s emails reveal HR’s complicity, with Robles attempting to arrange an unofficial meeting between Gascar and Subudhi despite Gascar’s repeated refusals. On July 27, 2020, Robles wrote, “Should you change your mind, please let me know,” after Gascar declined to meet Subudhi without HR present (see **Appendix C - Gascar-Robles email exchange, July 27-29, 2020**). Gascar responded on July 29, 2020, “I am wondering how many times I have to say no before you all will take me seriously? One time should be enough. Now this feels like harassment” (see **Appendix C: Gascar-Robles email exchange, July 27-29, 2020**). Robles’ actions violated MD Anderson’s HR policy, which requires formal mediation with HR presence for such conflicts.

- **HR and Leadership Complicity in Cover-Up:** Tatianna Robles, Ginger Araujo, and Tiffany Razzo, as HR and administrative staff, actively covered up Sharma and Subudhi’s behavior. According to internal HR records obtained anonymously, over 50 formal complaints of bullying and harassment were filed against Dr. Sharma and her team between 2019 and 2023, with no documented disciplinary action taken.

Gascar’s email on July 29, 2020, states, “Ginger flat out told me to find another job because after discussing abuse from Drs. Sharma and Subudhi with you [Robles]... you told her that you didn’t care if I left and that you would be Dr. Sharma’s assistant again if necessary” (see **Appendix C: Gascar-Robles email exchange, July 27-29, 2020**). Other senior professors in the Department of Genitourinary Medical Oncology, including Dr. Paul Corn and Dr. Nizar M. Tannir, were repeatedly informed of Sharma’s actions but failed to act, enabling ongoing harassment, as evidenced by multiple complaints documented in the appendices (see **Appendix D: Documented Harassment and February 2020 Security Incident**).

- **Physical Altercations:** Over a decade ago, **Dr. Yong-Jun Liu**, then Chair of Immunology, had to call security to remove Sharma from the department due to an altercation. Liu’s subsequent career moves to GSK and Innovent reflect the long-term impact of such conflicts. This pattern of volatile behavior requiring external intervention continued, as evidenced by the February 2020 security incident where MD Anderson police were called to intervene after Dr. Subudhi’s abusive behavior led to a panic attack with a nurse practitioner he worked with, **Kevin Lagman** (see **Appendix D: Documented Harassment and February 2020 Security Incident**).

These acts violate the Occupational Safety and Health Act (OSHA) by creating a hostile work environment and potentially the Civil Rights Act through discriminatory dismissals. The human toll is severe, with staff reporting mental health crises directly linked to Sharma’s abuse.

### **Ethical Violations: Research Misconduct, Nepotism, and Obstruction of Scientific Progress**

Dr. Sharma’s ethical breaches have profoundly damaged MD Anderson’s integrity and mission, as evidenced by numerous accounts:

- **Research Misconduct and Obstruction:** **Shalini Yadav** reported being marginalized by Sharma, who sidelined her contributions to IMT projects and denied her promotion, while **Luis Vence**’s career was allegedly sabotaged through Sharma’s interference in his professional opportunities. Sharma also redirected funding from promising projects to her own, as reported by *The Cancer Letter* in 2024, prioritizing her lab’s therapies over broader innovation. This gatekeeping delayed the dissemination of cutting-edge treatments.

- **Nepotism and Conflicts of Interest:** Sharma and Allison hired family members within IMT, including **Larry Persaud** (Sharma’s ex-husband) and **Ashura Khan** (her cousin), with vague job descriptions. This nepotism violates MD Anderson’s “Standards of Conduct,” which prohibit conflicts of interest. **Chris Logothetis** resigned as Chair of Genitourinary Oncology, citing “financial malfeasance” within IMT. The RAND Corporation has shown in multiple studies on governance in academic medicine published between 2012 and 2023 that nepotism and favoritism in research institutions erode trust and fairness, driving away talent and undermining institutional missions.
- **Obstruction of Research Access:** **Dr. Ala Abudayyeh**, acting in concert with Sharma, blocked access to consented research samples for several researchers, as documented in the appendices. This obstruction directly impeded NIH-funded research, violating ethical standards of collaboration and delaying scientific progress. To sabotage Dr Lin’s career, Dr. Abudayyeh sent emails to Dr. Lin’s colleagues research collaborators undermining her integrity.

### Leveraging Influence Through James Allison and the Allison Institute

- **Fundraising and Prestige:** Allison’s fundraising success, which brought millions to MD Anderson, has shielded Sharma from accountability. *The Houston Chronicle* noted in an article published in February 2024 their involvement in multiple patent filings, securing financial benefits while controlling immunotherapy research (see **Appendix E: Houston Chronicle Articles on Sharma’s Attempt to Steal Credit for Researcher Work**). This dynamic has created a power imbalance, allowing Sharma to operate without oversight.
- **Institutional Protection:** Upper management’s dismissal of complaints against Sharma and Subudhi—attributing Subudhi’s abuse to a “brash style”—reflects a culture where Sharma is untouchable, as reported by *The Daily Mail* (see **Appendix B: 2024 Daily Mail Article Exposed Dr. Sharma**).

MD Anderson may claim that complaints against Sharma were investigated, but the appendices reveal that these investigations were either superficial or biased, as seen in the case of Dr. Lin, where the review focused on the complainant rather than the accused. A letter to MD Anderson’s Board of Regents, co-authored by multiple staff and faculty who have worked with Sharma included in the appendices, attests to Sharma’s bullying across clinical, scientific, and administrative areas, yet no action was taken. (See **Appendix I: The Viral Email to the Chancellor**)

HR staff like Robles, Araujo, and Razzo further enabled this protection, with Gascar noting, “You [Robles] have a history of covering up these kinds of disruptive behaviors from Faculty” (see **Appendix C: Gascar-Robles email exchange, July 27-29, 2020**).

This dynamic has created a power structure where ethical oversight is sacrificed to preserve the Allison-Sharma brand, to the detriment of MD Anderson’s mission.

### **Dr. Jamie Lin’s Experience**

Dr. Jamie Lin, a junior researcher, provides a further example of Sharma’s misconduct, though her case is one of many illustrating the broader pattern of abuse at MD Anderson. In a March 13, 2023, letter to the NIH, Lin detailed 18 months of harassment, threats, and bullying by Sharma, Dr. Ala Abudayyeh, and Dr. Adi Diab, beginning with an authorship dispute over a *Cancer Immunology Research* (CIR) manuscript in August 2021 (see **Appendix F: Dr. Jamie Lin Letter to the NIH**). Sharma demanded senior authorship despite negligible contributions, threatening Lin’s career if denied (see **Appendix F: Dr. Jamie Lin Letter to the NIH**).

When Lin resisted, Sharma, Abudayyeh, and Diab falsely claimed Lin broke research ethics, obstructing three NIH-funded manuscripts, including placing a *JCI Insight* manuscript on hold by alleging plagiarism. These allegations were refuted by Dr. Alan Price, a globally recognized expert in scientific misconduct investigations who served from 1989 to 2006 as Scientist-Investigator, Branch Chief, Division Director, and Associate Director for Investigative Oversight at the Office of Research Integrity (ORI), U.S. Department of Health and Human Services (HHS).

In his January 5, 2023, review, Price concluded, “Therefore, I conclude there is no basis for apparent allegations of plagiarism of the data in the JCII manuscript from the CIR manuscript, both of which were written by Dr. Lin” (see **Appendix G: International Scientific Misconduct Expert Support for Dr. Lin**). This finding directly implicates Sharma’s malfeasance in making baseless claims to obstruct Lin’s work, further evidencing her pattern of unethical behavior.

Lin also reported that MD Anderson’s internal review, led by Dr. Barbara Brierer and Mr. Mark Barnes, was biased against her, treating her as the culprit rather than addressing Sharma’s actions NIH (see **Appendix F: Dr. Jamie Lin Letter to the NIH**). Senior leadership, including Max Weber, Giulio Draetta, Caren Hagberg, Anne Tsao, David Tweardy, and Farhad Danesh, failed to act on Lin’s complaints, enabling ongoing harassment according to the letter. Lin’s experience underscores the systemic issues at MD Anderson, where junior researchers are particularly vulnerable to Sharma’s abuses of power.

## IMPACTS ON MD ANDERSON CANCER RESEARCH

### MD Anderson: A Tarnished Legacy

Dr. Sharma’s actions, enabled by complicit HR staff and leadership, have inflicted severe damage on MD Anderson:

- Erosion of Morale and Talent:** The toxic culture has led to constant faculty turnover since 2015, both among tenured and more junior staff, per data from the University of Texas System. *According to internal HR records obtained anonymously, over 50 formal complaints of bullying and harassment were filed against Dr. Sharma and her team between 2019 and 2023, with no documented disciplinary action taken, further exacerbating staff exodus.* **Len Zwelling** argued in a 2024 blog post *that MD Anderson’s leadership has permitted a culture of intimidation to fester, driving away the talent essential to our fight against cancer (see Appendix A: Former Senior Executive Blog on MD Anderson Failures).*
- Financial Strain:** *The Houston Chronicle* reported in in April 2025 a \$43 million operating loss through March 2025, reflecting MD Anderson’s deepening financial woes, fueled by declining patient volumes and soaring expenses. The following table summarizes MD Anderson’s financial decline:

#### Financial Losses at MD Anderson (2020-2025)

Year	Operating Loss	Contributing Factors
2020	\$10 million	Early COVID-19 disruptions reduced patient volumes during first half of 2020
2023	\$1.6 million	Rising operational costs; moderate patient volume declines
2024	\$43 million	Declining patient volume, escalating staffing and operational expenses; heavy investment in immunotherapy projects led by Sharma

- Reputational Damage:** MD Anderson’s aggressive legal tactics have drawn widespread condemnation and intensified concerns about its internal culture.

## **Cancer Research: Innovation Stifled**

Dr. Sharma's misconduct has delayed critical advancements in cancer treatment:

- **Suppression of Collaboration:** The appendices note a decline in collaboration, with researchers fearing retribution if they cross Sharma. A fallout with Dr. Raghu Kalluri, who was removed from Allison Institute promotional materials, exemplifies how Sharma's influence stifles teamwork. This pattern aligns with the Journal of Healthcare and Patient Safety findings that cultures of intimidation in academic medicine hinders productivity, turnover and, consequently, also interdisciplinary collaboration, cornerstone of modern cancer research.
- **Delayed Treatments:** By prioritizing her lab's therapies and obstructing competing research, Sharma has slowed the integration of new discoveries into clinical practice. Every day lost to her agenda means fewer options for cancer patients, a concern echoed by the Hastings Center's 2024 report on the ethical implications of on the ethical implications of bottlenecks in research processes.

## APPENDIX A: FORMER SENIOR EXECUTIVE BLOG ON MD ANDERSON FAILURES

---

It is also worth reading the blog of Dr. Leonard Zwelling, the former Vice President for Research Administration at M.D. Anderson, for all his inside information on MD Anderson, but his recent post on June 24, 2025 summarizes the decline of the institution.

[An Embarrassment And A Shame](#)

### An Embarrassment And A Shame

👤 Leonard Zwelling 📅 June 24, 2025 ⌚ 3:59 pm 💬 4 Comments

An Embarrassment And A Shame

By

Leonard Zwelling

<https://www.houstonchronicle.com/news/houston-texas/education/article/top-paid-university-execs-20383844.php>

In this article from the *Houston Chronicle* on June 22, the 100 highest paid people in the University of Texas System are listed. Number one is Dr. Peter Pisters at just under \$4M. He is said to receive additional incentive payments as well.

In addition to Pisters, there are many MD Anderson executives in the top 100, most making over a million dollars and many being paid more than the current UT Chancellor. I only ask one simple question. What did these people do to deserve all this money?

My understanding is that the Saturday clinics were initiated due to a projected budget shortfall. Are these people really good stewards of MD Anderson funds if they had to turn Saturday into Monday? It doesn't seem so.

The MD Anderson personnel roster has ballooned to over 26,000 people. Even the vice presidents have vice presidents, and the secretaries have secretaries. That cost will take a bite out of your budget. Of course, so will ten or twenty people making over a million dollars and functioning poorly. Why do I say they are functioning poorly beside the budget shortfall? Survey after survey of the faculty show discontent, burnout, and a proclivity to find work elsewhere common among the faculty. The institutional academic culture is toxic.

There are more than 20 or 30 department leadership positions unfilled by permanent heads. With the perspective of 40 years of being on the ground at and around MD Anderson, I can safely say this is the most lackluster collection of leaders in the institution's history. MD Anderson, the perpetual leader in clinical cancer care driven by research, has been transformed into a testing ground for the molecules being developed by Big Pharma and a basic research operation that has regressed to the mean among cancer centers. This is not your father's MD Anderson. It's not even mine. To be blunt, it's an embarrassment.

On that note, I want to address another tragic resignation at Anderson and it's a damned shame.

One of the joys of being the Vice President for Research Administration and overseeing the clinical research infrastructure from 1995 to 2004 was the chance to work with truly brilliant clinical investigators. I am married to the only one to emerge from MD Anderson Pediatrics in the past 40 years. However, in the Division of Cancer Medicine there was a wealth of clinical research riches. Irv Krakoff, Bob Bast, and Ki Hong all had some of the world's leaders in clinical research as department chairs for many years. I was privileged to spar with many of them and work productively with all of them.

Perhaps I sparred most with the Department of Leukemia and, in particular, its leader for thirty years, Hagop Kantarjian. If you know Hagop at all you will know that he is not only a brilliant clinician and clinical investigator but a passionate advocate of truth in clinical research and in health care delivery. He also loves verbal combat. And he's good at it. I should know.

At first, we were adversaries only to become colleagues and then friends. We published a few papers together about the state of health care and clinical research after I returned from my fellowship in Washington, DC and saw the sausage of ObamaCare being made first-hand. We also became cheerleaders for each other and there is no one whose ingenuity, energy, persistence, and intensity I respect more than that of Dr. Kantarjian.

I was, thus, deeply disturbed to learn that Hagop had stepped down from his chairman's job after thirty years. No one will ever convince me that this was voluntary. If this was a decision from above, it is a bad one, but I suspect Hagop's passion and Hagop's demands were not shared by the current leadership of Cancer Medicine or of MD Anderson. I do know his faculty adored him.

Hagop was the last remaining power player within Cancer Medicine. He truly represents the last connection to the glory days of Freireich, Krakoff, Bast, and Hong to today.

For me, this is an end of an era at MD Anderson. I believe that the end began twenty years ago, as readers of the blog know. This is the final blow to MD Anderson's leadership in clinical research. I really don't know if any of the current clinical leaders can match Hagop when it comes to expertise or productivity. I hope someone can tell me who that person is if he or she is currently on staff.

In the meantime, if you see Hagop in the hall, thank him. He kept the flame of Freireich and Keating alive. I am not sure to whom the mantle falls now or if it will be picked up at all.

I do hope Hagop continues to contribute to the fight against leukemia whether at MD Anderson or elsewhere. And if he decides to do more painting (he is a truly skilled artist) or write his memoirs (a likely good read), that's OK, too.

He may well be the last of his kind at MD Anderson.

PREVIOUS  
[Trump Triumphalism Will Not Allow Him To Sit On The Sidelines In The Israeli-Iran War](#)

Podcast #10: From Sick Care to Health Care: How to Stay Ahead of Disease with Richard Gamiz  
NEXT



### Leonard Zwelling

Dr. Zwelling is a board-certified internist and medical oncologist. He was trained at Duke University, Duke Medical School and Duke Hospital after which he completed his oncology training at the National Cancer Institute. He started his research career at NCI and in 1984 moved to The University of Texas MD Anderson Cancer Center where he rose to the rank of Professor of Medicine and Pharmacology. He returned to business school at the University of Houston, graduating in 1993. He then gravitated to research administration.

---

## 4 thoughts on “An Embarrassment And A Shame”

**JEB HALLETT**  
JUNE 25, 2025 AT 12:41 PM

## APPENDIX B: 2024 DAILY MAIL ARTICLE EXPOSED DR. SHARMA

This Daily Mail article from [May 5, 2024](#) tipped the scales at MD Anderson, exposing some of the behavior of Dr. Padmanee Sharma and her minions. Other behavior was alluded to, and it was only the tip of the iceberg.

The screenshot shows the Daily Mail website interface. At the top, there is a navigation bar with the Daily Mail logo, a 'health' sub-brand, and various menu items like Home, Showbiz, TV, News, Femail, Sports, Health, Science, Royals, Money, Real Estate, Media, U.K., Video, Shopping, and a plus sign for more. Below the navigation bar is a search bar and a 'Login' button. The main content area features a large advertisement for a Volvo car with the text 'SUMMER SAFELY' and 'Get a limited-time offer on the XC60'. Below the advertisement is the article headline: 'EXCLUSIVE Top US cancer center MD Anderson is embroiled in bullying scandal - with top doctor accused of 'Mafia-style abuse' and plagiarism'. The article is by Cassidy Morrison, Senior Health Reporter for DailyMail.com, and was published on May 5, 2024. The article has 100 shares and 576 comments. The article text begins with: 'One of America's most prestigious cancer hospitals is embroiled in a bullying scandal that has culminated in staff members requiring emergency mental health treatment, DailyMail.com can reveal. Insiders have described the culture at MD Anderson Cancer Center in Texas as 'toxic' and 'abusive', with senior doctors in charge likened to 'the Mafia' who 'tamper' with potentially life-saving research. So severe is the situation, a top scientist at the center is currently battling a lawsuit over allegations that she plagiarized research conducted at the institution.'

Privacy Policy | Feedback | Follow @DM | Thursday, Jul 24th 2025 11AM 71°F 2PM 78°F 5-Day Forecast

Daily Mail .com

Home | Showbiz | TV | News | Femail | Sports | Health | Science | Royals | Money | Real Estate | Media | U.K. | Video | Shopping | M+

Latest Headlines | Fu | 3D V | Dermenda | Cancer | Weight Loss | Diet | CDC | WHO | Login

ADVERTISEMENT

VOLVO SUMMER SAFELY LIMITED EDITION Get a limited-time offer on the XC60

DailyMail.com

EXCLUSIVE Top US cancer center MD Anderson is embroiled in bullying scandal - with top doctor accused of 'Mafia-style abuse' and plagiarism

• Coworkers allege top cancer doctor verbally abused junior employees for years

• Young scientist argues doctor stifled her research and derailed her career

• READ MORE: Report slams hospitals for ads that give cancer patients false hope

By CASSIDY MORRISON SENIOR HEALTH REPORTER FOR DAILYMAL.COM  
PUBLISHED: 13:09 EDT, 5 May 2024 | UPDATED: 14:27 EDT, 5 May 2024

Share 100 shares 576 View comments

One of America's most prestigious cancer hospitals is embroiled in a bullying scandal that has culminated in staff members requiring emergency mental health treatment, DailyMail.com can reveal.

Insiders have described the culture at MD Anderson Cancer Center in Texas as 'toxic' and 'abusive', with senior doctors in charge likened to 'the Mafia' who 'tamper' with potentially life-saving research.

So severe is the situation, a top scientist at the center is currently battling a lawsuit over allegations that she plagiarized research conducted at the institution.

ADVERTISEMENT

Find out what boring banking can do for you >>

PNC BANK BRILLIANTLY BORING SINCE 1842

Daily Mail has learned of staggering incidences of staff maltreatment - including verbal abuse, including threatening statements that have landed people in hospital emergency rooms with panic attacks.

At the center of the scandal is the 'Queen Bee' of the institution, Immuno-oncologist Dr Padmanee Sharma, who is a towering figure in the world of immunotherapy research. But behind the scenes she is said to enjoy a reign of terror.



Dr Padmanee Sharma is a towering figure in cancer immunotherapy, but coworkers and former staff have alleged that she has fostered a toxic work environment in which people are publicly humiliated and threatened



### Explore similar subjects

- Md Anderson Metastatic Breast Cancer
- Md Anderson Breast Cancer
- Md Anderson Breast Cancer Doctors
- Md Anderson Suspicion of Cancer Clinic
- Md Anderson Oncologic Emergency Conference



Dr Sharma, 53, - who is married to the high flying Dr James Allison, namesake of the James P. Allison Institute at MD Anderson Cancer Center - is accused of verbally abusing those around her and actively trying to derail fellow scientists' careers.

MD Anderson is consistently ranked number one for cancer care in the US and conducts the most groundbreaking research across a range of oncology specialties to treat even the rarest, most intractable cancers.

The hospital is funded by the federal government, which hands out millions of dollars every year in grants for research, by patients and insurers, and by wealthy philanthropists, adding to a yearly revenue of about \$10 billion.

Speaking to DailyMail.com, the former assistant of Dr Sharma, who worked with her between 2019 and 2023 and asked to remain anonymous, said the abuse began within her first month of working there.

The cruel comments were first delivered by Dr Sharma's deputy Dr Sumit Subudhi, a fellow oncologist and immunologist, according to the assistant - who asked to be named 'G'.



The MD Anderson Cancer Center in Texas is well known for its pioneering work in the world of immunotherapy - using the body's own immune system to hunt for cancer and destroy it.

Her concerns about his harsh words were brushed off; upper management said he's from New York, he just has a 'brash style'.

But this, according to G, was not brashness but rather hostile, aggressive verbal tirades that disparaged her intelligence and threats that she would soon be out of a job.



Top 10 food and drink brands you'll want on your radar - for a summer packed with flavour and fun  
**AD FEATURE**



Texas sheriff makes shocking admission about response to floods that killed 136 people



Epstein crisis explodes as Trump's biggest allies now break ranks to reveal the days of secret 'cover-up' meetings they've been haunted into



Vanessa Kirby leaves Fantastic Four fans bemused as she affectionately strokes co-star Pedro Pascal's face in latest intimate gesture



House price DROP imminent across all of America: Sales collapse at highest rate on record... with these cities at epicenter



Eating for bump, and beyond! Pregnancy nutritionist reveals her top diet advice for those trying to conceive, pregnant, breastfeeding and baby nutrition  
**AD FEATURE**



Is this Netflix's sexiest show ever? The Hunting Wives - a murder mystery featuring MAGA women



Within a few months, G was shifted to work directly under Dr Sharma - and co-workers warned her about the preeminent researcher's temper and the work environment she cultivated.

G claims she heard one of Dr Sharma's employees had suffered a heart attack linked to the stress of the job, while another nurse practitioner working under Dr Sharma and Dr Subudhi had begun experiencing suicidal thoughts.

In late 2019, shortly before the pandemic sent most support staff away to work remotely, G herself suffered panic attacks that she once mistook for a full-blown heart attack, and she went to the hospital.

G tells of another occasion in which she was asked by Dr Sharma to update the her CV ahead of the doctor receiving a prestigious award. Thinking the document was up to date with Dr Sharma's latest accomplishments, G made a few changes and sent it off.

But the changes she made were not to Dr Sharma's standards, causing the physician to 'throw a fit'.

G claims she pulled a chair up to her desk and held her 'hostage' - preventing her from leaving her desk for hours, not even for bathroom or food breaks.

She is said to have made condescending comments about G's work ethic, such as saying that if G were her husband's assistant, she'd be fired by now.





G alleges that Dr Sharma's chosen favorite Dr Sumit Subudhi also subjected her and others to verbal tirades and abuse

G's coworkers in the bullpen, all at their own cubicles, took notice, and they themselves were not immune to the abuse either, falling victim to condescending remarks or verbal tirades.

But when they voiced their concerns about Dr Sharma's actions, upper management brushed them aside, because Dr Sharma is 'basically untouchable', G claims.

Dr Sharma did not return DailyMail.com's request for comment.

The hospital is also currently in the crosshairs of a contentious legal dispute brought by Dr Jamie Lin, a junior scientist who specializes in cancers involving the kidneys.

An advertisement for Openbank by Santander. It features a white background with red and black text. At the top, it says "Get cutting edge security on your High Yield Savings account." Below this is a circular graphic containing several icons representing different financial services. The Openbank logo is prominently displayed, followed by "by Santander" and a red "START EARNING" button. Below the ad, there is a call to action: "Click Here for More Information" and "Don't miss this content from our sponsor". A "See More" button is also present. Below the ad, there are several small article teasers with images and headlines, such as "A stellar cast, NEW music from Rihanna, and dazzling animation: Why Smurfs is set to be the family movie event of the summer AD FEATURE", "Idaho murder files reveal the victim who no longer looked human after Bryen Kohberger's horrific knife killings", "Wife of Astronomer CEO is hiding out in \$2.4M mansion after Coldplay kiss cam... as family rush to her side and neighbors break silence on her 'disgusting' husband...", "Urgent recall issued by popular coffee brand as they urge customers to immediately throw out pods", and "Kennedy heir mocks appearance of RFK Jr's wife weeks after the Megyn Kelly stir".

She was friends with Dr Sharma and her husband for years before their contentious legal battle began earlier this year.

Dr Lin alleges that Dr Sharma strongarmed her way on to the author byline of consequential research led by Lin, despite Sharma not actually having worked on the paper, and then sabotaged its publication.

Dr Lin was preparing to submit her paper to the journal Cancer Immunology Research in the summer of 2021 on tertiary lymphoid structures, or clumps of immune cells that aggregate in kidney tissue possibly as negative side effect of receiving immunotherapy to treat cancer.



Dr Jamie Lin, a kidney cancer expert at MD Anderson, alleged that Dr Sharma took advantage of her influential position and derailed her career in medical research

\* How would you like to win £10,000 on this new prize platform? AD FEATURE

\* Nightmarish underground bunker where five Alabama men and two women 'committed evil acts against children and animals'

Las Vegas's death spiral: Homelessness has exploded, there's a drugs plague and hundreds have burned to death passed out in the sun. Special report by FRED KELL...

\* Courtney Stodden marks one week of sobriety by posting pin-up bikini photos that flash her sunburn

'Nail in the coffin' for Prince Harry and Meghan Markle's \$300m Netflix deal was poor sales of her As Ever wine

ADVERTISEMENT

Spectrum mobile

ORDER THE NEW iPhone 16 PRO TODAY

Upgrade Your Phone Anytime  
Unlimited Pro and Spectrum internet required.

Order today

With Apple Hello, Apple Intelligence.

PRO

Dr Sharma had been pressuring Dr Lin to add her name to the paper's abstract as senior corresponding author, a designation that means she would be credited for overseeing the experimentation and receive all inquiries about the study.

She even confronted Dr Lin about it in the middle of Santa Barbara Airport and allegedly threatened to pull Dr Lin's research funding.

Dr Lin said: 'There definitely is this like mafia feeling to the situation, that if she tells you to do something, you have to do it. And if you don't, then, you know, there will be repercussions.'

At first, Dr Lin agreed. But when she became increasingly uncomfortable with granting the high-profile attribution to Dr Sharma, she told her so, and said she would not include Dr Sharma's name after all.

Later, Dr Lin and her co-authors filed paperwork to become inventors of the technology outlined in their paper that, if used in the field, would ensure they get some of the proceeds and the recognition. Dr Sharma tried to be included on that too.

Dr Lin said: 'But when I said you didn't come up with the idea, that's seen as going up against her. And I think the fact someone of my level said this was what might have triggered a lot of what happened thereafter.'

'I'm like, a newly minted junior faculty member who's basically saying you didn't come up with that idea.'

Dr Sharma leveraged her influence to claim to the journal that MD Anderson was in the midst of an authorship dispute, which Dr Lin denied, and the paper was placed on hold and is yet to be published.

In a legal response, Dr Sharma alleges that she had been working closely with Dr Lin and fellow researchers, frequently attending Zoom meetings and helping to analyze kidney samples, adding that sequencing TLS genes had previously been a part of her research.

Dr Sharma added that, despite her busy schedule, she took the time to help Dr Lin's research because she 'wanted to help Dr. Lin be successful at MDACC and aid her professional growth.'

A later paper by Dr Lin, again focusing on TLS, submitted to Journal of Clinical Investigation Insight was accepted for peer review - a process in which fellow scientists vet the research and spot errors or faulty reasoning.

But on the same day of its publication date, Dr Sharma allegedly emailed editors of that journal and claimed Dr Lin had committed plagiarism by not listing her as senior author.

Dr Lin said: 'For someone like myself who is in research, that is a deathblow to your research career. I mean, all we have is our integrity that you know you're doing good research that people will trust, that your data is sound. So when you accuse someone of plagiarism that knocks them off their feet.'

'And if that comes from someone with so much influence, there's no way for me to be able to say that's not true and be able to salvage my reputation.'

### Harvard professors accused of falsifying medical journal data



Shop now

Get set for a totally WICKET summer: The Hundred is rolling into cities across the UK - this is how YOU and your family can join the fun  
**AD FEATURE**

Fascinating reason Bryan Kohberger's inmates WON'T kill Idaho murderer revealed by expert

The secret Daburne children: Dazy's little-known son breaks silence on rocker's death while sister and mystery adopted child stay quiet

Hungry alligator shows astonishing 'mercy' to Florida woman, 27, moments after attacking her

Where it all went wrong for Prince Harry and Meghan Markle: From Royal sweethearts to Californian exile, DEEP DIVE's must-read (and meticulously detailed) final...

You could win a BMW M3 Touring, a VW Crafter Campervan & £10,000... for JUST 35p!  
**ADVERTISING**

Ford, GM and Jeep stunned as loophole in Trump's latest tariff deal hands huge win to foreign rivals

Bryan Kohberger sends sickening message to victims' families with creepy repeated expression that the cameras missed

**EXCLUSIVE** Big Brother host Will Best reveals why it was a mistake proposing to his long-term girlfriend on holiday

Elon Musk makes shocking announcement to revive early 2010s app

Dr Lin said she suffered from the fallout, losing 10 pounds because she couldn't eat. She couldn't sleep, had severe anxiety, and felt a sense of constant paranoia 'thinking about, oh my gosh, does everyone think that I'm a cheater, that I'm a liar?

'And I just kind of hid, physically and mentally. I wouldn't interact with my colleagues. And even at home, when I mean physically, I would literally find corners in the house, specifically my work room, and just be in my corner, because it just felt safe.'

Dr Lin is riding out the rest of her grant funding from the National Institutes of Health, but with two papers quashed that could have bolstered her research portfolio, she fears that when the money runs out she'll have nothing to show for it.

She is suing Dr Sharma for slander and defamation and is seeking \$5 million in damages. But Dr Sharma, an employee of a government-funded institution, has the might of the state at her back.

Even though the case was filed against Dr Sharma as a private citizen, Texas Attorney General Ken Paxton is running her defense. He argued that Dr Lin's case should be made against MD Anderson, not Dr Sharma, and alleges that the latter is immune to any legal challenge.

'An individual person who got sued as a private citizen, now claims immunity. That in itself is just so...' Dr Lin trilled off with a chuckle.

'It means a lot to me, because it's not just my career at stake, but what it means for a future in research. And when people see this, what are they going to say or think?'

MD Anderson told DailyMail.com in a statement it 'does not comment on internal employee matters or pending litigation.

'We can share that the institution has established processes for addressing concerns filed by any MD Anderson employee.

'Upon receiving a concern, the institution immediately initiates its review process. In some cases, an external review may be required. Upon completion of each review, the institution addresses the findings and closes the matter.'

[Cancer](#) [FDA](#) [Texas](#)

Share or comment on this article: Top US cancer center MD Anderson is embroiled



**Academics who poured over published papers by top Dana-Farber Cancer Institute staff claimed to find evidence of falsified data in 57 articles from 1999 to 2017, mostly in doctored images.**

**\$1,000 OFF ALL CHARGES**

ADVERTISING: MORE OF THIS

**LIVE** Hulk Hogan dead at 71 after weeks of 'health issue' rumors as tributes pour in for WWE legend. The wrestling legend died in his Florida home on Thursday morning.

Christina Haack and her ex's look-alike wife Heather Rae have a bikini face off while day drinking in Vegas

I spoke to lots of men like Prince Harry who chose their wives over their families - it almost always ends the same way

Nepo baby of Hollywood power couple goes topless as she sizzles in racy bikini snaps

Country star Zach Bryan fires back at 'entitled' teenage fan. Zach Bryan has fired back at a young fan who slammed him online for not signing autographs after a concert.

ADVERTISEMENT

**WIDEST SELECTION OF CLASS B VANS AT THE LOWEST PRICES!**

**VANCITY** **SHOP NOW**

---

## APPENDIX C: GASCAR-ROBLES EMAIL EXCHANGE, JULY 27-29, 2020

---



Jasmine Gascaar <jasmine.g.nasa@gmail.com>

---

**FW: Are you ok?**

---

Gascaar, Jasmine <JGascaar@mdanderson.org>  
To: "jasmine.g.nasa@gmail.com" <jasmine.g.nasa@gmail.com>

Wed, Jul 29, 2020 at 4:27 PM

---

**From:** Gascaar, Jasmine  
**Sent:** Wednesday, July 29, 2020 2:57 PM  
**To:** Robles, Tatianna <trobles@mdanderson.org>  
**Cc:** White, Candace Y <canwhite@mdanderson.org>; Tannir, Nizar M <ntannir@mdanderson.org>;  
Corn, Paul <PCorn@mdanderson.org>  
**Subject:** RE: Are you ok?

Hi Tatianna,

My apologies for the late reply, I have needed some time to process everything that has happened over the last few weeks and this week which has felt very traumatic to me. Listening to your statements on last Wednesday's team meeting and again during our call Monday, made me feel very uncomfortable and at this point feels like harassment.

The request to meet with Dr. Subudhi for an apology and reconciliation could have been communicated over email versus texting my personal cell phone, my desk phone, and finally an email inquiring if I was ok (email is the normal form of communication between you and I). On numerous occasions, I have made it known the abusive nature of two of my own faculty (Drs. Sharma and Subudhi) and also what I have witnessed from other Faculty to my counterparts. I find it painful for you to state that you didn't know it escalated to a point where I feel I need the protection and presence of HR, when you all have undoubtedly been made aware. And if I am being completely honest, the urgency and timing of this meeting with Dr. Subudhi is suspicious especially as he is being considered for a promotion. I have been seeking management's assistance for a year and have always kept Tiffany informed of everything that happens between my Faculty and me. As stated on our call, the last I heard from you was a cancellation of the meeting Ginger promised me with Dr. Tannir and no follow-up. Dr. Subudhi himself took me to the ER here at MD Anderson in March and he himself acknowledged that he and Dr. Sharma were causing me too much stress and he felt bad about it. COVID happened a week later and I suspect you all either may have forgotten or hoped I would forget.

Additionally, I want to say that during a private meeting discussing the verbal abuse, public humiliation, and disruptive behaviors with Ginger Araujo and Tiffany Razzo (in March), Ginger flat out told me to find another job because after discussing abuse from Drs. Sharma and Subudhi with you and informing you that she and Tiffany were afraid I was going to leave the department over the abuse, you told her that you didn't care if I left and that you would be Dr. Sharma's assistant again if necessary. She also said that you have a history of covering up these kind of disruptive behaviors from Faculty – something I have heard repeatedly across the board from multiple staff members as early as the first week I was here and was approached by random people warning me before I even knew who they were. This is very troubling for me to hear from my management and in no way builds confidence that my leadership genuinely cares or values me. And if this isn't true, then why is it being said to me? I don't think you realize what it's like having to come to work every day after being told that. Even now I find it difficult to engage with you and many times feel that our communication is forced and fake. I am sorry for being so candid, but I don't think I can take any more manipulation from management or Faculty after experiencing it since I started here in April 2019. I have also witnessed Tiffany being abused and intimidated by Faculty and even by you via text messages when I was standing over her one day.

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1673588156629410162&dsqt=1&simpl=msg-f:1673588156629410162> 1/8

In addition, you yourself admitted to me in a conversation in your office that Dr. Sharma's abusive behavior had sent a previous assistant to the ER with a stroke or heart attack and that you had to take over and be her assistant for some time, yet in the meeting last week, you gaslighted the team and acted like you were not familiar with many of the concerns being brought up prior to this team meeting. Forgive me if I have a hard time trusting anything from leadership at this point. With all the abuse I have witnessed, not just of me and the administrative team, but also of the APP's and nurses, and research nurses, I am shocked that this has gone on for this long and that you responded in the meeting last week with many excuses but no real outcome or plan of action moving forward.

Your communication and handling of this entire situation certainly doesn't feel transparent, or authentic, or even trustworthy. Additionally, Tiffany had already asked me if I wanted to meet with Dr. Subudhi for an "apology" to which I respectfully declined two months ago because I didn't feel comfortable doing so. Then I get a text, two calls and an email from you on Monday asking for the same thing. I said no again unless HR was present. You said no to that and then told me to contact HR on my own and you were out of it. And then yesterday, Tuesday, I get to the office on my scheduled rotation day and Dr. Subudhi is there and approaches me and starts apologizing without you, or Dr. Corn, or HR. I am wondering how many times I have to say no before you all will take me seriously? One time should be enough. Now this feels like harassment. I am including HR on this email to document that I feel harassed, uncomfortable, and unsafe with your communications with me regarding this matter.

I definitely feel at this point that I cannot trust you or leadership's response to any of this disruptive behavior. I don't trust that you or leadership are taking me, or the rest of the administrative team, seriously in the concerns that we have repeatedly expressed. Some include remarks made with racial undertones or that were discriminatory in nature – the whole premise for sending our concern email to Dr. Tannir in the first place after the George Floyd protests, which was then handed off to Dr. Corn, and now I guess to you. I don't think that you all realize the severity of the behavior you are enabling and the toxic work culture that you are creating and promoting even with the newer Faculty coming in who will be looking up to both you and the more seasoned Faculty that mentor them. If we really and truly want meaningful change, it has to begin with leadership and with accountability and transparency. Quite the opposite of what I have witnessed here.

I am glad that Dr. Subudhi is getting the therapy and coaching he needs to improve (he himself told me this), however, I am saddened that those same resources, or even some sort of counseling, have not been offered to the staff members that you all have subjected to his abuse during his journey for self-improvement. I want to make it clear that I fully support his growth and improvement. However, it has become clear to me that there is a huge disparity between whose improvement and advancement you and leadership have chosen to cultivate, and whose you have suppressed, whether intentionally or not. Likewise I feel the same disparity between whose concerns are heard and addressed, and whose are not. The Faculty gets coaching and therapy and years to improve, but the staff get threats and performance plans and eventually pushed out or told to find another job? This is very disturbing and unequal.

I don't think an apology from Dr. Subudhi is the solution, I have received many including one a year ago in the presence of you and Dr. Corn and the clinic team in June of last year. This is nothing new and quite frankly, I have no more energy for it. I would very much just like to do my job which has been almost impossible with Drs. Subudhi and Sharma with the lack of support I have gotten from all of you. Ginger even mentioned that she herself used to support both of these Faculty during a recent call with me one month ago – but yet never offered to help facilitate a better working relationship between them and me, despite seeing how upset I was on repeated occasions after my interactions with both of them. All of this has just really sucked the life out of me. At this point, I do not feel safe in this hostile working environment that you and leadership have provided for me, and would like HR to be included in our communications regarding these matters moving forward.

Thank you,

Jasmine Gaspar

Sr. Administrative Assistant for:

Eric Jonasch, MD, Professor

Padmanee Sharma, MD, PhD, Professor

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1673588156629410162&dsqt=1&simpl=msg-f:1673588156629410162> 2/8

2/19/24, 6:22 PM

Gmail - FW: Are you ok?

Sumit K. Subudhi, MD, PhD, Assistant Professor  
Jennifer Wang, MD, Assistant Professor  
Jianbo Wang, MD, PhD, Assistant Professor

Department of Genitourinary Medical Oncology  
1155 Pressler St., Unit 1374  
Houston, TX 77030  
E: [JGascar@mdanderson.org](mailto:JGascar@mdanderson.org)  
T: 713.792-1052  
F: 713.745.0422

---

**From:** Robles,Tatianna <[trobles@mdanderson.org](mailto:trobles@mdanderson.org)>  
**Sent:** Monday, July 27, 2020 6:41 PM  
**To:** Gascar,Jasmine <[JGascar@mdanderson.org](mailto:JGascar@mdanderson.org)>  
**Cc:** Razzo,Tiffany Nicole <[TNRazzo@mdanderson.org](mailto:TNRazzo@mdanderson.org)>  
**Subject:** RE: Are you ok?

Thank you, Jasmine, for talking with Tiffany and I earlier today. While it saddens that you declined the opportunity to meet with Dr. Subudhi so he could make amends for his past behavior without HR present, I accept your position. Should you change your mind, please let me know. Hope you have a good week!

Sincerely,  
Tatianna Robles, BS, MS  
Medicine Department Administrator  
  
Department of Genitourinary Medical Oncology  
UT MD Anderson Cancer Center  
  
[trobles@mdanderson.org](mailto:trobles@mdanderson.org)  
1515 Holcombe Blvd.  
Box 1374  
Houston, TX 77030  
Office at CPB7.3470: (713) 563-9349  
[trobles@mdanderson.org](mailto:trobles@mdanderson.org)

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1673588156629410162&dsqt=1&simpl=msg-f:1673588156629410162> 3/8

## **APPENDIX D: DOCUMENTED HARASSMENT AND FEBRUARY 2020 SECURITY INCIDENT**

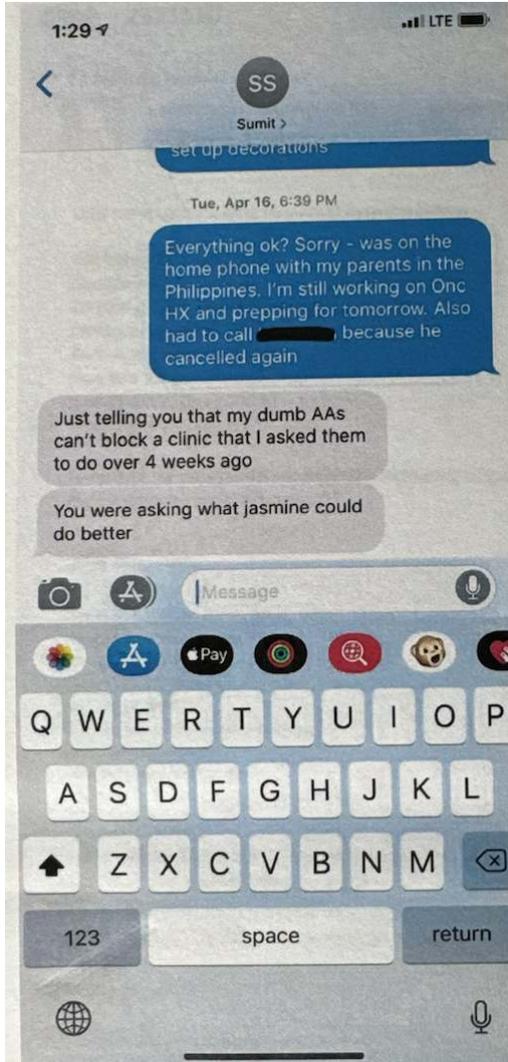
---

### **Timeline of Harassment and Intimidation Against Jasmine Gasca and Kevin Lagman**

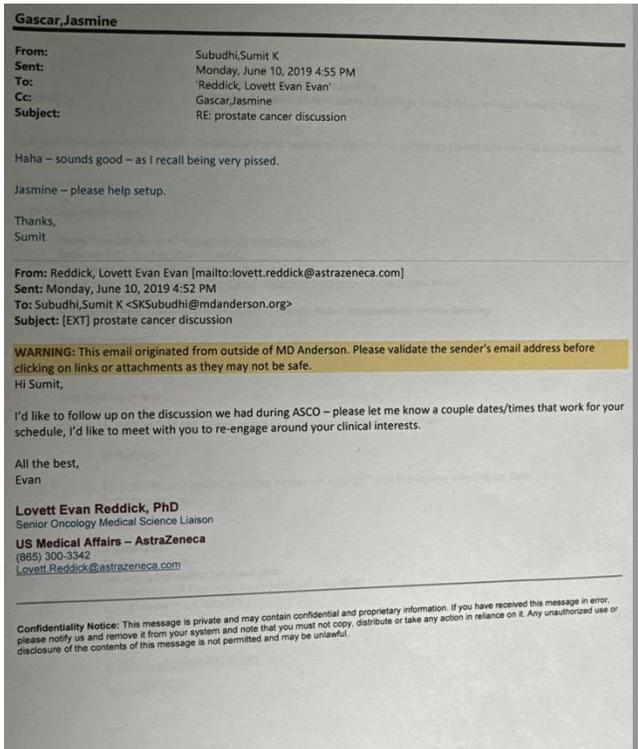
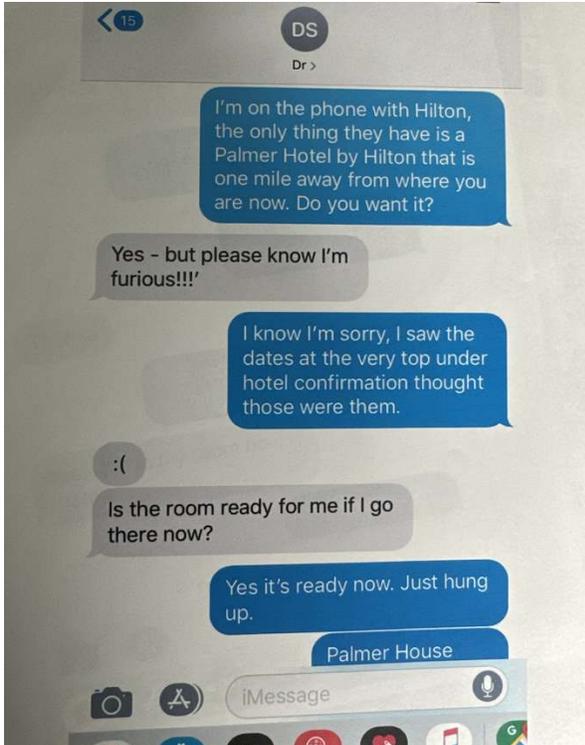
The timeline provides a chronological summary of key incidents and complaints at MD Anderson, as recounted by Jasmine Gasca herself, documenting her experiences with harassment and leadership failures.

#### **April 2019 - First month of employment:**

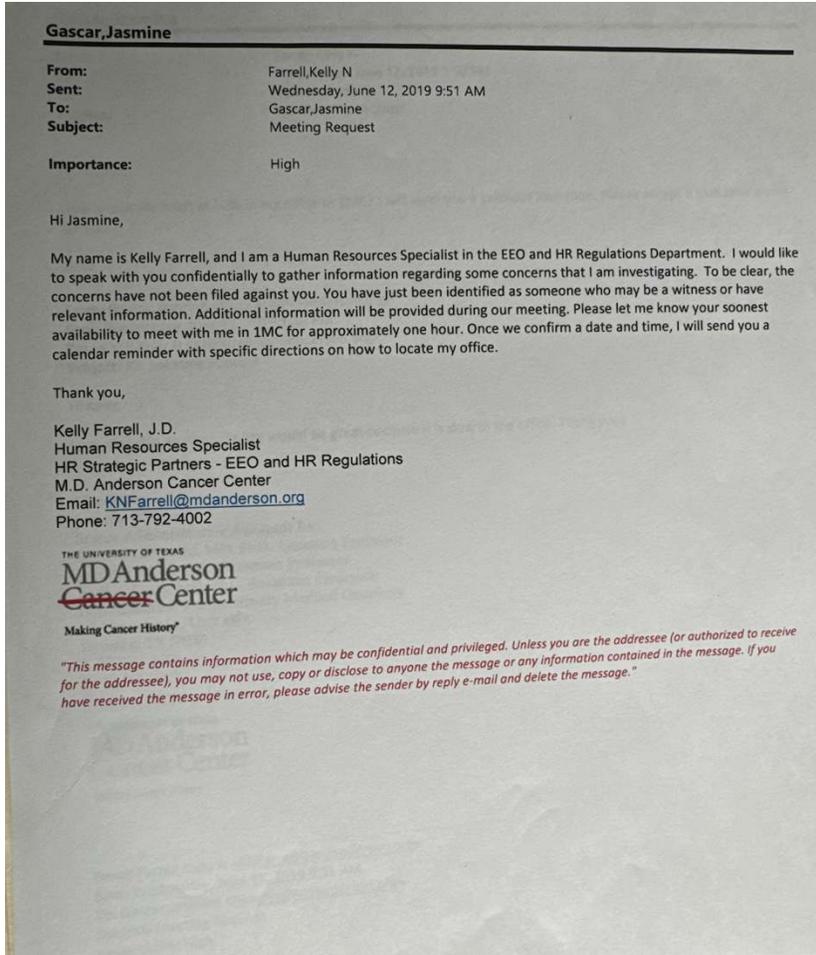
*-First meeting with Dr. Sumit Subudhi: He was aggressive, banging on the desk, and abruptly cut me off when I tried to ask any questions, responding with “You obviously don’t know what you are doing if you are asking me those questions.” He also sent messages about how dumb his AA’s (Administrative Assistants) were to his nurse practitioner, Kevin Lagman, my first week which was very intimidating.*



*-First travel coordination handed off to me for Dr. Subudhi, initiated by his previous assistant: Hotel was not confirmed and he arrived to no hotel room and called me yelling and berating me. He followed up with a text: "Know that I am furious!!!" He also followed up with an email to another physician referencing my mistake and how pissed he was about it. I felt humiliated. Reported all of this to my supervisor and nothing was done.*



**June 2019** - HR/Legal Office called me into their office to investigate Dr. Subudhi for aggressive behaviors towards another employee (See screenshot below from HR/Legal office).



*-After this interview, Dr. Subudhi started acting retaliatory towards me and his clinic team. I reported this to the HR/Legal office - nothing was done. (Below email to HR/Legal regarding concerns for retaliatory behavior. HR/Legal never responded.*

**Gascar, Jasmine**

**From:** Gascar, Jasmine  
**Sent:** Monday, June 17, 2019 10:15 AM  
**To:** Farrell, Kelly N  
**Subject:** RE: Emails  
**Attachments:** Meeting with Dr. Subudhi's clinic group; SKM\_C335119061708360.pdf; RE: Today: Prostate SPORE WEBex - Thursday June 13th 3-4:00ET

Hi Kelly,

I want to make you aware of what is happening ever since our meeting last week that is extremely concerning to me. After I spoke with you On Wednesday, June 12<sup>th</sup>, I was asked to set up a meeting with Dr. Subudhi's clinic team and to call the meeting "Clinic Expectations" and I was told to include Tatiana Robles, Claudette Mendoza, Brenda Pesek, Dr. Matt Campbell, Dr. Paul Corn, Dr. Subudhi, Kevin Lagman – Nurse Practitioner, April Casuyon – Nurse, Yonas Foto – Patient Services Coordinator, and myself. Immediately following the meeting notice I sent out, Dr. Subudhi began what I believe is harassing and retaliative behavior.

Thursday, June 13<sup>th</sup> at 12:45 PM - As I was away from my desk and phone for lunch, he began calling me on my office and cell phone. I did not answer as I was at lunch. I then received a call from Kevin Lagman, nurse practitioner, saying that Dr. Subudhi had called him asking if he knew where I was. When I got back to my desk, he had emailed me and copied my bosses boss, Ginger Araujo, saying that he could not get a hold of me and did not know where his 2:00 PM meeting was. The time was 1:00 PM when I returned from lunch. I counted 3 missed calls on my personal cell phone and 3 missed calls on my office phone, along with a text message asking where his 2:00 PM meeting would be. The meeting ended up being a Webex that he simply needed to click on to view the meeting. I believe that him copying Ginger Araujo was with the intention to cause intimidation as she is not my direct supervisor but my supervisor (Tiffany Razzo) does report to her. This behavior was directed towards me, however, I have reason to believe that he is also harassing Kevin Lagman as he thinks that Kevin is somehow behind the meeting I was asked to schedule.

Thursday, June 13<sup>th</sup> at around 6:00 PM - Kevin reached out to me and told me that Dr. Subudhi called him 6 times after the meeting notice was sent out by me. Kevin did not answer as he was driving home and when he arrived at his home he had a text from Dr. Subudhi saying that they needed to talk because things have escalated. Kevin then made his supervisor, Claudette Mendoza, aware as he was confused as to what was going on and also frightened because he is familiar with Dr. Subudhi's aggressive behavior.

Friday, June 14<sup>th</sup> at 8:00 AM - Kevin made me aware that Dr. Subudhi was copying his supervisor on emails that he was sending him pointing out mistakes or things that had not been done. I believe Kevin is now experiencing harassment from Dr. Subudhi who believes that this meeting, and perhaps other complaints he has been made aware of, are coming from Kevin Lagman.

I was told when I came to your office that I did not have to worry about cooperating with your investigation, but since I have done so, this work environment has been become extremely hostile and I believe that my co-worker, Kevin Lagman, is also experiencing backlash as a result of my cooperation. Based on the "Adverse Actions" on the Non-Retaliation Policy you handed me at our meeting, the actions listed read:

"Actions affecting employment such as threats, unjustified negative evaluations, unjustified negative references, or increased surveillance."

-Copying our supervisors on emails pointing our mistakes which has never been done before. (emails attached)

"Discrimination and/or harassment."

-Copying our supervisors on emails point our mistakes and the numerous back to back phone calls on our work and personal phones.  
 "Bullying by intimidation, humiliation, or social isolation, which can occur directly or indirectly (e.g., via email)."  
 -Copying our supervisors and upper management on emails.  
 "Creating a hostile and/or intimidating or offensive environment."  
 -See email attached.

Furthermore, as stated on the literature you gave me, listed under "Procedure" under 1.0 Reporting and Investigating Allegations of Wrongdoing – 1.1 "All workforce members have an obligation to properly report, or cause to be properly reported Wrongdoing and to assist in any institutional investigation." Listed under examples of "Wrongdoing" include:

"Conflicts of interests, or dishonest or unethical conduct."  
 "Violations of the institutions code of conduct."  
 "Violations of other laws, rules, regulations, and or policies."

Listed under the institutional core values for MD Anderson is:

"Caring – We are respectful and courteous to each other at all times."  
 "Integrity – We hold ourselves, and each other, accountable for practicing our values."

Listed under Faculty Standards of Conduct Policy Disruptive and Inappropriate Behavior:

"Conduct that is immoral, unethical, or physically threatening. In accordance with Regents' Rules, such conduct will not be tolerated and constitutes just cause for dismissal from the institution. Examples include, but are not limited to:

"Repeated instances of hostile, profane or abusive language;"  
 "Insubordination;"  
 "Abuse of power over subordinates;"  
 "Disruption of normal laboratory, hospital, or business operations."

I have reason to believe that this behavior is causing disruptions to operations including patient care as Kevin Lagman, made me aware that he told his supervisor he is afraid to come to work on Wednesday (Clinic Day) and see patients as he is not sure what aggressive behavior to expect from Dr. Subudhi and is afraid he will not be able to think clearly about patient care with this distraction, disruptive and retaliative behavior. I am sure that management is already aware of what is going on, I have emails and texts proving so, and nothing has been done, in fact, the behavior seems to be getting worse. I am reaching out to you in hopes that you can help. I am most concerned that my coworker, Kevin Lagman, is receiving this treatment at my fault for cooperating with your investigation, but since I signed the confidentiality agreement, I feel helpless as to say anything.

Thank you so much for your time.

Thank you,  
 Jasmine Gascar  
 Senior Administrative Assistant for:  
 Sumit K. Subudhi, MD, PhD, Assistant Professor  
 Jennifer Wang, MD, Assistant Professor  
 Jianbo Wang, MD, PhD, Assistant Professor  
 Department of Genitourinary Medical Oncology  
 1155 Pressler St., Unit 1374  
 Houston, TX 77030  
 T: 713.792-1052  
 F: 713.745.0422

*-Simultaneously, his nurse practitioner, Kevin Lagman, sent this note to his supervisor (And later HR) indicating that he felt there was retaliatory behavior due to his cooperation with the HR/Legal Office investigation of Dr. Subudhi:*

2. **06/16/2019 and 06/14/2019 Incidents** – please see attached file regarding an e-mail from Dr. Subudhi to my manager, Claudette, in **retaliation**. I opened up to her about my concerns regarding his intimidating and aggressive mannerisms on 06/11/2019. He called me on a day that I was off on Tuesday, 06/11/2019, when he stated with a **raised voice** over the phone, **"Are you trying to give me a headache?"** This is regarding a note that he could not figure out how to close himself. He proceeded with **berating** me by stating, **"I feel like you are regressing. Do you want to be like those fellows that I train who do very well in the beginning and then later don't want to keep going? Do you really want this job? Tell right now if you want to quit and I'll stop pushing so much. So tell me."** After that telephone call ending with me stating that I do not want to quit my job, I opened up to Claudette about this conversation. Once a meeting was posted via e-mail to meet with the APP liaison at the time, the management team, clinic team, and the deputy chair to discuss clinic expectations, he began exhibiting threatening behavior on 06/14/2019 as evidenced by a recording I have of him towards me on the morning that I arrived in clinic that day. **Please note that this recording does not include any patient information and no other parties are involved besides me and Dr. Subudhi. Given the "one-party consent" law according to Texas Penal Code 16.02 - 1, Kevin Lagman, acknowledge my full consent of this recording.** You can hear on the morning of **06/14/2019, that he wishes for me to no longer change patients that I see onto my template when he is there (which is against what I was trained to do), and that he will attest every note of mine moving forward.** The attached e-mail from 06/16/2019, which was on a weekend and outside work hours, looking

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1688343308947281622&dsqt=1&siml=msg-f:1688343308947281622> 2/4

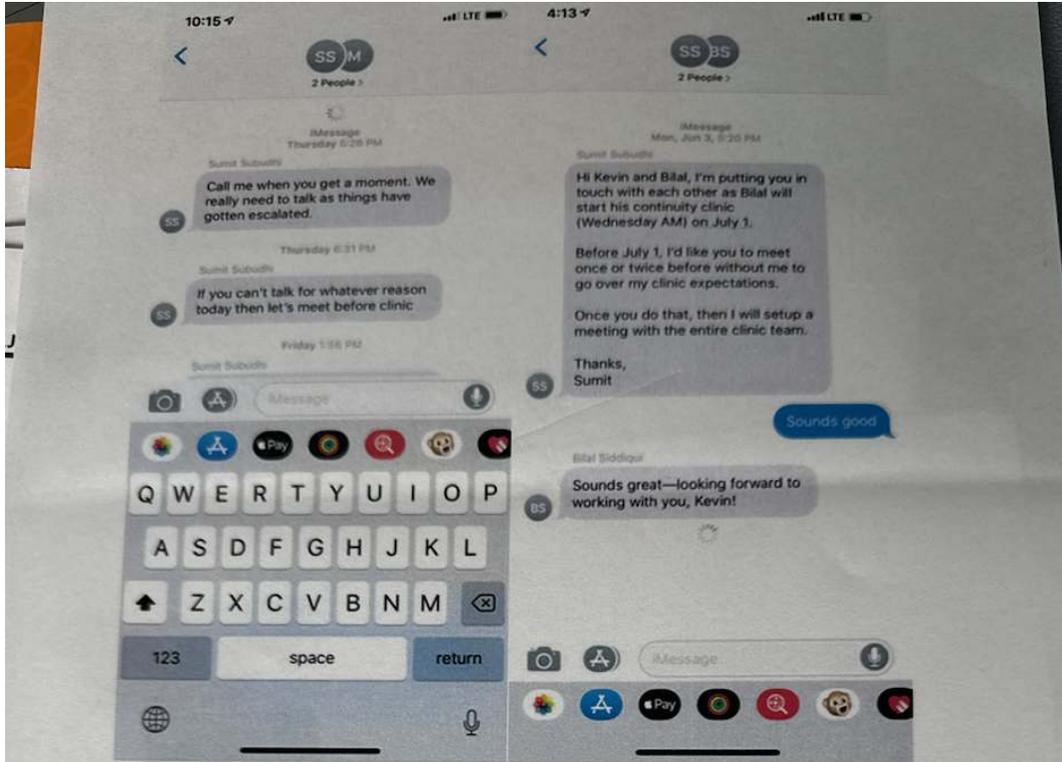
2/19/24, 7:25 PM Gmail - FW: 02/28/2020 Incident

for any minute evidence against me. After the meeting with management and the clinic team on 06/24/2020, Dr. Subudhi stated that he does not recall that conversation he had with me on the telephone, which is not the first time he has not recalled incidences when he becomes demanding and aggressive.

3. **10/07/2017 Incident** – Mary Cline was another APP who worked directly with Dr. Subudhi in 2016 and 2017. Please see the attached e-mail from 10/07/2017 regarding her one of many experiences with this doctor. When she noticed my discomfort in the workplace in 06/2019, she sent me this e-mail as an example of how this pattern in behavior has not changed since he was first hired by MD Anderson. Although I cannot speak for her experiences with him in 2017, she has stated to me on 02/28/2020, which she is willing to speak up if need be. She can be reached at 713-817-9165.

*-Myself and the clinic team are called into a meeting by leadership with Dr. Subudhi so he could “apologize” for his behavior. Nothing changed, this was all for optics.*

*-Kevin had to send this document to Kevin’s manager to try defend himself after the terrible email Dr. Subudhi sent to all of leadership trying to justify his behavior towards Kevin.*



Reasons for not accomplishing his tasks in time; doing the work for him. He calls me on my Flex Day, Tuesday 06/11/19, starting out the conversation with, "Are you trying to give me a headache?" He states that it has taken him 20 minutes to try to figure out how to attest and close my H&P. Yes, I take full responsibility for that because I tried to close the chart quickly in less than 48 hours so he doesn't yell at me; then he proceeds to harass me further over the phone, stating that I am regressing again. That I am being compared to Mary Cline, Lidia, and Zita. I'm again compared to the fellows who have years of residency and then Stacy Harris, who is a research nurse that he does not even work with and harass daily. He assumes that I have "all the time in the world" now that I'm done with my MBA program, no longer taking care of family members with cancer, and my second job. Unfortunately, there is just not enough time to complete all his tasks with high quality because he keeps pushing and pushing until I cannot think anymore. It no longer feels like a safe work environment because when I

ask questions, he bangs his arm on the table and states that we will never go through this again. And yet, he keeps asking me how can I help when one of the answers to my questions was—you could've just Googled it. That is why I have opened up to Claudette to let her know that I am requesting to move to another doctor or choose another role in the APP world that does not revolve around manipulation and abuse. He calls me every day in retaliation towards me for opening up to Claudette. He tells me that I will be a superstar on one day, and then states that I am plateauing the next day; then proceeds to ask me if I want to quit because I am slacking since I started my flex day. Therefore, I do not wish to have this unhealthy work relationship because it has already metastasized into all aspects of my life; there is no more room for salvage radiation to fix this after hearing about his complaints against me. I never wanted to have this huge meeting nor do I even wish to have you fired; I will respect you as long as you respect me. I work with you, not for you. And, the ultimate goal that I wish to attain from this meeting is to move on and work as a nurse practitioner in a safe environment, away from him solely because I do not wish to work in a hostile environment that is due to this disruptive behavior in the workplace.

*This is the retaliatory email Dr. Subudhi sent trying to ruin Kevin's reputation AFTER we cooperated with the interviews.*

*Conditions continued to deteriorate after this.*

**September 2019 - I was assigned to Dr. Sharma.**

*-Immediately I was warned about Dr. Sharma's aggressive behavior by Tatianna Robles, Department Administrator, BEFORE even interacting with her. I was told she had sent a previous assistant to the ER and that I had their support if I needed to be aggressive back with her.*

*-Verbal abuse and harassing behavior start from the get go.*

**February 2020 – Kevin Langman Panic Attack**

*-My supervisor, Tiffany Razzo, and Administrative Director, Ginger Araujo, say they will meet with the Chair, Dr. Tannir, to discuss Dr. Subudhi and Sharma's abusive behavior. Tatianna finds out about the meeting and cancels the meeting shortly after. They then tell me to find another job because this behavior has been going on for years and will not be addressed.*

*-Kevin has a panic attack, breakdown after Dr. Subudhi's abusive behavior. MD Anderson police are called to intervene.*

**March 2020 - Email complaints sent to HR and Ombuds.**

*-Kevin is finally removed from Dr. Subudhi's clinic and told he will never have to work with him again. Shortly after he told he will have to cover Dr. Subudhi's clinic again due to another nurse practitioner being out.*

2/19/24, 7:25 PM

Gmail - FW: 02/28/2020 Incident



Jasmine Gascar <jasmine.g.nasa@gmail.com>

---

**FW: 02/28/2020 Incident**

---

**Lagman, Kevin John Valencia** <KVLagman@mdanderson.org>  
To: "jasmine.g.nasa@gmail.com" <jasmine.g.nasa@gmail.com>

Fri, Jan 8, 2021 at 12:14 PM

No response since

---

**From:** Lagman, Kevin John Valencia  
**Sent:** Monday, March 9, 2020 1:06 PM  
**To:** White, Candace Y <canwhite@mdanderson.org>  
**Subject:** RE: 02/28/2020 Incident

Thank you so much for your prompt response regarding this. I appreciate all your help.

Sincerely,

Kevin

---

**From:** White, Candace Y <canwhite@mdanderson.org>  
**Sent:** Monday, March 9, 2020 1:02 PM  
**To:** Lagman, Kevin John Valencia <KVLagman@mdanderson.org>  
**Subject:** RE: 02/28/2020 Incident

Hi Kevin,

Thanks for the additional information. My apologies for the delayed response. I was out of office until Wednesday and then returned to all the Coronavirus initiatives. However, I will follow up with you by end of week.

Thanks

Candace

---

**From:** Lagman, Kevin John Valencia <KVLagman@mdanderson.org>  
**Sent:** Wednesday, March 4, 2020 12:29 PM  
**To:** White, Candace Y <canwhite@mdanderson.org>  
**Subject:** 02/28/2020 Incident  
**Importance:** High

Good morning, Ms. White,

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1688343308947281622&dsqt=1&simpl=msg-f:1688343308947281622> 1/4

2/19/24, 7:25 PM

Gmail - FW: 02/28/2020 Incident



Jasmine Gascar <jasmine.g.nasa@gmail.com>

---

**FW: 02/28/2020 Incident**

---

**Lagman, Kevin John Valencia** <KVLagman@mdanderson.org>  
To: "jasmine.g.nasa@gmail.com" <jasmine.g.nasa@gmail.com>

Fri, Jan 8, 2021 at 12:14 PM

No response since

---

**From:** Lagman, Kevin John Valencia  
**Sent:** Monday, March 9, 2020 1:06 PM  
**To:** White, Candace Y <canwhite@mdanderson.org>  
**Subject:** RE: 02/28/2020 Incident

Thank you so much for your prompt response regarding this. I appreciate all your help.

Sincerely,

Kevin

---

**From:** White, Candace Y <canwhite@mdanderson.org>  
**Sent:** Monday, March 9, 2020 1:02 PM  
**To:** Lagman, Kevin John Valencia <KVLagman@mdanderson.org>  
**Subject:** RE: 02/28/2020 Incident

Hi Kevin,

Thanks for the additional information. My apologies for the delayed response. I was out of office until Wednesday and then returned to all the Coronavirus initiatives. However, I will follow up with you by end of week.

Thanks

Candace

---

**From:** Lagman, Kevin John Valencia <KVLagman@mdanderson.org>  
**Sent:** Wednesday, March 4, 2020 12:29 PM  
**To:** White, Candace Y <canwhite@mdanderson.org>  
**Subject:** 02/28/2020 Incident  
**Importance:** High

Good morning, Ms. White,

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1688343308947281622&dsqt=1&simpl=msg-f:1688343308947281622> 1/4

2/19/24, 7:25 PM

Gmail - FW: 02/28/2020 Incident

- for any minute evidence against me. After the meeting with management and the clinic team on 06/24/2020, Dr. Subudhi stated that he does not recall that conversation he had with me on the telephone, which is not the first time he has not recalled incidences when he becomes demanding and aggressive.
3. **10/07/2017 Incident** – Mary Cline was another APP who worked directly with Dr. Subudhi in 2016 and 2017. Please see the attached e-mail from 10/07/2017 regarding her one of many experiences with this doctor. When she noticed my discomfort in the workplace in 06/2019, she sent me this e-mail as an example of how this pattern in behavior has not changed since he was first hired by MD Anderson. Although I cannot speak for her experiences with him in 2017, she has stated to me on 02/28/2020, which she is willing to speak up if need be. She can be reached at 713-817-9165.

There are other incidences when I have witnessed this doctor publicly berate and intimidate other APPs, research nurses, and other staff in clinic. I welcome any opportunity to provide any more evidence you need along with at least >20 witnesses/victims of his behavior since 2017. They do not wish to be named at this time but are willing to speak up if contacted. The following below are behaviors this doctor has exhibited with examples of his statements during my time working with him.

1. **Intimidation** – overt verbal threats with fear-inducing communication and behavior (examples above).
2. **Rationalization** – constantly justifying or defending his behavior or making excuses for acting in this manner (on multiple occasions, he has verbally stated some aspects of my personal life to the management team to justify his behavior; he has also looked for ways to find any evidence against me in the workplace).
3. **Diversion** – given his Bachelor's degree and expertise in psychology and human behavior, I have noted how he dodges issues and acting oblivious to his statements (examples above on 06/11/2019).
4. **Shame and guilt** – making an employee constantly feel that they are the problem, shaming them for no real wrongdoing, or making them feel inadequate and unworthy (see examples above; Yonas Foto and April Casuyon can attest to this when he blames us on a continual basis for patient wait times; please also see how many patients he makes me see as opposed to him through current records).
5. **Impossible or changing expectations** – despite my growth in the department and the good remarks provided by other faculty when doing so, Dr. Subudhi continues to place more responsibilities for me that is more within his scope of practice (examples include having me create the treatment plan for every patient we see and provide training for the MD fellows, which is not part of my job description).
6. **Mood swings** – he is usually in the stable mood the night before interacting with him in the morning of clinic. He always stated that he needed a large amount of coffee in the morning with sharp and sudden shifts in emotions (see example above).
7. **Criticism** – constantly criticizing my work for unwarranted reasons (see 06/11/2019 telephone conversation noted above).
8. **Projection of blame** – shifting blame to others and using me as a scapegoat when clinic is delayed in seeing patients. He tried to discuss this with Brenda Pesek about a month ago, holding a conversation about me with statements such as, "Kevin is just not a good leader for April. He should shadow [other APPs]," and he continued to publicly compare me to more experienced APPs. On one occasion, he pulled me out of one patient's room to bring me to another irate patient's room to question and blame me for a complaint that the patient made. This was presented to the patient by Dr. Subudhi, and Dr. Subudhi pointed the blame at me in that room.
9. **Taking credit** – please see the amount of inpatient patients under Dr. Subudhi, who have decreased in census since I started working with him in December 2018 and January 2019 (Dr. Subudhi has stated this to me before, which he takes credit for). Please also see the amount of patients he has me see as opposed to him. His patient review scores have also increased (as stated by him) because of my care of our patients. He tends to travel very often and leaves me in charge of the patients, usually on Friday clinics.
10. **Aggression** – raising his voice at me to overpower my responses in defense to his statements; exhibiting anger verbally and non-verbally (he has pounded his fist on the desks when I do not provide him with a right answer immediately upon being publicly and privately questioned and quizzed). He has also stated the "f-word" to me when I do not answer correctly in a timely manner as witnessed by other clinic staff members such as nurses and APPs close to our clinic hallway.
11. **Intrusion** – he often asks me if anything personal at home is going on because I am "regressing."
12. **Embarrassment** – degrading or humiliating me publically in front of other witnesses and patients in clinic.
13. **Revenge** – acting vindictive towards me and others, seeking unfair revenge when a mistake happens (please see vindictive e-mail towards me and my manager on 06/16/2019).
14. **Threats** – threatening unwarranted punishment, discipline, and emotional or psychological abuse (examples include above and times when he would use my personal issues he has consistently tried to have me open up about. In turn, he used them against me to justify his behavior and any minute mistakes in clinic).

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1688343308947281622&dsqt=1&siml=msg-f:1688343308947281622>

3/4

2/19/24, 7:25 PM

Gmail - FW: 02/28/2020 Incident

Please let me know if you need anything else on my end. I thank you for your time and attention regarding this matter and hope to hear from you again soon regarding a resolution to this case.

All the Best,

**Kevin Lagman, MBA, MSN, APRN, FNP-C**

Family Nurse Practitioner

Genitourinary Medical Oncology

1220 Holcombe Blvd., ACB7.2540, Unit 1374

Houston, TX 77030

Phone: (713) 745-7575, opt. 4

Fax: (713) 563-9308



The information contained in this e-mail message may be privileged, confidential, and/or protected from disclosure. This e-mail message may contain protected health information (PHI); dissemination of PHI should comply with applicable federal and state laws. If you are not the intended recipient, or an authorized representative of the intended recipient, any further review, disclosure, use, dissemination, distribution, or copying of this message or any attachment (or the information contained therein) is strictly prohibited. If you think that you have received this e-mail message in error, please notify the sender by return e-mail and delete all references to it and its contents from your systems.

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1688343308947281622&dsqt=1&simpl=msg-f:1688343308947281622> 4/4

**April 2020 - Leadership begins sending emails of support for Dr. Subudhi.**

*-I witness a conversation with Dr. Sharma and dept leadership indicating leadership needs to do whatever is necessary to “protect Dr. Subudhi”.*

**June 2020 - Formal email complaints start being sent by me and my colleagues to Department Leadership. Retaliatory behavior begins soon after.**

*-Leadership begins requiring us to come into the office on a rotation to hand deliver the soiled lab coats of clinicians to the laundry room located in the basement. During this time the Institution was discouraging any non-essential personnel from being in the office unless absolutely necessary, however, GU was doing the opposite to us in retaliation for filing formal complaints. These soiled lab coats had been exposed to COVID positive patients-at the time no one knew how transmissible COVID was so we were very scared. We were being required to hand deliver the lab coats without any protective equipment which led me to file a formal safety complaint with the institution.*

*-I'm assigned to work on Dr. Subudhi's promotion.*

**July 2020 - Tatianna tries to manipulate me into accepting another apology from Dr. Subudhi.**

*I decline without HR present and she refuses to have HR present. I go into the office to do the lab coats and Dr. Subudhi approaches me and begins apologizing anyway. I send an email to Tatianna Robles, documenting and copy HR and dept leadership. I also include Dr. Sharma's abusive behavior.*

*Email to Tatianna Robles documenting the abuse (see **Appendix C: Gascar-Robles email exchange, July 27-29, 2020**)*

*-Leadership has a meeting with the physicians and tells them about our confidential complaints against them. Physicians ask for all of us to be fired. Conditions deteriorate for all of us who sent email complaints.*

*-I begin asking to be removed from Dr. Subudhi and Sharma as I feel unsafe. I am ignored by my supervisor.*

**Winter 2020-2021 - I inform my supervisor and Dr. Subudhi and Sharma that I am removing myself from their teams as I do not feel safe any longer.**

2/19/24, 6:31 PM

Gmail - FW: Follow up



Jasmine Gascar <jasmine.g.nasa@gmail.com>

---

**FW: Follow up**

---

**Gascar, Jasmine** <JGascar@mdanderson.org>  
To: "jasmine.g.nasa@gmail.com" <jasmine.g.nasa@gmail.com>

Wed, Mar 3, 2021 at 1:53 PM

---

**From:** Bartholomeusz, Geoffrey A <gbarthol@mdanderson.org>  
**Sent:** Friday, January 8, 2021 8:56 AM  
**To:** Gascar, Jasmine <JGascar@mdanderson.org>  
**Subject:** Re: Follow up

Dear Jasmine,

I hope you received the e-mail I sent you yesterday. Could you please give me a call after 10.30 this morning.

Many thanks,

Geoffrey Bartholomeusz, Ph.D.

Ombudsperson

Ombuds Office

gbarthol@mdanderson.org

T 713-792-1371

*To maintain confidentiality and informality the Ombuds Office discourages discussing sensitive information and related concerns over email. Please call our office at 713-792-4896 to schedule an appointment or to speak to an Ombuds staff member. Those who use the services of the Ombuds Office do so with the understanding that they agree to abide by the features and operations described in our Standards of Practice. Please visit the Ombuds Office website to learn more.*

---

**From:** "Gascar, Jasmine" <JGascar@mdanderson.org>  
**Date:** Wednesday, January 6, 2021 at 1:01 PM  
**To:** "Bartholomeusz, Geoffrey A" <gbarthol@mdanderson.org>  
**Subject:** RE: Follow up

Hi Dr. Bartholomeusz,

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1693241792589181304&simpl=msg-f:1693241792589181304>

1/3

2/19/24, 6:31 PM

Gmail - FW: Follow up

Happy new year. There has been no improvement. I have not been able to eat or sleep well for the past week. I sent a text to my boss asking to be removed from Dr. Subudhi because I did not feel safe. She ignored me for two weeks. Last week I asked for a timeline of when she thought I could be removed from his support, and she said she did not know and asked me if he had something that she should be aware of. I told her that this was still related to the ongoing issues I've had with him since day 1, and that I did not feel like I could trust telling her anything because all my complaints were getting back to Dr. Subudhi and confidentiality was not being respected. She replied, "ok", and ignored me again. On Monday I sent her a text that since I had not received a timeline or any response regarding my request to be removed from Dr. Subudhi, I was going to email him and let him know to reach out to Tiffany Razzo or Ginger Araujo for administrative support. I did so and Dr. Subudhi replied saying that he was confused. I then got a text from Tiffany telling me to send her emails for him for the rest of that day only. I was very upset and I called in for the rest of the day and Tuesday as well, as I had been unable to sleep and eat from the stress. When I logged in briefly yesterday, Dr. Subudhi was still emailing me. I asked Tiffany if she had informed him that I was no longer supporting him, and she said "No, I did not." I asked her to please do so to which she replied, "Management has not made that decision." I replied and said, " I am making that decision for my own safety and health." She replied, "Okay, I will let management know." She followed up asking me if I had filed a complaint with HR, and that she recommended doing so. I said that I had and would be doing the same towards her and management for trying to force me to work with someone who they admitted was abusive in a meeting last February, despite me saying I felt unsafe now. I don't think I can find the words to describe how awful this experience has been for me. I did not want to have to go to HR again, or to detail and outline how this behavior has affected me, a survivor of domestic violence, because I don't want to share these personal stories with people who prey on my weaknesses and don't respect my confidentiality. A clinical nurse reached out to one of my admin team members, Maria Simms, last week, and said, "The admins are just lazy bitches who are overpaid and don't want to come to work, and should all be fired." Not realizing that Maria was an admin. This clinical nurse has no interaction with us whatsoever, so it is clear that if she is saying this, confidentiality does not exist, nor does respect, in this department. I am tired of trying to figure out what we did wrong to deserve this kind of treatment.

After a failed attempt to work with my abuser, Dr. Subudhi himself, to discuss working together and moving forward together in December 2020, he abruptly ended that invitation after speaking with leadership regarding these issues and said that the institution told him to do so. Later that week after noticing that I was short with him, he called me at 6:00 PM on a Friday evening and admitted that Randy Vidrine was the one who told him that we had been complaining about him to HR, so that if he would help us get attention, he was essentially helping us against himself and that he needed to remove himself and cancel the meeting. Once again, confidentiality not respected, as well as outing me to my abuser.

I am exhausted and I don't know what else to do. But what I do know is that this bullying that I am experiencing as a result of simply wanting to be free from the manipulation and games that I have been subjected to for 1 year and 9 months, is unbearable. I hope that I can recover personally from this experience, but I know that my time here at MD Anderson is reaching its end.

Thank you for trying.

Sincerely,

-Jasmine

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1693241792589181304&simpl=msg-f:1693241792589181304>

2/3

2/19/24, 6:31 PM

Gmail - FW: Follow up

**From:** Bartholomeusz, Geoffrey A <[gbarthol@mdanderson.org](mailto:gbarthol@mdanderson.org)>  
**Sent:** Monday, January 4, 2021 11:16 AM  
**To:** Gascar, Jasmine <[JGascar@mdanderson.org](mailto:JGascar@mdanderson.org)>  
**Subject:** Follow up

Dear Jasmine,

I hope there is improvement in your situation and I wish you Success and Happiness in 2021.

Many thanks,

**Geoffrey Bartholomeusz, Ph.D.**

Ombudsperson

Ombuds Office

[gbarthol@mdanderson.org](mailto:gbarthol@mdanderson.org)

T 713-792-1371

*To maintain confidentiality and informality the Ombuds Office discourages discussing sensitive information and related concerns over email. Please call our office at 713-792-4896 to schedule an appointment or to speak to an Ombuds staff member. Those who use the services of the Ombuds Office do so with the understanding that they agree to abide by the features and operations described in our Standards of Practice. Please visit the Ombuds Office website to learn more.*

The information contained in this e-mail message may be privileged, confidential, and/or protected from disclosure. This e-mail message may contain protected health information (PHI); dissemination of PHI should comply with applicable federal and state laws. If you are not the intended recipient, or an authorized representative of the intended recipient, any further review, disclosure, use, dissemination, distribution, or copying of this message or any attachment (or the information contained therein) is strictly prohibited. If you think that you have received this e-mail message in error, please notify the sender by return e-mail and delete all references to it and its contents from your systems.

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1693241792589181304&simpl=msg-f:1693241792589181304>

3/3

**January 2021 - Formal email complaints are sent to Division leadership. HR Gets involved and intimidates us into silence.**

*Collective email complaints detailing CV incident with Sharma*

2/19/24, 7:29 PM

Gmail - Fwd: FW: Please Help



Jasmine Gascar &lt;jasmine.g.nasa@gmail.com&gt;

**Fwd: FW: Please Help**

~janice &lt;janicemathew@gmail.com&gt;

Tue, Jul 20, 2021 at 10:07 AM

To: "jasmine.g.nasa@gmail.com" &lt;jasmine.g.nasa@gmail.com&gt;

Email includes escalation to management (Tiffany, Ginger, Tatianna), department (Dr. Tannir/Dr. Corn), two HR Business Partners (Candace White/Veronica Garza) division (Dr. Flowers/Randy), culture safety officer (Dr. Subudhi), HR director (Kent), EEO (Sherry Wakefield), and SrVP of HR (Shibu Varghese)

I believe Maria sent a notice to President Pisters.

We did everything in our power to follow the process and our situation was ignored. Instead of addressing the allegations, retaliation was used to ensure mass exodus of witnesses.

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

From: **Mathew,Janice** <JMathew14@mdanderson.org>

Date: Mon, Jul 19, 2021 at 10:04 AM

Subject: FW: Please Help

To: janicemathew@gmail.com <janicemathew@gmail.com>

**From:** Mathew,Janice

**Sent:** Monday, July 19, 2021 10:01 AM

**To:** Varghese,Shibu <shibuv@mdanderson.org>

**Subject:** FW: Please Help

Greetings and good morning, Shibu,

Hope you and your loved ones are in good health and cheerful spirits.

I did want to share that today is my last day with the GU department. My teammates and I did our level best to address issues with the management, department, culture safety officer, division, HR, and EEO. Even with numerous red flags of turnover within the team, bullying and retaliatory behaviors resulted in the departure of 6 people (2 blacks, 3 Hispanic, 1 Caucasian – on the record admitted receiving preferential treatment due to race) within a span of a few months, today, I am number 7 (south Asian – Malayalee).

I humbly ask you and your team to take the GU department situation seriously and investigate the happenings. I would like to share an email that has been escalated to multiple levels and never addressed since June 2020.

Thank you,

Janice

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1705816804051272231&simpl=msg-f:1705816804051272231>

1/21

2/19/24, 7:29 PM

Gmail - Fwd: FW: Please Help

**From:** Mathew,Janice  
**Sent:** Wednesday, July 14, 2021 4:11 PM  
**To:** Wakefield,Sheri <sbrownlo@mdanderson.org>  
**Subject:** RE: Please Help

Hi Sheri,

Thank you for the conversation today. Please review the contents of this email chain and the climate survey provided by Candace White in September of 2020 to the department and division.

Let me know if I can be of further assistance.

Have a blessed week.

Kind regards,

Janice

**From:** Mathew,Janice  
**Sent:** Tuesday, January 12, 2021 4:05 PM  
**To:** Flowers,Christopher R <CRFlowers@mdanderson.org>; Garza,Veronica <vagarza@mdanderson.org>  
**Cc:** Gascar,Jasmine <JGascar@mdanderson.org>; Kamin,Renee L <RLKamin@mdanderson.org>; Lagman,Kevin John Valencia <KVLagman@mdanderson.org>; Robinson,Tonya D <TDRobinson1@mdanderson.org>; White,Candace Y <canwhite@mdanderson.org>; Vidrine,Randy <vidrine@mdanderson.org>; Simms,Marla L <MLSimms@mdanderson.org>  
**Subject:** RE: Please Help

Good afternoon, Dr. Flowers and Veronica,

Appreciate the replies but deeply disappointed and in disagreement of the plan.

I would like to remind the group that Dr. Corn conducted lengthy individual interviews with the team in July. In September, Dr. Corn and Tatianna were issued the climate survey report and recommendations.

We have not experienced any positive changes, rather the contrary.

Please understand that we have lost total trust in the GU leadership which includes Dr. Corn and Tatianna. We have actually been given the cold shoulder by both and the silent treatment from our direct managers. For that reason, I do feel it is right to have Dr. Corn and Tatianna be the mouthpiece or driver of process improvements. They had the opportunity to rectify the situation and instead opted to pass it along to Candace. Even with the recommendations provided by her, it was ignored.

To begin healing the wounds and remedying the situation, it is imperative that as the opportunity was given to Dr. Corn and Tatianna. Dr. Flowers, Veronica and the individuals on this email should meet to detail the go forward strategy. I am also requesting in all transparency that the report from Candace be shared with those who contributed to her climate survey. As Maria said, this affords each of us the ability to prepare our thoughts and contribute to the discussions. To create a neutralized environment during these turbulent times, I would prefer to have a three-person unbiased mediation committee partnering with HR/EEO to evaluate the situation in GU and offer their expertise on how to move forward.

Finally, to undo the damage done by management making false accusations to faculty and members of the department, it would be apt and appreciated if the department leadership issued a formal communication informing the entire GU department that processes are being evaluated for improvements for positive change and urge all to share their valuable feedback to the division/HR level.

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1705816804051272231&siml=msg-f:1705816804051272231>

2/21

2/19/24, 7:29 PM

Gmail - Fwd: FW: Please Help

MD Anderson Cancer Center

1515 Holcombe Blvd, Unit 429

Houston, TX 77030

**From:** Simms, Maria L <MLSimms@mdanderson.org>  
**Sent:** Friday, January 8, 2021 5:00 PM  
**To:** Flowers, Christopher R <CRFlowers@mdanderson.org>  
**Cc:** Gascar, Jasmine <JGascar@mdanderson.org>; Kamin, Renee L <RLKamin@mdanderson.org>; Lagman, Kevin John Valencia <KVLagman@mdanderson.org>; Robinson, Tonya D <TDRobinson1@mdanderson.org>; White, Candace Y <canwhite@mdanderson.org>; Garza, Veronica <vagarza@mdanderson.org>; Mathew, Janice <JMathew14@mdanderson.org>  
**Subject:** RE: Please Help

Good morning, Dr. Flowers:

This letter is in support of my teammates, Jasmine Gascar and Janice Mathew. Their respective letters detail only a portion of what we have witnessed and endured since our employment with GU. I will try to be brief, but I feel detailed accounts of incidents are merited.

#### **FACULTY ABUSE:**

I was present the day Dr. Padmanee Sharma was abusive to my teammate, Jasmine Gascar. My cubicle is located three cubicles away from Jasmine's and I could still hear negative comments that morning from Dr. Sharma. I felt bad for Jasmine, so much so that I approached her manager, Tiffany Razzo, and asked her to intervene in Jasmine's best interest. When I asked her if she had consulted with her supervisors (Ginger Araujo and Tatianna Robles) of the situation, she told me that they were both aware of what was going on and that there was nothing she could do. I went back to my desk and tried to stay focused on my own work. When I could no longer stand it, I approached both Dr. Sharma and Jasmine asking if they would like something to drink, hoping that Dr. Sharma would take the hint and give Jasmine a break. Dr. Sharma declined and I was only able to take Jasmine's drink order. I came back with Jasmine's coffee, and she was unable to take a break long enough to drink it in peace. Jasmine worked through the stress of having Dr. Sharma hover over her without a lunch break at all that day. Sir, I would like you to review institutional policy:

#### **Policy Statement**

It is the policy of The University of Texas MD Anderson Cancer Center (MD Anderson) to provide employees adequate time for meal breaks and rest breaks in compliance with applicable federal and state statutes.

#### **Scope**

This policy applies to all regular full-time and part-time classified employees regardless of status.

Compliance with this policy is the responsibility of all faculty, trainees/students, and other members of MD Anderson's workforce.

**MD Anderson Institutional Policy ADM0299 01.1.0 1.1** clearly states:

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1705816804051272231&simpl=msg-f:1705816804051272231>

4/21

2/19/24, 7:29 PM

Gmail - Fwd: FW: Please Help

1.1 Under normal working conditions, employees who work six (6) or more hours per day must take a meal break of not less than 30 minutes nor more than one hour, at a time scheduled or approved by their supervisor.

Section 1.2 further states:

1.2 Employees with no work responsibilities during meal breaks are off the time clock (i.e., no pay given). Occasionally, the urgency of operations results in supervisory denial of at least a 30-minute duty-free meal break. In such instances, employees eligible for overtime pay receive payment for all time worked in accordance with institutional pay policies.

There was no urgent operation taking place other than the inconvenience of Dr. Sharma having to update her CV. I am sorry, but updating a CV does not constitute an urgent situation. This was a failure on the part of the GU management team to address the situation and find a reasonable solution without causing severe stress and anxiety to an employee. I cannot say whether or not Jasmine was paid overtime for the ordeal. In my opinion, there is not enough money you could offer an employee to willingly face such abuse.

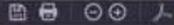
On another occasion, I witnessed Dr. Sumit Subudhi berating a now former employee, Ms. Ariel Nixon, in the open GU hallway. Dr. Subudhi was shouting at her and could be heard throughout the suite. He was uncomfortably close to her (in my opinion) and he was rude and condescending. The fact that no one intervened to stop him from verbally abusing her was truly disturbing.

I have also witnessed how my teammate, Jasmine Gascar, who was assigned to provide administrative support to Dr. Subudhi and Dr. Sharma, has suffered anxiety attacks on site after having problems with her assigned faculty. Being a physician, I am sure that you are aware that an anxiety attack mimics the symptoms of an actual heart attack. Imagine for a moment, being emotionally stressed to such a degree that it physically alters your body to feel like you are suffering a heart attack. This should not happen in the workplace. It is unbelievable that the GU management team would allow the kind of abuse to continue without trying to intervene on Jasmine's behalf.

It appears that there are only safeguards in place for the faculty, but nothing to help the staff in dealing with such abuse. Her requests, and pleas to have those faculty members re-assigned were completely ignored. The GU management did nothing to help her. It was not until Jasmine took it upon herself to put her foot down and refuse to work under those conditions, that she was finally able to feel some relief.

I now invite you to review the Policy Statement for MD Anderson Institutional Policy ADM0256:

**Policy Statement**



It is the policy of The University of Texas MD Anderson Cancer Center (MD Anderson) to encourage fair, efficient, and equitable solutions for problems arising out of the employment relationship.

**All employees** are responsible for acquainting themselves with performance criteria for their particular job, along with rules, procedures, core values, and standards of conduct established by the institution and their department, and **maintaining standards of conduct suitable and acceptable to the work environment.** An employee who does not fulfill the responsibilities set out by such performance criteria, rules, procedures, core values, and standards of conduct may be subject to corrective action, up to and including termination of employment.

<https://mail.google.com/mail/u/0/?ik=04c40d1959&view=pt&search=all&permmsgid=msg-f:1705816804051272231&siml=msg-f:1705816804051272231>

5/21

**February 2021 - I finally had to put in my notice because my mental health was suffering. Mass exodus of the rest of my colleagues followed.**

---

## APPENDIX E: HOUSTON CHRONICLE ARTICLES ON SHARMA’S ATTEMPT TO STEAL CREDIT FOR RESEARCHER WORK

---

Two Houston Chronicle Article published on [February 9, 2024](#) and [February 16, 2024](#) reported on Sharma’s attempt to take credit for Dr. Jamie Lin work and the subsequent lawsuit that ensued. See below the February 16, 2024, article.

LIFESTYLE // HEALTH

### MD Anderson cancer scientist disputes lawsuit's claim she sought credit for researcher's work

By **Evan MacDonald, Julian Gill**, Staff writers

Feb 16, 2024



[A prominent MD Anderson Cancer Center scientist pushed back on a lawsuit that claims she tried to take credit for a junior faculty member's research, saying a third-party review determined she should be acknowledged for her contributions, according to a Friday court filing.](#)

The filing also says the lawsuit should be amended to remove [Dr. Padmanee Sharma](#), a senior MD Anderson faculty member and a major figure in the field of immunotherapy, as a defendant. Sharma is an employee of a University of Texas System institution, and government employees are protected against lawsuits related to actions they take as part of their official duties, according to the court filing from Sharma's attorneys with the Texas Attorney General's Office.

The court filing says the researcher who filed the lawsuit, Dr. Jamie Lin, should amend it to name MD Anderson as the defendant rather than Sharma. If the change is not made within 30 days, the suit should be dismissed, the court filing says.

---

**ADVERTISEMENT**  
Article continues below this ad

---

Lin's suit, filed in August, accuses Sharma of improperly taking credit for research and making false and defamatory statements that damaged Lin's career. Lin has asked for \$5 million in damages and a judgment naming her to her appropriate authorship positions.

Sharma has denied the allegations in court documents, including in a declaration attached to Friday's court filing.

"The conduct complained of by Dr. Lin — the merits and accuracy of which I vigorously dispute — are within the course and scope of my employment with MDACC and relate solely to my employment with MDACC," she said in the filing.

**READ MORE:** [MD Anderson cancer researcher's lawsuit accuses high-profile scientist of taking credit for her work](#)

Lin, an onco-nephrologist, said in a statement that she hadn't reviewed the motion and was unable to comment by press time. Julie Haines, a member of Lin's legal team, said she and her colleagues were reviewing the motion. "We ... are not surprised that defendant Sharma is trying to escape the consequences of her individual behavior."

The lawsuit represents an unusual public clash at one of the leading cancer research hubs in the world. Sharma is a major figure in the field of immunotherapy, a type of treatment that helps a patient's immune system fight cancer. She is married to Dr. James Allison, a [Nobel Prize winner](#) and the namesake of MD Anderson's Allison Institute.

One of the manuscripts at the center of the dispute deals with tertiary lymphoid structures — clusters of immune cells that can develop in inflamed tissues. TLS is associated with conditions like autoimmune disorders, infections and cancer.

Lin's complaint says her spouse, Dr. Cassian Yee, conceptualized the idea in November 2020 of a TLS signature in immune nephritis or kidney damage caused by the immunotherapy. In the complaint, Lin said she and her spouse led the research laid out in the paper. The research and findings are not detailed in court documents.

Sharma painted a different picture in the declaration she filed Friday.

Sharma said in the declaration that she used to be "close personal friends" with Lin and acted as a mentor to her. Starting in 2020, Lin wanted to develop a research project looking at kidney toxicities associated with immunotherapy, and collaborated with other researchers to collect and analyze kidney samples, according to the declaration. Lin asked for Sharma's assistance, according to the declaration, and the senior researcher helped decipher the data.

---

**ADVERTISEMENT**  
Article continues below this ad

---

Sharma said she had experience in this area of immunology, pointing to research she had previously published in the journals *Nature Medicine* and *Nature* to identify a signature for TLS. She also wrote that she has patented at least one application of TLS through MD Anderson's Office of Technology Commercialization, according to the declaration.

In August 2021, Sharma learned that Lin intended to submit a manuscript to the journal *Cancer Immunology Research*, and that Sharma was not acknowledged as a contributor, according to the court filing. The following month, Sharma learned that Lin and Yee intended to submit a report to MD Anderson that indicated their interest in obtaining a patent for the TLS signature.

In the court filing, Sharma expressed her concerns about not being identified as a contributor to the research. It also says Sharma told Lin and Yee that she and two other MD Anderson colleagues should be named on documents that would help them obtain a patent.

After learning that Lin did not intend to give her credit for her role in the project, Sharma told Lin that she intended to contact CIR to inform them of a dispute about authorship, the court filing says. The journal eventually returned the manuscript because the dispute could not be resolved.

In Lin's complaint, she accused Sharma of threatening her at the Santa Barbara Airport and demanding to be added to the manuscript as a senior corresponding author. She also accused Sharma of threatening to pull financial support for Lin's research, and of making false and defamatory statements to CIR, court documents say.

In December 2022, Sharma learned that Lin and Yee planned to publish a second manuscript in the Journal of Clinical Investigation Insight. She emailed the journal to express concern that she and her colleague were not being given credit for their contributions, according to her declaration.

Lin's complaint accused Sharma of emailing to journal editor and falsely accusing Lin of plagiarizing data, patient sources and research results.

The same month, MD Anderson hired outside counsel, Ropes and Grey LLP, to conduct a third-party review of the dispute. The review ultimately found that Sharma and other MD Anderson employees were entitled to attribution in the manuscripts, according to Friday's court filing.

The court filing says Lin filed the lawsuit against Sharma because she was dissatisfied with the results of the review.

Feb 16, 2024

---

## APPENDIX F: DR. JAMIE LIN LETTER TO THE NATIONAL INSTITUTE OF HEALTH (NIH)



**Jamie S. Lin, MD, FASN**  
Assistant Professor  
Section of Nephrology  
Division of Internal Medicine

[jin6@mdanderson.org](mailto:jin6@mdanderson.org)  
T: 713-745-4978  
F: 713-745-8016

1515 Holcombe Blvd, Unit 1468  
Houston, TX 77230-1402

March 13, 2023

RE: K08DK119466

**Memorandum: Harassment, threats, bullying, and retaliation by senior research leaders at MD Anderson Cancer Center (“MD Anderson”)**

Dear NIH,

For the past 18 months I have been harassed, threatened, and bullied by Drs. Padmanee Sharma (Professor, Scientific Director of the Immunotherapy Platform, Associate Vice President of Immunobiology, and Director of Scientific Programs of the James P. Allison Institute), Ala Abudayyeh (Associate Professor, Director of Clinical Research of Nephrology), and Adi Diab (Associate Professor, co-Chair of Immune Toxicity Task Force and Clinical Leader of Intratumoral Immunotherapy Program of Melanoma). The three of them have made repeated false claims that I broke research ethics, plagiarized data, and did not share authorship credit. Irrespective of their opinions, Drs. Sharma, Abudayyeh, and Diab resorted to bullying, harassment, and threats and executed a series of retaliatory actions by sending emails to colleagues, collaborators, and journal editors attacking my reputation, blocking my access to research samples, and obstructing my ability to publish 3 NIH funded research projects.

The situation began with an authorship dispute on a Cancer Immunology Research (CIR) manuscript in August 2021 where Dr. Sharma used her position as my NIH K08 Advisory Member and her position of authority and influence at MD Anderson Cancer Center to intimidate and threaten me to include her as a senior corresponding author when she made very little contribution to the work. When she failed to receive the authorship attribution she demanded, she abused her authority and improperly directed the CIR Editor to return the paper under revision, attacked my integrity in numerous emails to my colleagues, and pursued a series of retaliatory measures.

I immediately notified MD Anderson leadership and shared with them the emails Dr. Sharma sent to me, to my colleagues, and to the CIR Editor, where she made false and derogatory comments about my integrity and my reputation. Despite repeated offenses to my reputation, MD Anderson leadership chose not to address this behavior. During the course of this time, Dr. Abudayyeh obstructed me from using research samples and Drs. Sharma, Abudayyeh, and Diab have now maliciously blocked three of my manuscripts (one returned by the journal, one in which my authorship was completely removed, and one in which final publication has been suspended) by means of false allegations and the deliberate improper actions of Drs. Sharma, Abudayyeh, and Diab. It goes without saying, I expected MD Anderson to address these breaches of academic misconduct, but they repeatedly failed to do so in part due to the powerful influence of Dr. Sharma at MD Anderson Cancer Center. I believe that the Leadership’s failure to address this behavior directly contributed to the ongoing harassment, retaliation, and obstruction of my NIH supported academic career. I removed Dr. Sharma from my NIH K08 Advisory Committee due to harassment, bullying, retaliation, and her creating a hostile working condition for me. Since there is a great deal of detailed history, I will summarize the most deliberate events here.

1. CIR manuscript (August 2021 – January 2022)

- Dr. Sharma coerced me through threats and harassment in her demand for a corresponding authorship position of the CIR manuscript in a project where her contribution was negligible. She threatened to remove her personal support and the support of the Immunotherapy platform for my academic career if I did not comply.
- Dr. Sharma threatened Dr. Cassian Yee (co-author, Professor and Director of Solid Tumor Cell Therapy) and myself in a manner that would damage our reputations by publicizing how we were “screwing people over” if we did not



**Jamie S. Lin, MD, FASN**  
Assistant Professor  
Section of Nephrology  
Division of Internal Medicine

[jlin@mdanderson.org](mailto:jlin@mdanderson.org)  
T: 713-745-4978  
F: 713-745-8016

1515 Holcombe Blvd, Unit 1468  
Houston, TX 77230-1402

give her the TLS attribution and part inventorship on the Invention Disclosure Report (IDR) related to the manuscript. Refer to Attachment 1 “Dr. Sharma demands for IDR” and Attachment 2 “Dr. Sharma threatens our reputation.”

*September 27, 2021 (CIR manuscript)*

“I’m sure this was a mistake and can easily be fixed. I also understand that you are filing an IDR based on the TLS story and expect that you will include me...**Otherwise, you’re creating more issue for yourself in how you’re being perceived...ps**” (emphasis added).

- After this initial encounter, Dr. Sharma continued to harass and threaten me, essentially harming my academic reputation. Refer to Attachment 3 “Dr. Sharma threatens and harasses Dr. Lin.”

*November 9, 2021 (CIR manuscript, email sent to MDA colleagues)*

“**Jamie, your email below is a blatant lie**- and if you continue this lie, Jim and I will remove our names from the manuscript and **let the editor know about your dishonesty! All of your co-authors are aware of your lies already. Let me know how you would like to proceed, ps**” (emphasis added).

- Drs. Sharma, Abudayyeh, and Diab took direct action to obstruct the publication of NIH-funded research. They requested that the CIR Editor pull the manuscript from re-review by falsely implying that I was under “internal review” at MD Anderson when there was no such review. Refer to Attachment 4 “Drs. Sharma, Abudayyeh, Diab request CIR hold.”
- I am then copied on an email sent by Dr. James (Jim) P. Allison (Professor, Chair of Immunology, Nobel Laureate) who at the time was a member of my K08 committee to Drs. David Tweardy (Professor, Head of Division of Internal Medicine) and Farhad Danesh (Professor, Chief of Nephrology) who are my superiors. Dr. Allison states that he is resigning from my committee. I am unclear about the situation and ask for clarification. Dr. Allison responds by saying that he is resigning due to my “continued lies” and selfishness. Refer to Attachment 5 “Dr. Allison disparages Dr. Lin.”

*November 12, 2021 (Dr. Allison emails my senior leadership about my “lies”)*

“I witness how Pam, Ala and Adi have helped you to have the current manuscript on TLS in nephritis. **And your continued lies to state that Cassian was responsible for the TLS story baffles me...**I would have advised you to be more generous and inclusive with your collaborators. **Instead you’ve chosen to exclude others and try to take credit for the work...Hope this provides the clarity that you needed. Jim**” (emphasis added).

- Drs. Abudayyeh and Diab subsequently sent an email to all the co-authors removing me as first corresponding author to a minor middle authorship position and threatened me to comply with their new authorship order or risk damaging my reputation. Failure to comply with their demands meant that the paper would never be published nor would I be “allowed” to present my research. Refer to Attachment 6 “Drs. Abudayyeh and Diab accuse Dr. Lin of dishonesty.”

*November 19, 2021 (CIR manuscript, email sent to all co-authors)*

“Dear Dr. Lin, ...your inability to represent our work as a team-effort...**has created a level of distrust. As a result of these issues we’ve re-organized the authorship list...**If you agree to the re-organization of the author list, we will proceed with review of the manuscript at Cancer Immunology Research. **If you do not agree, we will withdraw the manuscript from the journal... Ala and Adi**” (emphasis added).

- MD Anderson Leadership: Mr. Max Weber (Chief Compliance and Ethics Officer), Drs. Gulio Draetta (Senior Vice President, Chief Scientific Officer), Caren Hagberg (Senior Vice President, Chief Academic Officer), Anne Tsao



**Jamie S. Lin, MD, FASN**  
 Assistant Professor  
 Section of Nephrology  
 Division of Internal Medicine

[jlin@mdanderson.org](mailto:jlin@mdanderson.org)  
 T: 713-745-4978  
 F: 713-745-8016

1515 Holcombe Blvd, Unit 1468  
 Houston, TX 77230-1402

(Vice President of Academic Affairs), David Tweardy (Professor, Head of Division of Internal Medicine), and Farhad Danesh (Professor, Chief of Nephrology) was fully apprised through multiple emails at every opportunity and fully aware of the emails I was receiving from Drs. Sharma, Abudayyeh, and Diab but chose to pass accountability. No action of consequence was taken by leadership and no protection from these attacks was offered by MD Anderson Leadership. Refer to Attachment 7 “Dr. Lin seeks advice from Dr. Tweardy,” Attachment 8 “Dr. Lin re-emphasizes her concerns with Dr. Abudayyeh,” Attachment 9 “Dr. Lin follows up with Dr. Draetta again” and Attachment 10 “No response from MDA leadership.” Additional emails can be shared.

2. Access to consented research samples blocked (November 2021 – January 2022)

- Dr. Abudayyeh successfully blocked my access to consented research samples for several months. Refer to Attachment 11 “Dr. Abudayyeh blocks my access to research samples.”

November 30, 2021 (email from Dr. Abudayyeh sent to my research collaborator and colleague)

“Moving forward **any samples on patients of mine that I have biopsied will be used on my projects** that I am working on with my collaborators. I have copied Amanda so she is aware and **there will be no confusion in the future. Thanks Ala**” (emphasis added).

3. Cancers manuscript (April 2022 – September 2022)

- Dr. Abudayyeh completely removed my name without my consent on an additional manuscript that I conceived and to which I made major contributions with our initial agreement that I would be senior, corresponding author. There is extensive documentation of my idea conception for this manuscript and my contributions which Dr. Abudayyeh ignored. Dr. Danesh was made aware of this misconduct before the manuscript was submitted and chose not to act, possibly for fear of retribution from Drs. Abudayyeh and Sharma, a fact he has repeatedly raised when these matters were discussed with him. This manuscript is now published without my name. Refer to Attachment 12 “Dr. Abudayyeh removes my name from Cancers manuscript.”

September 2, 2022 (Cancers manuscript, email sent to all co-authors)

“**You were never involved in any meaningful aspect of this project...I will proceed with submitting the paper without your name** if the current authorship format is not acceptable to you...Ala” (emphasis added).

4. JCI Insight Manuscript (December 2022 – ongoing)

- Drs. Sharma, Abudayyeh, and Diab emailed the Editor at JCI Insight, alleging that I plagiarized work and broke research ethics. As a direct consequence of their email, our accepted NIH-funded manuscript remains on final publication hold. Refer to Attachment 13 “Dr. Sharma emails JCI Insight accusing Dr. Lin of plagiarism.”

December 6, 2022 (JCI Insight manuscript, email sent to JCI Insight Editor)

“**This act of presenting the work as solely hers...was viewed as a breach in scientific collaboration...Dr. Lin took all of our work on this project and, along with her husband Dr. Yee, accumulated additional nephritis samples...they published the work in JCI Insight without including us as co-authors. This constitutes an ethical issue...ps**” (emphasis added).

- Dr. Sharma made several claims in her letter to the JCI Insight Editor including plagiarism of data, patient sources, and research results. Dr. Sharma’s false allegations were not scrutinized by the Journal Editor yet formed the basis for their action to hold final publication. Refer to Attachment 14 “JCI Insight manuscript suspended.” I do not believe that Dr. Sharma made these statements in good faith but as retribution for my refusal to give into her CIR demands.



**Jamie S. Lin, MD, FASN**  
Assistant Professor  
Section of Nephrology  
Division of Internal Medicine

[jlin@mdanderson.org](mailto:jlin@mdanderson.org)  
T: 713-745-4978  
F: 713-745-8016

1515 Holcombe Blvd, Unit 1468  
Houston, TX 77230-1402

- Though Dr. Sharma claimed plagiarism, she did not request for MD Anderson to investigate the truth of her claims and I suspect her only intent was to block publication, which she was successful. Refer to Attachment 15 “No ORI complaint from Dr. Sharma.” I believe she did not make this allegation of plagiarism in good faith.
- In order to defend these allegations, Dr. Cassian Yee and I obtained independent review of our manuscript from Dr. Alan Price, (formerly Associate Director for Investigative Oversight, ORI, HHS) who concluded that these allegations made by Dr. Sharma were without substance. Refer to Attachment 16 “Dr. Alan Price’s expert opinion re Dr. Sharma’s email.”

*January 5, 2023 (Independent review by Dr. Price of Dr. Sharma’s allegations”*

**“I found no overlap in the numerous detailed records in the CIR and JCI manuscript files...All of the human subjects are different in the extensively documented two file directories...Therefore, I conclude there is no basis for apparent allegations of plagiarism of the data in the JCI manuscript from the CIR manuscript, both of which were written by Dr. Lin...Alan R. Price, Ph.D.”** (emphasis added).

- Dr. Yee and I immediately formally requested that MD Anderson conduct an independent 3<sup>rd</sup> party review of the claims made in Dr. Sharma’s email. In response, MD Anderson framed the review as an investigation of my scientific conduct and ignored Dr. Sharma’s blatant harassment. My reasonable concern is that MD Anderson leadership, rather than addressing the false allegations of Dr. Sharma’s letter to the JCI Insight Editor, will distort the investigation by making me the subject of misconduct.
- The 3<sup>rd</sup> party, Dr. Barbara Brierer (Professor of Medicine [Pediatrics], Harvard Medical School) and Mr. Mark Barnes (Partner, Ropes & Gray LLP), informed me during my interview that I was the subject of investigation due to Dr. Sharma’s complaints. During the interview, it became obvious that they have been led to believe that I am culpable and that I needed to disprove Dr. Sharma’s allegations. I found this to be troubling; I was guilty until proven innocent.
- I provided Dr. Brierer and Mr. Barnes with extensive emails, messages, and hard copy documentation rebutting Dr. Sharma’s claims and sharing with them her attacks that have damaged my academic reputation. MD Anderson shared the findings and recommendations from Dr. Brierer and Mr. Barnes this past Friday (3/10/23) where they have stated that the author list should now include Drs. Sharma, Abudayyeh, and Diab since this is an “outgrowth” of the CIR manuscript. MD Anderson did not share the report nor any source documentation which were used to make the Recommendation. Nor did they comment on the harassment. They have, I believe, unreasonably requested that we respond no later than March 17<sup>th</sup> regarding their recommendations on authorship. They also stated, “if a consensus cannot be reached...it may become necessary for MD Anderson to communicate our institution stance directly to JCI Insight.” This goes counter to ICMJE authorship policy that “if authors request removal or addition of an author after manuscript submission or publication, journal editors should seek an explanation and signed statement of agreement for the requested change from all listed authors and from the author to be removed or added.” Refer to Attachment 17 “MDA Authorship Recommendations.”
- I believe this “authorship dispute” directly reflects deeper workplace environment problems which include harassment and retaliation and the ability for someone with substantial authority, Dr. Sharma, to knowingly damage a junior faculty’s career and reputation without repercussion from the Institution who is complicit.

For the last 1.5 years, I have followed the written processes at MD Anderson without resolution and have documentation to clearly show that I have tried numerous times to address instances of academic fraud, bullying, and retaliation through MD Anderson. These pleas continue to be ignored. Dr. Sharma, who has exercised her influence on numerous occasions as the spouse of Nobel Laureate, Dr. Jim Allison, exhibits a pattern of behavior whereby she and Drs. Abudayyeh and Diab repeatedly academically bully and dispossess my NIH funded research. Drs. Sharma, Abudayyeh, and Diab continue to



**Jamie S. Lin, MD, FASN**  
Assistant Professor  
Section of Nephrology  
Division of Internal Medicine

[jlrs@mdanderson.org](mailto:jlrs@mdanderson.org)  
T: 713-745-4878  
F: 713-745-8016

1515 Holcombe Blvd, Unit 1468  
Houston, TX 77230-1402

send defamatory emails to maliciously harm my reputation. I removed Dr. Sharma from my NIH K08 Advisory Role, as key personnel, due the ongoing harassment, bullying, retaliation, and hostile working condition she was subjecting me to. I believe that I am being ignored by MDA due to a very clear power imbalance and that I will continue to suffer from ongoing retaliation and harassment by these individuals since Dr. Sharma is able to ignore all processes and normal academic rules with no apparent consequence.

I have communicated and documented my concerns in my NIH K08 RPPR, and kept both my program officer Dr. Tracy Rankin, and Chief Extramural Research Integrity Officer Dr. Patricia Valdez apprised of the ongoing situation. I am placing this formal complaint after several failed attempts by myself to improve the hostile, toxic work environment that I have had no relief from. I respectfully request that the NIH review my claims of harassment, threats, bullying, and retaliation to enforce MDA to uphold their agreement with the NIH that "NIH recipient institutions are expected to provide safe and healthful working conditions for their employees and foster work environments conducive to high-quality research, regardless of the recipient institution" and to uphold standard authorship guidelines. I am grateful to have been supported by the NIH as a T32, F32, and K08 scholar. Dr. Sharma, Abudayyeh, and Diab's continued actions leaves me fearful that my academic career is in jeopardy as they relentlessly attack my publications, public reputation, and ultimately impacting my ability to successfully apply for independent grant funding, a vulnerability of which Dr. Sharma, as a former member of my K08 committee, is well aware.

Thank you,

Jamie S. Lin, M.D.

MDA individuals and NIH relationship:

Dr. Padmanee Sharma – NIH study section member

Dr. Adi Diab – no NIH support, may have recently submitted an R01

Dr. Ala Abudayyeh – no NIH support

Dr. Farhad Danesh, Chief of the Section of Nephrology, K08 mentor – NIH grant supported

Dr. David Twardy, Head of the Division of Internal Medicine, K08 advisory committee – NIH grant supported

## APPENDIX G: INTERNATIONAL SCIENTIFIC MISCONDUCT EXPERT SUPPORT FOR DR. LI

### **Price Research Integrity Consultant Experts**

**Alan R. Price, Ph.D.**

21704 Sierra Trail, Lago Vista, Texas

Cell phone 512-483-1574

Email [resmiscon@researchmisconductconsultant.com](mailto:resmiscon@researchmisconductconsultant.com)

#### EXPERT OPINION FOR DRS. CASSIAN YEE AND JAMIE LIN

January 5, 2023

I was asked on December 12, 2022, by M.D. Anderson Cancer Center (MDACC) Professor Cassian Yee and Assistant Professor Jamie Lin to evaluate apparent allegations of plagiarism related to their recently posted *Journal of Clinical Investigation (JCI) Insight* paper, allegations that were made by MDACC Professor and Associate Vice President, Immunology Padmanee Sharma in her email to *JCI Insight* Editor Kathleen Collins on December 6, 2022.

Specifically, Dr. Sharma claimed therein to the *JCI Insight* Editor [emphasis added]:

Dr. Lin **took all of our work on this project** and, along with her husband, Dr. Yee, accumulated additional nephritis samples that they analyzed for TLS (based on our original work). **They published the work in *JCI Insight* without including us as co-authors. This constitutes an ethical issue...**

In followup, *JCI Insight* Editor Collins notified Dr. Yee of Dr. Sharma's allegation in an email on December 7, 2022, noting [emphasis added]:

If direct communication on your part with Dr. Sharma is not sufficient to resolve this issue, **the matter will need to be referred to the office of research integrity** or other authority at your institution.

Dr. Sharma's December 6, 2022 communication to the *JCI Insight* Editor also cited the contents of an email that Dr. Sharma had sent on November 10, 2021, to *Cancer Immunology Research (CIR)* Senior Associate Editor Karen Honey, on a then-pending *CIR* manuscript with Dr. Lin as first author and Dr. Sharma as last author.

Dr. Sharma stated in this email to *CIR* Senior Associate Editor Honey [emphasis added]:

.... the 3 co-senior authors for this [*CIR*] manuscript (Dr. Adi Diab, Dr. Ala Abudayyeh and myself) **were informed that there will be ongoing reviews internally at MD Anderson** related to the work in this manuscript and the appropriate credit for authors. As such, the 3 of us would like to **request that you pause the review process** at Cancer Immunology Research until we have resolution of the issues being raised. **We will provide additional information after the internal review is complete.**

## Pg. 2 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

It is clear that Dr. Sharma's allegations constituted allegations of plagiarism by Drs. Lin and Yee: "Dr. Lin took all our work on this project" and "published the work in *JCI Insight* without including us as co-authors ... an ethical issue". However, MDACC's Research Integrity Officer (RIO) did not treat the allegations as "plagiarism," but instead as an "authorship dispute" that fell outside MDACC's definition of research misconduct.

MDACC RIO referred this dispute on November 29, 2021, MDACC's Chief Scientific Officer: "recommend[ing] handling resolution of the authorship issues presented by Dr. Lin by your office .... through mediation type of assistance from one or more senior faculty members." Drs. Lin and Yee agreed to such mediation, but MDACC did not then pursue it. On their request, I reviewed the manuscripts files to see whether any subjects/patients records were re-used for both the *CIR* and *JCI* papers.

#### **My expert analysis of Dr. Sharma's apparent allegations of plagiarism**

Plagiarism is defined under MDACC Research Misconduct Policy<sup>1</sup> as "appropriation of another person's ideas, processes, results, or words without giving appropriate credit." The Federal Office of Research Integrity (ORI), Department of Health and Human Services, created and uses this same definition.<sup>2</sup> As to my background<sup>3</sup> as an expert on investigating plagiarism and other research misconduct allegations, I worked 17 years within the Federal ORI, including serving for many years at Director of the Division of Investigative Oversight and ORI Associate Director for Investigative Oversight. We handled over 3,000 allegations/queries and over 700 formal inquiries/investigations, making over 175 scientific/research misconduct findings (19 involving plagiarism). Additionally I have written 3 papers on analyses of plagiarism.<sup>4</sup>

<sup>1</sup> At <https://ippvip.mdanderson.org/OnBaseWebIPPEExternalPRD/docpop/docpop.aspx>

<sup>2</sup> At [https://ori.hhs.gov/sites/default/files/42\\_cfr\\_parts\\_50\\_and\\_93\\_2005.pdf](https://ori.hhs.gov/sites/default/files/42_cfr_parts_50_and_93_2005.pdf)

<sup>3</sup> See my *curriculum vitae* at <http://www.researchmisconductconsultant.com/CV.htm>

<sup>4</sup> My publications on plagiarism cases:

Federal Actions Against Plagiarism in Research, *Journal of Information Ethics* 5: 34-51  
<https://mcfarlandbooks.com/product/journal-of-information-ethics-vol-5-no-1-spring-1996>

ORI Conference on Plagiarism & Theft of Ideas," <http://ori.dhhs.gov/documents/aaas.pdf>

Cases of plagiarism handled by the United States Office of Research Integrity, *Plagiarism* 1:1-11 (2006) [http://www.plagiarism.org/cases\\_of\\_plagiarism\\_handled\\_by\\_the\\_ORI.pdf](http://www.plagiarism.org/cases_of_plagiarism_handled_by_the_ORI.pdf)

Pg. 3 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

**My analysis for alleged plagiarism in Drs. Yee and Lin's *JCI Insight* and *CIR* manuscripts**

I was provided by Dr. Lin digital files used for the preparation and submission of the *JCI Insight* manuscript and the *CIR* manuscript for my review of their contents, with particular attention to the dates and names, MDA Case Numbers (and/or CYIP numbers) for the patients/human subjects who were listed as the subjects of the research described in these two manuscripts.

I found and summarize here the numbers for patients/human subjects (abbreviated names) that I found in the files used for each manuscript:

**2021 CIR manuscript files**

<u>Case Number</u>	<u>Patient/Subject Name</u> (abbreviated)	<u>USED</u> <u>in ms</u>
R17-087 [R12-87 typo]	L.Bu..	ATN 3
R17-107	L.Mo..	--
R17-314	J.Ta..	AIN 1
R17-686	P.Ca..	ATN 2
R17-691	E.Ha..	CTL 4
R18-033	J.Ch..	AIN 4
R18-084	C.Wy..	AIN 2
R18-270	S.McD..	AIN 3
R18-710	A.Co..	CTL 3
R18-739	M.Li..	ATN 6
R18-793	P.Po..	CTL 2
R18-843	S.Win.	ATN 4
R19-210	J.Si..	ATN 5
R19-595	R.Wis..	CTL 1

I located these patients/human subjects (abbreviated names) with each person's Case Number in the 2021 *CIR* manuscript directory's file folders or files. The details I found in the *CIR* manuscript file are shown on Page 4 and in Appendices 1 to 4.

Pg. 4 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

I found the following files in the [2021 CIR manuscript files directory](#) listing the above **subjects**:

**Renal Path Reports** 11/19/2021 [ Case Number ] [see Appendix 1]

<u>CPI nephritis</u> 6/29/2020	R17-087	R17-686	R18-739	R18-843	R19-210
<u>Drug-AIN</u> 6/29/2020	R17-314	R18-033	R18-084	R18-270	
<u>Normal</u> 6/29/2020	R17-691	R18-710	R18-793	R19-595	

Renal Path Reports

**Nanostring** 11092020 [ Case Number ] [see Appendix 2]

<u>CPI/AIN/ATN</u>	R17-087	R17-686	R18-739	R18-843	R19-210
<u>drug-AIN</u>	R17-314	R18-033	R18-084	R18-270	
<u>Control</u>	R17-691	R18-710	R18-793	R19-595	

Renal Path Reports

**Updated CPI spreadsheet** 6/28/2021 [ Case Number ] [see Appendix 3]

CPI-AIN/ATN	R17-087	R17-686	R18-739	R18-843	R19-210
Drug-AIN	R17-314	R18-033	R18-084	R18-270	
Norm-Control	R17-691	R18-710	R18-793	R19-595	

Resub Data

**Renal Path Pictures** 8/21/2021 [ Case Number ] [see Appendix 4]

[CPI]	R17-087 *	R17-686	R18-739	R18-843	R19-210
	[*R12-87 typo]				

Pg. 5 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

2022 JCIH manuscript files

<u>Case Number</u>	<u>CYIP number</u>	<u>Subject Name</u> <u>(abbreviated)</u>	<u>USED</u> <u>in ms</u>
R20-154	23	W.Ri..	
R20-185	83	P.Bal.	ATN 1
R20-239	49	J.Bo	
R20-334	93	M.Wil.	
R20-361	33	M.Re..	CTL 3
R20-363	35	J.Mat..	ATN 2
R20-392	37	A.Mar..	
R20-462	40	S.Tu..	
R20-486	41	J.Ce..	ATN 3
R20-510	45	S.Pu..	AIN 7
R20-649	57	J.Ne..	CTL 4
R20-658	69	A.Lo..	
R20-665	61	B.Vi..	AIN 2
R20-666	55	J.Mi..	AIN 1
R20-723	63	R.Za..	ATN 4
R20-764	66	M.Spa..	CTL 2
R21-073	71	W.Cap..	AIN 3
R21-083	70	J.Roa..	CTL 5
R21-107	73	D.Rom.	AIN 8
R21-111	74	N.Ho..	
R21-136	78	T.Whid..	AIN 5
R21-152	79	P.Wir..	
R21-177	80	R.Hen..	AIN 6
R21-191	77	G.Hea..	
R21-285	81	T.McN..	ATN 5
R21-299	83	J.Jon..	CTL 6
R21-311	85	T.Bat.	ATN 7
R21-427	91	S.Ru..	AIN 9
R21-510	92	D.Rob..	
R21-695	96	L.Bas..	
R21-696	95	A.We..	CTL 1
R21-750	98	D.May..	
R21-804	99	L.Br..	ATN 6
R21-853	100	J.Cr..	AIN 10
R22-023	103	J.Mo..	
R22-191	106	D.Har..	
R22-221	107	T.Whit.	

Pg. 6 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

I located these human subjects (abbreviated names) with each person's Case Number, and/or CYIP number, in the 2022 *JCII* manuscript directory file folders or files. The details that I found in the *JCII* manuscript file are shown on Pages 6 to 8 and in Appendices 5 to 10.

I found the following files in the [2022 \*JCII\* manuscript files directory](#) listing the above subjects:

Photoshop figures/

**Photoshop** Figure 2 9/2/2022 [ Case Number ] [see Appendix 5]  
 R20-649 R21-083 R21-285  
 R21-311 R21-427 R21-853

Plasma cytokines

**plasma 12 cytokine** 8/12/2022 [ Names and CYIP Number ] [see Appendix 6]

ATN J.Mat. J.Ce. S.Pu. A.Lo. T.McN. L.Br.  
 35 41 45 60 81 99

AIN A.Mar. S.Tu. J.Bo. J.Mi. B.Vi W.Cap. N.Ho..  
 37 40 49 55 61 71 74

T.Whid R.Hen D.Rob. M.Wil. D.Mag. J.Mo. T.Whit.  
 78 80 92 93 98 103 107

HTN/CTL J.Ne. M.Sp. J.Roa. P.Wir. J.Jo. A.We. L.Bas.  
 57 66 70 79 83 95 96

QC Baylor

**Nanostring samples** 03022022 [ Names and CYIP Numbers ] [see Appendix 7]

P.Bal. M.Re. R.Za. T.Bat.  
 29 33 63 85

J.Mat. J.Ce. T.McN L.Br.  
 35 41 81 99

Pg. 7 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

I found the following files in the [2022 JCII manuscript files directory](#) listing the above subjects:

QC Baylor (continued)

Nanostring samples 03022022 [[Names and CYIP Numbers](#)] [see Appendix 7]

(continued)

A.Mar.	S.Tu.	J.Bo.	J.Mi.	B.Vi.	W.Cap.	N.Ho.
37	40	49	55	61	71	74

T.Whid	R.Hen.	D.Rob.	M.Wil.
78	80	92	93

Renal biopsy reports 9/20/2022 [[Name and Case Number](#)] [see Appendix 8]

<u>ATN</u>	P.Bo. R20-185	J.Mat. R20-362	J.Ce. R20-486	S.Pu. R20-510	A.Lo. R20-658
	R.Za. R20-723	T.McN. R21-285	T.Bat. R21-311	L.Br. R21-804	
<u>AIN</u>	J.Bo. R20-239	M.Wil. R20-334	A.Mar. R20-392	S.Tu. R20-462	B.Vi. R20-665
	J.Mig. R20-666	W.Cap. R21-073	D.Rom. R21-107	N.Ho. R21-111	T.Whid. R21-136
	R.Hen. R21-177	D.Har. R21-191	S.Ru. R21-427	D.Rob. R21-510	D.May. R21-750
	J.Cr. R21-853	J.Mo. R22-023	D.Har. R22-191	T.Whit. R22-221	
<u>HTN/CTRL</u>	W.Ri. R20-154	J.Jo. R20-299	M.Re. R20-361	J.Ne. R20-649	M.Sp. R20-764
	J.Roa. R21-083	P.Wir. R21-152	L.Bas. R21-695	A.We. R21-696	E.Jo. R21-900

Pg. 8 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

I found the following files in the [2022 JCIH manuscript files directory](#) listing the above subjects:

**Renal Pathology Request** 2/22/2022

[see Appendix 9]

<u>For these 17 cases</u>	<u>[Names and Case numbers]</u>			
<u>ATN</u>	P.Bal. R20-185	J.Ce. R20-486	R.Za. R20-723	
	T.McN. R21-285	T.Bat. R21-311	J.Mat. R21-363	L.Br. R21-804
<u>AIN-g</u>	D.Rom. R21-107	S.Ru. R21-427	J.Cr. R21-853	
<u>HTN/CTL</u>	M.Re . R20-361	J.Ne. R20-649	M.Sp. R20-764	
	J.Roa. R21-083	J.Jo. R21-299	L.Bas. R21-695	A.We. R21-696
<u>For these 7 cases</u>	<u>[Names, Case number and CYIP number]</u>			
<u>AIN</u>	W.Cap. R21-073 CYIP 71	[R20-073 typo]	B.Vi. R20-665 CYIP 61	J.Mi. R20-666 CYIP 55
	N.Ho. R21-111 CYIP 74	T.Whid. R21-136 CYIP 78	R.Hen. R21-177 CYIP 80	D.Rob. R21-510 CYIP 92

## Pg. 9 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

I found following files in the [2022 JCII manuscript files directory](#) listing above subjects (cont.):

Urine cytokines and creatinine 8/6/2022 [[Names and CYIP number](#)] [see Appendix 10]

<u>ATN</u>	P.Bal. CYIP 29/ ATN 1	J.Mat. CYIP 35/ ATN 2	J.Ce. CYIP 41/ ATN 3
	A.Lo. CYIP 60/ ATN 4	R.Za. CYIP63/ ATN 4,5	T.McN. CYIP 81/ ATN 5,6
	L.Bo. CYIP 99/ ATN 6,7	T.Bat. CYIP 85/ TN 7,8	S.Pu. CYIP 45/ ATN 9
<u>AIN</u>	A.Mar. CYIP 37/ AIN 2	S.Tu. CYIP 40/ AIN 3	J.Bo. CYIP 49/ AIN 4
	J.Mi. CYIP 55/ AIN 1,5	B.Vi. CYIP 61/ AIN 2,6	W.Cap. CYIP 71/ AIN 3,7
	N.Ho. CYIP 74/ AIN 4,8	T.Whid. CYIP 78/ AIN 5,9	R.Hen. CYIP 80/ AIN 6,10
	D.Rob. CYIP 92/A IN 7,11	M.Wil. CYIP 93/ AIN 12	D.May. CYIP 98/ AIN 13
	D.Rom. CYIP 73/ AIN 8,14	G.Hea. CYIP 77/ AIN 15	S.Ru. CYIP 91/ AIN 9,16
	J.Cr. CYIP 100/ AIN 10,17	J.Mo. CYIP 103/ AIN 18	D.Har. CYIP106/ AIN 19
	T.Whit. CYIP107/ AIN 20		
<u>HTN/CTL</u>	W.Ri. CYIP 23/ CTL 1	P.Wir. CYIP 79/ CTL 2	A.We. CYIP 95/ Cont1/CTL3
	L.Bas. CYIP 96/ CTL 4	M.Sp. CYIP66/Con2/CTL 5	M.Re. CYIP 33/Cont3/CTL6
	J.Ne. CYIP 57/Con4/CTL7	J.Roa. CYIP 70/Con5/CTL 8	J.Jo. CYIP 83/Cont6/CTL9

Pg. 10 Expert Opinion of Dr. Alan Price, Research Integrity Consultant Experts

**My Conclusion from review of Drs. Yee and Lin's *CIR* and *JCI Insight* manuscripts files**

I found no overlap in the numerous detailed records in the *CIR* and *JCI* manuscripts files for the patients/human subjects listed, with their names and Case Numbers [all were R17- to R19- for *CIR*, versus all being R20- to R22- for *JCI*]. All of the patients/human subjects are different in the extensively documented two file directories for the *CIR* and *JCI* manuscripts.

Therefore, I conclude there is no basis for apparent allegations of plagiarism of the data in the *JCI* manuscript from the *CIR* manuscript, both of which were written by Dr. Lin.<sup>5</sup>



Alan R. Price, Ph.D.  
Price Research Integrity Consultant Experts

<sup>5</sup> I noted the submission to the Society of Immunotherapy for Cancer Committee of an abstract, with Corresponding Author Dr. Adi Diab (another Corresponding Author was Dr. Ala Abudayyeh), for which Dr. Diab wrote a letter on July 27, 2021, supporting Dr. Lin's submission of the abstract on the earlier research on this topic (it was posted online on November 10, 2021): Jamie S. Lin *et al.*, "Tertiary Lymphoid Gene Structure Signature Detected in Immune Checkpoint Inhibitor-Induced Immune Related Adverse Event" [https://jitc.bmj.com/content/jitc/9/Suppl\\_2/A845.full.pdf](https://jitc.bmj.com/content/jitc/9/Suppl_2/A845.full.pdf) *J. for Immunotherapy of Cancer*, Volume 9, Issue Suppl 2, Young Investigator Award <http://dx.doi.org/10.1136/jitc-2021-SITC2021.808>

Corresponding Author Diab stated in her letter, fully supporting this SITC abstract and Dr. Lin:

... it is Dr. Lin who has led the execution from start to finish including data collection and assembly, data analysis and interpretation, and abstract writing. We merely provided her with the raw data... She reviewed all the cases, designed the comparisons, and ensured the samples met quality control metrics before analyzing any data... Dr. Lin astutely noted that there was an abundance of T and B cell associated genes in ICI-AIN... these observations might be associated with tertiary lymphoid structures (TLS) and confirmed the presence of TLS signatures in the ICI-AIN group... I hope this letter indicates my sincere enthusiasm for Dr. Jamie S. Lin's Young Investigator Award SITC abstract application.

## APPENDIX H: THE TWEET THAT WASN'T WHAT IT SEEMED



At the center of an escalating controversy is a now-deleted post from the verified account of Dr. Jim Allison, Nobel Prize-winning cancer immunologist, towering figure in the oncology world, and husband to Dr. Padmanee Sharma, who is herself the subject of serious professional misconduct and retaliation allegations. On its surface, the tweet appeared to be exactly what such posts usually are: a senior scientist sharing a warm memory from the ASCO conference, praising colleagues, and celebrating his wife. Unexceptional. Forgettable.

Except it wasn't.

Here is the exact text of the tweet:

Observers quickly identified what appears to be a deliberate double acrostic embedded in the tweet's unusually capitalized phrasing — the first letters of key words spelling out **"JAMIE"** and **"CASSIAN,"** the first names of Dr. Jamie Lin and Dr. Cassian Yee: the two physicians at the heart of the misconduct dispute against Dr. Sharma. When paired with the tweet's sign-off of **"GFY,"** widely understood online as "Go F\*\*\* Yourself," the message reads less like a conference reminiscence and more like a public taunt, crafted to be deniable to outsiders while unmistakable to those who knew the context.

The tweet was later deleted.

What follows is a detailed analysis of the linguistic evidence, the statistical improbability of coincidence, and the assessments of multiple AI systems asked to evaluate the tweet's construction. Their conclusions are striking in both their consistency and their confidence:

### **Perplexity**

Determined that the combination of precise acrostics, specific names, legal context, hostile slang, and subsequent deletion made the deliberate interpretation "much more plausible than pure coincidence," estimating the odds of accidental construction at somewhere between one in a billion and one in a trillion.

### **ChatGPT**

Concluded that pure random chance made the pattern astronomically unlikely, putting the odds at roughly 1 in 8.9 trillion, while intentional construction would have made it "very easy to create," placing the weight of probability firmly on deliberate design.

### **Grok**

Went furthest, applying a Bayesian analysis across every observable factor including the capitalization pattern, the GFY sign-off, the deletion, and the names' direct relevance to an active dispute, and arrived at a formal estimate of 92 to 97 percent probability that the acrostic was intentional.

### **Claude**

Assessed the combined evidence of the acrostic, the deliberate capitalization, the engineered phrase structure, and the deletion as rendering pure coincidence "effectively impossible at any reasonable probability threshold," calculating the combined probability of accidental construction at roughly 1 in 1 to 8 trillion.

### **Google AI Mode / Gemini**

Concludes Jim Allison's tweet about Dr Padmanee Sharma is a highly intentional coded message using acrostics for JAMIE and CASSIAN, not coincidence. It deems the probability of accidental formation "statistically near zero," citing the lawsuit context and deliberate phrasing.

In the end, the numbers speak for themselves. Five advanced AI systems, trained by entirely different teams with distinct architectures, converged on the same conclusion: the tweet was almost certainly intentional.

That unanimity is rare and damning. What looked like a whimsical conference memory now reads as a calculated act of public mockery, encrypted in plain sight.

## APPENDIX I: THE VIRAL EMAIL TO THE CHANCELLOR

---

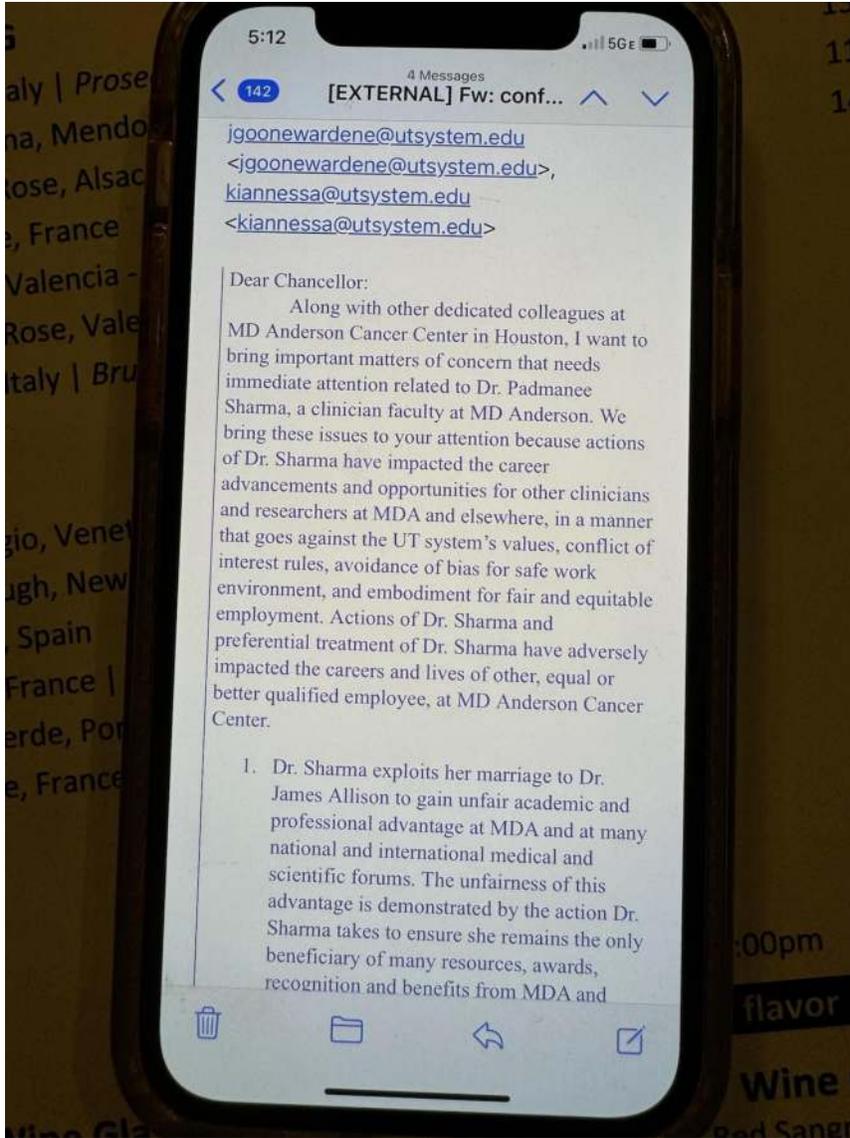
### The Whistleblower Email

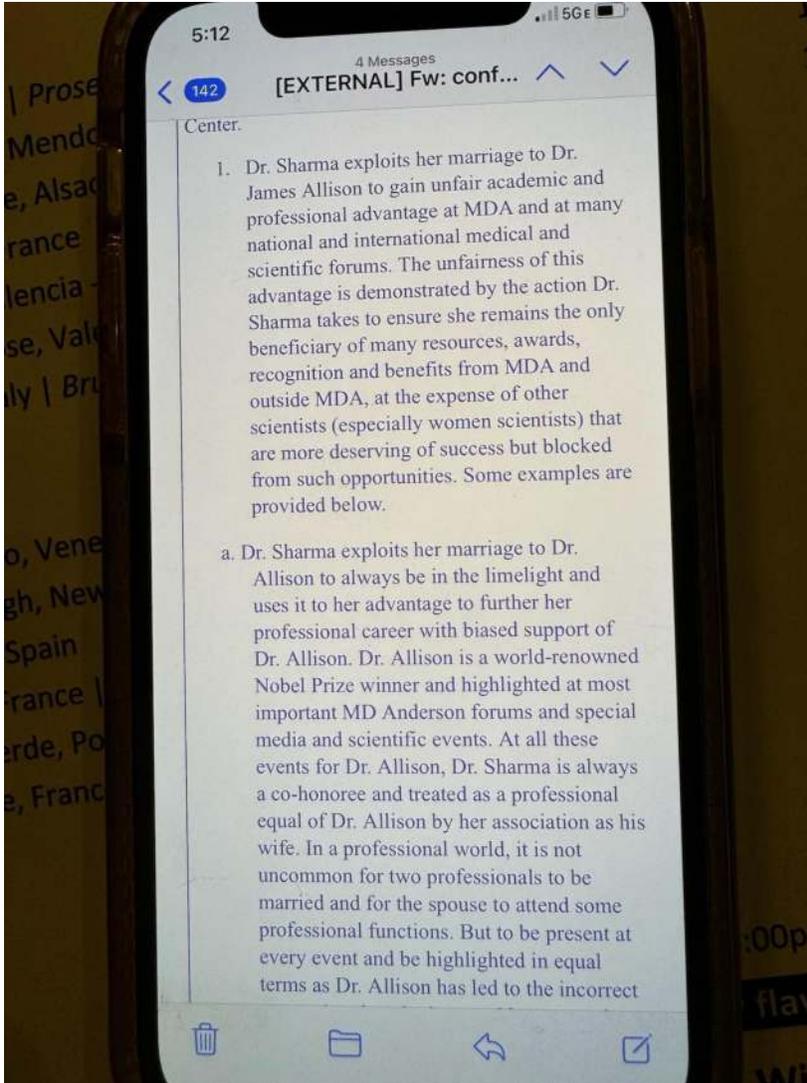
An email sent to Former Chancellor James B. Milliken, Julie Goonewardene (Senior Advisor to the Chancellor), and Katherine Iannessa (Assistant to the Chancellor)

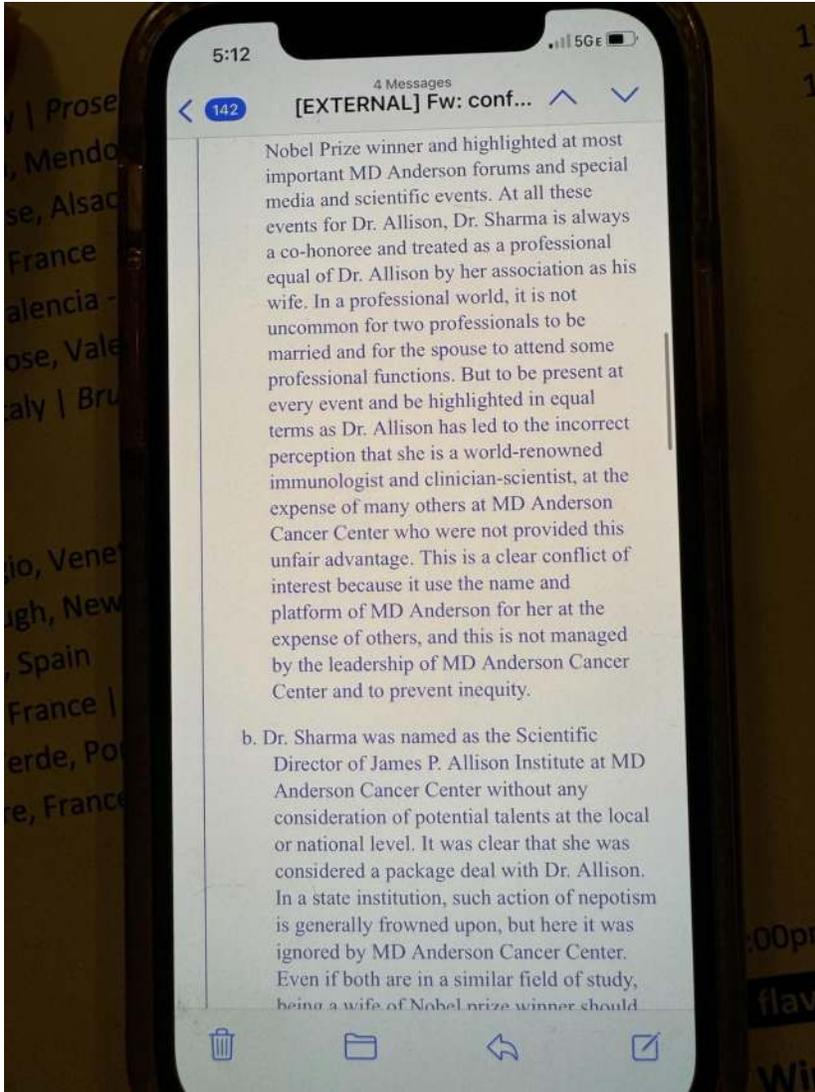
The following communication, forwarded to senior UT System leadership via anonymous email, represents one of several whistleblower accounts that form the evidentiary foundation of this report.

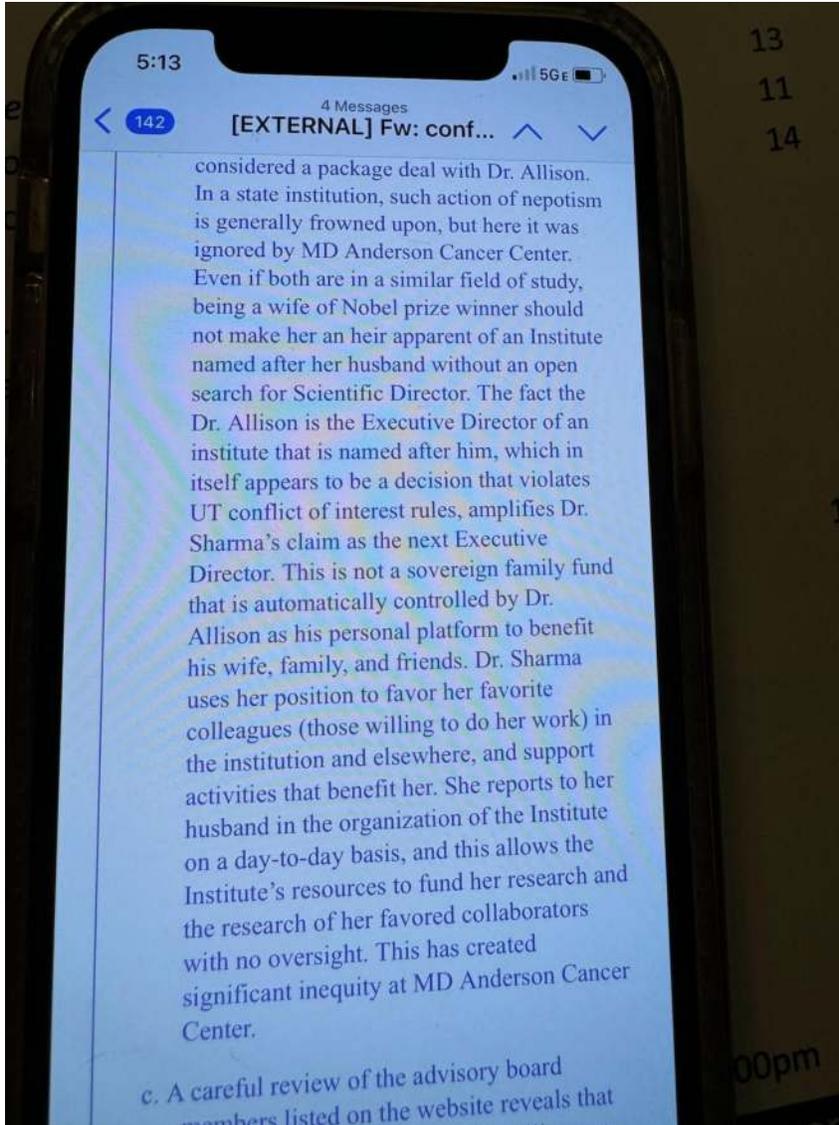
Authored by a coalition of MD Anderson Cancer Center colleagues, the letter raises urgent concerns regarding Dr. Padmanee Sharma, Professor of Genitourinary Medical Oncology and Scientific Director of the Immunotherapy Platform, alleging a sustained and systematic pattern of misconduct enabled by her marriage to Nobel Laureate Dr. James Allison. The authors contend that Dr. Sharma has leveraged this relationship to secure institutional appointments without open search, accumulate titles and consulting arrangements without conflict-of-interest oversight, and consolidate access to resources, awards, and professional recognition at the direct expense of more qualified colleagues (particularly women scientists) in violation of UT System conflict of interest rules and fair employment standards.

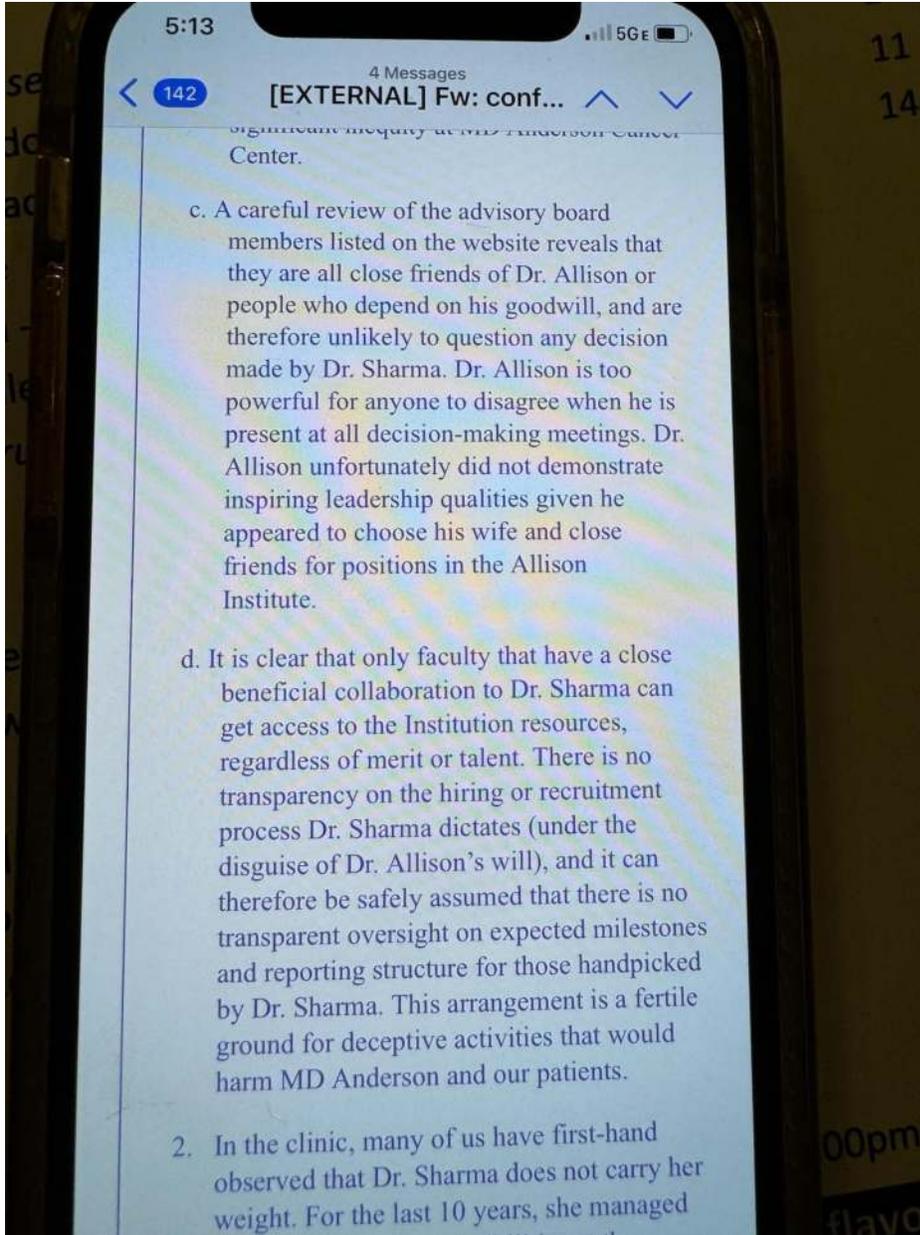
The letter further documents a culture of intimidation in which junior faculty and administrative staff have been subjected to verbal abuse, career retaliation, and professional marginalization, with complaints to HR and departmental leadership either ignored or actively suppressed. The authors allege that Dr. Allison himself (through his institutional authority, social media presence, and proximity to every major decision-making body at the Allison Institute) has functioned as both enabler and enforcer of this arrangement, rendering accountability structurally impossible. The signatories close with a direct appeal to leadership: that those with the power to ensure equity and fairness must act to amplify the silenced voices within MD Anderson before further institutional damage is done.

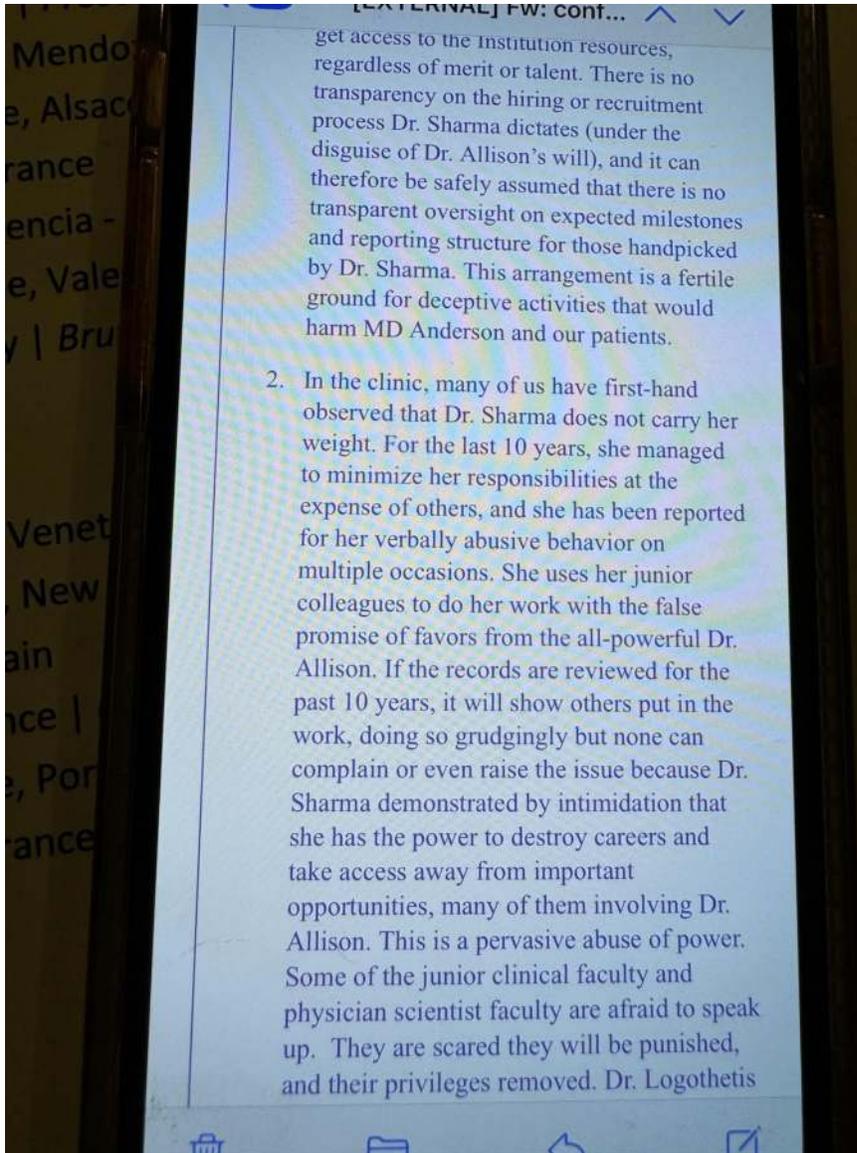












Sharma demonstrated by intimidation that she has the power to destroy careers and take access away from important opportunities, many of them involving Dr. Allison. This is a pervasive abuse of power. Some of the junior clinical faculty and physician scientist faculty are afraid to speak up. They are scared they will be punished, and their privileges removed. Dr. Logothetis did his best to help but he was also attacked and marginalized when he tried to bring about some equity; and Dr. Allison also used his power to squash any discontentment.

3. When she does come to her clinical duties, Dr. Sharma's abusive language to the medical workforce is known to all, yet this is met with no consequence and it is therefore licensed as an acceptable practice. Those who have reported this abusive language have yet to see any remedial actions of significance.
  
4. Dr. Sharma has extensive conflict of interests with innumerable paid consulting work afforded to her because of her relationship with Dr. Allison. How these conflicts of interests are managed is not clear, and it is unknown how she can afford

