

03/10/2016

Almira Vazdarjanova, Ph.D.
Chair of the Faculty *Grievance and Hearing Committee*
Associate Professor
Department of Pharmacology & Toxicology
Medical College of Georgia
Augusta University

Dear Dr. Vazdarjanova,

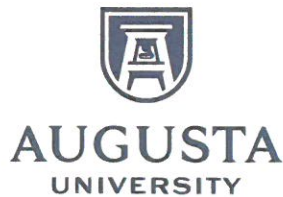
The Faculty Grievance Hearing Panel (the Panel) heard the complaints filed by Jay Hegdé, PhD from 08:00-12:00 on Friday, 03/04/2016. The following committee members were present: Lori Bolgla, PhD; Shannon Broxton, DNP; Linda Crawford, PhD; Richard Deaner, PhD; and Ahmed El-Marakby, PhD (Panel chair). The following list summarizes the requests made in Dr. Hegdé's Grievance Statement (page 30 of 50):

"(1) GRU refer the case to both federal and state prosecutors for an independent investigation.

(2) GRU ask the GRU Faculty Senate (or an external national/international professional society such as American Association of University Professors or AAUP) to appoint a panel of technical experts, including an equal proportion of scientists and veterinarians with direct experience with monkeys, to carry out a concurrent, independent investigation of the technical aspects of this case and recommend specific corrective measures.

(3) After taking the above two steps, GRU make a public statement that GRU has taken the above two steps pursuant to the recommendations of this Committee of the Faculty Senate.

(4) GRU take all of the above steps in consultation and coordination with the GRU Faculty Senate according to established principles of shared governance."



The Panel believes that it is important to note that none of the respondents attended the hearing nor provided sworn testimony. Therefore, the Panel made the following conclusions based on the clear, systematic, and compelling information provided by Dr. Hegdé both prior to and during the hearing. The following summarizes the Panel's conclusions:

- *Dr. Hegdé was excluded from the internal investigations following the outcome of the experiment conducted on 01/07/2014. Although internal investigations were conducted, we believe that Dr. Hegdé should have been included in the process since he was the Principal Investigator.*
- *Dr. Hegdé faced significant challenges with obtaining documentation related to the internal investigations. Although he obtained some documents under the Georgia Open Records Act, the Panel acknowledged that the process resulted in the loss of personal time and money for Dr. Hegdé.*
- *Following the experiment on 01/07/2014, Dr. Hegdé has not continued his animal research agenda. Specifically, as Dr. Hegdé stated, "there were many obstacles placed only on him as a principal investigator" to renew his animal protocol. Removal of his 2nd monkey (Crosby) on 03/19/2014 precluded Dr. Hegdé from continuing his research. As of this hearing date, Dr. Hegdé has no further information about the status of Crosby. Therefore, the Panel cannot determine if Crosby's removal was done in a fair and equitable manner.*
- *When considering the submitted documentation, physical evidence (e.g., specimen plate, photographs), and sworn testimony, the Panel believes Dr. Hegdé's professional career has been adversely affected.*

Based on the documentation and sworn testimonies presented to the Panel both prior to and during the hearing, the Panel makes the following recommendations:

- *The Panel recommends that an external entity should investigate the allegations made by Dr. Hegdé regarding the subsequent events following the experiment conducted on 01/07/2014.*
- *The Panel recommends further investigations to determine if Dr. Hegdé received due process specific to the removal of Crosby from the animal protocol.*



- *The Panel recommends that Augusta University work with Dr. Hegdé to develop and implement a plan to resume his animal research agenda.*

Thank you for the opportunity to participate in this process. Please feel free to contact the Panel should you have any questions or concerns.

Warmest regards,

Lori Bolgla, PhD

Shannon Broxton, DNP

Linda Crawford, PhD

Richard Deaner, PhD

Ahmed El-Marakby, PhD
(Panel chair)

Minutes for Faculty Hearing Grievance Panel meeting on 03/04/2016

The Faculty Hearing Grievance panel met on 03/04/2016 from 12.00-1.00 immediately after Dr. Jay Hegde hearing. The following are the minutes that we discussed in this meeting;

- 1- The panel expressed some concerns that none of the respondent attended the hearing nor provided sworn testimony.
- 2- The panel found Dr. Hegde information about the case clear, systematic and compelling.
- 3- The panel believed that Dr. Hedge should have been included in the internal investigation conducted regarding the outcome of his 01/07/2014 experiment.
- 4- The panel acknowledged the Dr. Hegde had many obstacles to obtain documentations regarding the outcome of his experiment internal investigations, which resulted in loss of personal time and money for Dr. Hegde.
- 5- The panel believed that Dr. Hedge did not get enough support to renew his animal protocol which precluded him from continuing his animal research agenda.
- 6- Upon considering the submitted documents, the panel could not determine if removing Dr. Hedge second animal was done in a fair and equitable manner. However, the panel believed that Dr. Hegde's professional career has been adversely affected.

Based on the documentation and sworn testimonies presented to the panel prior and during the hearing, the panel decided to make the following recommendation;

- 1- The panel recommended an external entity should review the case made by Dr. Hedge regarding the subsequent procedures and roles following the experiment conducted on 01/07/2014.
- 2- The panel recommended further investigation to determine if Dr. Hedge termination of his animal protocol was done in a fair way.
- 3- The panel felt that Augusta University should work with Dr. Hegde to develop a plan to resume his animal research program.

At the end, the panel member asked Dr. Elmarakby, the chair, to draft the letter of recommendation before the panel will meet again on 03/08 for final approval. The meeting was adjourned on 03/04/2016 at 1.15.

The panel met again on 03/08/2016 to go through their final report at the University Hall Summerville Campus from 2.00 to 4.00. After editing the report and reaching to final version that all panel members agreed on, the report was printed out and signed by the hearing panel members.