



By Hand

August 8, 2022

Ben G. Raimer, M.D.
President, The University of Texas Medical Branch
Suite 6.100 Administration Bldg.
301 University Blvd.
Galveston, Texas 77555-0129

Re: Notice of Administrative Leave

Dear Dr. Raimer:

As you are aware, The University of Texas System (“UT System”) Office of Systemwide Compliance is conducting an investigation into allegations that you have engaged in [REDACTED]. This investigation is being led by Trey Atchley, Chief Inquiry Officer and Chief Research Security Officer for UT System. As Mr. Atchley has explained to you, this investigation is examining allegations that, if true, may constitute violations of [REDACTED]. Mr. Atchley further explained that [REDACTED].

However, the investigation may expand in scope in the event additional allegations and/or evidence support additional policy violations.

Based on my review of this matter, I am placing you on administrative leave with pay, effectively immediately, pending the completion of the investigation. While you are on leave, you are to refrain from any UTMB-related administrative activities, you are precluded from meeting with UTMB students, faculty, or staff, and you are prohibited from being on UTMB’s campus, except as a patient or to visit a patient who is a close friend or family member. [REDACTED]

You are further directed to communicate with Mr. Atchley regarding the investigation. If you believe you need to communicate with any other persons at UTMB or UT System, please make any such request to me or Dr. John Zerwas, Executive Vice Chancellor for Health Affairs. In addition, you will have access to your university email so you can continue to communicate with the UT System officials identified in this letter regarding the investigation and your administrative leave. If you wish to access your UTMB office for any reason, including in connection with the investigation, please contact Mr. Atchley directly

You are free to consult with a personal advisor or attorney regarding this matter. During this administrative leave period, you are expected to be available during normal work hours should it be necessary to speak to you as part of the investigation. You also are expected to cooperate fully with the investigation. Finally, I would like to remind you that individuals who bring forth complaints of misconduct are protected from retaliation, as are witnesses who participate in the investigation.

Sincerely,

James B. Milliken
Chancellor

JBM:kci

cc: John M. Zerwas, M.D., Executive Vice Chancellor for Health Affairs
Daniel H. Sharphorn, Vice Chancellor and General Counsel

May 23, 2022

Chancellor James B. Milliken
University of Texas System
210 West 7th Street
Austin, TX 78701-2982

Dear Chancellor Milliken,

We respectfully request you to reconsider restarting the Presidential search for UTMB and review our current leadership.

A number of people are leaving, dismayed and bullied by our current leaders. These folks have been with UTMB for years, performed very well in their roles, served as great resource not just for the internal staff but to the community and patients we serve. Unfortunately, because they are not part of the "clique", they were either bullied or berated until they leave on their own; a window of opportunity to place leadership cronies especially on key positions. Bullies that are part of the clique are not disciplined here, instead, they are glorified, promoted or given a raise to secure loyalty. If you made a mistake and they don't like you, it will be a big deal, but if you are part of the clique, no one heard of it or it will be blamed to someone else regardless if it was reported with details. Stories are made up, lies are spread to destroy staff reputations, and innocent staff are punished without validation! Common theme here now "if they don't like you, they will get rid of you, you have to be part of the clique to survive and be safe". You must go along with what they want you to do and agree with their ideas regardless if it's wrong or unfair otherwise, you will be on a hot seat! Unfortunately, those reports that are real and true, witnessed by many are put aside with no corrective action just because they are reporting someone that is part of the clique.

Started when Dr. Raimer became interim president, progressed and got worst when he became our permanent president. Rampant small-town favors especially from influential people, bullying, favoritism and unprofessional behavior became the norm and sadly leaders followed suit! Finance executives, executive vice presidents, chairs, faculty and other leaders are empowered to be rude and condescending to staff; and you cannot run to HR, they are first not to be trusted! They are not afraid to demonstrate unprofessional behavior even during meetings or in front of others. Because they are part of these cliques, they treat staff with so much disrespect and could care less since they know they are protected. What we have now are a bunch of executive bullies who berate staff, in private or public settings and no one wants to report worried to be traced back and loose their jobs. "If they find out you made a report, they will be after you", this is what you will hear from staff. Some leaders are building their kingdoms, staffing in some areas multiplied and are top heavy; while others are covering multiple tasks with little to no

support. How did that get approved? Not much justification needed or required, they are simply part of the clique!

We have a lot of great staff, willing and able to support and serve the institution but now, little by little, we are losing the talent, the experience, the knowledge -- our people. Those of us staying are just taking it day by day, coming to work emotionally and mentally stressed and hope not to be next in line to lose our jobs. Quality of work is going down, staff are afraid, not valued, disrespected, disappointed, less productive and have lost motivation to a point we don't voice out corrective actions or ideas for improvement anymore.

It will be very risky and difficult to provide specific details although we know its important in the investigation. We are just very afraid of retaliation but thought we needed to let you know.

We, your staff have a lot to offer and willing to give all we got to continue the mission of UTMB. We have great and dedicated talent, staff and some leaders that still knows the value of respect and professionalism (we hope they don't change).

We need your help please, Chancellor Milliken.

Respectfully,
Your UTMB staff

cc: John Zerwas, MD, Executive Vice Chancellor, Health Affairs
Amy Shaw-Thomas, JD, Senior Vice Chancellor, Health Affairs

May 23 2022



NORTH HOUSTON TX 773

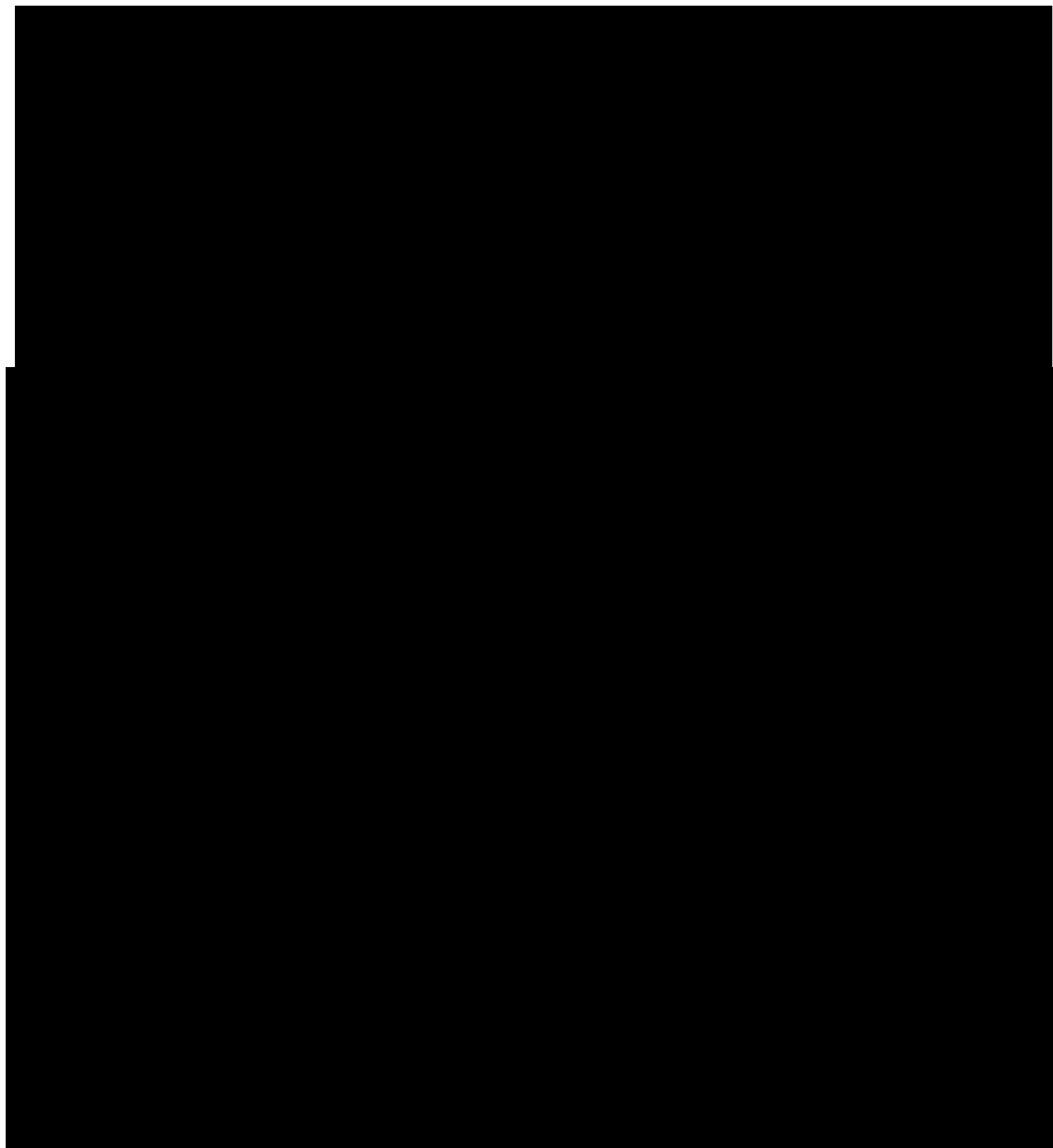
27 MAY 2022 PM 1 L

Dr. John Zerwas
The University of Texas System
210 West 7th Street
Austin, TX 78701-2982

**** CONFIDENTIAL ****
78701-2982



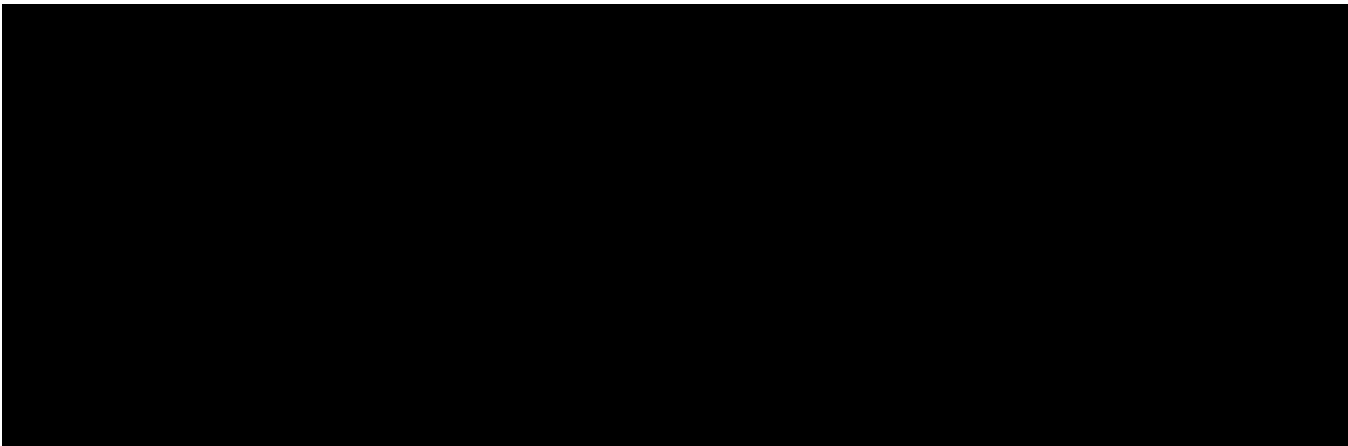
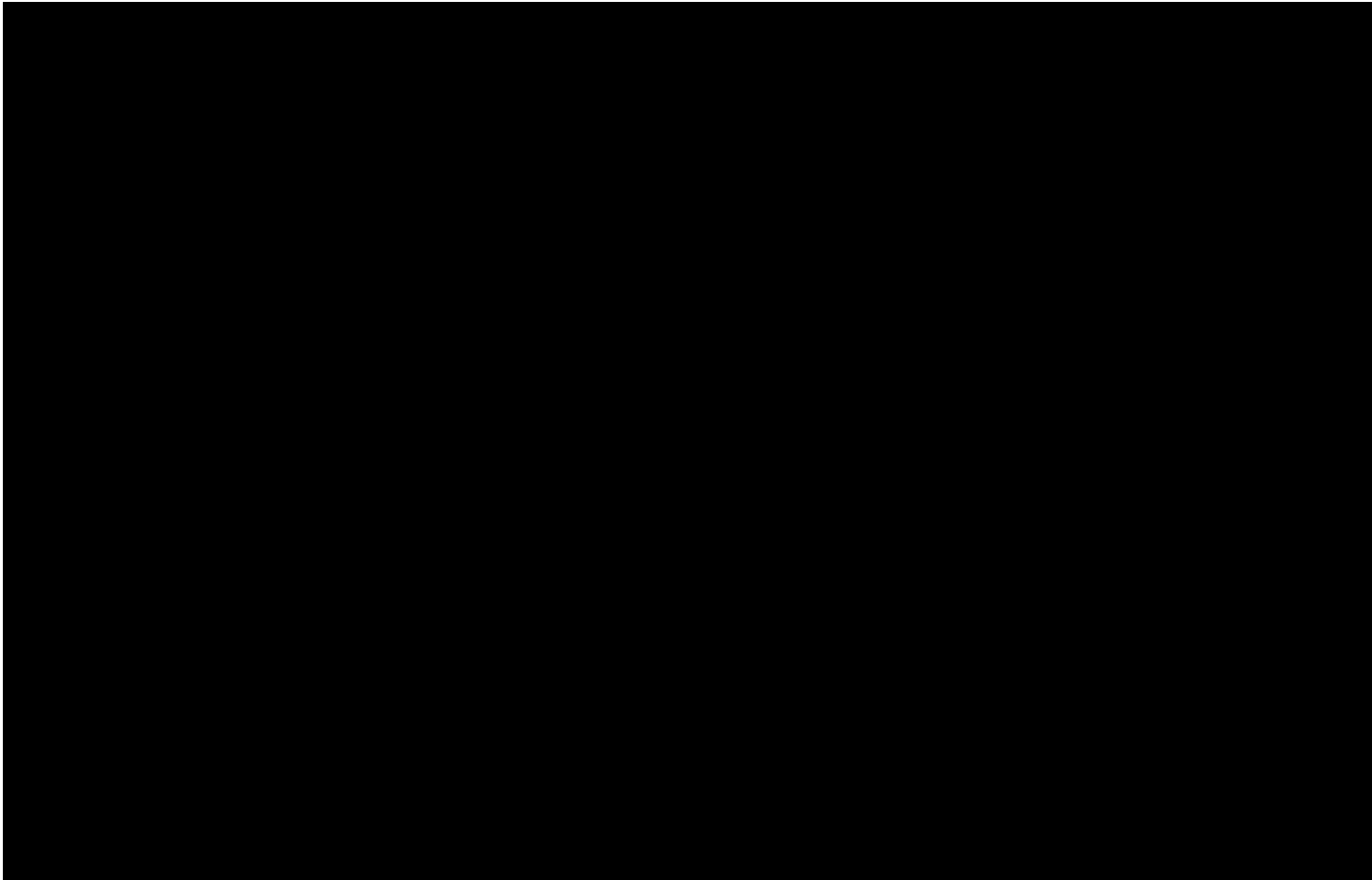
the Presidential search for UTMB
by our current leaders. These
well in their roles, served as great
unity and patients we serve.
they were either bullied or
portunity to place leadership cronies
clique are not disciplined here
secure loyalty. If you made a
in if you are part of the clique, no
ardless if it was reported with
staff reputations, and innocent staff
now "if they don't like you, they
survive and be safe." You must go
in ideas regardless if it's wrong or
ly, those reports that are real and
action just because they are
vessed and got worst when he
avors especially from influential
became the norm and sadly
presidents, chairs, faculty and
to staff, and you cannot run to
demonstrate unprofessional
use they are part of these
care less since they know they
bullies who berate staff, in
ed to be traced back and loose
after you", this is what you
oms, staffing in some areas
multiple tasks with little to no



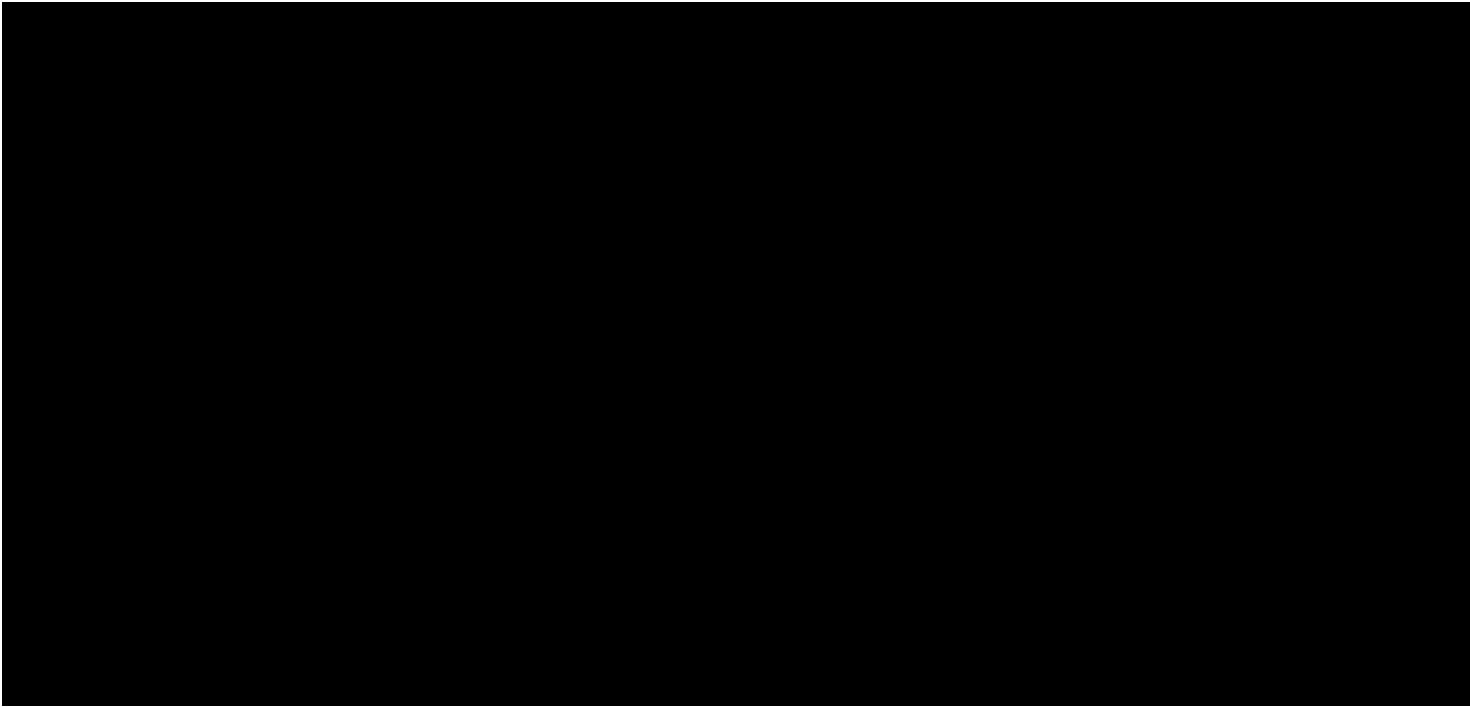
Date : 8/8/2022 1:00:16 PM
From : "jbm@utsystem.edu" JBM@utsystem.edu
To : "Zerwas, John" jzerwas@utsystem.edu
Subject : FW: UTMB thoughts

FYI

From: Safady, Randa S. <rsafady@utsystem.edu>
Sent: Monday, August 8, 2022 12:39 PM
To: jbm@utsystem.edu
Subject: UTMB thoughts



Randa S. Safady, Ph.D.
Vice Chancellor for External Relations, Communications and Advancement Services
The University of Texas System
210 West 7th Street, Austin, TX 78701
512-499-4779 *Office* | 512-415-9110 *Cell*
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Date : 8/8/2022 6:06:20 PM

From : "jbm@utsystem.edu" JBM@utsystem.edu

To : "Safady, Randa S." rsafady@utsystem.edu

Cc : "Zerwas, John" jzerwas@utsystem.edu, "Napier, Stacey" snapier@utsystem.edu

Subject : Re:

[REDACTED]

James B. Milliken

Chancellor

The University of Texas System

On Aug 8, 2022, at 5:55 PM, Safady, Randa S. <rsafady@utsystem.edu> wrote:

[REDACTED]

[REDACTED]

Randa S. Safady, Ph.D.

Vice Chancellor for External Relations, Communications and Advancement Services

THE UNIVERSITY OF TEXAS SYSTEM

210 West 7th Street, Austin, TX 78701

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Date : 8/8/2022 5:57:43 PM

From : "Zerwas, John"

To : "Safady, Randa S." rsafady@utsystem.edu, "jbm@utsystem.edu" JBM@utsystem.edu, "Napier, Stacey" snapier@utsystem.edu

Subject : RE:

From: Safady, Randa S. <rsafady@utsystem.edu>

Sent: Monday, August 8, 2022 5:55 PM

To: jbm@utsystem.edu; Zerwas, John <jzerwas@utsystem.edu>; Napier, Stacey <snapier@utsystem.edu>

Subject:

Randa S. Safady, Ph.D.

Vice Chancellor for External Relations, Communications and Advancement Services

The University of Texas System

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Date : 8/8/2022 6:07:51 PM

From : "Safady, Randa S." rsafady@utsystem.edu

To : "jbm@utsystem.edu" JBM@utsystem.edu

Cc : "Zerwas, John" jzerwas@utsystem.edu, "Napier, Stacey" snapier@utsystem.edu

Subject : Re:

Ok I'll go with this short version [REDACTED]

Sent from my iPhone

On Aug 8, 2022, at 6:06 PM, JBM@utsystem.edu wrote:

[REDACTED]

James B. Milliken
Chancellor
The University of Texas System

On Aug 8, 2022, at 5:55 PM, Safady, Randa S. <rsafady@utsystem.edu> wrote:

[REDACTED]

[REDACTED]

Randa S. Safady, Ph.D.

Vice Chancellor for External Relations, Communications and Advancement Services

THE UNIVERSITY OF TEXAS SYSTEM

210 West 7th Street, Austin, TX 78701

512-499-4779 *Office* | 512-415-9110 *Cell*

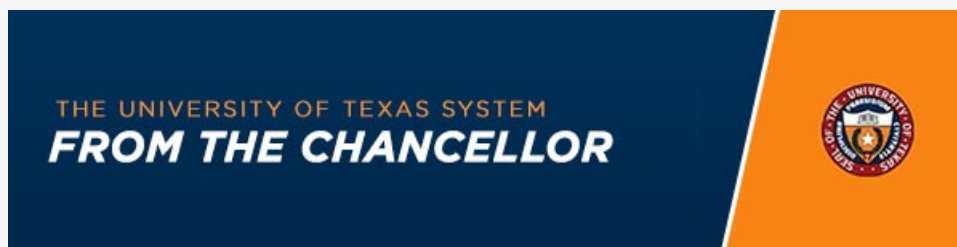
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Date : 8/8/2022 4:46:20 PM
From : "Zerwas, John"
To : "Safady, Randa S." rsafady@utsystem.edu
Subject : Re: still confidential
Attachment : image001.jpg;image002.jpg;image003.png;
Got it, thx

John Zerwas, MD
Executive Vice Chancellor for Health Affairs
The University of Texas System
Sent from my iPhone

On Aug 8, 2022, at 4:36 PM, Safady, Randa S. <rsafady@utsystem.edu> wrote:

After the chancellor and I touch base (likely around 5 pm or shortly thereafter), I will provide this to UTMB to forward to its university community. I'll let you know when it's transmitted. Thank you.



Dear UTMB community,

Effective August 8, 2022, President Ben Raimer is on administrative leave. I have asked Dr. Charles Mouton, Executive Vice President, Provost and Dean of the John Sealy School of Medicine, to serve as administrator-in-charge at this time.

Thank you for your dedication to UTMB and the extraordinary efforts you undertake every day to serve students and patients.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. B. Milliken'.

James B. Milliken
Chancellor




James B. Milliken
Chancellor

Lee Hage and Joseph D. Jamail Regents Chair in Higher Education Leadership

The University of Texas System

210 W. 7th Street | Austin, Texas 78701
512.499.4201 Office | 512.499.4215 fax

Date : 8/8/2022 1:38:34 PM
From : jzerwas@utsystem.edu
To : "jbm@utsystem.edu" JBM@utsystem.edu
Subject : Re: UTMB thoughts

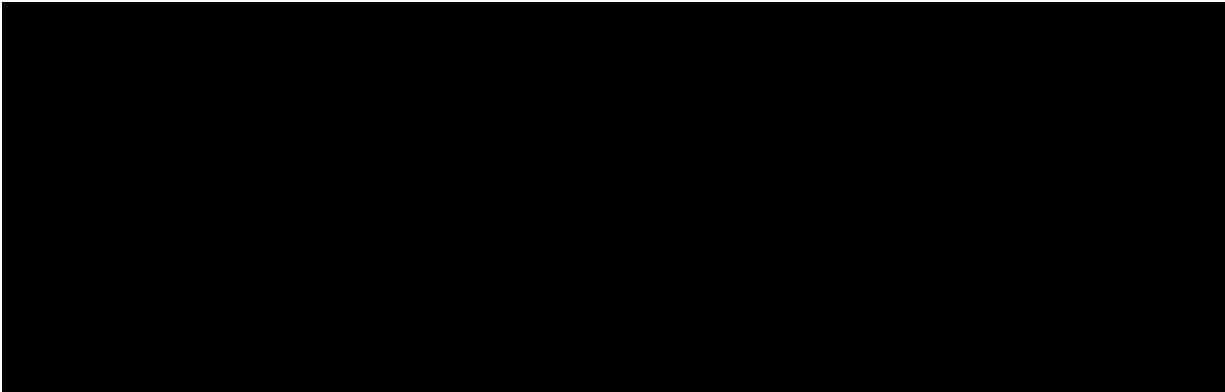
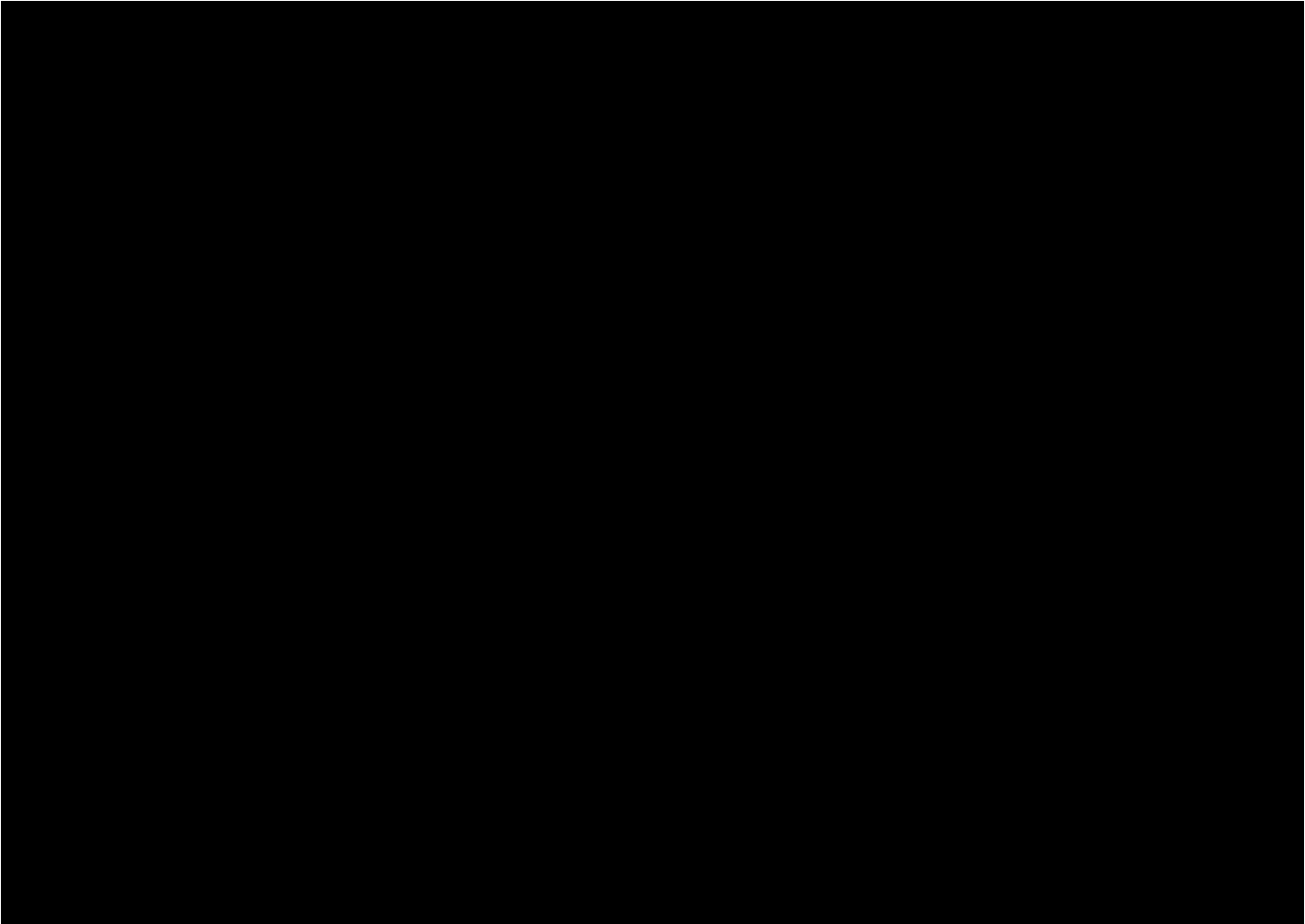


John Zerwas, MD
Executive Vice Chancellor for Health Affairs
The University of Texas System
Sent from my iPhone

On Aug 8, 2022, at 1:00 PM, JBM@utsystem.edu wrote:

FYI

From: Safady, Randa S. <rsafady@utsystem.edu>
Sent: Monday, August 8, 2022 12:39 PM
To: jbm@utsystem.edu
Subject: UTMB thoughts





Randa S. Safady, Ph.D.

Vice Chancellor for External Relations, Communications and Advancement Services

The University of Texas System

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Date : 8/8/2022 5:55:29 PM

From : "Safady, Randa S." rsafady@utsystem.edu

To : "jbm@utsystem.edu" JBM@utsystem.edu, "Zerwas, John" jzerwas@utsystem.edu, "Napier, Stacey" snapier@utsystem.edu

Randa S. Safady, Ph.D.

Vice Chancellor for External Relations, Communications and Advancement Services

THE UNIVERSITY OF TEXAS SYSTEM

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Date : 7/27/2022 12:29:35 PM

From : "Atchley III, Trey" tatchley@utsystem.edu

To : "jbm@utsystem.edu" JBM@utsystem.edu, "Zerwas, John" jzerwas@utsystem.edu

Cc : "Martinez, Art" AMartinez@utsystem.edu

Subject : UTMB complaints

Attachment : #2000144538.docx;#2000145042.docx;#2000145216.docx;Letter to Chancellor.docx;

Chancellor

Our System triage team has reviewed numerous recent complaints (see attached) [REDACTED] and others at UTMB. Most of the allegations are non-specific and/or relate to complaints about management issues or policy decisions rather than allegations of compliance violations. I have attached all the complaints for your awareness but have summarized the primary allegations below. We [REDACTED] have referred the blue highlighted item to UTMB for their Compliance Office to review because that allegation did not involve the president. If you have any questions or concerns, please don't hesitate to let me know.

1. Letter to Chancellor cc: Zerwas/Shaw-Thomas dated May 23, received 7/19/2022

Allegations:

- Cronyism in hiring of leadership positions (non-specific)
- Retaliation and hostile work environment (non-specific)
- Preferential treatment (non-specific)

3. Hotline #2000145042 – 7/21/2022 5:51 pm

Allegations:

- Discrimination (encouraging students to participate in organizations named for historical figures considered objectionable based on racism)
- Preferential treatment (exclusion of students not members of these organizations)

Trey Atchley, J.D.
Chief Inquiry Officer
Chief Research Security Officer

The University of Texas System
210 West 7th Street, Austin, Texas 78701
(512) 499-4304 | tatchley@utsystem.edu

From: noreply@lighthouse-services.com <noreply@lighthouse-services.com>

Sent: Thursday, July 21, 2022 5:23 PM

To: Givens, David <dgivens@utsystem.edu>; Atchley III, Trey <tatchley@utsystem.edu>; Hudson, Dyan <dhudson@utsystem.edu>; English, Tamra <tenglish@utsystem.edu>

Subject: Report Received - HR

****EXTERNAL MAIL****

This email originated outside of The University of Texas System Administration.
Please exercise caution when clicking on links or opening attachments.

Date/Time: 07/21/2022 - 5:51 pm (GMT-05:00) Eastern Time (US & Canada)

Incident Number: 2000145042

The following report was submitted from our web site. We have restricted editing to the complainant's contact information if they indicated a desire to remain anonymous.

Company Name:
UT System Administration

Works for Company: Yes

What is your relationship to the organization/entity/company?

What is the name of the location you are reporting?
The University of Texas Medical Branch John Sealy School of Medicine

What is the address/exact location?
301 University Boulevard Galveston, Texas 77555-1317

Who are the individuals involved in this activity?
President Ben Rainer, Dr. Michael Malloy, and the Osler Faculty members Dr. Dwight Wolf, Dr. Matthew Dasco, Dr. Sandra S Hatch, Dr. Ashraf M. Aly, Dr. Jong O. Lee, Dr. Premal G. Patel, and Dr. Joan Richardson

When did the incident occur?
8 July 2022 at School of Medicine Orientation, but ongoing--societies were named in 2001 and 2006 and represent an ongoing veneration of racist historic figures in which students are expected to participate.

Did the incident occur more than once? Yes
If so, how many times?
Ongoing

What type of incident would you like to report?

Discrimination

What would you like to report?

The University of Texas Medical Branch (UTMB) has a faculty-student organization named the Osler Student Societies (part of the John P. McGovern Academy of Oslerian Medicine). While the mission of the organization is admirable, focusing on compassionate and humanitarian medical care, its goal of “promoting the ideals embodied by Sir William Osler” is concerning. Additionally, the society subgroups students into societies named after even more concerning historical figures, including a Nazis and slave owner.

I am a non-minority undergraduate medical student in the didactic years of my training at UTMB. I am reporting this complaint due to upperclassmen attempting these changes through the formal systems at UTMB and have been met with hostility. President Ben Raimier, Dr. Michael Malloy, and the Osler Faculty members Dr. Dwight Wolf, Dr. Matthew Dasco, Dr. Sandra S Hatch, Dr. Ashraf M. Aly, Dr. Jong O. Lee, Dr. Premal G. Patel, and Dr. Joan Richardson are involved with stonewalling student requests to renaming student societies away from racists, Nazis, and slave owners, and have been hostile to upperclassmen who have attempted in the past. Further, UTMB has no Diversity, Equity, and Inclusion officer for us to discuss these issues with, as the only person appointed to this position in the past was allowed to remain an officer for only 90 days. Therefore, I am reporting anonymously to this ethics compliance form. I also call on the Student Government Association (<https://www.utmb.edu/studentlife/get-involved/sga/sga-senators>) and Curriculum Committee members (<https://www.utmb.edu/som/som-educational-affairs/about-educational-affairs/curriculum-committee>) to root out discrimination and inequitable practices at UTMB.

Dr. William Osler, while a notable figure in medical history, espoused racist views, saying “I cannot make up my mind about the Pan-America [Medical Congress]. I hate Latin Americans — but I do not like to desert my friends who are in it,” showing racist biases in his medical care, calling Canada a “White man’s domain” and supporting European immigration while abhorrent non-white immigration (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7669299/>). It is now well known how Osler viewed people of color, and asking students to espouse his ideals is harmful to our goals to support diversity and provide equitable care to all people regardless of their identity, culture, race, disability status, veteran status, sexuality, etc. It would be easy to retain the good lessons without venerating Osler himself; perhaps the society could be renamed to John P. McGovern Academy of Humanitarian Medicine. However, UTMB administration is not willing to do this.

While this society is ostensibly voluntary, it is not presented as such to new medical students. At mandatory medical school orientation, there is a mandatory lecture from Dr. Michael Malloy (most recently occurring on July 8, 2022) in which these historical figures were presented as ideal medical figures for us to idealize and become like as future physicians. Their biographies as presented in the lecture, as they are also presented on UTMB websites, whitewashes their individual history, but it is well known that these figures are reprehensible. It is reprehensible that we are asked to venerate and become like slave owners, Nazis, racist figures, when there are many non-reprehensible figures in medical history we could admire instead. This mandatory lecture was followed by mandatory lunches in which students were broken up into their respective Osler Society. These individual societies are named after different medical figures in history, several of whom are even more concerning than Osler. The list of these individual societies is available online: <https://www.utmb.edu/osler/oss>

All of the society’s historical figures should be investigated, but to highlight those with the most concerning background, I will begin with a Nazi doctor. Forssmann was a member of the Nazi party from 1932 until 1945 as well as a Sturmabteilung (<https://pubmed.ncbi.nlm.nih.gov/27007661/>). This means that he joined the Nazi party before the Enabling Act of 1933 and was thus an early adopter of this genocidal regime. Yet UTMB has students join a society named in his honor and expects them to venerate and espouse his values. Further, UTMB whitewashes his biography when presented to students in orientation and on its website, leading unknowing students to blindly celebrate a Nazi doctor without at least framing his scientific accomplishments in light of his immoral character. Forssmann has no connection to UTMB, leading one to wonder why a Nazi doctor was chosen by UTMB in the first place.

Likewise concerning is the Ashbel Smith Society, named after slave owner, pro-slavery activist, and antiabolitionist Ashbel Smith. Presented as a hero of medicine in Texas, UTMB whitewashes his influence in chattel slavery, a man whose plantation overseers knifed and whipped human beings, leaving an enslaved Black man named Lewis weak and bleeding in an 1852 incident (Ashbel Smith Papers as cited by Candice D. Lyons: <https://notevenpast.org/rage-and-resistance-at-ashbel-smiths-evergreen-plantation/>). Ashbel Smith espoused white supremacy, stating “The Mexican War is part of the mission of the destiny allotted to the Anglo-Saxon race on this continent.” (Robert A. Nowlan, *The American Presidents From Polk to Hayes: What They Did, What They Said & What Was Said About Them*, page 52). His pro-slavery and white supremacy views were intertwined, as he wrote in a letter “Allow me to impress most respectfully on our [Texas] Government that in order to procure an European emigration we must look to peace with Mexico and not to the abolition of slavery” (as quoted by <http://www.texaslaveryproject.org/sources/ROTD/ROTD.php?f=TSP0235.xml>, originally Ashbel Smith to Anson Jones, July 31, 1843, George Garrison, ed., *Diplomatic Correspondence of the Republic of Texas*, Annual Report of the American Historical Association for the Year 1908, (Washington, D.C.: Government Printing Office, 1911), 3 vols., 3: 1116-1119).

Any actions Ashbel Smith may have done for medical education or later lip service to education for people of color do not excuse his horrific advocacy for chattel slavery, and asking UTMB students to join and venerate a slave owner as someone we should aspire to be like ourselves is abhorrent to all people, but especially concerning since students of color are asked to join in this veneration. UTMB is unwilling to change this name despite past student attempts at suggesting alternatives who do not have concerning historical backgrounds.

Why is there such pressure to participate in celebrating racist figures? The John P. McGovern Academy of Oslerian Medicine is one of the wealthiest entities within UTMB, controlled by some of the most powerful professors at UTMB, and kowtowing to this organization is necessary to procure competitive scholarships (which have in the past required essays venerating Osler), win the favor of powerful professors and administrators, and to be considered for the most competitive student awards the university offers.

Students feel great pressure to participate in this society and their sub societies, and on a yearly basis, students who participate are required to present skits venerating their respective figureheads. Again, this includes Nazi doctor Werner Forssmann (who joined the Nazi party before they even held power), Ashbel Smith (who was a slave-owning doctor, pro-slavery advocate, and antiabolitionist). Students are thus presented with the difficult decision of participating in celebration of white supremacy, Nazism, and slave ownership, avoiding the society and losing out on scholarships and networking and mentorship opportunities, or downright hostility and career consequences for questioning the quality of having societies named after these figures in the first place. While I am myself not a minority, the impact this organization has on students of color is even greater, since were these historical figures were actively hostile and discriminatory against people of color in both word and action. It is obvious that the societies lead to inequitable experiences for students at this university since white students such as myself are less targeted by veneration of racist figures and thus might be more comfortable kowtowing to the McGovern Academy of Oslerian Medicine and may be less concerned about winning prestigious medallions with the embossed names of Nazis and slave owners.

Students have petitioned university administration to change these society names and have been stonewalled, and are concerned for their careers due to the powerful position of the faculty upholding the names of these problematic historical figures. The Osler Fellows named above have called the Nazi doctor a “perfect standard”, which is concerning to hear given his participation in a genocidal and white supremacist regime. Due to a history of formal complaints within the UTMB system being met with hostility and retaliation, I am making this report anonymously.

The veneration of problematic figures this society requires is in violation of UTMB’s stated goals to “embrace diversity”, “show respect to all”, and is in violation of Texas’ ethos of freedom for all people.

The idea of having a humanitarian medicine society for faculty and all medical students is admirable, and the subgroups are likewise an excellent way for students and faculty to build connections. I suggest and humbly petition that UTMB rename the society to The John P. McGovern Academy of Humanitarian Medicine, and to assign students to Humanitarian Medicine Societies named after either innocuous categories (perhaps “blue”, “green”, “orange”), non-discriminatory historical figures (perhaps upstanding UTMB alumni such as Anna Mary Bowie, Daniel Saenz, Hector Garcia, Herman A. Barnett, Virginia Stull, Wilina Mitchell Gaston, provided that these figures are historically investigated to ensure their good character; any any such historic figures should be subjected to once-a-decade student votes in case any new historical evidence emerges that a figure for which a society is name is not one who we should venerate and espouse), or some safer alternative. UTMB rightly emphasizes diversity and equity in its mission and recruitment, and removing discriminatory practices that remain in our institution must be a priority.

Was someone from management involved in the incident? Yes

If so, who?

President Ben Raimier, Dr. Michael Malloy, and the Osler Faculty members Dr. Dwight Wolf, Dr. Matthew Dasco, Dr. Sandra S Hatch, Dr. Ashraf M. Aly, Dr. Jong O. Lee, Dr. Premal G. Patel, and Dr. Joan Richardson

Has the incident been reported to anyone in the organization/entity/company? No

If so, who?

Has the incident been reported to anyone outside the organization/entity/company? No

If so, who?

Were there any witnesses? Yes

If so, who?

All medical school students are witness to these societies and the nature in which we are expected to venerate racist figures. However, I particularly call on SGA officers to represent our request to change these names.

Would you be willing to anonymously assist further if asked? Yes

Do you give permission to share your contact information with the organization/entity/company (waive your anonymity)? No

First Name:

Last Name:

Phone Number:

E-Mail Address:

Best Time to Contact You:

Do you have files to upload to support your report? No

Provided PIN (Dialog enabled in the CMS): Yes

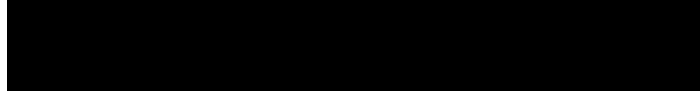
Lighthouse Services, LLC

1710 Walton Road, Suite 204, Blue Bell, PA 19422

Main: 215.884.6150 | Fax: 215.689.3885



LIGHTHOUSE LEARNING:



Notice:

- To review our whitepaper on Best Practices on Handling an Ethics Report [click here](#).
- The report is being uploaded to the Case Management System(CMS) where you can document your investigative activities and outcomes.
- YOU ARE ENCOURAGED NOT TO RESPOND TO THIS EMAIL. Communication with a reporter or Lighthouse should be input in the CMS using the dialog feature; [click here](#) for instructions.
- Providing proactive and timely feedback to reporters who respond YES to "Provided PIN (Dialog enabled in CMS)" is important.
- If you do not have access to the CMS contact your hotline program administrator.

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The first part of the paper discusses the importance of the research and the objectives of the study. It then proceeds to a literature review, highlighting the key findings of previous studies in this field. The methodology section describes the research design, data collection methods, and the statistical analysis used. The results section presents the findings of the study, and the discussion section interprets these findings in the context of the research objectives. Finally, the conclusion summarizes the main points of the paper and suggests areas for future research.

The research was conducted in a systematic and rigorous manner, following the principles of good research practice. The data was collected from a representative sample of the population, and the analysis was conducted using appropriate statistical methods. The results of the study are presented in a clear and concise manner, and the discussion provides a thorough interpretation of the findings. The conclusion highlights the significance of the research and the need for further investigation in this area.

The findings of this study have important implications for the field of research. They provide valuable insights into the relationship between the variables studied and suggest new directions for future research. The research also has practical implications, as the findings can be used to inform policy and practice in the relevant field.

In conclusion, this paper presents a comprehensive study of the relationship between the variables studied. The research was conducted in a systematic and rigorous manner, and the findings are presented in a clear and concise manner. The discussion provides a thorough interpretation of the findings, and the conclusion highlights the significance of the research and the need for further investigation in this area.

The first part of the paper discusses the importance of the research and the objectives of the study. It highlights the need for a comprehensive understanding of the subject matter and the role of the researcher in this process. The second part of the paper presents the methodology used in the study, including the data collection methods and the analysis techniques. The third part of the paper discusses the results of the study and the conclusions drawn from the findings. The final part of the paper provides a summary of the key points and offers suggestions for future research.

The research was conducted in a systematic and rigorous manner, following the principles of scientific inquiry. The data was collected from a representative sample of the population, and the analysis was performed using advanced statistical techniques. The results of the study are presented in a clear and concise manner, allowing for a thorough understanding of the findings. The conclusions drawn from the study are based on the evidence presented and are supported by the data.

The study has several limitations, which are discussed in detail in the paper. These limitations include the sample size, the duration of the study, and the potential for bias. Despite these limitations, the study provides valuable insights into the subject matter and contributes to the existing body of knowledge. The findings of the study are discussed in the context of the current research and are compared with the results of previous studies.

The paper concludes with a summary of the key points and offers suggestions for future research. It emphasizes the importance of continued research in this area and the need for a more comprehensive understanding of the subject matter. The paper also highlights the role of the researcher in this process and the importance of maintaining a high level of integrity and transparency throughout the study.

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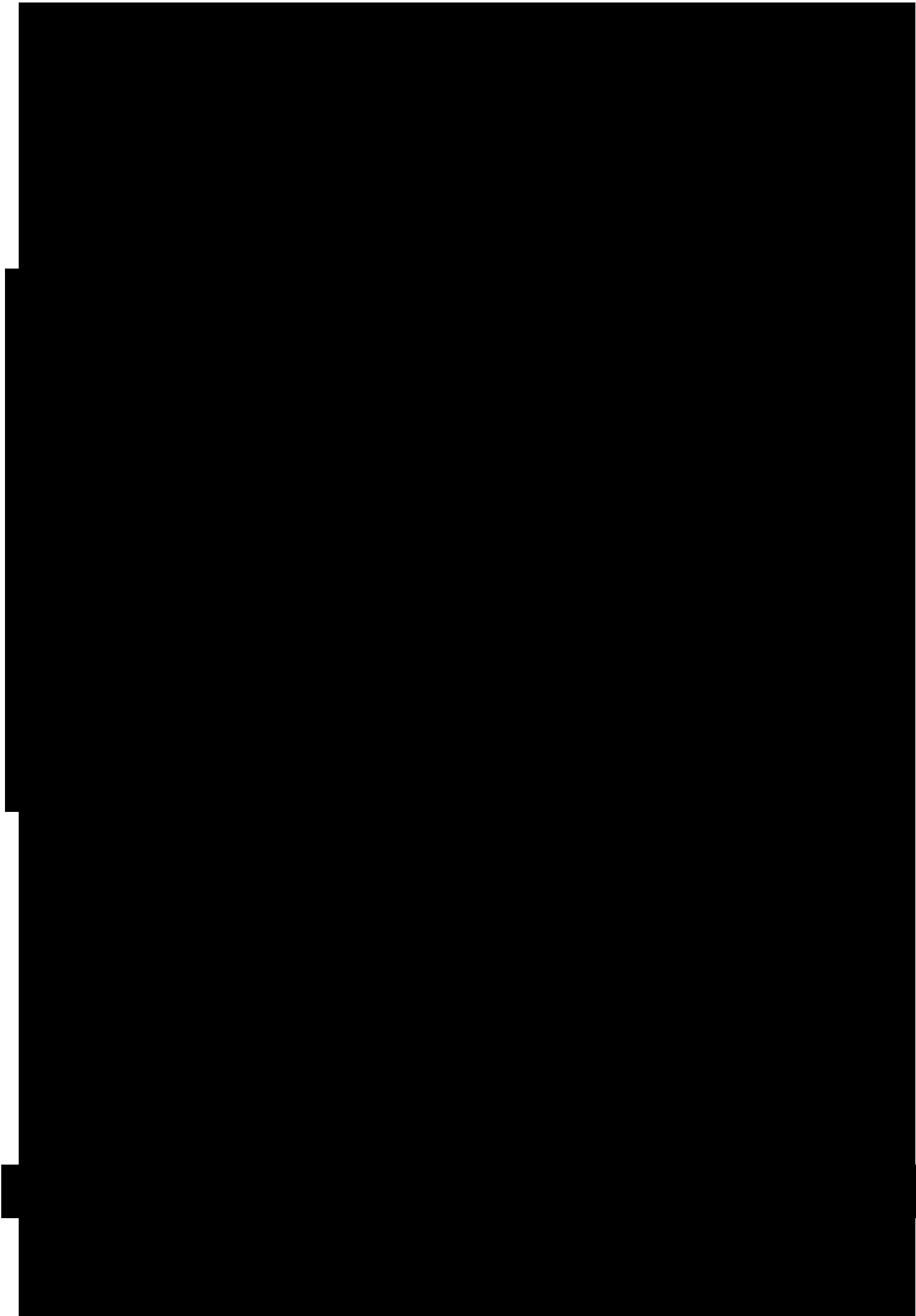
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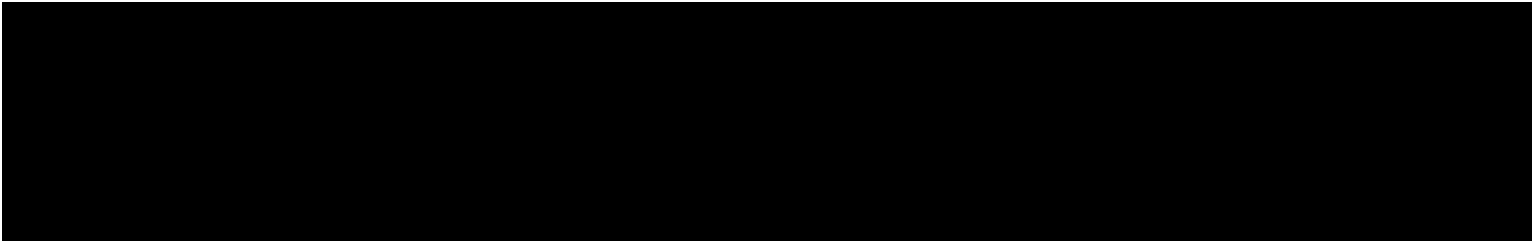
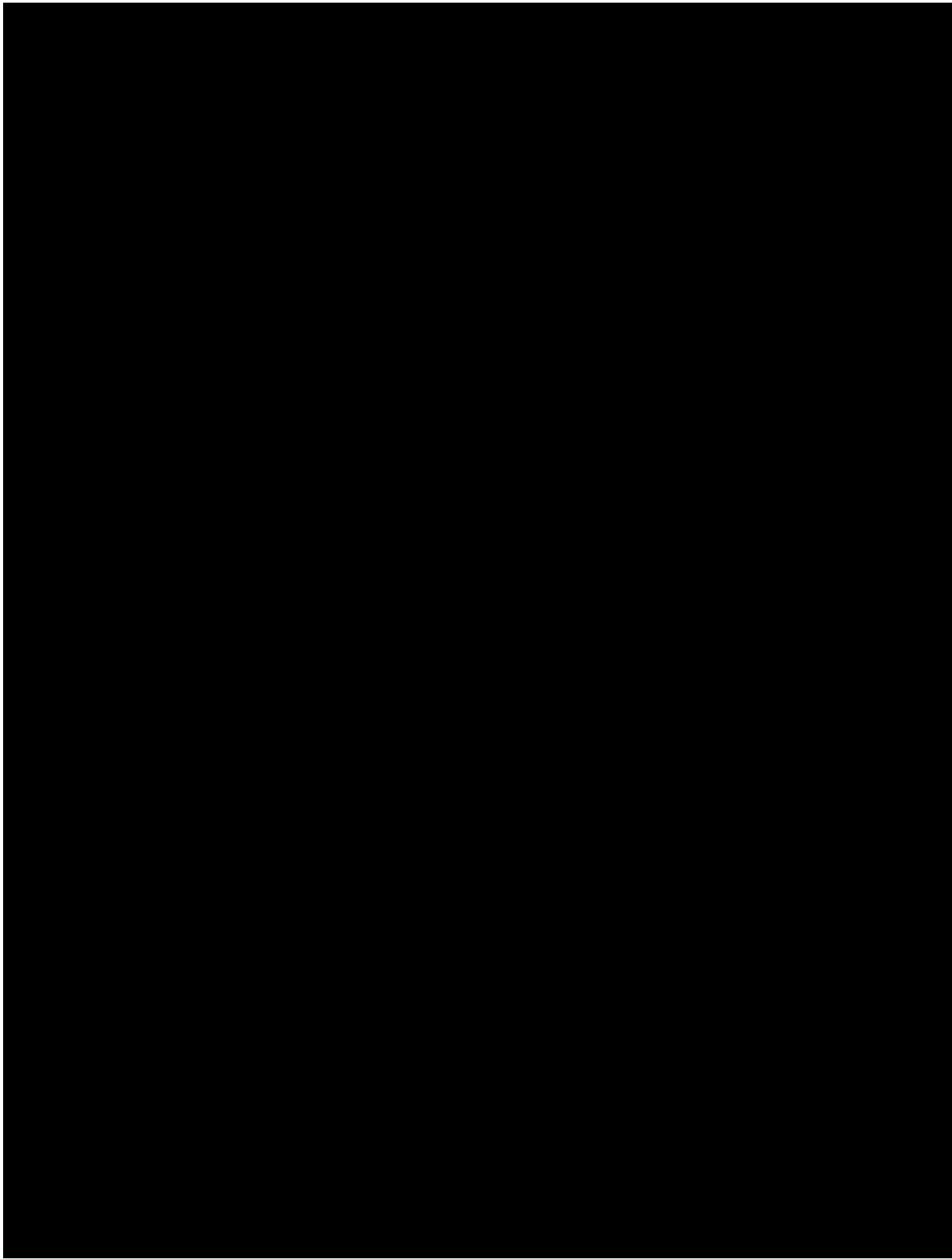
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The first of these is the *Journal of the American Medical Association* (JAMA), which has been a leading voice in the medical profession for over a century. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The second is the *New England Journal of Medicine* (NEJM), which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The third is the *Lancet*, which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The fourth is the *British Medical Journal* (BMJ), which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The fifth is the *Annals of Internal Medicine*, which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The sixth is the *Journal of the American Academy of Pediatrics* (JAAP), which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The seventh is the *Pediatrics*, which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The eighth is the *Journal of the American Pediatric Association* (JAPA), which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The ninth is the *Journal of the American Pediatric Association* (JAPA), which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health. The tenth is the *Journal of the American Pediatric Association* (JAPA), which is a leading journal in the field of clinical medicine. It is a weekly publication that covers a wide range of topics, from clinical medicine to public health.

From: noreply@lighthouse-services.com
To: [Givens, David](#); [Atchley III, Trey](#); [Hudson, Dyan](#); [English, Tamra](#)
Subject: Report Received - HR
Date: Thursday, July 21, 2022 5:25:02 PM

****EXTERNAL MAIL****

This email originated outside of The University of Texas System Administration.
Please exercise caution when clicking on links or opening attachments.

Date/Time: 07/21/2022 - 5:51 pm (GMT-05:00) Eastern Time (US & Canada)

Incident Number: 2000145042

The following report was submitted from our web site. We have restricted editing to the complainant's contact information if they indicated a desire to remain anonymous.

Company Name:
UT System Administration

Works for Company: Yes

What is your relationship to the organization/entity/company?

What is the name of the location you are reporting?
The University of Texas Medical Branch John Sealy School of Medicine

What is the address/exact location?
301 University Boulevard Galveston, Texas 77555-1317

Who are the individuals involved in this activity?
President Ben Raimier, Dr. Michael Malloy, and the Osler Faculty members Dr. Dwight Wolf, Dr. Matthew Dasco, Dr. Sandra S Hatch, Dr. Ashraf M. Aly, Dr. Jong O. Lee, Dr. Premal G. Patel, and Dr. Joan Richardson

When did the incident occur?
8 July 2022 at School of Medicine Orientation, but ongoing--societies were named in 2001 and 2006 and represent an ongoing veneration of racist historic figures in which students are expected to participate.

Did the incident occur more than once? Yes
If so, how many times?
Ongoing

What type of incident would you like to report?
Discrimination

What would you like to report?

The University of Texas Medical Branch (UTMB) has a faculty-student organization named the Osler Student Societies (part of the John P. McGovern Academy of Oslerian Medicine). While the mission of the organization is admirable, focusing on compassionate and humanitarian medical care, its goal of “promoting the ideals embodied by Sir William Osler” is concerning. Additionally, the society subgroups students into societies named after even more concerning historical figures, including a Nazis and slave owner.

I am a non-minority undergraduate medical student in the didactic years of my training at UTMB. I am reporting this complaint due to upperclassmen attempting these changes through the formal systems at UTMB and have been met with hostility. President Ben Raimier, Dr. Michael Malloy, and the Osler Faculty members Dr. Dwight Wolf, Dr. Matthew Dasco, Dr. Sandra S Hatch, Dr. Ashraf M. Aly, Dr. Jong O. Lee, Dr. Premal G. Patel, and Dr. Joan Richardson are involved with stonewalling student requests to renaming student societies away from racists, Nazis, and slave owners, and have be hostile to upperclassmen who have attempted in the past. Further, UTMB has no Diversity, Equity, and Inclusion officer for us to discuss these issues with, as the only person appointed to this position in the past was allowed to remain an officer for only 90 days Therefore, I am reporting anonymously to this ethics compliance form. I also call on the Student Government Association (<https://www.utmb.edu/studentlife/get-involved/sga/sga-senators>) and Curriculum Committee members (<https://www.utmb.edu/som/som-educational-affairs/about-educational-affairs/curriculum-committee>) to root out discrimination and inequitable practices at UTMB.

Dr. William Osler, while a notable figure in medical history, espoused racist views, saying “I cannot make up my mind about the Pan-America [Medical Congress]. I hate Latin Americans — but I do not like to desert my friends who are in it,” showing racist biases in his medical care, calling Canada a “White man’s domain” and supporting European immigration while abhorrent non-white immigration (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7669299/>). It is now well known how Osler viewed people of color, and asking students to espouse his ideals is harmful to our goals to support diversity and provide equitable care to all people regardless of their identity, culture, race, disability status, veteran status, sexuality, etc. It would be easy to retain the good lessons without venerating Osler himself; perhaps the society could be renamed to John P. McGovern Academy of Humanitarian Medicine. However, UTMB administration is not willing to do this.

While this society is ostensibly voluntary, it is not presented as such to new medical students. At mandatory medical school orientation, there is a mandatory lecture from Dr. Michael Malloy (most recently occurring on July 8, 2022) in which these historical figures were presented as ideal medical figures for us to idealize and become like as future physicians. Their biographies as presented in the lecture, as they are also presented on UTMB websites, whitewashes their individual history, but it is well known that these figures are reprehensible. It is reprehensible that we are asked to venerate and become like slave owners, Nazis, racist figures, when there are many non-reprehensible figures in medical history we could admire instead. This mandatory lecture was followed by mandatory lunches in which students were broken up into their respective Osler Society. These individual societies are named after different medical figures in history, several of whom are even more concerning than Osler. The list of these individual societies is available online: <https://www.utmb.edu/osler/oss>

All of the society’s historical figures should be investigated, but to highlight those with the most concerning background, I will begin with a Nazi doctor. Forssmann was a member of the Nazi party from 1932 until 1945 as well as a Sturmabteilung (<https://pubmed.ncbi.nlm.nih.gov/27007661/>) . This means that he joined the Nazi party

before the Enabling Act of 1933 and was thus an early adopter of this genocidal regime. Yet UTMB has students join a society named in his honor and expects them to venerate and espouse his values. Further, UTMB whitewashes his biography when presented to students in orientation and on its website, leading unknowing students to blindly celebrate a Nazi doctor without at least framing his scientific accomplishments in light of his immoral character. Forssmann has no connection to UTMB, leading one to wonder why a Nazi doctor was chosen by UTMB in the first place.

Likewise concerning is the Ashbel Smith Society, named after slave owner, pro-slavery activist, and antiabolitionist Ashbel Smith. Presented as a hero of medicine in Texas, UTMB whitewashes his influence in chattel slavery, a man whose plantation overseers knifed and whipped human beings, leaving an enslaved Black man named Lewis weak and bleeding in an 1852 incident (Ashbel Smith Papers as cited by Candice D. Lyons: <https://notevenpast.org/rage-and-resistance-at-ashbel-smiths-evergreen-plantation/>). Ashbel Smith espoused white supremacy, stating “The Mexican War is part of the mission of the destiny allotted to the Anglo-Saxon race on this continent.” (Robert A. Nowlan, *The American Presidents From Polk to Hayes: What They Did, What They Said & What Was Said About Them*, page 52). His pro-slavery and white supremacy views were intertwined, as he wrote in a letter “Allow me to impress most respectfully on our [Texas] Government that in order to procure an European emigration we must look to peace with Mexico and not to the abolition of slavery” (as quoted by <http://www.texasslaveryproject.org/sources/ROTDC/display.php?f=TSP0235.xml>, originally Ashbel Smith to Anson Jones, July 31, 1843, George Garrison, ed., *Diplomatic Correspondence of the Republic of Texas*, Annual Report of the American Historical Association for the Year 1908, (Washington, D.C.: Government Printing Office, 1911), 3 vols., 3: 1116-1119).

Any actions Ashbel Smith may have done for medical education or later lip service to education for people of color do not excuse his horrific advocacy for chattel slavery, and asking UTMB students to join and venerate a slave owner as someone we should aspire to be like ourselves is abhorrent to all people, but especially concerning since students of color are asked to join in this veneration. UTMB is unwilling to change this name despite past student attempts at suggesting alternatives who do not have concerning historical backgrounds.

Why is there such pressure to participate in celebrating racist figures? The John P. McGovern Academy of Oslerian Medicine is one of the wealthiest entities within UTMB, controlled by some of the most powerful professors at UTMB, and kowtowing to this organization is necessary to procure competitive scholarships (which have in the past required essays venerating Osler), win the favor of powerful professors and administrators, and to be considered for the most competitive student awards the university offers.

Students feel great pressure to participate in this society and their sub societies, and on a yearly basis, students who participate are required to present skits venerating their respective figureheads. Again, this includes Nazi doctor Werner Forssmann (who joined the Nazi party before they even held power), Ashbel Smith (who was a slave-owning doctor, pro-slavery advocate, and antiabolitionist). Students are thus presented with the difficult decision of participating in celebration of white supremacy, Nazism, and slave ownership, avoiding the society and losing out on scholarships and networking and mentorship opportunities, or downright hostility and career consequences for questioning the quality of having societies named after these figures in the first place. While I am myself not a minority, the impact this organization has on students of color is even greater, since were these historical figures were actively hostile and discriminatory against people of color in both word and action. It is obvious

that the societies lead to inequitable experiences for students at this university since white students such as myself are less targeted by veneration of racist figures and thus might be more comfortable kowtowing to the McGovern Academy of Oslerian Medicine and may be less concerned about winning prestigious medallions with the embossed names of Nazis and slave owners.

Students have petitioned university administration to change these society names and have been stonewalled, and are concerned for their careers due to the powerful position of the faculty upholding the names of these problematic historical figures. The Osler Fellows named above have called the Nazi doctor a “perfect standard”, which is concerning to hear given his participation in a genocidal and white supremacist regime. Due to a history of formal complaints within the UTMB system being met with hostility and retaliation, I am making this report anonymously.

The veneration of problematic figures this society requires is in violation of UTMB’s stated goals to “embrace diversity”, “show respect to all”, and is in violation of Texas’ ethos of freedom for all people.

The idea of having a humanitarian medicine society for faculty and all medical students is admirable, and the subgroups are likewise an excellent way for students and faculty to build connections. I suggest and humbly petition that UTMB rename the society to The John P. McGovern Academy of Humanitarian Medicine, and to assign students to Humanitarian Medicine Societies named after either innocuous categories (perhaps “blue”, “green”, “orange”), non-discriminatory historical figures (perhaps upstanding UTMB alumni such as Anna Mary Bowie, Daniel Saenz, Hector Garcia, Herman A. Barnett, Virginia Stull, Wilina Mitchell Gaston, provided that these figures are historically investigated to ensure their good character; any any such historic figures should be subjected to once-a-decade student votes in case any new historical evidence emerges that a figure for which a society is name is not one who we should venerate and espouse), or some safer alternative. UTMB rightly emphasizes diversity and equity in its mission and recruitment, and removing discriminatory practices that remain in our institution must be a priority.

Was someone from management involved in the incident? Yes

If so, who?

President Ben Raimier, Dr. Michael Malloy, and the Osler Faculty members Dr. Dwight Wolf, Dr. Matthew Dasco, Dr. Sandra S Hatch, Dr. Ashraf M. Aly, Dr. Jong O. Lee, Dr. Premal G. Patel, and Dr. Joan Richardson

Has the incident been reported to anyone in the organization/entity/company? No

If so, who?

Has the incident been reported to anyone outside the organization/entity/company? No

If so, who?

Were there any witnesses? Yes

If so, who?

All medical school students are witness to these societies and the nature in which we are expected to venerate racist figures. However, I particularly call on SGA officers to represent

our request to change these names.

Would you be willing to anonymously assist further if asked? Yes

Do you give permission to share your contact information with the organization/entity/company (waive your anonymity)? No

First Name:

Last Name:

Phone Number:

E-Mail Address:

Best Time to Contact You:

Do you have files to upload to support your report? No

Provided PIN (Dialog enabled in the CMS): Yes

Lighthouse Services, LLC

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Notice:

- To review our whitepaper on Best Practices on Handling an Ethics Report [click here](#).
- The report is being uploaded to the Case Management System(CMS) where you can document your investigative activities and outcomes.
- YOU ARE ENCOURAGED NOT TO RESPOND TO THIS EMAIL. Communication with a reporter or

Lighthouse should be input in the CMS using the dialog feature; [click here](#) for instructions.

- Providing proactive and timely feedback to reporters who respond YES to "Provided PIN (Dialog enabled in CMS)" is important.
- If you do not have access to the CMS contact your hotline program administrator.

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From: noreply@lighthouse-services.com
To: [Givens, David](#); [Atchley III, Trey](#); [Hudson, Dyan](#); [English, Tamra](#)
Subject: Report Received - Compliance & Ethics
Date: Wednesday, August 3, 2022 1:11:33 PM

****EXTERNAL MAIL****

This email originated outside of The University of Texas System Administration.
Please exercise caution when clicking on links or opening attachments.

Date/Time: 08/03/2022 - 1:43 pm (GMT-05:00) Eastern Time (US & Canada)

Incident Number: 2000147742

The following report was submitted from our web site. We have restricted editing to the complainant's contact information if they indicated a desire to remain anonymous.

Company Name:

UT System Administration

Works for Company: No

What is your relationship to the organization/entity/company?

Student

What is the name of the location you are reporting?

University of Texas Medical Branch at Galveston

What is the address/exact location?

301 11th St, Galveston, TX 77550

Who are the individuals involved in this activity?

UTMB John Sealy School Of Medicine Students,

When did the incident occur?

07/08/2022

Did the incident occur more than once? Yes

If so, how many times?

every year since 2006

What type of incident would you like to report?

Other

What would you like to report?

The enforcement of the Osler societies unto students is very damaging. Though UTMB claims that participation is voluntary, this is not the case. Students are automatically inducted upon their matriculation into the school of medicine. Whilst the aim of Osler Society may seem harmless, the refusal to recognize the history and lives of certain fellows beyond their medical practice is one that perpetuates institutional violence and racism against its students. We are constantly encouraged to expand our lives beyond the classroom. While making a legacy for ourselves here on campus we are encouraged to join organizations, serve, and live life to its fullest. We have also been warned of the honorable role that we now hold in society, and how we must be mindful of how we present ourselves while in non-academic settings. We are to be considerate of the ways we think of and engage with certain groups of people. Why are students being held to a standard that certain figures within The Osler Societies refused to do? "The purpose of the student societies is to promote professionalism and Oslerian ideals, further integrating them into the culture of UTMB and perpetuating them through its future alumni". This directly makes clear that the ideals and mindsets, whether it be antisemitism, white-supremacy, racism, and other ideals that violate the values of UTMB are sought to be integrated into our school culture. I call for a reevaluation of particular members, especially (but not limited to) Sir William Osler, MD, and Werner Forssmann. There are countless people who could stand as figures to inspire and encourage students. It leads one to question and understand that the motives of leaders at UTMB like President Malloy are more influenced by monetary means than the wellness of students.

Was someone from management involved in the incident? Yes

If so, who?

Dr. Ben G. Raimer, MD, MA, FAAP. President Michael Malloy, MD, MS

Has the incident been reported to anyone in the organization/entity/company? Yes

If so, who?

prior years

Has the incident been reported to anyone outside the organization/entity/company? No

If so, who?

Were there any witnesses? Yes

If so, who?

first year medical students

Would you be willing to anonymously assist further if asked? Yes

Do you give permission to share your contact information with the organization/entity/company (waive your anonymity)? No

First Name:

Last Name:

Phone Number:

E-Mail Address:

Best Time to Contact You:

Do you have files to upload to support your report? No

Provided PIN (Dialog enabled in the CMS): Yes

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LIGHTHOUSE LEARNING:

cid:ii_kawu8mso2



Notice:

- To review our whitepaper on Best Practices on Handling an Ethics Report [click here](#).
- The report is being uploaded to the Case Management System(CMS) where you can document your investigative activities and outcomes.
- **YOU ARE ENCOURAGED NOT TO RESPOND TO THIS EMAIL.** Communication with a reporter or Lighthouse should be input in the CMS using the dialog feature; [click here](#) for instructions.
- Providing proactive and timely feedback to reporters who respond YES to "Provided PIN (Dialog enabled in CMS)" is important.
- If you do not have access to the CMS contact your hotline program administrator.

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Dr. John Zerwas' cell phone – TPIA (8/10/2022)

