

Aug. 5, 2025

Geoffrey Ghose, PhD
6-145 Jackson Hall
321 Church Street SE
Minneapolis, MN 55455

Dear Professor Ghose,

In May 2025, the Institutional Animal Care and Use Committee (IACUC), and the Research Integrity Office (RIO) suspended your animal protocols, effective immediately, due to a USDA citation related to noncompliance with your research protocol, and a recent adverse event.

This recent suspension follows a history of noncompliance since 2016:

1. Sept. 2016 suspension of protocol;
2. Oct. 2016 further restrictions; required to develop a lab supervision plan;
3. Jun. 2020 report of a violation of supervision plan;
4. Early 2023 concerns related to surgical practices and competence, additional training required;
5. May 2024 concerns related to training and cleaning schedule.

These reports and the pattern of noncompliance are serious, and include an overt failure to comply with clearly articulated recommendations for course correction by IACUC and RIO. Your actions and lack of compliance undermine the scientific merit of your research, and place our research enterprise, the Medical School, and the University of Minnesota at risk.

I am issuing a letter of reprimand under Section 10.22 of the Board of Regents Policy: *Faculty Tenure* (the "Tenure Code"). Your conduct is inconsistent with the expectations set forth in Section 10.21(a), ("sustained refusal or failure to perform reasonably assigned duties adequately"), 10.21(b) ("unprofessional conduct which severely impairs a faculty member's fitness in a professional capacity"), and 10.21(e) ("other grave misconduct manifestly inconsistent with continued faculty appointment") of the Tenure Code.

Because of these violations, in consultation with the VP of Research, in addition to this formal letter of reprimand, we are implementing the following expectations and actions:

1. Continue working through the May 22, 2025 recommendations outlined by IACUC.
2. Effective immediately, you will resign from the IACUC.
3. Effective immediately, you will undergo supervision of your protocols, and be subject to review and audit every 3 months, for a period of two years (AY25-26, and AY26-27). This will ensure that you demonstrate and follow appropriate protocols moving forward, and help to strengthen a culture of compliance within your research team.
4. You will complete the following training by Jan. 1, 2026:
 - a. A research bootcamp on professionalism and integrity in research identified by IACUC: <https://integrityprogram.org/coachingprogram>.
 - b. You will complete the Collaborative Institutional Training Initiative (CITI) training programs:

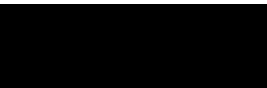
- i. Research Involving Animal Subjects (RCR)
 - ii. Working with the IACUC - Investigators, Staff and Students
 - iii. Working with Non-Human Primates in Research Settings
5. Once you've completed the training and evaluation process identified above, you will report your progress back to VP Priya, and the Office of Faculty Affairs, Medical School. VP Priya and IACUC will determine if or when you may return to working with animal subjects.
6. You will participate in a quarterly meeting, facilitated by your department head for one year after the date of this letter, with key stakeholders in IACUC and Research Animal Resources (RAR) staff members, and the attending veterinarian, to discuss and develop improved relationships between the units, addressing successes, challenges, and how to improve the culture of compliance within your teams.

Professor Ghose, these incidents of noncompliant behavior related to your research activities are a serious matter. We must maintain the trust and accountability within our scientific community, and I expect you to uphold and model compliance within our Medical School and University community.

Please be advised that any further incidents of unprofessional and non-compliant behavior will result in additional disciplinary action up to and including termination of your faculty appointment. You may appeal this letter of reprimand within 30 days of this notice to the Judicial Committee (pursuant to Section 15 of the Tenure Code). If you have any questions about this letter or expectations, please contact Heather Dorr, Director of Faculty Affairs, at hdorr@umn.edu.

This letter of reprimand will be placed in your personnel file.

Sincerely,



Jakub Tolar, MD, PhD
Dean of the Medical School
Vice President for Clinical Affairs
Distinguished McKnight University Professor

cc: Peter Crawford, MD, PhD, Vice Dean for Research
Paul Mermelstein, Department Head, Neuroscience
Rahel Ghebre, MD, MPH, Associate Dean for Faculty Affairs
Anne Ehrenberg, Interim Human Resources Director
Joanne Billings, MD MPH, Associate Vice President for Research Integrity and Compliance
Shashank Priya, PhD, Vice President for Research and Innovation