

**Assist. Prof. Krzysztof Kazimierczuk, Group Leader of Laboratory of NMR Spectroscopy**

Dear Professors,

As a team leader at the Centre of New Technologies (CeNT), University of Warsaw, I resent the escalation of the ReMedy conflict. It involves great authorities unaware that the problem is caused by improper project management rather than an infringement of “organizational and research independence” (which was, by the way, never granted by UW).

Your recent letter also contains many other unjustified claims, which are probably due to the unilateral presentation of the subject to you. In particular, I would like to refer to some of the most important of these:

a) ReMedy managed to “organize core facilities” – it is not the role of ReMedy to organize CFs. Moreover, Prof. Chacińska used previously her position as a Director of the whole CeNT institute to fund CFs needed for ReMedy partially from the institute’s resources. This was unfair but also meant that the University supported ReMedy to a far greater extent, than promised within the grant contract (at the cost of other research carried out at CeNT UW). Prof. Agnieszka Chacińska was a Director of CeNT UW between 2017 and 2019. She ran the unit as if it was identical to ReMedy. The composition of the Scientific Council of CeNT was 100 % identical with that of ReMedy. Researchers who have contributed to the success of CeNT for years were discouraged from working there without fair evaluation of their academic record, e.g. they were forced to switch to self-financing from grants, limited access to equipment, etc. The funding for CeNT UW was mostly spent on equipping Prof. Chacińska's laboratory, although it was only one of about 30 teams.

The "Double" International Scientific Council of CeNT/ReMedy did not fulfil its duties by not meeting twice a year. This resulted in specific problems for the staff of CeNT UW – lack of evaluation, and therefore lack of proper extension of employment contracts. The problem of the existence of a "double" Council and the conflict of interest consisting in the combination of managerial functions in ReMedy and CeNT was reported to the Ethical Committee of the Foundation for Polish Science. The Rector of UW has the opinion of the EC FNP, and I suppose that this was one of the reasons for the separation of these functions, i.e. resignation of Prof. Chacińska from the Director’s position.

b) Rector refused to “recognize ReMedy’s organizational and research independence” – ReMedy is a grant (project) implemented at UW, and the Rector is responsible for its financial correctness. Project’s funds cannot be spent without obeying the Polish Public Procurement Law. As a Director of CeNT UW, prof. Chacińska carried out very carefree financial policy. It is no wonder that she does not feel comfortable now, being forced to obey rules that all of us at the University have to obey. Also, it is not surprising that her grant’s budget is more carefully controlled now by the administration of the UW.

c) ReMedy managed to “recruit several group leaders” – actually less than it should and even has already fired one of them (Dr. Savani Anbalagan).

d) ReMedy managed to “establish research programs” – the average achievements of the research groups of ReMedy are below the average achievements of CeNT employees.

e) ReMedy managed to “secure funding” – according to the grant’s contract, UW guarantees that the ReMedy’s labs will continue running five years after the project finishes. This seems to be unrealistic, due to the reason d). Thus, it is not justified to say, that “funds are secured”.

f) “The current and impending detrimental actions include (...) interfering with ReMedy scientists’ applications for external grant funding, and freezing the hiring of new personnel, including new group leaders selected by the ISC.” – It is the will of Professor Chacińska, expressed already in 2019, to leave the University together with ReMedy. Why would the university now take on such commitments?

g) “Most recently, the rector terminated contracts of multiple ReMedy personnel and cancelled the contract between UW and ReMedy in an apparent attempt to terminate operations of ReMedy at the University of Warsaw altogether by August 31, 2020, which date corresponds to the end of the current rector’s term.” - it also corresponds to the halfway of the ReMedy project. According to the contract, after that date, the project could not be transferred to a different unit.

h) “Understandably, especially with the current pandemic, such a transition process takes time.” - it is not the pandemic causing the delay. It is intentionally caused by Prof. Chacińska, who wants to stay at the University while spoiling its reputation in every way possible. For example, by involving unconscious international authorities in problems arising from poor project management.

From CeNT's point of view, replacing ReMedy with a few new teams would be very beneficial. The sooner this happens, the better. Anyway, the team leaders who were effectively discouraged by Director Chacińska did not have such a long time to leave CeNT, as she has. Some had to start building the group completely from scratch in other units.

Contrary to appearances, this is not a conflict between an authoritarian Rector and an innocently wronged star of science. Rather, it is a conflict between a meticulous manager and a bitter former Director who would like to (continue) manage the project in a way that is not properly controlled by the University. Prof. Chacińska has proved in the past that she cannot manage the unit. I think that Prof. Chacińska should be allowed full independence within the Polish Academy of Sciences as soon as possible if the Academy wants to bear such a risk. **Formally, it is possible only if the project is transferred before its halfway point. So this is a matter which can only be dealt with by the Rector currently in office.**

Yours sincerely

Krzysztof Kazimierczuk