



June 13, 2025

Dr. Bryant Stone
Postdoctoral Fellow
bstone18@jhu.edu

Dear Dr. Stone,

We are writing in follow-up to our recent communications with you. By way of summary, as you are aware, last week, Dean Michael Ward notified you of a mandatory meeting on June 5, 2025. After you failed to attend this meeting, I sent you a letter dated June 5, 2025, informing you that, based on your recent performance and observations of your behavior, you were required to attend a Fitness for Duty Evaluation with Occupational Health. As described in the [Postdoctoral Fellows Policy](#), for a Required Leave of Absence, “[i]n certain circumstances, the University may require the PDF to undergo an additional evaluation by an independent and objective licensed healthcare provider designated by JHU.” The Fitness for Duty Evaluation allows for confidential evaluation of an employee’s ability to safely and effectively perform the essential functions of their position. This evaluation is necessary to assess your ability to safely and effectively perform the essential functions of your position.

Our hope was to discuss and review these concerns with you, answer any questions you might have, and to discuss the next steps for having the Fitness for Duty Evaluation. In the June 5 letter, we also informed you that during the evaluation process, you would be relieved from performing any of your work duties and that you should not participate in any work-related or programmatic meetings; may not contact your advisor, students or others until you were notified about the outcome of the evaluation and any necessary additional steps. As stated in the letter of June 5th, your Fitness for Duty Evaluation was scheduled for Monday, June 9, 2025, at 8:00 am. However, you did not appear for this appointment.

We then sent you a letter dated June 9, 2025, informing you that you were being placed on administrative leave, with pay, effective immediately pending the completion of your Fitness for Duty Evaluation. The June 9 letter explains that you are relieved of your work responsibilities and are not to conduct any business on behalf of Johns Hopkins University; that you are not to come to the workplace unless you have been asked to do so by myself or school leadership; and that you must be available during regular business hours to attend mandatory meetings requested by

school or university leadership or to provide additional information as needed. We also underscored that if you do not respond to requests for meetings after reasonable attempts have been made or fail to attend the next scheduled Fitness for Duty Evaluation appointment, you may be subject to disciplinary actions, up to and including termination of employment. The June 9, 2025, letter further informed you that the evaluation had been rescheduled to Wednesday June 11, 2025 at 8:00 am. However, you did not appear for this appointment either. Copies of the June 5 and June 9 letters are appended to this communication.

In an earlier communication, you alluded to your recent interactions with your clinical provider. While this is positive news, based on recent performance and observations of your behavior and consistent with University policy, we are requiring a Fitness for Duty Evaluation that will allow clinicians who care for your health to share their assessment of your health status confidentially with clinicians who perform these evaluations for employees, thus providing a complete picture. Therefore, for a third time, we reiterate that the Fitness for Duty Evaluation is mandatory and must be completed before you may be cleared to return to work. Please also note that it is our understanding that your post-doctoral fellowship award permits three weeks of paid leave.

Dean Ward, Dr. Culotta, and I are available to meet with you on **June 16 at 10:30 am via Zoom**. Your Fitness for Duty Evaluation with Occupational Health has been scheduled for:

Date: June 18, 2025

Time: 8:00 am

Location: 98 N. Broadway, Suite 421, Baltimore, Md 21231

If you have any questions related to the appointment scheduling or if you need to adjust the date or time, please contact Cynthia Payne, Director, Human Resources at cpayne23@jhu.edu at least 24 hours before the scheduled appointment.

Sincerely,

Pamela Collins, MD, MPH
Professor and Chair
Department of Mental Health