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Final Jury Meeting Minute

IMM/CT/23-2023

On 31st of May 2023 was published the jury meeting minute regarding the procedure for hiring a Postdoctoral researcher, where all admitted candidates to such procedure were identified and evaluated and with such publication began the preliminary hearing period of 10 working days.

On the 31st of May 2023, the applicant, **Szilvia Solyom**, pronounced about the process by requesting clarifications about the evaluation given by the jury and about the law that regulates /authorizes the posting of individual applicants name publicly.

The request for clarification was sent to Human Resources Office through email, which is transcribed below:

"Dear HR Office,

"At this stage none of the candidates displayed the knowledge and interpersonal skills required for being selected for the position."

I highly doubt that your conclusion is correct. I am person with 11 publications, most first author, one last author, patents, substantial previous funding, and even a PI position. Please send me all the relevant documents and a detailed justification how your decision was made and how "my knowledge and interpersonal skills" are unsatisfactory. In my country we take slandering very seriously and it looks like a case of slandering.

Upon clicking on the website you provided (<https://imm.medicina.ulisboa.pt/jobs/#results>) I found that you are posting individual applicants' name publicly. I haven't found mine among the pile of documents, as there was no way to search for it in an intelligent manner, but if it's there, please send me a copy and justify which law you are referring to that you think you are authorized to do so. I never authorized you to publish anything about me on any website and will take this legal matter very seriously."

On 7th of June 2023 the jury meet to appreciate e the clarification request and after gone through the application documents again, decided to maintain the candidate classification and ranking. On the same day the HR Office transmitted the following information to the candidate, on behalf of the jury members:

Dear Szilvia,

Thank you for the email, which deserved our greatest attention.

On behalf of the jury members of this call we were tasked to transmit the following:

For the first part of the email, we should clearly explain that the candidate did not pass the first stage of the selection (CV and motivation letter), having obtained a total evaluation grade of 58% (minimum being 60%). The selection committee fully recognizes the strength of the candidate's CV and their exceptionally good career and scientific trajectory. Nevertheless, the committee also could not fully judge the suitability of the candidate for the position because the CV does not clarify what laboratory techniques are mastered by the candidate. The only short mention to this specific subject is within the provided cover letter, where the candidate states 'I am well versed in most basic molecular biology techniques'. Additionally, the cover letter only very briefly mentions the research project to be carried out in the host lab, failing to communicate clearly the candidate's motivation to join the group and work on the biology of telomeres in cancer cells.

Regarding the second part of your email, by clicking in the link provided in the previous email, and search for the reference of this call you will find the jury meeting minute with your name on it.

In addition, under the GDPR regulation and the Portuguese data protection law there are several legal grounds that allow the processing of personal data, namely if the processing is necessary for compliance with a legal obligation to which the controller is subject. The call to which you applied is regulated by national legislation, namely Decree-Law 57/ 2016 of 29 august that defines that a public call must be open in order to IMM be able to hire.

This public call is, therefore, a legal requirement that IMM must comply and these public calls, determine that the personal data of the applicants can be known by any interested party.

Finally, your email and our response will be included in the final jury meeting minute to be published.

On the 8th of June 2023, the candidate **Szilvia Solyom** replied, which content is transcribed below:

Dear Legal & HR of IMM,

I am stressing again that your decision is incredibly flawed and honestly, you don't deserve any high level applicants with this attitude. No wonder, you can't find anyone. A CV is not the right place to enumerate laboratory techniques for postdocs. Maybe it is for MSc students. Further, according to EU regulations I do not allow you to publish any of my personal data publicly. Since you breached a number of EU privacy laws, please go ahead and publish this e-mail and the previous ones, as well, on your own risk.

In this message, I am announcing that other candidates who feel their privacy was breached and a decision was made with inappropriate language, to contact me for a possible class-action lawsuit against IMM. My e-mail is [REDACTED]

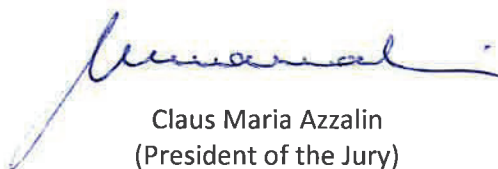
Thanks, IMM for publishing this in full.

On the 16th of June 2023, after the end of the preliminary hearing period (during which no other comments from other interested parties were received) the jury meet and decided:


- i) that the remarks made on the e-mail sent by the candidate Szilvia Solyom, on the 8th of June 2023, don't request an answer, since it only contain subject opinions and the decision about the first clarification request made by the same candidate had already been communicated;
- ii) to maintain the classification and ranking communicated by the minute of the jury dated 30th of May 2023 and published on 31st of May 2023, unchanged.

The Heads of the Institution reiterate the validation given on 30th of May 2023.

Lisbon, 16th of June 2023



Claus Maria Azzalin
(President of the Jury)



Bruno Silva
(Responsible for the Project)



Sérgio de Almeida

Validation by the Heads of the Institution



Professor Bruno Silva Santos
Vice President



Professor Maria M. Mota
Executive Director