

Job in Academia — Maria Lluch Senar and Luis Serrano Pubul: research misconduct at CRG (Barcelona, Spain)

How a computer scientist was fired for disobedience to the CRG Director's favorite

Featured post

Plain summary of what happened in CRG, Barcelona

*Firing for disobedience from scientific institution: how scientists demand obedience and recognition of a scientific authority, some very certain scientific authority: after having claimed to recognize a scientific authority of his favorite, **Director of CRG, Barcelona**, Luis Serrano, got refusal (in particular, because his favorite used to concoct data for processing).*

But the resistance to filthy data manipulation and concoction was oppressed – inconvenient for them rebel computer scientist was fired.

Here are some notes of a computer scientist's experience (Mar'2016 — Dec'2016) who was very near to get a TBI*) while working with **Maria Lluch**, CRG's staff scientist.

The latter has been promoting her scientific career servicing to **Luis Serrano**, CRG Director for his private needs, which, however extraneous or ugly it may look like, hands down should not be whoever else's business unless well-being of another persons and research integrity were drastically affected and put in a shambles.

[In previous posts](#) you can see mainly inside description (with the copies of emails and other documents) of the working and firing process performed within the walls of «an international biomedical research institute of excellence» — i.e. **CRG, EMBL outstation in Barcelona**: the torture of mobbing and lies with yet hardly believable outcome lasted for several months.

([Court hearing](#) is scheduled for the end of Jan, 2018 as this is in Spain, so very apt country for misconduct being unabated).

The only excuse for so direct summary of what happened is that the nature of Maria Lluch-Senar's *job at CRG* and peculiar success is of no secret within those walls, also due to quite open demonstration of her deep connection, way far to be really intellectual, with her patron accompanied by «the closest person, his right hand, she can get fired anyone» (indeed! not to mention full access to **CRG director's** desktop...), so forth interesting confessions and blatant research misconduct.



It's worth to mention, that all this shame is silently supported and even sponsored with millions of € grants both by **EMBL (European Molecular Biology Laboratory)** and **ERC (European Research Council)**
 Docs & Emails of the case on GitHub

*) Traumatic Brain Injury

This entry was posted in luis-serrano-crg, maria-lluch-crg, Uncategorized on March 27, 2017
 [https://aiaas.wordpress.com/2017/03/27/plain-summary-of-what-happened-in-crg-barcelona/] .

How Luis Serrano, CRG Director, Barcelona/Catalonia, lied to the Court

1. A year ago they ignored conciliation officer's suggestion to accept that the dismissal was illegal and make things done: i.e. to pay out a small fine (~ one month wage) to me and give me a paper confirming that dismissal was illegal, their representative also told then that they needed the decision of the Court to make that small payment. Now they've started with their style of menaces again, urging me to accept the following proposal: before the Court they admit that the dismissal was illegal and pay me that money, but in turn I have to purge all materials on them I put online. They pay that ridicule fine, I clean, they get off scot-free, as if nothing happened, as if they did nothing wrong and as if I am doing here even something criminal.
 If I do not accept this — they're going to carry out their threats.
 I don't.
 I said no lies.
 What did kinda surprise me — that Spanish Court did not find anything abnormal in their menaces*), neither noticed any contradiction in their proposal with its own decision at the end. The judge had a look rather petulant by me declining their menaces.
 And all that looked really quite medieval to me...

2. On the Court hearing Luis Serrano, CRG Director, came to witness me «constantly refusing» to talk to his favorite, M Lluch Senar. That was yet another sheer lie (unless just comical): I've updated the [DropBox](#) with the copies of correspondence which happened a month before my dismissal when I had to explain to M Lluch Senar, *biochemist*, (© L. Serrano) how mass-spec really works (she tries to show up herself as if she understands it but pretty dumb to get a simple point). Finally, from the 3rd attempt, she gets it and even thanks me, reminding me one more time that I'd be fired anyway. She's

been obsessed repeating that in near every second her email with cc to Luis Serrano. I bet that seemed so sexy to her patron. Chat between me and her is mentioned in the beginning of that correspondence. So the meeting was with me and her *alone*, at my initiative because in that case that did make sense. Luis Serrano was well aware of the meeting, he was in cc. In fact, I refused no meeting with his favorite. I've been just asking for assistance as she used to be damn blind, aggressive and incompetent, sabotaging any communication with the lab people and the colleagues involved in the project.

Only once I refused her manipulations «*if you want to talk... we can discuss*» — I said I don't, she lied as if she looked at the app (all I was doing for them she kept calling «webpage» :)), there were nothing to discuss, she was unable to set a task and was reiterating what was already done (they both got hysterical after I said «I don't» then, although *I could wait weeks for them just to look on what was going on with the project... — «ha-ha, Katerina wants to work!»*). Another time it was «if you don't understand — come and ask». I said I have nothing to ask — I was fired. That wasn't the only lie he told to the Court, also he lied about me unrelated to his starring in «*I think what maria proposed does not make any sense*» — that was in fact said after me trying to explain Maria the same, but not that way directly. I just did not discarded her suggestion completely (that'd be too risky! but minding now Serrano's confession to the Court — see in DropBox Court's decision: his favorite reported on me unsuitable for her *right around the same time!*) The related email is now on the DropBox too (my actual boss was in cc of course and Luis Serrano was surely reacting on this correspondence).

3. The third lie: the CRG representative told the Court (and Luis Serrano repeated it) that I was given 3 months to follow discipline I allegedly violated. In fact, next day after Serrano told me that his favorite M Lluch Senar was my boss (yet another one, as I still had to ask my official boss for holidays and the like), less than 3 months before my dismissal, I've got a letter from her, that she had «talked with Luis and he said me that he has given you the opportunity to work for three months in the lab and to finish the project». That being said I was told I'd be fired anyway. Serrano was in cc in that email (it is in DropBox too). No way he didn't know, I was pointing on that assertion (that I'd be fired anyway) to the HR, [Conflict resolution Committee](#). They didn't care, they served to M Lluch-Senar and her henpecked one like the dogs, despite the law — «it'll be illegal and you can go to the Court then». Well, we'll kill you, what's the matter? — your relatives can go to *our* Court then (the Court won't find anything wrong in that). Luis Serrano, CRG Director, lied his face off to the Court. Not to mention the repeated falsehood about Conflict Resolution Committee, implying that they called for it (yet another lie — who could think that my call for it they'd basely use for themselves...), and about the reason of my transfer to Serrano lab, in order to mob and fire actually, as he implicitly confirmed himself: his favorite report on me that she's unhappy to work with me (meanwhile, after her discussion with me after which he writes to several colleagues that her proposals make no sense) and he transfers me to his lab coercing me to talk to Sra. Lluch only alone. Needless to say now that this Spanish Court did not give me the floor unless defendant party would have asked for it. And of course they were not interested to ask.

So this Spanish/Catalan Court has taken CRG Director's words as they are along with [their dismissal notice](#) as a proof of my disobedience and made decision that my dismissal was legal. You can enjoy reading on DropBox their decision: nothing from my part is even mentioned...

— yet another achievement of Spanish science and Social Justice ⚖️ in Spain/Catalunya... But thank Providence and post medieval (post-fascist?) world: otherwise I'd have been put on fire literally, in the Auto-da-fé (or shot dead by these franquists).

*) artículo 169 del Código Penal of Spain: «Amenazas son un delito o una falta... el anuncio de un mal futuro ilícito que es posible... con la finalidad de causar inquietud o miedo...» =
«Threats are a crime or a fault ... the announcement of a bad illicit future that is possible ... with the purpose of causing concern or fear ...»

This entry was posted in corruption, crg-barcelona, damned-lies, luis-serrano-crg, maria-lluch-senar, spanish-science on March 19, 2018 [<https://aiaas.wordpress.com/2018/03/19/how-luis-serrano-crg-director-barcelona-catalonia-has-lied-to-the-court/>] .

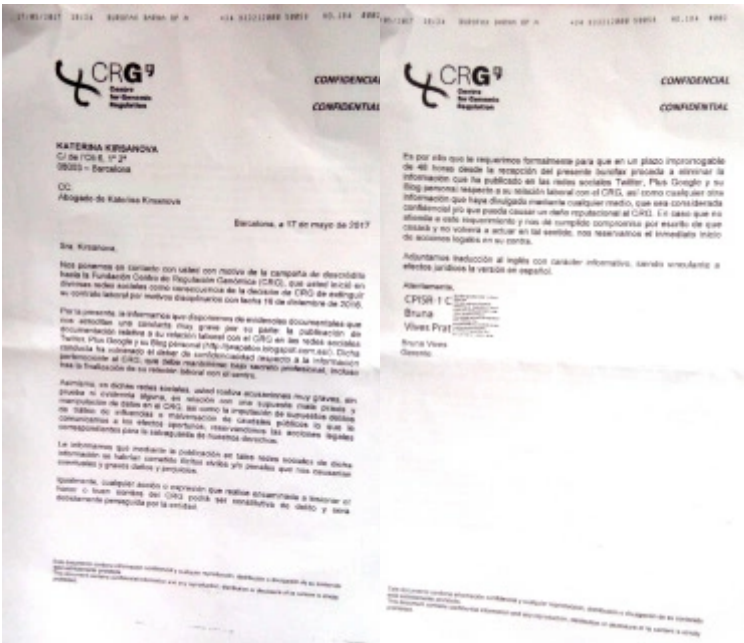
CRG, Barcelona, Spanish/Catalan science: yet another way to carry out research activity (and lies even to the Court)

Update after Court hearing:
[Luis Serrano, CRG Director, lied to the Court](#)

Here are the threats of legal persecution I've got from **CRG, Barcelona**, signed by Managing Director **Bruna Vives** on behalf of the Centre and **Luis Serrano, CRG Director**, of course. Look at the Centre for Genomic Regulation at their finest in intimidating and disrespect.
My notes are below the copies (clickable to enlarge).



Spanish version:



1. Here we have a classical *actus reus*.
2. This **threatening from CRG, Barcelona** under the claim to keep «professional secrecy» (are these people even sane?) and «confidentiality», i.e. the claim to keep silence about their *excellence* in research misconduct, followed by these threats where I'm named as «and / or» doing even something «criminal», — look like fit of anger unless just laughable. They are supposed to represent a Spanish intellectual elite, aren't they?
3. Solely this claim to keep their threats confidential (see also the bottom of the pages) should be enough to launch the investigation on the activity of the top employees of CRG, including here-below mentioned favorite of **Luis Serrano**, CRG Director (ah, all right... she's supposed to be on the top anyway...).
4. NDA (appendix to the work contract) I signed, concerned the contract in force or expired.
My contract is not expired or in force: it was interrupted (*terminated* — as they've recognized it themselves in their threat) by CRG, Barcelona due to alleged disobedience to another employee who was not even my immediate superior, the latter was silently dismissed from being such, excluded from the working process and substituted by incompetent, but badly ambitious and passively aggressive Director's favorite, **Maria Lluch Senar**, as a «co-leader» of the project with [so peculiar correspondence style](#) (how come that such individuals can even get MS and even *PhD in Spain*?)
5. I was slandered and mobbed by this **M Lluch-Senar**, CRG staff scientist (intensively supported by her patron, **Luis Serrano, CRG Director** in whatever she's been saying about me) several times, she announced me that I'd be dismissed anyway the very next day after she was set as my boss by **Luis Serrano**.
Luis Serrano was persistently coercing me, [in written too](#), to talk only alone with his favorite (who by the way is craving for a PI position and her henpecked is desperate to help her).
[I called for CRG's Conflict Resolution Committee](#), which has completely ignored my complains and followed **Luis Serrano's non-negotiable** instructions forcing me to *recognize scientific authority* of his favorite, who *persistently lied about my personality*, aggressively *refusing to get or accept any technical reasoning* out of her competence.

Moreover. She was misleading me with data sources and urging me to work with erroneous data concocted by herself.

I said no.

I was given «24 hours» to confirm my response.

I was fired by the end of the same week.

6. CRG was already [clearly told off](#) about the neglect of their duty and reputation — they have completely disrespected the words of the conciliation officer, they have even refused to present themselves directly on the hearing.
They had given no care to their reputation then and now suddenly they have recalled and decided to take care about it, starting with threats, apparently from the bottom of their hearts and their notion of what the (academic) culture is. Surely they don't just perform only a bare money laundering using their positions in Spanish science.

Now they claim that one of their former, thrown out on the streets, employee is damaging their «honour» or «reputation» even «with the intention».

ADMINISTRATION

Mission

Our **mission** is to create a professional and supportive environment for world-leading research providing dedicated, timely and effective services to the scientific community.



The main responsibilities of the **Managing Director, Bruna Vives**, as set in the CRG bylaws, include:

- leading, implementing and supervising the activities of the Administration
- formulating the CRG annual budget for the approval by the Board of Trustees, and executing and controlling the approved budget with sound financial management
- providing support to the Director for attracting the necessary funds to meet the institute's goals
- administrating and safeguarding all of CRG's assets (both financial and physical assets, including facilities and equipment)
- assuming contractual responsibility for all personnel matters **Oops! Really??**
- ensuring compliance with applicable legal regulations
- implementing improvements for administrative policies, processes and tools
- liaising with the Board of Trustees and governmental institutions

Dear CRG, Luis and Bruna,

- If it's possible for you to put a word «or» between «honour» and «reputation» which you claim you have (after [you have lied so dishonourably](#)) — then, obviously, only an upper authority could explain you something about what honour *and* reputation are: it seems you're still uncertain about these entities. No wonder you have failed to keep them intact. You did it on your own.

No one has forced you to behave like you have.

Paraphrasing Bertolt Brecht («Vertrauen wird dadurch erschöpft, daß es in Anspruch genommen wird»), your honour and reputation begin to vanish the very moment you claim you have them damaged the way you do it, — especially after you were utterly unable to display at least a minimum respect to your employee, let alone the kind of integrity you have shown as pertinent to you.

My story is just a shadow on the sand in the background of your behaviour and culture. I'm too small comparing to your own self-exposure.

«We trust that your knowledge, skills and experience will be among our most valuable assets» — remember the text of your offer? — you gave no respect to any of thus enumerated (by your own) qualities. That's why the only point you could use to attack me with your misconduct was a «discipline».

Which is ridiculous since you do not have any notion of what it is.
Not to mention work ethics.

- I don't damage your «honour *or* reputation» as you claim «with the intention».
I speak out, that's it.

And of course I would only greet an independent open investigation of your professional activity and of its compliance with your own [Code of Good Scientific Practice](#).

Even then I doubt that it could depreciate your significance and self-worth acquired with such diligence by your so creative advertising of your *excellence*, with your passionate appeal for money throughout your much more conspicuous networking, connections, pulls and of course... well... social network accounts. Just don't stop disseminate food & drinks for your subscribers and sponsors as you used to do it: to make sure they would *love* your *excellent* science.

And, Bruna, seriously... I am so sorry, but having known now the story of your appointment, this your threatening burofax speech looks like a sincere coming out, especially when it's read in Spanish. But of course, of course, it's not how it looks like.

Given the whole story I reckon that the above text is not too harsh and I apologize if someone's sensitive feelings are touched, —

Katerina aka Catherine

This entry was posted in Uncategorized on June 30, 2017 [<https://aiaas.wordpress.com/2017/06/30/crg-barcelona-is-holier-than-thou/>] .

Luis Serrano and Maria Lluch reject conciliation under a weird pretext, Luis Serrano, CRG director, lies to the Court

«Academia is full of rogue scientists doing their own shit using public assets» ©

These people turned out to be unable to stand up to their own deed.

On 06 Feb'17 in Barcelona there was a conciliation meeting with the CRG's legal representative about legitimacy of a computer scientist's dismissal from this Spanish research institution.

CRG's legal representative was a young girl from a lawyer firm, so they decided to spend money for the legal service, having [their own](#) legal department.

This girl has burst into tears after being told off by the official in the conciliation office (Department de Treball, Afers Socials i Famílies, Generalitat de Catalunya).

She had nothing to do with these people and she took it hard.

Conciliation officer (Maria Bachs) told that she met such disrespect the first time in her practice: when a public organization (**scientific** one!) which can't help admitting the breach of the law is so disrespectful to it, also clearly demonstrating no care about its public reputation and lack of responsibility. So unless the following is signs of corruption and rogue science, there should be another reasonable explanation.

They had to admit that the dismissal was illegal, but they said that they want to bring the case to the Court because they are «accountable for the money».

How is it consistent with the payment to the off-site company for a legal service, having it their own on site?

But there were a lot of weird inconsistencies in this case, please see [below](#).

Update: Court hearing is scheduled for 31 January 2018. This is Spain.

Update, Feb 2018:

[Luis Serrano, CRG Director, lied to the Court](#)

This entry was posted in corruption, crg, crg-barcelona, law-in-catalunya, luis-serrano-crg, maria-lluch-crg, maria-lluch-senar, misconduct, out-of-reason, rogue-scientists, spanish-science on February 7, 2017 [https://aiaas.wordpress.com/2017/02/07/luis-serrano-and-maria-lluch-reject-conciliation-under-a-weird-pretext/] .

Luis Serrano, CRG, forces to talk alone with Maria Lluch Senar...

(yes, that was spooky!)

...whereas **what Maria Lluch proposes «does not make any sense»** © Luis Serrano Pubul

(and that was very true)

This is all about scientific institution. This is where your tax money goes to...

How much money, for instance? — [see here](#) (H2020) in general, more exactly: **€2,454,522: ERC-2014-ADG grant [1]**

So the DB for Mycoplasma project should have been funded from this money...

First, ask yourself: what would you do if a blatant liar aggressively required from you recognition of her scientific authority (whereas it's way far to be even necessary)?

And what if she were supported by her patron?

CRG is «an international biomedical research institute of excellence»

CRG mission, vision and values:

«Integrity, ethics and social responsibility»

Values

- Excellence
 - Interdisciplinarity
 - Scientific independence
- Integrity, ethics and social responsibility
 - Equal opportunities
 - Sustainability and transparency

Oops! Really??

Dictation to process concocted data, coercion to talk only alone (that was felt very awkward) with someone allegedly responsible, work without necessary collaboration, repeated threats, bullying, slandering, repeated lies, and dismissal at the end — was this all included in that «integrity», «ethics» and «social responsibility»?

«Now I did a job. I ain't got nothing but trouble since I did it... not to mention more than a few unkind words as regard to my character. So let me make this abundantly clear» © *Firefly*

Luis Serrano Pubul: «I think what maria proposed does not make any sense»

A few months later the very same person fired the main addressee of this letter for refusal to recognize the same maria's *scientific authority* — interesting, isn't it?

On 06/07/16 18:39, Luis Serrano Pubul wrote:

- > Dear Katerina
- > Could we meet next week [...]?
- > I think **what maria proposed** to connect directly to the MS raw data or sequencing data **does not make any sense.**

All right. Very true. But wait, *what*?

Luis Serrano Pubul: «You need to leave the lab if you do not talk with her alone»

On 15/11/16 10:26, Luis Serrano Pubul wrote:

- > Katerina I can try to be there, but remember what we discussed if you cannot work with Maria and you cannot talk with her alone you need to leave the lab end of December. She is your boss for the project.
- > Thanks
- > Luis
- >
- > From: Katerina Kirsanova
- > Sent: martes, 15 de noviembre de 2016 10:21 a.m.
- > Cc: Luis Serrano Pubul
- > Subject: Re:
- >
- > Dear Luis,

> I wouldn't like to discuss it with Maria tete-a-tete, please.
 > I just need the doc file with specification on the formats.
 >
 > Cheers, –
 > Catherine
 > El 11/15/16 a las 07:45, Maria Lluch Senar escribió:
 >> Hi Katerina
 >> We can talk about MS files at 16,30. Is it ok for you?

Of course they perfectly knew that Katerina could talk alone with Maria.

But when you're threatened and coerced to talk alone with someone no matter what is going on and no matter whether your job requires work collaboration — this feels flat out wrong, at very least it makes you just sick. Moreover, if you're already absolutely certain: you cannot give them what they are eager to get from you — and that is not your job and professional skills.

K. was doomed anyway, Luis was playing here as by the time of this his email, several weeks before it, Maria already wrote K. that K. would be fired anyway:

On 28/09/16 14:23, Maria Lluch Senar wrote:

> I have talked with Luis and he said me that he has given you the *opportunity to work for three months* in the lab and to finish the project.

Maria wrote that (with cc to Luis Serrano Pubul) the very next day after K. was told that she's her boss: the day before this email, on 27/09/16, Luis told K. in his office that for K. to save her job he gave her 3 months to get along 1) with Maria and 2) with the people in the lab — as at the same time K. was falsely accused that she can work with no one, — so *if K. gets along with no one then K. is fired*.

In reality both these two so nice «warrants» were put away almost immediately.

«There's no honor among thieves».

K. had no problems whatsoever with the folks in the lab, that was too obvious, but certainly did not matter: apparently Maria was already promised that after 3 months «the toy» would be discarded.

From Library of the European Parliament, «Conflicts of interest in public administration», 05/02/2013:

[1] Isn't it piquant:

*Chair of Women In Science/Gender Balance Committee
at CRG,*

Isabelle Vernos is at the same time...

— Director's (Luis Serrano's) wife & member of the
ERC Scientific Council.

But otherwise. What was that?

Franco style (à la féminin) of management in science?

Hard to bring up other allusions...

Conflict of interest is considered an indicator, a precursor and a result of corruption. It is referred to in the United Nations Convention Against Corruption (UNCAC), in particular in Articles 7, 8 and 9.

Conflict of interest in the public service

With reference to the public service, the Guidelines of the Organisation for Economic Cooperation and Development (OECD) define a conflict of interest as involving *a conflict between the public duty and private interests of a public official, in which the public official has private-capacity interests which could improperly influence the performance of their official duties and responsibilities.*

This entry was posted in corruption, crg, etc, isabelle-vernors, luis-serrano-crg, luis-serrano-email, luis-serrano-pubul, luis-serrano-wife, maria-lluch-crg, maria-lluch-senar, misconduct, mycoplasma-project on January 13, 2017 [<https://aiaas.wordpress.com/2017/01/13/forced-to-talk-alone-with-maria-lluch-senar/>] .

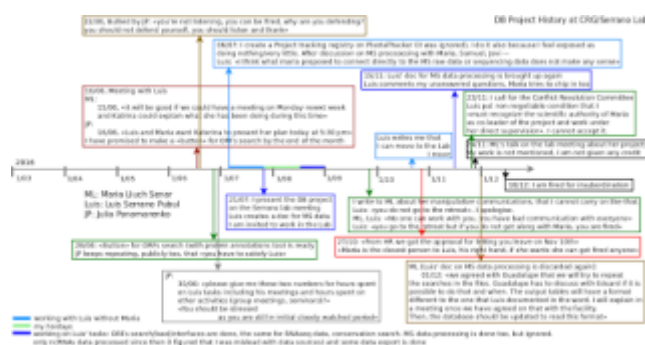
Timeline of the project for the Mycoplasma DB at CRG

«You should realize that Maria can get fired everyone, even me» [HR]

K. made this schema (updated with last events) for Conflict Resolution Committee at CRG.

Later the CRG Administration dishonourably implied (see below) that this Committee was allegedly called to make her follow the discipline. But that was the other way around: the Committee was called for by K. to resolve the issues with Maria Lluch's professional misconduct and incompetence.

All fairly appropriate Committee's suggestions (transfer K. to another lab, Luis Serrano supervising project as its real leader) were rejected by Luis Serrano, who was forcing K. to recognize his favorite's (i.e. Maria Lluch's) scientific authority: that was his «non-negotiable requirement» (see below)



[click to enlarge]

«...this is not England or Europe, here there is no honor or ethics, just pure corruption»

[a colleague]

This entry was posted in crg, luis-serrano-crg, luis-serrano-pubul, maria-lluch-crg, maria-lluch-senar, mobbing, mycoplasma-project, public-money-spent, scientific-misconduct on January 13, 2017 [<https://aiaas.wordpress.com/2017/01/13/timeline-of-the-project-for-the-mycoplasma-db-at-crg/>] .

Maria Lluch Senar: colors of the work correspondence, data manipulation

Remember the time when scientific debates were open and public?

Maria's comment on the 3rd point below (all in red... doesn't it ring a bell?) is extremely marvelous.

Don't miss the moment of the new proteins discovery when she will find them.

Especially after she finds someone to process concocted by herself Excel files of >100Mb, 15 spreadsheets each...

which are... ta-dam! — a «new format» © **Maria Lluch Senar**

— hand-made copy-pastes from standard mass spec files which were **already** processed.

Then ask yourself a fair question:

Why the hell the standardized files from the machine had to be concocted by Maria's hand **before** the analysis and processing into the DB?

Why she was so eager to make her own «new format» though being utterly illiterate in the subject of standardization and data formats for analysis/DB processing?

So when you seem to be involved into a quite probable scientific misconduct (the negligent data making up, actually sheer **data manipulation**!) by a person who repeatedly lies, spreads slander and intrigues behind someone's back — think about that you may become a scapegoat at the end. Even if you only get stained — it's still the shame.

Yes, it is awkward to read...

But much more shameful thing is to be cowed by a person who makes her move up to the position she holds by a very questionable way.

And to realize why this her way up is so questionable and shameful for a scientist: enough to see how she avoids open discussion and open exchange of the opinions. Enough to have it experienced — of how she's been craving to fuck K.'s brain claiming to be alone with herself.

When a person, who repeatedly stresses you out, disrupts your work and utterly unable to openly and constructively discuss the project with all involved parties — it's freaking disgusting when the very same person also claims to have you **alone** with herself: indeed just to fuck you (your brain actually but when your brain is violently fucked — it hurts unbearably).

P.S. in this email below K' words are only those of black font

Subject: RE: MS data
 From: Maria Lluch Senar <maria.lluch@crg.eu>
 Date: 29/11/16 15:09
 To: Katerina Kirsanova <catherine.kirsanova@crg.eu>, Luis Serrano Pubul <luis.serrano@crg.eu>, Samuel Miravet Verde <samuel.miravet@crg.eu>

Dear Katerina,

The format of the current tables is agreed with Luis.

About your comments:

1. the evidence of each sheet should pay for itself ??? Please, explain it better
2. each column of each sheet in the XLS has to be described (at the moment we should maintain the same in the column and associate the number of the project), there should not be empty repeats (there should not be, let me know what is for you empty repeats)
3. there should be a clear description how different sheets are corresponding to each other (this information is not at the moment necessary for the task you have to perform if you understood what you should do. If you did not, please come and ask)
4. the amount of sheets should be optimized and brought to the reasonable number (the number is the size of the projects that we have. Do you have a limit?)
5. there should not be sheets repeating each other in format (show me an example please)
6. there should not be empty sheets (there is one empty sheet because we are waiting for the results of MS)

As I said if you need information about what is each column or data in the files just come and ask. E-mail is not the proper way to explain all the details of the files.

If you think that changing the pipeline to consider the new format is not possible please let us know and we will find the way to implement it.

Thanks,
 Maria

From: Katerina Kirsanova

1 of 6 21/12/16 07:17

[\[click to enlarge\]](#)

Above we can see the favorite Maria's trip up, used repeatedly in her emails to K.:

«If you think that changing the pipeline to consider the new format is not possible please let us know and we will find the way to implement it».

She's been absolutely unable to perceive any explanations why her undoubtedly genius idea just would not work: her ignorant obtrusion of the way how the data analysis (which is not her expertise at all) should be technically carried out just must be accepted with complete obedience no matter how feasible it is to perform at least partially. As soon as you start bringing her technical reasoning, however best you try keeping patience etc — she gets aggressive almost immediately throwing at you here-above quoted her favourite trip up.

Literally: «I am the one with the scientific authority here — you only must listen and follow! You cannot follow my genius ideas? — Shut up! Fired!!»

This entry was posted in brain-fucking, crg-director-favorite, email, maria-lluch-crg, maria-lluch-senar, mycoplasma-project, rock-star-scientist, rogue-scientists, scientific-misconduct on January 13, 2017 [https://aiaas.wordpress.com/2017/01/13/maria-lluch-senar-colors-of-the-work-correspondence-data-manipulation/].

Maria Lluch Senar & Luis Serrano Pubul: extracts from emails and talks

K. presented the following to the Conflict Resolution Committee at CRG, she highlighted for them the most odd quotes.

They have not found them really abnormal. They rather silently agreed to be sneakily used for her

dismissal. She have had a correspondence with Juan Valcarcel, genuinely presuming his independence, but no one from the Committee expressed any sorry to her after all.

Juan Valcarcel just told K. quietly and smiling that the dismissal would be illegal and K. could go to the court then. Nice kids, really.

You lose your job, never mind, this is just our game with us playing people.

Oral minutes & correspondence quotes: CRG, 06/2016 — 12/2016

30/09, oral:
Maria, Senar:
if you don't do this we don't use your DB [in 40 raw data]
(apparently it was the last time when the DB was discussed)

30/09, email:
Me:
I even do not have a proper file for loading, why a messy xls. that
meeting with Luis where I felt I've been exposed almost as doing
nothing or very little. And really understood and stressed out.
Julia:
You should be stressed as you are still in initial closely watched
period. It is normal. ... with us. ...
(how then this formal conversation has become a data processing one?)

06/07, email:
Julia:
I think what Maria proposed to research directly to the 40 raw data
on sequencing data does not make any sense.
Maria:
1) after discussing with Senar and Luis they confirmed that it is
possible to implement the pipeline (correct)
2) if at the end you know you can not do that I think that the
pipeline is not use full for the user (this is Maria's favorite try)
3) we can do the analysis for R. genome and R. genome data using
the pipeline (correct) using process as data makes not sense (no)
process does not make sense (this is a bit odd, this is not a community to me)

22/09, email:
Maria:
If you cannot do this work for us know and we will look for another way to do that
Me:
If you cannot communicate without messy manipulations you'd better
to clear it up whatever

23/09, email:
I made the issue with data source, that I am worried [correct]
[correct] (and, more normal, Maria explained to me that she's a great scientist
and has a lot of publications)

27/09, oral:
meeting with Luis:
I have to get along with Maria by the end of the year and I need to
know that I can work with the other people in the lab and be useful
[correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

28/09, email:
Maria:
I have talked with Luis and he told me that he has given you the
opportunity to work for three months in the lab and to finish the
project

30/09:
It is a reminder that next week (the 30th) we are expecting the
data that we were discussing last week. Also, [correct] and [correct].

[\[click to enlarge\]](#)

implemented in the pipeline. ... Senar will be here. So, please, let's discuss
with him about the next things to implement. Also, [correct] and [correct]
[correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

27/10, email:
Luis Jordan:
I have told me that you would like to leave CRG before end of the
year. I am not sure if you are in the lab and to finish the
project [correct] and [correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

28/10, email:
Luis:
could we meet next week once I go back from Amsterdam to have an
update of the project? [correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

18/11, email:
Me (to Maria):
I would like to discuss it with Maria later or next, please.
I just read the DB file with specification on the format
Luis:
I am not sure if you are in the lab and to finish the
project [correct] and [correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

17/11, email:
Maria:
how is going the sequencing and documentation of the pipeline? It
would be nice if [correct] or other person could continue the pipeline
after you leave

24/11, oral:
Maria's talk on 1st meeting about her project —
My work is not mentioned... I am not given any credit.

29/11, email:
Maria:
I am not sure if you are in the lab and to finish the
project [correct] and [correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

29/11, email:
Luis Jordan:
I am not sure if you are in the lab and to finish the
project [correct] and [correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

29/11, email:
Luis Jordan:
I am not sure if you are in the lab and to finish the
project [correct] and [correct] (and Maria) I am told that I was unable to get along with
the results of Senar. She and Luis is my last and Maria have
invited me in the lab. Apparently Luis, Julia and Juan Jordan had
already had a meeting in July concerning communication issues with
me. So I have just had a meeting with L. I am not his advice by
email. I am not his advice.
(this is about the fact that he is not with you and forgotten [correct])

[\[click to enlarge\]](#)

Getting their (Maria Lluch's & Luis Serrano's) «no one can work with you», «you cannot work with users», «no one can understand what you are doing» and other bullshit like that, just as a way to oppress her, — every time K. heard that she just felt utterly stunned.

She could not get it: how come that people who consider themselves as scientists happened to turn over rabid liars like that?

What about science they do? If they are lying *that* at ease...

The very same people have been repeatedly requiring to recognize their scientific authority. Franco style?
Or what was that?

Support bacterial! — they're the only culture some people have!...
...in their labs

This entry was posted in brain-fucking, crg, crg-director-favorite, email, franco-style, luis-serrano-email, maria-lluch-email, mobbing, rogue-scientists, scientific-misconduct on January 13, 2017

[<https://aiaas.wordpress.com/2017/01/13/maria-lluch-senar-luis-serrano-pubul-extracts-from-emails-and-talks/>].

Luis Serrano, CRG director, led by Maria Lluch-Senar: negotiating

The most funny thing in the doc below is their «in turn» after the claim for recognition which they were utterly unable to get the decent way. You recognize someone's so shamefully unsatisfied *scientific authority* and direct supervision and... ta-dam! — «in turn» they allow you to do your job!

NB: *scientific authority* here is an exclusive right for Maria Lluch to fuck your brain being alone with you and then to lie about you whatever shit she invents — her patron Luis Serrano would support it by any means. You have to talk alone with her: this is what they repeatedly claimed, whereas having Maria's ambitions together with incompetence in the subject and aggression, there is no other word than «brainfucking» for what she was doing with you tet-à-tet.

Interestingly, «Relocation of Catherine's workplace outside of Serrano's group should be considered» was firstly suggested by the Committee, but then stroke out by those claiming for recognition of the «scientific authority»... Introduced again, but no: «recognize or perish!»

Proposal of road map for possible conciliation in the conflict resolution process requested by Catherine Hirsano

1) Mutual personal respect, recognition of possible mistakes made in the past and a constructive attitude are absolutely necessary requirements from start to end point of the process.

2) Catherine should accept Maria's *scientific authority* as coordinator of the project to team. Catherine's access to primary data and primary data producers should be granted as *absolutely necessary condition for the CRG development*, and her opinions on the implementation of her work should be taken in consideration and openly discussed.

3) A first meeting between Catherine, Maria and Luis Serrano should acknowledge past mistakes and establish a clear plan of tasks and a schedule of short term, concrete and measurable milestones with defined deadlines *in writing*, as well as a mid-term perspective for the project's future *in writing*. The chair of the conflict resolution committee will be present at the meeting. *Personal disputes, responsibilities for the group and project should remain in the past*. In other words, she should moving forward for all employees in a *harmonized and constructive conflict* are resolved in a constructive manner.

4) This meeting should be guided that compromised by repeated harassment *which has been a factor contributing to the situation and should be addressed* should be resolved from now on *in writing* and *should be addressed*.

5) Progress reports on milestone achievements should be prepared in writing by Catherine on the established deadlines and sent to both Maria and Luis. Feedback on the evolution of the project progress by Maria and Luis should be provided in writing to Catherine. The conflict resolution committee offers to keep track of the progress reports and evaluations, as well as keep facilitating the conciliation, as needed.

6) *Subsequent progress meetings should involve Catherine, Maria and other members of the group, directed in a constructive direction.*

7) Relocation of Catherine's workplace outside of Serrano's group should be considered.

Luis Serrano, Coordinator of the Systems Biology Programme at the Centre for Genomic Regulation in Barcelona, Spain, and recipient of a €2 million ERC Advanced Investigator Grant for five years, said the requirement of keeping time sheets is at best a waste of time and worst an insult to the high-level researchers. "Time sheets do not make much sense, to be honest. **If you want to cheat, you can always cheat**," he said. He said other grants he receives from the Spanish government and the Human Frontier Science Programme do not require time sheets [<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2933871/>]

— looks like here, Luis, there was that sure case when you were not cheating... and you were right about yourself: secured by your position, *if you want to cheat, you can always cheat*.

This entry was posted in brain-fucking, crg, luis-serrano-pubul, maria-lluch-senar, scientific-misconduct on January 13, 2017 [<https://aiaas.wordpress.com/2017/01/13/maria-lluch-senar-luis-serrano-pubul-negotiating/>].

Maria Lluch Senar & Luis Serrano Pubul, working with them: K. calls for Conflict Resolution Committee

See here who actually has called for the Committee. Then see how they put it in their dismissal notice below. So mean. And such a shame for the prominent lecturer on ethic subjects in science.

First his «co-leader» of the project excludes you from any work collaboration, then slanders that you «can work with no one» and then he completely supports that slander — so nice, isn't it?

Report of the first meeting of the CRG Conflicts Resolution Committee with Catherine Kuznetsova
Dec 1 2016, 11:30 - 12:15

Attendees:
Catherine Kuznetsova, Nieves Lorenzo, Eulalia Martí, Just Valdesol

As stated in a previous email, the committee re-stated its aim to explore possibilities to find a solution for the conflict raised by Catherine Kuznetsova.

Catherine explained in detail her perception of the events from her hiring as a technician in the Bioinformatics Core Facility on March 1, 2016.

When asked to delineate the key causes of the conflict, Catherine stated the following:

- 1) Being excluded from technical discussion, and her opinions being ignored, regarding the construction of the MycoSpectrum database she was hired to build for the Serrano lab.
- 2) Repeated harassment and threats of being fired from Maria Lluch and Luis Serrano, as well as ignoring and not giving proper credit to Catherine's work.
- 3) Demoralization and imposed by Maria Lluch goals and tasks, i.e. to discover new proteins, as well as being expressed by her own or other group, were not consistent with the CRG development for which Catherine was hired.
- 4) Catherine has been asked to do her best for the Lab during a quarter, most of this time working during the night with a computer and thanks to the direct supervision of Luis Serrano, the rest 20% were implemented only because he was standing on the machine. Almost all the time spent with Maria Lluch to read the project was spent in vain.
- 5) Maria's demands and harassment, consistent with the lack of a proper qualification, compromised her ability to be a good leader.
- 6) Catherine was slandered by Maria, when Maria asserted that Catherine was unable to get along with the people in BioCore and couldn't to work with anyone. This slander was completely supported by Luis Serrano.

When asked to identify concrete requests to establish a common ground for a possible reconciliation, she stated:

- 1) Direct supervision by Luis.
- 2) Absence of harassment and threats. Proper credit should be given to Catherine's work.

But indeed it was just a part of their freak show:

«A non-negotiable requirement from Luis, i.e. that Catherine must recognize the scientific authority of Maria as co-leader of the project and work under her direct supervision, remains unacceptable for Catherine. Therefore the Conflict Resolution Committee has been unable to find a common ground for understanding between the parts on this key issue and regretfully concludes that a conciliation process is not possible under the current conditions»
(email from the Committee of 13/12/16 10:40)

At no point this coercion was really necessary for the Mycoplasma project. Quite on the contrary, looking on its history: it was harmful for it.

And of course this, along with the fact who actually called for the Committee was not quoted in their dismissal notice.

They dishonourably used this Committee just to make it part of the concocted evidence of insubordination.

Ignored email: really, it was just hopeless

Subject: Re: NCBI's starts/ends...

Date: Thu, 1 Dec 2016 17:39:09 +0100

Dear all,

Please discuss the format in open and constructive manner.

As there is a strict standardization and DB processing rule «Excel is forbidden» (see: here was a pic forwarded later, see below)

the format should be a reasonable amounts of tab-separated text files uploaded one-by-one.

Each of this text files should not exceed 10Mb to be uploaded and processed in a reasonable time.

Each column of each file should be described in detail.

File names should have meaning and described in details otherwise text field in the upload interface should be filled in.

Current processing and analysis is done for 2-spreadsheet Excel files (no more than 10Mb of size) as a trade-off for accurate format description (done by Luis) of a standard files of results coming from a proteomics experiment and my good will to make all my best for the lab.

Processing of Excel files into the DB with analysis on the fly is not a common practice and generally is not accepted due to obstruct capacity to support the standards and analysis as consistent and reasonable prompt.

So CSV only (XML/JSON for those biologists who want die hard is an option too).

However, once the standard is created and described the way it was done by Luis and with the participation/by a professional IT specialist it is still possible to make sure that service is scalable and reliable.

Thanks, —
Catherine



— this is the referenced pic of the outstanding cruelty (actually called the extreme despair), and K. was summoned to the Administrative Director office then, and then of course K. apologized to the only one affected poor kid...

This entry was posted in [crg](#), [luis-serrano-pubul](#), [maria-lluch-senar](#), [misconduct](#), [mycoplasma-project](#), [scientific-misconduct](#) on January 13, 2017 [<https://aiaas.wordpress.com/2017/01/13/maria-lluch-senar-luis-serrano-pubul-working-with-them-k-calls-for-conflict-resolution-committee/>] .

Maria Lluch & Luis Serrano: lies, damned lies and dismissal notice

Dismissal notice (the same day got, the same day fired)

Conflict Resolution Committee of the CRG was called by Katerina, not by them, as they try to imply it in their dismissal notice (see below).

Also in this document they have actually just repeated their slander — see as well in the time line schema: «no one can work with you, you have bad communication with everyone» — this was said to Katerina in September as their reply on her question: why they wanted her to move in the lab if they asserted that she was so bad as a person?

They asserted this shit («no one can work with you») after she had agreed to move in the lab in July: she was told then that they wanted her to move because they needed for her expertise. Would you agree to move in the lab when you're told that you can work with no one?

The last trip up was especially nice from them whereas initially Maria had excluded Katerina from any communications with data providers even though it was an utter requirement for the tasks which Katerina had to perform. So she had to figure on her own what were the data sources, and, surely, everything was

fine with the other colleagues, no communication problems, just normal lab folks, who have been just helpful and nice. Otherwise, without them, the project could not move at all.

Also in CRG's dismissal notice they have lied explaining the reason for the dismissal as if it was a repeated insubordination to Maria Lluch, i.e. to the favorite of Luis Serrano. She was not even an official boss of K., she was only set up as such after being set up as a project co-coordinator (exclusively by the authority of her patron).

The truth is that firstly it was repeated harassment, slander and repeated lies.

Maria Lluch's misconduct and incompetence, imposed as her «scientific authority» and unaccepted by K. (and the acceptance of that was not her duty at all), K's refusal to give in to data manipulation had that cost: the dismissal.



This entry was posted in [crg](#), [damned-lies](#), [lies](#), [luis-serrano-pubul](#), [maria-lluch-senar](#), [misconduct](#), [rogue-scientists](#), [scientific-misconduct](#) on January 13, 2017 [<https://aiaas.wordpress.com/2017/01/13/maria-lluch-luis-serrano-lies-damned-lies-and-dismissal-notice/>] .

Full text of the email they quote in their dismissal notice

Subject: Re: MS data

Date: Tue, 29 Nov 2016 15:20:49 +0100

Dear Maria,

I am sorry, I cannot comment on this.

I expect you respect your colleagues and able to communicate in a calm and professional manner by email and in person.

I see you do not understand the standardization subject and I am very able to prove it to a professional commission if its needed.

I also clearly see that you are getting passively aggressive and disrespectful, you are trying to undermine me on my professional field which is ridiculous and unacceptable. I think you have to apologize.

So I am sorry, I have nothing to ask you in person.

Regards, —

Catherine

— this was reply to the email quoted here-above (the one with the red font).



(signatures dimmed)

So the actual reason for the dismissal: you «must recognize the scientific authority of Maria as co-leader of the project and work under her direct supervision **alone**» otherwise you are fired. This is how these cool scientists do science now days.

Murky messages with messy content, several files of >10Mb sent by email, «new format» © **Maria Lluch Senar** represented by two >100Mb Excel files with 15 spreadsheets with hand copy-paste — to process all this shit into the DB and then harassing a professional who tries to explain how the data should have been processed — these are just ordinary examples from a routine intellectual work process (paid by public money) of a rock star scientist with «I have many publications» (another shining clause of her argumentation).

This rock star scientist which is unable to create on her own a single document (without her promoter), a literate email, to make a tiny bit effort to grasp one simple thing: what the standards are, — whatever you're trying to explain her, however you try to reach for her mind — «in turn» © this person just harasses you

and keeps claiming for recognition of her poor scientific authority. Remarkably all those harassments with these wretched claims were fully supported by the top manager of the scientific institution.

Intellectual reasoning? Logical reasoning? Whatever fair damn reasoning?

Come on, bow and scrape and thank Universe, that these so great scientists could not call for the authorized science gestapo to help them out: they have only fired you because you had dared to question the authority of a really cool scientist whose favorite trip up in reply on any reasoning on the subject was just: «If you cannot do this work let us know and we will look for another way to do that».

Which was exceptionally ridiculous for this really cool scientist because «them» had no clue whatsoever about any way how their data could be processed in particular and how the scientific data are usually processed into the DB as that was not their expertise whatsoever. But surely «they» had authority to impose on you any by-products from «their» so beautiful minds.

Because. You. Cannot. Period.

— intellect, culture, work ethic here are so blatantly demonstrated that you just lose the gift of speech...

Why the data analyst was coerced to work with concocted data and had been denied the direct contact with the data producers?

Do you ask yourself why that so damn bright scientist who, as we're sure, is Maria Lluch, — why she was so eager to interfere between the data and a data analyst, why the hell she had to concoct that shameful hand made copy-paste Excel spreadsheets instead of allowing the professional to work with the data sources directly?

Why on the Earth she's been so craving for that bow and scrape?

How the hell they spend public money then? — they hire a professional, perform their mobbing actions against her attacking her purely on personal ground (because there is no other space to attack her) during several months and at the end just fire her after more than 9 months without giving her any credit for the job she's been doing for them.

Is it Franco's style but modernized Spanish science or what??

And at the and — why the Staff Scientist **Maria Lluch Senar** and the CRG Director **Luis Serrano Pubul** had to lie so shamefully?

These are fairly good questions.

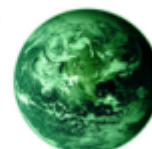
And finally, how come that taking the way of the apparent scientific misconduct was the easiest choice for them?...

Here is my twitter account: @JWapatoo where I post current updates on this case and my relaxed attitude, i.e. after me being put under pressure and stress, it is naturally personalized unlike expressed as such while I am on duty where I'm restrained by professional standing rules and contract clauses.

«You should be stressed as you are still in initial closely watched period»

Some types of scientific misconduct

- Failure to report results accurately
- Failure to do a proper *literature search*
- Failure to ensure data is correct
- Failure to be honest
- Failure to assign credit fairly where due
- Failure to adhere to /work within ethical guidelines
- Failure to attribute work of others you use



© Julia Ponomarenko
(4 months after start of the contract)

picture is taken from this article on scientific
misconduct: [Scientific misconduct & its effect on
the medical literature](#)

So these people don't even give a care about the fact that a (as much as it affects biomed sciences)
professional engineer, doing brainwork, can be only **either**
productive **or** stressed.

Never both. Obviously, if results quality is to be provided.

Or, no need for data integrity in all this so playful scientific ambiance?

Or, these *scientists* — do they use their own brain for professional purposes?

P.S. CRG and Luis Serrano do support scientific fraud of their PI [MP Cosma](#) — please see by these links an
article of Leonid Schneider and PubPeer comments.

This entry was posted in [crg](#), [julia-ponomarenko](#), [luis-serrano-pubul](#), [maria-lluch-senar](#), [rock-star-scientist](#),
[scientific-misconduct](#), [spanish-science](#) on January 12, 2017 [[https://aiaas.wordpress.com/2017/01/12/full-
text-of-the-email-they-quote-in-their-dismissal-notice/](https://aiaas.wordpress.com/2017/01/12/full-text-of-the-email-they-quote-in-their-dismissal-notice/)] .

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