

"Mayo Clinic supports academic freedom, as evidenced by the hundreds of interviews Mayo physicians and scientists, including Dr. Joyner, give each year. Groundbreaking and sometimes controversial scientific research and publications permeate our 150-year history.

Contrary to statements made by individuals and advocacy groups, Dr. Joyner's discipline does not implicate questions of academic freedom. Mayo Clinic did not discipline Dr. Joyner for statements he made about transgender athletes. Mayo disciplined Dr. Joyner for treating coworkers disrespectfully and for making unprofessional comments about the National Institutes of Health's (NIH) regulation of convalescent plasma. Dr. Joyner's comments about the NIH did not reflect the expression of a scientific or academic opinion, but instead were an expression of his personal frustration with the NIH's regulation of a therapy he had championed.

Importantly, Dr. Joyner's disciplinary action was not issued in a vacuum; it was issued in the context of serious disciplinary action in 2020 that involved overlapping issues related to disrespectful interactions with employees and inappropriate behavior related to his work on convalescent plasma. Specifically, Dr. Joyner's discipline in 2020 was based on a finding that he 1) engaged in rude and disrespectful communications with internal colleagues and external partners, and 2) gave Mayo Clinic an ultimatum and threatened to stop his work on convalescent plasma if, within 48 hours, Mayo did not agree to give him an up-front seven-figure payment or a percentage of funds he claimed he was generating for Mayo. The 2020 disciplinary action was unrelated to any of Dr. Joyner's frequent interactions with reporters.

Both the 2020 and 2023 disciplinary actions were reviewed and supported by a committee of Dr. Joyner's physician peers, who carefully considered all relevant facts and history before reaching their decision, as is Mayo Clinic's standard process. Details of these actions are included in the unredacted personnel records that can be obtained from Dr. Joyner's representatives."