



UNIVERSITY OF MASSACHUSETTS
AMHERST

374 Whitmore Administration Building
181 Presidents Drive
Amherst, MA 01003-9313

RECEIVED
STATE ETHICS COMMISSION
2013 APR 25 AM 9:51

Office of the Chancellor

voice: 413.545.2211
fax: 413.545.2328
www.umass.edu

April 17, 2013

Legal Division
State Ethics Commission
One Ashburton Place
Boston, MA 02108

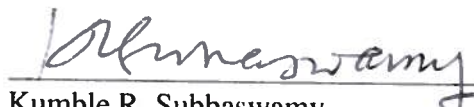
RE: Disclosure under M.G.L. Chapter 268A, Section 6

Dear Sir/Madam:

Pursuant to M.G.L. Chapter 268A, Section 6, I enclose the following documents for filing with the Ethics Commission as required under the statute:

1. Disclosure of Financial Interest form and Memorandum, dated March 25, 2013, from Dominique Alfandari, Associate Professor/Associate Director MCB, Department of Veterinary and Animal Sciences, relative to his request for permission to employ his spouse, Dr. Helene Cousins, as Research Assistant Professor on our recently renewed NIH R01 grant in the Department of Veterinary and Animal Sciences.
2. My letter of determination, dated April 17, 2013, which permits Dominique Alfandari to employ his spouse, Dr. Helene Cousins, as a research assistant professor.

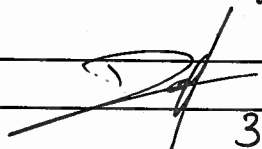
Very truly yours,


Kumble R. Subbaswamy
Chancellor


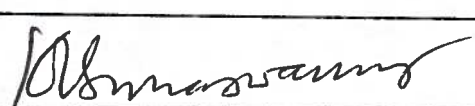
Enclosures

**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

	STATE EMPLOYEE INFORMATION
Name:	Dominique Alfandari
Title or Position:	Associate Professor
State Agency:	University of Massachusetts Amherst
Agency Address:	661 North pleasant street, ISB rm 427B, Amherst, 01003, MA
Office Phone:	413-577-4269
Office E-mail:	alfandar@vasci.umass.edu
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
	PARTICULAR MATTER
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter. Dr. Helene Cousin, my wife, is working in my laboratory as a research assistant professor. Her salary is paid from a grant from the NIH entitled "Mechanism of cranial neural crest cell migration" on which she is the co-PI. Dr. Cousin holds a PhD in Developmental Biology and is fully qualified for this position. She is also one of the very few people in the world that can perform the delicate microsurgeries on embryos that we proposed to do in the grant.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. As the PI of this grant and the laboratory, my duties are to train students, and direct the research performed. As a Co-PI, Dr Cousin shares these responsibilities. All of our respective duties and responsibilities are described in detail in multiple documents at OGCA and the departmental office.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter. <input checked="" type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter. <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter. <input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.

Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it. Dr. Cousin's salary is derived from the NIH grant (3/1/2012 to 2/28/2017). The salary (\$ 33,706 50% effort) is based on her job description her experience and both NIH and University guideline .
Employee signature:	
Date:	3/25/13

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Steve Goodwin	
Title or Position:	Dean	
Agency/Department:	University of Massachusetts	
Agency Address:	106 Stockbridge, 80 Campus center way, Amherst, MA 01003-9246	
Office Phone:	413 545 2766	
Office E-mail	sgoodwin@cns.umass.edu	
	DETERMINATION	
Determination by appointing authority:	As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee.	
Write an X by your selection.	<input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <input checked="" type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.	
Appointing Authority signature:		
Date:	3/27/13	04/19/13
Comment:		

Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108



UNIVERSITY OF MASSACHUSETTS
AMHERST

Integrated Science Building

RECEIVED
STATE ETHICS COMMISSION
VETERINARY AND ANIMAL SCIENCES
2013 APR 25 AM 9:52
Rafael A. Fissore, Department Head
Phone: (413) 545-5548

3/25/2013

Steve Goodwin
Dean, College of Natural Sciences
Stockbridge Hall
University of Massachusetts
Amherst, MA 01003

Re: Reappointment of Dr. Helene Cousin

Dear Steve,

It is with great pleasure that I support the reappointment of Dr. Helene Cousin as a Research Assistant Professor to continue her successful work in the laboratory of Dr. Dominique Alfandari. Helene and Dominique have been interested and working in Developmental Biology research with emphasis on the migration of neural crest cells in the developing frog embryo for over 10 years. Helene and Dominique are married, but their research association is one that stands the highest test of professionalism. They constitute a highly successful team with complementary skills. This is very evident in the fact Helene is Co-PI in the recently renewed NIH R01 grant and is an important contributor to many of the manuscripts published by the Alfandari Lab. Further, Dr. Cousin clearly acts as, and is an independent investigator, who plans to start her own and independent line of research. Towards this end, she has written a Healy Faculty Grant to start new studies in Zebrafish, an animal model of increasing importance. She plans to seek support from federal agencies for this research.

Besides her research contributions, Dr. Cousin teaches classes, both in the Biology department and in our Animal Sciences department, including participation in a graduate course, "Cells, Genes and Development." She also organizes the weekly seminars for our graduate program, which brings distinguished speakers from outside of Campus to present the results of their research programs.

In summary, Dr. Cousin is an excellent and independent researcher whose contributions benefit the research missions of Dr. Alfandari's lab as well as the whole department. I strongly support this request for reappointment of Dr. Cousin as a Research Assistant Professor. Do not hesitate in contacting me if you require additional information about Dr. Cousin.

Sincerely,

Rafael A. Fissore
Professor and Head, VAS

MAR 27 2013



UNIVERSITY of MASSACHUSETTS
ISB rm 227B
Amherst, MA 01003-9286

RECEIVED
STATE ETHICS COMMISSION
2013 APR 25 AM 9:52

Department of Veterinary
and Animal Sciences

Dominique Alfandari, Ph.D.

Associate Professor

Associate director MCB

Phone: (413) 577 4269

Fax (413) 545 6326

Email alfandar@vasci.umass.edu

Monday, March 25, 2013

To Pr. Rafael Fissore

Dear Rafael,

This letter is to request that Dr. Cousin may continue working in my laboratory as Research assistant professor. Dr. Cousin and I have been working together for over 10 years now. 7 years before we got married. She is one of the key personnel and a Co-PI on our NIH funded grant (RO1-DE016289). Dr. Cousin is participating in multiple aspects of the departmental life including teaching (Bio 580, Ansci 697, Ansci220), training graduate students and performing research. Her publication record is comparable to most of our tenured faculty at the same level. She is going to be applying for funding to cover part or all of her own salary. Dr. Cousin is one of the very few people in the world that can perform microdissections and grafts of cranial neural crest. This aspect of the grant was identified by both NIH and NSF as one of the most attractive and innovative part of the grant and one of the main reason it was funded.

Dr. Cousin is applying to tenure track faculty positions but is limited in her search geographically given our status. She was one of the final candidates for a position at Mount Holyoke college and MCLA. Her ultimate goal is to run her own independent research program. It is clear to me that Dr. Cousin is an asset to this University, our Department, and my laboratory. I therefore request that she is allowed to remain in her current position.

Sincerely,

D. Alfandari.



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April 17, 2013

Dominique Alfandari, PhD
Associate Professor/Associate Director MCB
Department of Veterinary and Animal Sciences
University of Massachusetts Amherst
ISB Rm 227B
Amherst, MA 01003-9286

Dear Dr. Alfandari:

I acknowledge receipt of your March 25, 2013 Memorandum and Disclosure of Financial Interest. You request permission to continue to employ your spouse, Dr. Helene Cousins, as a Research Assistant Professor in your lab, and pay her through your NIH grant "Mechanism of Cranial Neural Crest Cell Migration" on which she is a co-PI.

You report that that Helene is among the few people in the world who can perform microdissections and grafts of cranial neural crest cells in embryos. This ability was a key component of the University's ability to procure funding for the grant.


Massachusetts General Laws, Chapter 268A, Section 6, in part, prohibits a state employee from employing immediate family members and from compensating them for services rendered except when I "make a written determination that the interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from [. . . you], in which case it shall not be a violation for [. . . you] to participate in the particular matter." (M.G.L., Chapter 268A, Section 6.)

I determine that any personal interest you may have in this appointment is not so substantial as to be deemed likely to affect the integrity of your services to the Commonwealth and the Department of Veterinary and Animal Sciences.

This determination, which will allow you to utilize the services of your spouse for one (1) year, must be reviewed and re-evaluated prior to any further appointment. A request should be submitted to the Chancellor of the Amherst campus to make such a review and reevaluating by May 1, 2014, if you wish to retain Dr. Helene Cousins in her work in your department and on your research project.

As directed by statute, I am sending a copy of this written "determination" letter, along with your memorandum and disclosure form, to the State Ethics Commission for filing. The statute requires you to advise the Ethics Commission of the nature and circumstances of the particular matter and make full disclosure of the financial interest. I am fulfilling that requirement by enclosing your memorandum and disclosure form along with a copy of this letter.

Sincerely,

A handwritten signature in dark ink, appearing to read "K. Subbaswamy", written over a horizontal line.

Kumble R. Subbaswamy
Chancellor

Enclosures

cc: James Staros, Provost
Brian W. Burke, Senior Counsel