



UNIVERSITY OF MASSACHUSETTS
AMHERST

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

RECEIVED
STATE ETHICS COMMISSION
2018 OCT 30 PM 12:08

OFFICE OF THE CHANCELLOR

voice: 413.545.2211
fax: 413.545.2328
www.umass.edu

October 22, 2018

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 October 1, 2018, from Dr. Pablo Visconti, Professor, College of Natural Sciences, Department of Veterinary and Animal Sciences, relative to his request for permission to continue to employ his spouse, Dr. Ana Maria Salicioni, as an investigator on his grant funded research.
2. My letter of determination, dated October 22, 2018, which permits Dr. Pablo Visconti to continue to employ his spouse, Dr. Ana Maria Salicioni, as an investigator on his grant funded research.

Very truly yours,

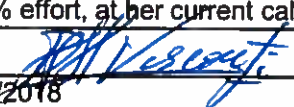

Kumble R. Subbaswamy
Chancellor

Enclosures

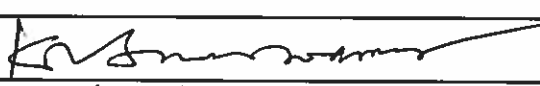
**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

RECEIVED
STATE ETHICS COMMISSION
2013 OCT 30 PM 12:09

STATE EMPLOYEE INFORMATION	
Name:	Dr. Pablo Visconti
Title or Position:	Professor U of M
State Agency:	University of Massachusetts Amherst
Agency Address:	661 N. Pleasant St. Rm. 427W Amherst, MA. 01003
Office Phone:	(413) 545-5565
Office E-mail:	pvisconti@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.	<p>Please describe the particular matter.</p> <p>I am married to Dr. Ana Maria Salicioni, who I employ in my lab through grant funding. Dr. Salicioni has been employed continuously by the Department of Veterinary and Animal Sciences since 2003, first in Dr. Joseph Jerry's lab (2003-2005), and then in my lab since 2005. Dr. Salicioni is an integral part of the lab, and she is named specifically as Key Personnel in all my grants. Dr. Salicioni is a highly skilled and independent investigator; she holds both a MS and a PhD in Biochemistry, and possesses expertise in a wide variety of lab techniques, particularly in molecular endocrinology and cell biology (e.g. cell culture, in vitro fertilization, molecular cloning, computer assisted sperm motility assays using mouse, horse and human sperm), which makes her one of a very few scientists in the world, who is uniquely suited for both performing and supervising all experimental work in my lab. Specifically, our lab's scope of research is mainly focused in the understanding of molecular mechanisms conducive to making the male gamete fertilization-component, knowledge that would be very useful in the search for better in vitro fertilization methods as well as for finding male contraceptive targets. These efforts have been featured in a general news article: http://www.news-medical.net/news/20131029/New-understanding-of-sperm-capacitation-may-improve-IVF-success-rates.aspx. Because of her expertise in molecular and cellular biology techniques, Dr. Salicioni is uniquely suited to all research performed in my lab. Furthermore, she is also proficient in discovery-driven techniques such as proteomics and yeast-two-hybrid assays, and in all biochemistry-related methodologies required for drug discovery and protein characterization.</p> <p>Dr. Salicioni is also Faculty in both the ABBS (Departmental) and MCB (Interdepartmental) Graduate Programs. With category G in the ABBS granted by CNS College, she can teach graduate level courses, and can serve as member, or chair, of Master's and Doctoral Committees. Dr. Salicioni's scholarly knowledge and her extensive experience as a highly skilled researcher is evidenced through her contributions to her field of expertise by 53 peer-reviewed publications, and she is an established respected scientist nationally and internationally as demonstrated by her currently serving as an <i>ad hoc</i> Reviewer of seven international Scientific Journals. In terms of professional service, she's a member of the Andrology Society Diversity and Trainee Affairs Committee, and has served as Faculty member to the Department of Veterinary and Animal Sciences in several capacities, including Faculty Search Committees, Research Equipment Coordinator and Dept. Website Coordinator.</p> <p>It would not only be impractical to search for another scientist and research of the same or higher caliber of Dr. Salicioni, it would be near impossible given her many years' worth of specific knowledge of my lab's research, techniques required to successfully conduct research and be productive in my lab. It would be detrimental to not only my ability to secure research funding for my lab to conduct a search, but training another candidate would significantly hinder our productivity and novel contributions to our field of expertise.</p>
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice.	<p>Please describe the task you are required to perform with respect to the particular matter.</p> <p>As a Principal Investigator, my immediate duties are to secure grant funding, to direct the research performed in my research lab, and also training and supervision of undergraduate and graduate students. As a Research Assistant Professor A, Dr. Salicioni shares all these responsibilities. Furthermore, her knowledge in the subject and her organizational skills make her uniquely qualified for all activities related to management of personnel and resources in my lab. Very importantly, I rely on Dr. Salicioni's experience</p>

Investigation, other.	for all aspects of Research Compliance in my lab. Furthermore, Dr. Salicioni is my lab's main liaison with our several collaborators, both National and International, in all exchanges related to my lab Research Program and Visiting Scientists.
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. Salicioni's salary is derived from my grant funding. I plan to continue her appointment at 51% effort, at her current calendar year salary of \$38,085.51.
Employee signature:	
Date:	10/01/2018

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Kumble R. Subbaswamy
Title or Position:	Chancellor
Agency/Department:	Chancellor's Office
Agency Address:	University of Massachusetts Amherst 374 Whitmore Administration Building 181 President's Drive Amherst, MA. 01003
Office Phone:	(413) 545-2211
Office E-mail	chancellor@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:	10/23/18
Comment:	

Attach additional pages if necessary.

File copy with:

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

Form Revised February, 2012



UNIVERSITY OF MASSACHUSETTS
AMHERST
Integrated Science Building
661 North Pleasant Street
Amherst, MA. 01003-9301

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OCT 04 2018

DEPARTMENT OF VETERINARY
AND ANIMAL SCIENCES
LEGAL COUNSEL

RECEIVED

OCT 04 2018

CHANCELLOR'S OFFICE

October 1, 2018

Kumble Subbaswamy, Chancellor
University of Massachusetts Amherst
374 Whitmore Administration Building
181 President's Drive
Amherst, MA 01003

Dear Chancellor Subbaswamy:

I am writing to submit for review and determination of my Disclosure by Non-Elected State Employee of Financial Interest and Determination by Appointment Authority as required by G.L. c. 268A, S 6. I am married to Dr. Ana Maria Salicioni, who I employ in my lab through grant funding, her current appointment ends 11/30/18 and I would like to be able to rehire her 12/1/18-11/30/2019.

Dr. Salicioni has been employed continuously by the Department of Veterinary and Animal Sciences since 2003, first in Dr. Joseph Jerry's lab (2003-2005) and then in my lab since 2005. Dr. Salicioni is an integral part of the lab, and she is named specifically as Key Personnel in all my grants. Dr. Salicioni is a highly skilled and independent investigator; she holds both a MS and a PhD in Biochemistry and possesses expertise in a wide variety of lab techniques, particularly in molecular endocrinology and cell biology (e.g. cell culture, in vitro fertilization, molecular cloning, computer assisted sperm motility assays using mouse, horse and human sperm), which makes her one of a very few scientists in the world, who is uniquely suited for both performing and supervising all experimental work in my lab. Specifically, our lab's scope of research is mainly focused in the understanding of molecular mechanisms conducive to making the male gamete fertilization-component, knowledge that would be very useful in the search for better in vitro fertilization methods as well as for finding male contraceptive targets. These efforts have been featured in a general news article: <http://www.news-medical.net/news/20131029/New-understanding-of-sperm-capacitation-may-improve-IVE-success-rates.aspx>. Because of her expertise in molecular and cellular biology techniques, Dr. Salicioni is uniquely suited to all research performed in my lab. Furthermore, she is also proficient in discovery-driven techniques such as proteomics and yeast-two-hybrid assays, and in all biochemistry-related methodologies required for drug discovery and protein characterization.

Dr. Salicioni is also Faculty in both the ABBS (Departmental) and MCB (Interdepartmental) Graduate Programs. With Category G in the ABBS granted by CNS College, she can teach graduate level courses, and can serve as member, or chair, of Master's and Doctoral Committees. Dr. Salicioni's scholarly knowledge and her extensive experience as a highly skilled researcher is evidenced through her contributions to her field of expertise by 54 publications, and she is an established respected scientist nationally and internationally as demonstrated by her currently serving as an ad hoc Reviewer of seven international Scientific Journals. In terms of professional service, Ana Maria is a member of the Andrology Society Diversity and Trainee Affairs Committee, and has served as Faculty member of the Department of Veterinary and Animal Sciences in several capacities since 2004, including Faculty Search Committees, Research Equipment Coordinator and Dept. Website Coordinator.

It would not only be impractical to search for another scientist and researcher of the same or higher caliber of Dr. Salicioni, it would be near impossible given her many years' worth of specific knowledge of my lab's research, techniques required to successfully conduct research and be productive in my lab. It would be detrimental to not only my ability to secure research funding for my lab to conduct a search, but training another candidate would significantly hinder our productivity and novel contributions to our field of expertise.

Sincerely,



Pablo Visconti, Professor
Veterinary and Animal Sciences
ISB 427W
Office (413) 545-5565
Email: pvisconti@vasci.umass.edu



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fax: 413.545.2328
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October 22, 2018

Dr. Pablo Visconti, Professor
Department of Veterinary and Animal Sciences
University of Massachusetts Amherst
Integrated Science Building
661 North Pleasant Street
Amherst, MA 01003-9301

Dear Dr. Visconti:

I acknowledge receipt of your October 1, 2018 Memorandum and Disclosure of Financial Interest. I understand that you request permission to continue to employ your spouse, Dr. Ana Maria Salicioni, on your grant-funded research, at a salary of \$38,085.51, a 51% effort.

I understand that your scope of research focuses on the understanding of molecular mechanisms conducive to making the male gamete fertilization-component in order to search for better in vitro fertilization methods, and for finding male contraceptive targets. These efforts have been featured in a general news article: <http://www.news-medical.net/news/20131029/New-understanding-of-sperm-capacitation-may-improve-IVF-success-rates.aspx>. You state that Dr. Salicioni has a combination of skills that would be nearly impossible to find in another investigator. You indicate that Dr. Salicioni holds both a MS and PhD in Biochemistry, and possesses expertise in a wide variety of highly specialized lab techniques in molecular endocrinology and cell biology (e.g. cell culture, in vitro fertilization, molecular cloning, computer assisted sperm motility assays using mouse, horse and human sperm). Additionally, you indicate that Dr. Salicioni is proficient in discovery-driven techniques (e.g. proteomics and yeast-two-hybrid assays), and in all biochemistry-related methodologies required for drug discovery and protein characterization, making her one of a very few scientists in the world who is uniquely suited for both performing and supervising all experimental work conducted in your lab.

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 through November 30, 2019, must be reviewed and re-evaluated prior to any further appointment. If you wish to retain Dr. Salicioni on your research project beyond November 30, 2019, please submit your request to the Chancellor of the Amherst campus to make such a review and reevaluation by October 1, 2019.

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. 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.

Sincerely,

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

Kumble R. Subbaswamy
Chancellor

Enclosures

cc: John McCarthy, Provost
Allison B. Lepper, Associate Counsel