

University of
Massachusetts
Amherst

Office of the Chancellor

December 1, 2022

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

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

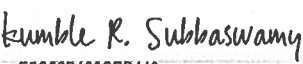
Dear Sir/Madam:

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. Memorandum and Disclosure of Financial Interest form, both dated September 1, 2022, 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 December 1, 2022, 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,

DocuSigned by:

E2C62B100C8B443
Kumble R. Subbaswamy
Chancellor

Enclosures

=

University of
Massachusetts
Amherst

College of Natural Sciences
Department of Veterinary and Animal Sciences
Pablo E. Visconti, PhD
Professor

September 1st, 2022

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 my Disclosure by Non-Elected State Employee of Financial Interest and Determination by Appointment Authority as required by G.L. c. 268A, S 6, as follows. I am married to Dr. Ana Maria Salicioni, who I employ in my lab through grant funding, her current appointment ends 11/30/22 and I would like to be able to rehire her 12/1/22-11/30/2023. 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. Specifically, our lab's scope of research is mainly focused on 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. 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 in molecular endocrinology and cell biology -cell culture, in vitro fertilization, molecular cloning, computer assisted sperm motility assays using mouse, horse and human sperm. This set of skills 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. 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 a Faculty Member 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, with an H-index of 24 and an average of 56.4 citations per year. In addition, Dr. Salicioni 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. She has also 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 Departmental Website Coordinator. More recently, Dr. Salicioni has been assisting the CNS Interdepartmental Graduate Programs (IDGPs) as *Interim* Business Manager.

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,

A handwritten signature in black ink, appearing to read 'P. Visconti', with a stylized flourish at the end.

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

**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: | Dr. Pablo Visconti |
| Title or Position: | Professor at University of Massachusetts-Amherst |
| State Agency: | University of Massachusetts Amherst |
| Agency Address: | 661 N. Pleasant St. Room 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>I am married to Dr. Ana Maria Salicioni, who I employ in my lab through grant funding, her current appointment ends 11/30/22 and I would like to be able to rehire her 12/1/2022-11/30/2023. 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. Specifically, our lab's scope of research is mainly focused on 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. 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 in molecular endocrinology and cell biology -cell culture, in vitro fertilization, molecular cloning, computer assisted sperm motility assays using mouse, horse and human sperm. This set of skills 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. 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 a Faculty Member 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, with an H-index of 26 and an average of 200 citations per year. In addition, Dr. Salicioni 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. She has also 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 Departmental Website Coordinator.</p> <p>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. In addition, 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> |

| | |
|--|---|
| <p>Your required participation in the particular matter:</p> <p>E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.</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. In addition to her technical knowledge in the laboratory, she has outstanding organizational skills which 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 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.</p> |
| FINANCIAL INTEREST IN THE PARTICULAR MATTER | |
| <p>Write an X by all that apply.</p> | <p><input checked="" type="checkbox"/> I have a financial interest in the matter.</p> <p><input checked="" type="checkbox"/> My immediate family member has a financial interest in the matter.</p> <p><input type="checkbox"/> My business partner has a financial interest in the matter.</p> <p><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.</p> <p><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.</p> |
| <p>Financial interest in the matter</p> | <p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>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 \$ 40,562.09</p> |
| <p>Employee signature:</p> |  |
| <p>Date:</p> | <p>September 1st, 2022</p> |

DETERMINATION BY APPOINTING OFFICIAL

| | |
|--|--|
| APPOINTING AUTHORITY INFORMATION | |
| <p>Name of Appointing Authority:</p> | <p>Kumble R. Subbaswamy</p> |
| <p>Title or Position:</p> | <p>Chancellor</p> |
| <p>Agency/Department:</p> | <p>Chancellor's Office</p> |
| <p>Agency Address:</p> | <p>University of Massachusetts Amherst 374 Whitmore Administration Building 181 President's Drive Amherst, MA. 01003</p> |
| <p>Office Phone:</p> | <p>(413) 545-2211</p> |
| <p>Office E-mail</p> | <p>chancellor@umass.edu</p> |
| DETERMINATION | |
| <p>Determination by appointing authority:</p> <p>Write an X by your selection.</p> | <p>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.</p> <p><input type="checkbox"/> I am assigning the particular matter to another employee, or</p> <p><input type="checkbox"/> I am assuming responsibility for the particular matter, or</p> <p><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.</p> <p>DocuSigned by:</p> |
| <p>Appointing Authority signature:</p> | <p>Kumble R. Subbaswamy</p> <p>E2C62B100CBB443...</p> |
| <p>Comment:</p> | |

Date: December 1, 2022

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

Office of the Chancellor

December 1, 2022

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 September 1, 2022 Memorandum and Disclosure of Financial Interest form. I understand that you request permission to re-appoint your spouse, Dr. Ana Maria Salicioni, as an investigator on your grant-funded research, at a salary of \$40,562.09, a 51% effort.

I understand that your research focuses on 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. You indicate that Dr. Salicioni is a highly skilled and independent investigator and because of her expertise in molecular and cellular biology techniques is uniquely suited to all research performed in your lab. You report 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, 2023, 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, 2023, please submit your request to the Chancellor of the Amherst campus to make such a review and reevaluation by October 1, 2023.

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,

DocuSigned by:

Kumble R. Subbaswamy

E2C62B100CB8443

Kumble R. Subbaswamy
Chancellor

Enclosures

cc: Allison B. Lepper, Amherst Chief Associate Counsel
Tricia Serio, Provost