

University of
Massachusetts
Amherst

Office of the Chancellor

February 25, 2025

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, dated February 21, 2025, 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 February 25, 2025, which permits Dr. Pablo Visconti to continue to employ his spouse, Dr. Ana Maria Salicioni, as an investigator on his grant-funded research through February 24, 2026.

Very truly yours,

Signed by:

Javier A. Reyes

E2C62B100CBB443...
Javier A. Reyes
Chancellor

Enclosures

University of
Massachusetts
Amherst

College of Natural Sciences

Department of Veterinary and Animal
Sciences

Pablo E. Visconti, PhD

Professor

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

February 21, 2025

Dear Chancellor Reyes,

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. I would like to be able to hire her for 4.5 hours per week effective February 25, 2025 through February 24, 2026.

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 in my two NIH RO1 grants: Sperm Ca²⁺ signaling and energy pathways in basic science and ART (PI: Pablo Visconti) RO1HD 038082-17A1 and Comparative studies on the regulation of metabolism during sperm capacitation (Multi PI: Pablo Visconti, Lonny Levin, Jochen Buck) RO1 HD088571-06. 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 few scientists in the world uniquely suited for both performing and supervising experimental work in my lab. Furthermore, she is also proficient in discovery-driven techniques such as proteomics and yeast-two-hybrid assays, and in biochemistry- related methodologies required for drug discovery and protein characterization.

In the last five years, Dr. Salicioni held a 51 % dedication to my laboratory. In the last year she decreased her dedication to from 51 % to 20 %. Recently, Dr Salicioni has been appointed at the Interdepartmental graduate program IDGP administration office and she dedicates the 100% of her time to this appointment. This nepotism disclosure document pertains to the 4.5 hours per week dedicated to my laboratory as additional compensation, amounting up to 12% (\$9,037.42) of her current base salary. These hours will be in addition to her full-time role as the IDPG Graduate Program Business Manager. Her responsibilities as the IDPG Business Manager will take priority over her duties in the Visconti Laboratory. Because her dedication was decreased, direct experimental work with mouse sperm will not be pursued. Specifically, as part of her 4.5 hour per week dedication, Dr. Salicioni will train students and postdoc in my lab in several laboratory methodologies including kinase, sperm capacitation, and other biochemical assays. In addition, Dr. Salicioni will oversee the human sperm donor program in our lab. She is a named person for this purpose in my grants. She will also oversee issues regarding Animal protocols and contacts with IACUC.

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 29 and an average of 200 citations per year (<https://scholar.google.com/citations?user=uBHgFw4AAAAJ&hl=en>). In addition, Dr. Salicioni is an established respected scientist nationally and internationally as demonstrated by her serving as an ad hoc Reviewer of seven international Scientific Journals. In terms of professional service, Ana Maria has been a member of the Andrology Society Diversity and Trainee Affairs Committee until recently. 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.

It would not only be impractical to search for another scientist and researcher of the same or higher caliber of Dr. Salicioni, but it would also 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

**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. I would like to be able to hire her at 4.5 hours a week effective February 25, 2025 through February 24, 2026. 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 Personnel in my grants:</p> <ol style="list-style-type: none"> 1. HD38082; S11110000051508 - NIH R01: Sperm Ca²⁺ signaling 2. HD088571; S19210000056372 - Cornell: Comparative studies) <p>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>In the last five years, Dr. Salicioni held a 51% dedication to my laboratory. In the last year she decreased her dedication to from 51% to 20%. Recently, Dr Salicioni has been appointed at the Interdepartmental graduate program IDGP administration office and she dedicates 100% of her time to this appointment. This nepotism disclosure document pertains to the 4.5 hours per week dedicated to my laboratory as additional compensation, amounting up to 12% (\$9,037.42) of her current base salary. These hours will be in addition to her full-time role as the IDPG Graduate Program Business Manager. Her responsibilities as the IDPG Business Manager will take priority over her duties in the Visconti Laboratory. Because her dedication was decreased, direct experimental work with mouse sperm will not be pursued. Specifically, as part of her 4.5 hour per week dedication, Dr. Salicioni will train students and postdoc in my lab in several laboratory methodologies including kinase, sperm capacitation, and other biochemical assays. In addition, Dr. Salicioni will oversee the human sperm donor program and Animal compliance in our lab.</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 27 and an average of 200</p>

	<p>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.</p>
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	<p>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.</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>
Financial interest in the matter	<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 hire her for 4.5 hours per week as additional compensation, amounting up to 12% (\$9,037.42) of her current base salary.</p>
Employee signature:	
Date:	February 21, 2025

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Javier Reyes
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:	<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>
Write an X by your selection.	

	<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>Signed by:</p>
Appointing Authority signature:	<p><i>Javier A. Reyes</i></p>
Date:	<p><i>02/25/26</i></p>
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

Office of the Chancellor

February 25, 2025

Dr. Pablo Visconti, Professor
Department of Veterinary and Animal Sciences
University of Massachusetts Amherst
Integrated Science Building
661 North Pleasant Street, Room 427W
Amherst, MA 01003-9301

Dear Dr. Visconti:

I acknowledge receipt of your February 21, 2025 Memorandum and Disclosure of Financial Interest form. You request approval to re-appoint your spouse, Dr. Ana Maria Salicioni, as an investigator on your grant-funded research for 4.5 hours per week at additional compensation at 12% (\$9,037.42) of her current base salary, in addition to her full-time dedication to her job as IDPG graduate program business manager.

As further detailed in your Disclosure and Memorandum, 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 named specifically on your two NIH RO1 grants: "Sperm Ca²⁺ signaling and energy pathways in basic science and ART (PI: Pablo Visconti) RO1HD 038082-17A1" and "Comparative studies on the regulation of metabolism during sperm capacitation (Multi PI: Pablo Visconti, Lonny Levin, Jochen Buck) RO1 HD088571-06". You state Dr. Salicioni is a highly skilled and independent investigator, holds both a MS and a PhD in Biochemistry, and possesses expertise in a wide variety of lab techniques that make her one of a very few scientists in the world who is uniquely suited for both performing and supervising experimental work in your lab. You further state that Dr. Salicioni will train students and postdocs in several laboratory methodologies, including kinase, sperm capacitation, and other biochemical assays, in your lab. Additionally, you indicate that Dr. Salicioni will oversee both the human sperm donor program and issues regarding Animal protocols and contacts with IACUC. Your request is supported by Lisa M. Minter, Professor and Department Head of Veterinary and Animal Sciences, and Michael Fox, Dean of the College of Natural Sciences.

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.)

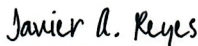
I determine that any personal interest you may have in this appointment is not so substantial as to be deemed likely to affect the integrity of your services to the Commonwealth and the Department of Veterinary and Animal Sciences.


This determination, which will allow you to re-appoint your spouse and utilize her services through February 24, 2026, must be reviewed and re-evaluated prior to any further appointment. If you wish to retain Dr. Salicioni on your research projects beyond February 24, 2026, please submit your request to the Chancellor of the Amherst campus to make such a review and re-evaluation by January 2, 2026. Dr. Salicioni's work must be performed within the procedures of Section 31.3 of the PSU-A Collective Bargaining Agreement.

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,

Signed by:




Javier A. Reyes

Chancellor

Enclosures

cc: Brian W. Burke, Deputy General Counsel - Amherst
Fouad Abd-El-Khalick, Provost