

[REDACTED]

---

**From:** Seiton, Brenda J  
**Sent:** Thursday, September 20, 2007 4:57 PM  
**To:** Adkison, Claudia R  
**Subject:** RE: Nemeroff Solvay Consulting Agreement

Claudia,  
Just checked the OSP database, and there are no current awards or pending grants to Solvay. I will need to ask Sharen to run a report on Solvay money to the Department; however, she is extremely busy with the close and probably will not be able to check until next week. Let me know if you need this information sooner. So far, he has not submitted a consulting agreement for review.  
Brenda

Brenda J. Seiton, J.D.  
Associate Dean for Administration  
Emory University School of Medicine  
1648 Pierce Drive [REDACTED]  
[REDACTED]  
Atlanta GA 30322  
P: [REDACTED]  
F: [REDACTED]

---

**From:** Adkison, Claudia R [mailto:[REDACTED]@emory.edu]  
**Sent:** Thursday, September 20, 2007 3:11 PM  
**To:** Johns, Michael M E; [REDACTED]  
**Subject:** RE: Nemeroff Solvay Consulting Agreement

We have data on how many consulting agreements each chair has. Though not under restrictions (and I agree Charlie has restrictions for a reason), no other chair has 6 consulting agreements. I am going to give data to Tom, along with the existing relationships between Solvay and dept in education and research for a clear discussion of the issues before he decides.

Our policy (like most in the country – just finished a discussion of this at national meeting) is that faculty may be granted up to 20% effort for private activities such as consulting as long as such activities contribute to the academic career of the individual and are (at least to some extent!) beneficial for the institution/dept/SOM. The 20% rule is not an entitlement. All agreements must be reviewed in advance and approved in Brenda's office before any faculty member is allowed to sign on, under policy. Charlie knows this. And Brenda knows about Charlie's restrictions, so she will speak with me if he puts a Solvay agreement through. I don't believe he has done so yet.

Once I have Tom's decision, I will have a talk with Charlie and present data and such.

---

**From:** Johns, Michael M E  
**Sent:** Thursday, September 20, 2007 3:01 PM  
**To:** [REDACTED]; Adkison, Claudia R  
**Subject:** RE: Nemeroff Solvay Consulting Agreement

First it seems to me that we had a reason why he has a restriction. I guess he has forgotten about that. Do we have anyone with more than 5 agreements? If not then it is apparent that we have not had to restrict any other chairs or faculty. Do we have any limit on the total number of hours that he can be away. I understand we allow 1 day a week for consultation but when you take away the 5 weeks vacation that leaves 47 days for any kind of consulting which to me is too

much but then I do not set that parameter. Does that one day a week include other professional activities like annual academic meetings etc. I would say it should as that would mean with vacation and consulting we are allowing 35 plus 47 days away from work and when we add in Holidays the faculty is only really working 9 months yet we are paying them for 12 months?

Unfortunately starting at the bottom of the email chain and reading up it sounds like Charlie has already agreed to do this and is asking to be paid on a quarterly basis. He should get approval before moving to this level of conversation.

I also have heard that Solvay is looking at relocating to Birmingham.

Michael M.E. Johns MD  
CEO Woodruff Health Sciences Center  
EVP Health Affairs  
1440 Clifton Rd. NE  
Suite 400  
Atlanta, GA 30322  
Ph [REDACTED]  
Fx [REDACTED]

---

**From:** [REDACTED] [mailto:[REDACTED]@emory.edu]  
**Sent:** Thursday, September 20, 2007 2:45 PM  
**To:** Johns, Michael M E; Adkison, Claudia R  
**Subject:** FW: Nemeroff Solvay Consulting Agreement

**FROM DEAN THOMAS J. LAWLEY, M.D.**

Thoughts?

Tom

---

**From:** Charles B. Nemeroff [mailto:[REDACTED]@emory.edu]  
**Sent:** Tuesday, September 18, 2007 7:57 AM  
**To:** Tom Lawley  
**Subject:** Fwd: Nemeroff Solvay Consulting Agreement

Dear Tom,

Prior to sending this proposed agreement for me to serve on the SAB of Solvay, other neighbors in Marietta, I need your approval. This would be 6 SABs that I serve on. I want to remind you that I am the only chair with this type of restriction and many chairs engage in activities with Pharma for which I am prohibited. I would appreciate it if you would approve this. If so, I will forward it to Brenda Seiton in the standard fashion for legal approval. I would appreciate a response relatively quickly. I know you are swamped but... Thanks for the late meeting yesterday.

Charlie