



EMORY

Office of Research Administration

December 22, 2008

VIA FEDERAL EXPRESS & EMAIL

Mr. Joseph Ellis

Director, Office of Policy for Extramural Research Administration

Office of Extramural Research Administration

National Institutes of Health, DHHS

One Rockledge Ctr., 3513

6705 Rockledge Dr.

Bethesda, MD 20892-7974

Ellisj1@mail.nih.gov

RE: Follow-Up Information Regarding Charles Nemeroff, M.D.

Dear Mr. Ellis:

In light of Emory University's review of concerns raised regarding Dr. Charles Nemeroff, the Institution has made the following determinations. These are effective immediately.

1. Chairmanship. Dr. Nemeroff will not be reinstated as Chair of Psychiatry or as Service Chief for the Department/Clinical Service of Psychiatry and Behavioral Sciences. He will continue to report to the interim Chair of Psychiatry and then to a permanent successor and will be expected to carry out his academic, research, clinical, teaching and other duties in complete compliance with School of Medicine and University policies as they now exist or may be changed in the future.
2. NIH grants and Other Sponsored Research. Emory will not submit any NIH or other sponsored grant or contract requests in which Dr. Nemeroff is listed as an investigator or have any other role for a period of two years following the date he stepped down as Chair of the Department of Psychiatry, October 3, 2008. In the fall of 2010, Emory will reevaluate the situation and determine whether he may resume his applications for research support.
3. Cooperation. Dr. Nemeroff will be expected to continue to cooperate fully with Emory as we conduct or participate in remaining and additional investigations that may be necessary and respond fully and truthfully to any further inquiries from Emory, the NIH, Senator Grassley, or other agencies and external bodies.

4. External compensation. Dr. Nemeroff must report to the Dean's Office all proposed personal external compensated arrangements (whether written or verbal) for review and approval before he agrees to, sign, or engage in the arrangement. ["Compensation" in this use refers to any form of remuneration or *quid pro quo*.] He must also report to the Dean's Office receipt of all other current and future external compensation related in any way to his professional areas, regardless of the rationale for such compensation, within ten days after receipt. Dr. Nemeroff must submit to the Dean's Office a complete current list of his equity interests and options in external companies, including the amount, their values, and information about the companies and their products. He may not hold equity interests or options that cause any conflict of interest with his Emory duties.

5. Relationships with industry:
 - a. Dr. Nemeroff may continue to serve as a member of no more than four scientific advisory boards, all of which must be reviewed in advance and are subject to approval by the Dean's Office, as required by University and School of Medicine policies; focused on advancing science and clinical care for the benefit of the public; and clearly and appropriately beneficial to him and the institution's academic standing and reputation. His compensation, if any, for such board service must be at no more than fair market value and must be less than \$10,000 per board in any twelve month period. Dr. Nemeroff must report this activity annually in the School's on-line reporting system. His board service may not be focused on promotional activities for the company, and may not pose a conflict of interest or commitment in any of his faculty duties now or in the future.
 - b. Dr. Nemeroff may interact with biomedical companies in non-compensated arrangements to further science and clinical care to benefit the public, but any such arrangements will be submitted to the Dean's Office in advance for review and approval. These non-compensated arrangements may not be for promotional, commercial activities for the company.

6. Speaking:
 - a. Meetings and conferences. Dr. Nemeroff may accept invitations to lecture at other academic institutions and at the meetings and conferences officially hosted by scientific and clinical professional societies, as long as the agreements are reviewed and approved in advance and his absence is approved by his Department Chair in advance. He may be reasonably compensated for these presentations

and reimbursed for reasonable travel expenses as long as the compensation is provided to him by the academic host or professional society and not from an industry sponsor. He is required to report any payments for these and all outside activities to the Dean's Office.

- b. Other events. Dr. Nemeroff is prohibited from speaking for compensation at any other event unless it is an ACCME-accredited educational event hosted by an academic institution or a professional society. If he speaks at an ACCME-accredited educational event, his honorarium may not exceed \$2,500 per event, plus reasonable travel expenses. He is required to report and submit all proposed agreements for these speaking activities in advance to the Dean's Office for review and approval.
 - c. CME hosted by Dr. Nemeroff. CME courses that Dr. Nemeroff organizes and/or for which he is the course director must be ACCME-accredited and fully compliant with School CME policies. Any funds from industry to subsidize such courses will be sought by the School of Medicine Development Office and managed by the CME Office, not by him directly. The contracts for industry support, if any, and the budgets will be reviewed and approved by the CME Office, in consultation with the Dean's Office if necessary.
7. Gifts. Dr. Nemeroff may not directly solicit or accept philanthropic contributions or other gifts in any form from industry in support of his personal academic activities or those of other faculty. Any proposed donor gift agreements will be reviewed by the School of Medicine Development Office and Dean's Office. Gift accounts will not be managed directly by Dr. Nemeroff and will not be placed in an Emory account over which he has spending authority, except as expressly approved by the Dean's Office.
 8. Travel expenses. Dr. Nemeroff may accept compensation and reasonable reimbursement for travel expenses from the NIH and other federal agencies for serving on study sections, review panels, commissions, and similar activities, as long as this is reported to Emory.
 9. Emory Healthcare policies. Dr. Nemeroff is required to adhere to Emory Healthcare policies on prescribing practices, vendor relationships, conflict of interest reporting, and receipt of pharmaceutical samples.
 10. Conflict of commitment. Dr. Nemeroff is responsible for tracking his personal external professional effort, ensuring that it does not exceed that allowed by School policy, and having records available to the Dean's Office on request. All such external activities will be subject to approval by his department chair

and the Dean's Office.

These determinations are based on the information available to Emory at this time. Any additional information may result in Emory's taking further measures, as appropriate.

Please feel free to contact me if you have any questions regarding this matter.

Sincerely,



David L. Wynes, Ph.D.
Vice President for Research Administration