



EMORY
UNIVERSITY

Michael M.E. Johns, MD
Executive Vice President for Health Affairs
CEO, Robert W. Woodruff Health Sciences Center
Chairman of the Board, Emory Healthcare

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November 3, 2006

Charles B. Nemeroff, M.D., Ph.D.
Department of Psychiatry and Behavioral Sciences
4000 Woodruff Memorial Building
CAMPUS MAIL

Dear Charlie:

We have thoroughly reviewed your letter dated August 21, 2006, but received by us September 21, 2006, regarding your participation in activities outside Emory including serving on boards of directors, holding equity in various health care related companies, serving as a consultant to pharmaceutical firms, providing compensated lectures in CME and non-CME formats supported by industry, serving as an editor of a medical journal, and other outside activities.

We believe that you are clearly over-committed and therefore agree with your proposal to decrease your various activities outside of Emory. A number of these relationships constitute conflicts of interest as well as conflicts of commitment. We also feel that your proposal, outlined in your above referenced letter, to decrease your activities does not go far enough, especially in view of constraints that you were asked to adhere to in your conflict of interest letter in 2004 and in view of a comparison to all others in the School of Medicine. Therefore, we ask the following:

- (1) That you terminate all of your consulting relationships and that you reduce your service on advisory boards to three or four, which are carefully selected, free of conflicts of interest, and appropriately beneficial to you and the institution's academic standing and reputation. Your service on such advisory boards should be focused on advising companies on the direction of their research, not on the production of scholarly articles, and your compensation should be in keeping with what faculty members generally receive for such service.
- (2) That you cease being co-PI or PI on any research protocols that are funded by a company with which you have a financial relationship or that provides financial gifts to the Department; and also on research protocols funded by the NIH if the products being studied are made by a company with which you have a financial relationship or that provides financial gifts to the Department.

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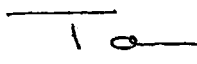
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- (3) That you decline faculty development awards when they are funded by pharmaceutical firms with which you have a financial relationship. For the short term, until we have definitive policies in place, you should take steps to put the marketing aspects of any other industry gifts to the Department at arm's length from the activities and faculty in the Department.
- (4) That you cease interaction and activities with Lundbeck and that you neither write the proposed articles nor receive any compensation for your work with the company. We feel similarly about your work with Janssen.
- (5) That you no longer serve on any industry-sponsored speakers bureaus or otherwise give lectures on behalf of companies about their products.
- (6) That you refuse any compensation, including honoraria, when you are speaking at or serving as a course director for CME courses sponsored by industry and that the industry contracts for Emory CME courses be submitted to the CME office for review with the course proposal.
- (7) That you announce to your faculty and the Council of Chairs the actions you will be taking in a way that indicates your understanding of the various kinds of conflicts of interest and commitment and sets an example as a role model and academic leader. You may present this as a voluntary action if you wish.

We are not asking you to give up your equity interests in companies as long as the companies have no financial ties to your academic role or the Department of Psychiatry. Activities that constitute a conflict of interest in research must be ended immediately. Please work with Assistant Dean Brenda Seiton to identify and appropriately address those. Also, please provide to her the plan, timetable, and documentation for winding down the others.

You are one of the leading academics in your field and the Chair of the Department of Psychiatry, and we feel strongly that severing a substantial number of your industry relationships will signal to all your commitment to the highest ideals of your specialty and academic medicine. We will be glad to meet with you if you have any questions about our recommendations and ask that you reply to us within 14 days.

Sincerely yours,


Thomas J. Lawley, M.D.
Dean


Michael M.E. Johns, M.D.
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CEO, Woodruff Health Sciences Center

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