

Dr. David Healy
Invitation to visit the Department of Psychiatry

Revised: July 5/99

Monday, July 12, 1999

- 8:00 - 9:00 AM Breakfast with Dr. Sidney Kennedy, Head, Mood Disorders Program
- 9:15 - 10:15 AM Meeting with Anxiety Disorders Group
Dr. Neil Rector
Dr. Martin Katzman
Dr. Peggy Richter
 Centre for Addiction and Mental Health, Clarke Division
 250 College Street, Room 1118
- 10:15 - 10:45 AM Dr. Morton Belser, Vice-Chair, Research
 CAMH, Clarke Division, Room 625
- 11:00 - 11:30 AM Dr. Franco Vaccarino, Head, Neuroscience Program
 CAMH, Clarke Division, Room 829
- 12:00 - 1:00 PM Special Lecture
 Title: *"The Antidepressant Era"*
 Chair: Dr. Sidney Kennedy
 CAMH, Clarke Division, Auditorium G58
- 1:00 - 2:00 PM Lunch with Dr. Sidney Kennedy
- 2:00 - 2:30 PM Dr. Donald Wasylenki
 Vice-Chair, Programs & Planning Committee
 CAMH, Clarke Division, Room 1118
- 3:00 - 4:00 PM Dr. Paul Links
 Arthur Sommer Rotenberg Chair in Suicide Studies
 St. Michael's Hospital, Wellesley Division
 160 Wellesley Street East, Turner Wing, Room 706
- 4:00 - 5:00 PM Dr. Mark Halman
 St. Michael's Hospital, Wellesley Division
 160 Wellesley Street East, Jones Building, Room 334

Tuesday, July 13, 1999

- 9:00 - 11:00 AM Sunnybrook & Women's College Health Science Centre
 2075 Bayview Avenue, F Wing, Ground Floor
 9:00 - 10:00 AM Dr. Ken Shulman
 10:00 - 10:30 AM Dr. Anthony Levitt
 10:30 - 11:00 AM Dr. Claudio Naranjo
- 11:30 - 1:00 PM Lunch

Philanthropy @ University of Toronto

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1:30 - 3:00 PM

Meeting with the Cognitive Therapy Group

1:30 - 2:00 PM

Dr. Zindel Segal

2:00 - 3:00 PM

Dr. Zindel Segal

Dr. Michael Gamar

Dr. Mark Lau

CAMH, Clarke Division, Room 1118

1:30 - 3:30 PM

Anxiety Disorders Search Committee Meeting (members only)

CAMH, Clarke Division, Room 1118

Dr. Sidney Kennedy

Dr. Donald Wasylenki

Dr. Neil Rector

~~Dr. Danielle Bourdeau~~

Dr. David Goldbloom

Dr. Sarah Daniel

Dr. Katharina Manassis

Dr. Alastair Flint

Dr. Peggy Richter

Dr. Ken Shulman

Dr. Martin Katzman

Dr. Franco Vaccarino

3:30 - 4:00 PM

Anxiety Disorders Search Committee meets with Dr. Healy
CAMH, Clarke Division, Room 853Wednesday, July 14, 1999

8:00 - 9:00 AM

Dr. Sidney Kennedy

CAMH, Clarke Division, Room 1124

} not sure about
Breakfast.

9:00 - 10:00 AM

Meeting with the Depression Group

Dr. Sidney Kennedy

~~Dr. Robert Levitan~~

Dr. Joel Raskin

Dr. Jeff Meyer

Dr. Stephanie Kruger (Fellow)

CAMH, Clarke Division, Room 1118

10:00 - 11:00 AM

Meeting with the Bipolar Group

Dr. Sagar Parikh

Dr. Ari Zaretsky

Dr. Robert Cooke

Dr. Roger McIntyre (Fellow)

Ms. Carol Parker (Social Worker)

Ms. Alice Kusznir (Occupational Therapist)

CAMH, Clarke Division, Room 1118

11:00 - 12:00 PM

Research Seminar

CAMH, Clarke Division, Room 1118

12:00 - 2:00 PM

Lunch

Dr. Paul Garfinkel, Chair, Department of Psychiatry

Dr. Gary Rodin

Dr. Donald Wasylenki



Department of Psychiatry
University of Toronto

P.E. Garfinkel, Chair

August 4, 1999

Dr. David Healy, Director
North Wales Department of Psychological Medicine
University of Wales College of Medicine
Hergest Unit
Ysbyty Gwynedd
Bangor
Gwynedd LL57 2PW

Dear David:


I was delighted by your visit and your response. I fully appreciate your need to see your important projects to the next stage prior to any relocation.

Like you, I believe there are exceptional opportunities in Toronto for collaborations and for developing your own interests. I look forward to your next visit, hopefully in the coming months. During this time, we could discuss more specifically the arrangements for you in Toronto. Hopefully, we can also arrange meetings for your wife, so that she too might look forward to a good opportunity in Canada.

I look forward to hearing from you soon.

With kind regards.

Sincerely yours,


Paul E. Garfinkel, M.D., F.R.C.P.(C)
Professor and Chair

/mhf

copy: Dr. S. Kennedy

ITINERARY FOR DR. DAVID HEALY

Monday November 15, 1999

8:00 - 9:00 a.m. Breakfast at The Bagel with **Dr. Paul Garfinkel**, *Chair*
Meet at CAMH- ARF Site, President's Office, 2nd Floor
(tel: 595-6075)

10:30 - 11:15 a.m. **Ms. Eva Wong**, *Business Officer*
CAMH - Clarke Site, Room 835A (tel: 979-6893)

11:15 - 12:00 noon **Dr. Allan Kaplan**, *Director of Postgraduate Education*
CAMH-Clarke Site, Room 841 (tel: 979-6911)

12:00 - 1:30 p.m. *+ Mike B.* Lunch with **Dr. Sidney Kennedy**, *Program Head, Mood*
and Anxiety Disorders
CAMH - Clarke Site, Room 1124 (tel: 979-6933)

5:00 - 5:45 p.m. **Dr. David Goldbloom**, *Physician-in-Chief*,
CAMH - Clarke Site, Room 814A (tel: 979-6915)

7:00 p.m. Dinner meeting with **Dr. Ned Shorter** et al at Champion
House, 480 Dundas St. West
- Sid Kennedy
- Cyril Greenland
- Pauline Mazumdar
- Tom Ban
- Peter Keefe
- David Wright
- Mona Gupta
Department of the History of Medicine
88 College Street, Room 207 (tel: 979-5256)

Tuesday November 16, 1999

- 8:30 - 10:00 a.m. Breakfast with Sid Kennedy, Neil Rector, Robert Levitan,
and Michael Bagby
CAMH - Clarke Site, Room 1124 (tel: 979-6933)
- 10:00 - 10:30 a.m. **Dr. Joel Jeffries**, President - CAMH Psych. Associates
CAMH - Clarke Site, Room 714 (tel: 979-6863)
- 10:30 - 12:00 noon Group Meeting in the Clarke Boardroom (Room 801)
Seminar: "Are Psychiatric Services Failing?" by Dr.
David Healy
- 12:00 - 2:00 p.m. Lunch with **Dr. Brian Hodges**, *Vice-Chair of Education*
and Director of Undergraduate Education, and Director of
Psychiatry Outreach Program
CAMH-Clarke Site, Room 849 (tel: 535-8501 Ext#4420)



Centre
for Addiction and
Mental Health
Centre de
toxicomanie et
de santé mentale

10 FEB 2000

Centre for Addiction
and Mental Health
250 College Street
Toronto, Ontario
Canada M5T 1R8
Tel: 416.535.8501

Centre de toxicomanie
et de santé mentale
250, rue College
Toronto (Ontario)
Canada M5T 1R8
Tél.: 416.535.8501

www.camh.net

January 28, 2000

Dr. David Healy
Reader in Psychological Medicine
University of Wales
North Wales Department of Psychological Medicine
Hergest Unit, Ysbyty Gwynedd,
BANGOR,
Gwynedd LL57 2PW
Wales (UK)

Dear David,

It was a pleasure to talk with you on January 5, 2000 about your interest in joining the Department of Psychiatry, University of Toronto at the Centre for Addiction and Mental Health. As we discussed, your academic rank would be as a Full Professor in the Department of Psychiatry, and you would also have the title of Clinical Director for the Mood and Anxiety Disorders Program at the Centre for Addiction and Mental Health.

As Clinical Director, you would work closely with the Administrative Director, who is currently Ms. Christina Bartha in managing this Program, which is currently an ambulatory program based at the Clarke site with four main clinical research units - Anxiety Disorders, Bipolar, Cognitive Behaviour Therapy and Depression. As you know from your visits, there is a strong emphasis on integrating clinical, research and educational activities in all of these units. The Clinical Director tends to take responsibility for academic activities, while the Administrative Director manages budgetary and personnel issues. As a Professor of Psychiatry, you would continue to develop your scholarly work and would be expected to make contributions in the areas of research and teaching.

With regard to personal funding, you would receive the University minimum for rank equivalent of \$64,000 together with an administrative stipend of \$25,000 as Clinical Director. Based on a rough approximation of 25 hours per week of clinical contact, you would earn an additional \$110,000. Further incentives based on academic productivity, which can be as high as \$30,000 per year, are awarded at the end of each year. Royalties from book sales are not considered part of declared professional income and are held outside of the Associates' Business Office. Generally the expense ratio for partners is 8-9% of gross earnings. A rough calculation suggests that you could expect to earn in the region of \$220,000 to \$250,000 per annum depending on the amount of clinical and other professional income generated. One-time expenses such as moving expenses would be

Addiction Research Foundation
Fondation de la recherche
sur la toxicomanie

Clarke Institute
of Psychiatry
Institut psychiatrique Clarke

Donwood Institute
Institut Donwood

Queen Street Mental
Health Centre
Centre de santé mentale
de la rue Queen

A World Health Organization
Centre of Excellence
Un Centre d'excellence de
l'Organisation mondiale
de la santé

Affiliated with the
University of Toronto
Affilié à l'Université
de Toronto

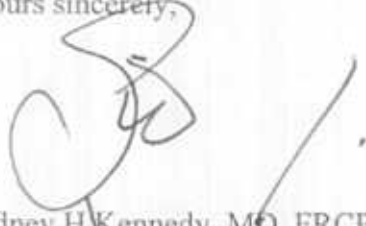
*Better understanding, prevention and care
Mieux comprendre - prévenir - soigner*

covered by the Department of Psychiatry and/or the Centre for Addiction and Mental Health.

This offer is contingent on you being eligible for College of Physician and Surgeons of Ontario licensing with consequent ability to bill the Ontario Health and Insurance Plan.

David, I am extremely enthusiastic about your interest in this position and I believe that you will bring an important line of critical inquiry and clinical research acumen to this department. I also believe that you will find the spirit of multidisciplinary collaboration that exists here to be very rewarding. I am personally committed to making your transition into this role as smooth and comfortable as it can be. In order to expedite the College process for licensing eligibility, I would ask you to reply in writing at your earliest convenience so that this process can be initiated. Please do not hesitate to contact me by phone or email for any clarification. I look forward to what I hope will be an ongoing working relationship. With warmest regards,

Yours sincerely,

A handwritten signature in black ink, appearing to be 'SHK', with a long horizontal stroke extending to the right.

Sidney H Kennedy, MD, FRCP(C)
Professor, Department of Psychiatry
University of Toronto and
Head, Mood & Anxiety Division
Centre for Addiction and Mental Health
Tel.: (416) 979-6933, Fax: (416) 979-6821
E-mail: sidney_kennedy@camh.net

SHK/cf

Cc: David S. Goldbloom, Physician-in-Chief, Centre for Addiction and Mental Health
Paul Garfinkel, Professor and Chair, Department of Psychiatry, University of Toronto
Joel Jeffries, Chair, Associates' in Psychiatry, Centre for Addiction and Mental Health



Coleg Meddygaeth Prifysgol Cymru

UNIVERSITY OF WALES COLLEGE OF MEDICINE
DIVISION OF PSYCHOLOGICAL MEDICINE
NORTH WALES DEPARTMENT

Head of Division

Professor M. J. Owen

Bangor

Dr D Healy (Director)

Hergest Unit,
Ysbyty Gwynedd
BANGOR
Gwynedd LL57 2PW
Tel: (01248) 384452
Fax: (01248) 371397

Our Ref: DH/JT

11 February 2000

Professor S H Kennedy
Head of Mood and Anxiety Division
The Centre for Addiction and Mental Health
250 College Street
TORONTO
Ontario M5T 1R8
Canada

Dear Sid

Many thanks for your letter which arrived on the 10th. I am very pleased by your offer and very happy to accept.

It may be worth spelling out the reasons for my interest in moving. I will of course bring a lot of ongoing research, data and publications in train with me, but the opportunity that beckons is to get involved with fresh research in a multidisciplinary setting and with the facilities for neuroimaging and pharmacogenetics the Center offers.

Having said that, it is also worth mentioning, that the prospect of a different kind of clinical work in a new setting is very appealing and I would envisage taking on a lot of hands on clinical work.

Clearly there will be details to negotiate. One of the main areas will be to do with relocation. This may need some flexibility, in that it is quite possible that I will move some time before the rest of the family. There is also the element of relocation from overseas. I am sure these can be sorted out.

Yours sincerely,

David Healy
Director

North Wales Department of Psychological Medicine



UNIVERSITY OF TORONTO

OFFICE OF THE VICE-PRESIDENT AND PROVOST

27 King's College Circle,
Simcoe Hall, Room 221
Toronto, Ontario M5S 1A1, CANADA

TEL: (416) 978-6159
FAX: (416) 971-1380
e-mail: david.cook@utoronto.ca

MEMORANDUM

TO: Dr. David Healy

FROM: David Cook, Vice-Provost

DATE: May 1, 2000

RE: Confirmation of Offer of Employment

I am pleased to confirm that our offer of employment to you for the coming academic year has been approved by Human Resources Development Canada. The next step in the process is for you to apply for your and your family members' immigrant visas to Canada. To assist you in this process we have engaged, at our expense, Stanley B. Bush, Esq. of the Toronto, Ontario office of the firm of Bush Frankel White as legal counsel on your behalf. You will soon be hearing from Mr. Bush directly about getting the immigrant visa application process started. Since it can take as long as twelve months to complete the immigration visa application process it is important for you to respond promptly to all of Mr. Bush's calls and correspondence. You can be of assistance in getting the process off to an expedited start by assembling for delivery to Mr. Bush as many of the following documents and items as are applicable.

1. Pristine quality, cover-to-cover photocopies of valid passports for yourself and each member of your accompanying family.
2. Photocopies of "long form" birth certificates for yourself and for each member of your accompanying family. This type of birth certificate names the birth parents as well as the child and is referred to as a "Statement of Live Birth" in many jurisdictions.
3. If you have adopted children, a copy of the final order of adoption for each child.
4. Photocopy of your certificate of marriage, where applicable.
5. If applicable, photocopies of divorce orders for any prior marriages for either you and/or your spouse. If your prior spouse is deceased, a copy of his/her death certificate.

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6. If applicable, photocopies of custody orders in respect of your or your spouse's minor children.
7. An up-to-date *curriculum vitae* for each of you and your spouse, showing your complete post-secondary educational, career and professional histories.
8. Photocopies of all of your and your spouse's post-secondary diplomas, degrees and certificates. Where copies of the degrees are not available, provide copies of transcripts and/or letters which confirm the conferral of the diploma, degree or certificate.
9. Photocopies of all professional references, commendations and awards.
10. A note on which you have recorded each of your parents' and, where applicable, each of your in-laws' place of birth, date of birth, present residence address or date of death, as applicable. Please also record your mother's and mother-in-law's birth names.
11. A note on which you have recorded all of your residential addresses since you attained 18 years of age. A similar note should be provided for your spouse and any other accompanying dependents over the age of 18.
12. Four (4) recent passport-sized photographs of you and each of your accompanying family members.

If you wish to contact Mr. Bush directly about any aspect of these requirements you may do so by telephone, fax or e-mail. His contact points are:

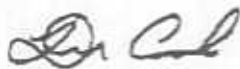
Stanley B. Bush
Bush Frankel White
Barristers & Solicitors
Suite 1000, Lumsden Building
6 Adelaide Street East
Toronto, Ontario
Canada, M5C 1H6

Telephone: (416) 366-5900
e-mail: sbush@bfwlaw.com

Facsimile: (416) 366-1799

Thank you.

/rk



MAY. 1. 2000 9:40AM

NO. 4172

NO. 513

1002



Human Resources
Development Canada

Développement des
ressources humaines Canada

FWRD# 3131209

Dr. David Cook
Vice-Provost
Office of the Vice-President and Provost
University of Toronto
27 King's College Circle
Simcoe Hall, Room 221
Toronto, Ontario. M5S 1A1

Dear Dr. Cook:

Confirmation of Offer of Employment
For: Associate Head - Mood & Anxiety

This letter will serve to advise you that we have validated a Permanent offer of employment for David Hoaly. The confirmation of offer of employment has been processed and forwarded to the immigration authorities at The Canadian Consulate General in Buffalo.

The foreign worker must quote system file number 3131209 to the Immigration Officer.

It is your responsibility to forward a copy of this letter to the foreign worker and to advise him/her to contact the above named Canadian Embassy. This letter does not authorize the foreign worker to enter, remain, or take employment in Canada. That decision is subject to the approval of an Immigration Officer at the Immigration office noted above. The foreign worker should also be advised that contact with an Immigration Office must take place before any action (e.g., selling a property, booking a flight, etc.), since all Immigration requirements must be met prior to the issuance of Immigration documentation. If the foreign worker has any questions or concerns, please have them contact the appropriate Immigration processing point for information.

Yours truly,

Micheline T. Beauchemin
Counsellor
Human Resource Canada Centre
Foreign Worker Recruitment
25 St. Clair Avenue East
9th Floor
Toronto, Ontario
M4T 3A4

Canada

BUSH FRANKEL WHITEBARRISTERS
AND SOLICITORSScott F. White Direct Line: 366-8111
e-mail: swhite@bflaw.com

August 16, 2000

By Fax - 011-44-1248-371397

Dr. David Healy
North Wales Dept. of Psychological Medicine
Hergest Unit, Ysbyty Gwynedd
Bangor Hospital
BANGOR
Gwynedd LL57 2PW
Wales (UK)

Dear Dr. Healy:

Re: Canadian Employment Authorization

I am pleased to report that on August 14, 2000 we received notification from the Nonimmigrant Visa Section of the Canadian Consulate General in New York that your application for an Employment Authorization for your employment at the University of Toronto in Toronto, Ontario has been approved.

Transmitted herewith is the Consulate's Approval Letter which, when presented to an officer of Citizenship and Immigration Canada, when you arrive in Canada, will result in the issuance of your Employment Authorization at the port of entry.

The Employment Authorization being issued to you will be valid in duration for a period of two (2) years, until August 11, 2002.

Please be sure to fax to me a photocopy of your Employment Authorization once you have settled in Toronto.

It is now in order for you to move to Canada. You may now do so at any time.

Toronto Office
Suite 1000
Lumsden Building
6 Adelaide St E
Toronto ON M5C 1H6
Canada

T (416) 366-5900
F (416) 366-1799

Buffalo Office
300 Delaware Ave
Buffalo NY 14201

T (716) 854-7325
F (716) 854-0294

*The compass rose repri
new directions.*

If you have any questions concerning this or other matters, please feel free to call upon me at your convenience.

Yours very truly,

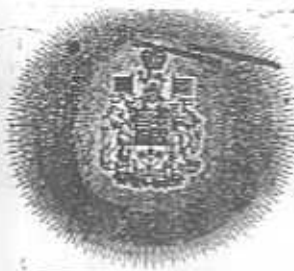
Elester Sommeville
for

Scott F. White

SFW/es
Encl.

cc Rachel Kasimer
Assistant to the Vice Provost
Office of the Vice President and Provost
University of Toronto
Toronto, Ontario

uoft/hcay/approval ltr 08-00



IMMIGRATION

BB070 786 855

U988031962

EMPLOYMENT AUTHORIZATION

CASE TYPE : 20

TRAVEL DOC : PASSPORT N215714
 BONDED :
 EMPLOYER : UNIVERSITY OF TORONTO
 OCCUPATION : UNIVERSITY PROFESSORS
 EMP LOC : ONTARIO NES
 FEE STATUS : FPA

TERMS AND CONDITIONS:

1. PROHIBITED FROM ATTENDING ANY EDUCATIONAL INSTITUTION AND TAKING ANY ACADEMIC, PROFESSIONAL OR VOCATIONAL TRAINING COURSE.
2. NOT AUTHORIZED TO WORK IN ANY OCCUPATION OTHER THAN STATED.
3. NOT AUTHORIZED TO WORK FOR ANY EMPLOYER OTHER THAN STATED.
4. NOT AUTHORIZED TO WORK IN ANY LOCATION OTHER THAN STATED.
5. MUST LEAVE CANADA BY 11 AUG 2002

SURNAME, GIVEN NAMES - NOM DE FAMILLE, PRÉNOMS	
HEALY	DAVID THOMAS
BIRTH DATE - DATE DE NAISSANCE	
27 APR 1954	SEX - SEXE
	MALE
COUNTRY OF BIRTH - PAYS DE NAISSANCE	COUNTRY OF CITIZENSHIP - CITOYEN DE
IRELAND	IRELAND
OFF. FILE NO. - N° DE RÉF. DU BUREAU	CLIENT ID - ID DU CLIENT
W000700241	4221 - 6784
DATE SIGNED - SIGNÉ LE	VALID UNTIL - DATE D'EXPIRATION
07 DEC 2000	11 AUG 2002
	EXT. NO. - CODE PRO ROG.
	00

ACCOMPANYING FAMILY MEMBERS

NAME: HELEN HEALY
 DOB: 19SEP1956 RELATIONSHIP: SPOUSE
 NAME: JUSTIN HEALY
 DOB: 11SEP1987 RELATIONSHIP: SON
 NAME: SARAH HEALY
 DOB: 01SEP1989 RELATIONSHIP: DAUGHTER



REMARKS: SFN 3131209. ACCOMPANIED BY WIFE AND TWO CHILDREN
 PERMANENT JOB VALIDATION - URGENT LABOUR MARKET.1366

CIC: LBPIA TERM 2 3299

IMM 1442 (08-1999) B AQ

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DAVID THOMAS HEALY
 CLARK INSTITUTE
 250 COLLEGE ST
 TORONTO ONT

THIS FORM HAS BEEN ESTABLISHED BY THE MINISTER OF CITIZENSHIP AND IMMIGRATION
 THIS DOCUMENT IS THE PROPERTY OF THE GOVERNMENT OF CANADA

FORMULAIRE ÉTABLI PAR LE MINISTRE DE LA CITOYENNETÉ ET DE L'IMMIGRATION
 LE PRÉSENT DOCUMENT EST LA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA

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 GENERIC - GÉNÉRIQUE



Canada

Law Office of
NANCY A. ZETTLER
Two North LaSalle Street, Suite 1600
Chicago, Illinois 60602
(312) 332-1950
Fax: (312) 332-1895

July 25, 2000

VIA FEDERAL EXPRESS

Charles B. Nemeroff
Dept of Psychiatry and Behavioral Sciences
Emory University School of Medicine
1639 Pierce Drive, Suite 4000
Atlanta Ga 30322-4990

RE: David Healy

Dear Dr. Nemeroff:

My name is Nancy Zettler. I represent the Estate of Charles Berman in a lawsuit against Eli Lilly. I was also one of the Lawyers on the *Fentress* case and tried the case against Lilly with Paul Smith in 1994.

It has come to our attention that you had what one could say was an interesting conversation with Dr. David Healy at a meeting on July 17th. I am writing to invite you to meet with David and me so that we can show you the other side of the coin, so to speak.

We know that you have had a longstanding association with Lilly and I'm sure that you are in a difficult position, but are you sure that you really have all the facts? David mentioned that you told him that you looked at Lilly's database. Are you sure? If so, are you confident that the data was generated, gathered, interpreted and reported appropriately? Are you comfortable acting as a mouthpiece for a company that on one occasion was censured by the FDA for failing to accurately report adverse events to the FDA and on another occasion pled guilty to fraud charges for being less than honest with the FDA about reporting of serious adverse events, including deaths, in its clinical trials?

I feel comfortable writing to you because I do not believe that you have been hired as a witness or consultant in the *Berman* case, or any other case in which David Healy is testifying. I know this because if you had been, you would have been instructed by the party employing you that it is inappropriate under the rules (at least here in Illinois) to contact a witness and try to influence their testimony.

Dr. Nemeroff, you have an excellent reputation and are widely respected in your field and we have no problem with spirited scientific debate - you are entitled to your opinion, right

Charles B. Nemeroff, M.D.

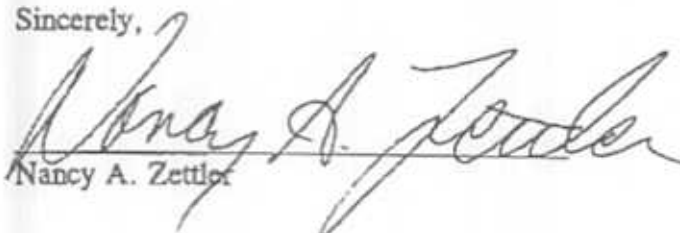
Page two

July 25, 2000

or wrong. But, we would appreciate it if you would limit your contact with our witnesses to spirited scientific debate and refrain from veiled threats. After all, Dr. Healy is entitled to his opinion also, is he not?

If you are really interested in knowing the entire truth about this drug, call me. I'd be happy to show you the evidence that we have. There is a lot of it. If you are working directly or indirectly for Lilly or some other drug company and in that capacity confronted David Healy at the meeting, please do not do so again. Aside from compromising your integrity, you would be doing something that may very well be illegal.

Sincerely,



Nancy A. Zettler

NAZ/mkp

Law Office of
NANCY A. ZETTLER
Two North LaSalle Street, Suite 1600
Chicago, Illinois 60602
(312) 332-1950
Fax: (312) 332-1895

September 11, 2000

John Garde
McCARTER & ENGLISH
Four Gateway Center
100 Mulberry Street
P.O. Box 652
Newark, NJ 07101-0652

RE: David Healy, M.D.

Dear John:

A couple of incidences have come to our attention that are, frankly, quite disturbing.

First, David Healy was approached and verbally accosted at a recent psychiatric conference in the UK by none other than Charles Nemeroff. Dr. Nemeroff made some not-so-veiled references to the health of Dr. Healy's reputation and career and his opinions regarding SSRIs. He flat out stated to Dr. Healy that he had been approached to testify against Dr. Healy in "4 or 5" cases and that "drug companies can make your life miserable". Considering that it is well known that Dr. Nemeroff has long been on your client's "payroll," it doesn't take a great leap in logic to figure out where Dr. Nemeroff got his motivation to approach Dr. Healy.

Second, Dr. Healy recently received an E-mail from someone purporting to be a "pharmaceutical representative for Eli Lilly & Co." who allegedly works in Norfolk, Virginia area. This person's name is Jim Butler.

We would appreciate it if you would tell your client that it is inappropriate for them to contact Dr. Healy outside the deposition context, especially in the context of Dr. Nemeroff's veiled threats. While it is hard for me to believe that you of all people would proffer or even condone such actions, it is becoming increasingly hard to ignore these inappropriate contacts. One more such contact and we will take the issue to Judge Larsen.

Sincerely,


Nancy A. Zettler

NAZ/mkp

T·E·N™

The Economics of Neuroscience

THE CLINICAL SCIENCE OF PATIENT OUTCOMES AND DECISION MAKING

BOSS of BOSSSES

Is the Brash and
Controversial
Charles Nemeroff
the Most Powerful
Man in Psychiatry?

Medworks
the voice of science

TENmag.com

Charles B. Nemeroff
Atlanta, GA

IN THIS ISSUE:

- Adverse Events
Associated With Placebo
- Ethics and Economics in
Placebo-Controlled
Trials for Mood Disorders
- Dopamine D₂ Receptors
- Have Carve-Outs Changed
Managed Behavioral Healthcare?
- Depression and Diabetes

Boss of Bosses

Charles B. Nemeroff, MD, PhD

Atlanta, GA

Charlie Nemeroff is sitting quietly at the speaker's table, ignoring the bustle going on around him. His face betrays nothing—neither boredom, nor interest, or apprehension. Only the blinking of his eyes distinguish him from a statue. When he hears his name he rises very slowly, and begins to move to the lectern with deliberate strides, gathering speed as he goes, brightening now. He breaks into a grin and begins speaking the minute he approaches the microphone and, before the hush of the room takes hold, he has won the crowd with a disarming and deliberate manner that cuts simply to the heart of the most complex issues in neuropsychiatry.

Charles B. Nemeroff, MD, PhD, chairman of the Department of Psychiatry and Behavioral Sciences at Emory University School of Medicine in Atlanta, finds himself addressing a room of crowded colleagues hundreds of times each year. Even in the ultra-competitive world of medicine and academia, Nemeroff is admittedly the most coveted academic speaker in psychiatry in the United States. His prolific authorship (he has published 600 research reports and reviews) along with a sheer enormity of research grants, awards, and scientific board appointments, has afforded him unprecedented celebrity within the psychiatric community.

Nemeroff's academic and intellectual largess translates to a small and influential group of close friends, including fellow department chairmen Alan Schatzberg (Stanford), Marty Keller (Brown), Dwight Evans (U. Penn), Bob Hirschfeld (U. of Texas, Galveston) and NIMH heavyweight Dennis Charney, all of whom spend a great deal of professional and personal time together. Psychiatry is a highly charged topic these days, and these six thought leaders

walk a fine line between controversy and political correctness, often made possible by their strong allegiances both to topics and to one another.

The ethics surrounding the implementation of placebo-control trials is one of psychiatry's most super-charged political issues, as is addressed in more detail in this issue of T·E·N. "From a scientific point of view, the best data on efficacy of any treatment is best derived from placebo-controlled trials," Nemeroff says. But with diseases like cancer and stroke, placebo trials become unethical. Thus, "the FDA in most cases has allowed for comparison between novel treatments for devastating disorders with traditional already-approved treatments." If a novel agent proves efficacious against an existing agent, it gets approved. But "that has not been the case in psychiatry. And we have to raise questions about the use of placebo in conditions like mania, where patients are terribly ill. [In these cases] one wonders why it isn't sufficient to have evaluation based on 'just-as-good-as' or 'better-than' currently available treatments and better side effect profile."

Nemeroff is among the most coveted advisors to the pharmaceutical industry. Predictably, rumors about his alliances, or lack thereof, abound. It is safe to say that his views are expressed in a forceful manner—he is a passionate person—and he fully expects to lead the corporate strategy of those he advises. Those who do not heed his advice are often recipients of his wrath. Consequently, Nemeroff is often in favor with the most successful drug makers, since those firms are doing the lion's share of research, which he often directs.

Privately, Nemeroff is circumspect about the role between private and public funding. Working with industry can "be a win-win. There is a shared vision but also



separate mission. The university mission is a trioka: research, teaching, clinical service; whereas the pharmaceutical industry [mission is to] discover new drugs and to market them effectively. Sometimes those goals are simpatico and sometimes they're not." As an example of a situation where industry funding works to the benefit of the scientific community, Nemeroff recounts a new teaching council that he started recently with a grant from Janssen called The Young Faculty Development Program, where young professors get the opportunity to learn about clinical issues and academic life. And he talks also about the differences he sees between today's young clinicians and those of his generation. "In the past, there was a clear schism between psychoanalytically oriented psychiatrists and so-called biological psychiatrists. Today, this mindframe dualism seems silly...Patients of course have both minds and brains." The fact of the matter is that psychosocial factors...can certainly affect how the brain functions and we also know that the brain itself changes. The nature/nurture controversy is really no controversy, as we've improved our understanding of the brain."

The Bronx-NY-born Nemeroff is most content being both a researcher and a physician. As an example, he recounts a part of the very day of this phone interview: "[Earlier today] I saw four patients, one on emergency consult; at the same time, I was dealing with a number of issues related to an NIMH grant of the psychobiology of early trauma. What can be better than being a teacher and a researcher and a physician?" ♦

—James La Rossa Jr.

& Genevieve Romano

Charles Nemeroff

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August 17, 2000

Dr. David Healy,
North Wales Department of Psychological Medicine,
Hergest Unit,
Ysbyty Gwynedd,
Bangor,
Gwynedd LL57 2PW
Wales
United Kingdom

Dear David,

It is with great personal pleasure and enthusiasm that Georgina Veldhorst and I are writing to offer you formally the position of Clinical Director, Mood and Anxiety Disorders Program, Centre for Addiction and Mental Health. This position, partnered with the Administrative Director, Ms. Christina Bartha, provides leadership to a highly talented group of clinicians, researchers, and educators and is an important program in the future of the Centre. We are confident you have the skills to lead and shape this program and we look forward to your tenure.

We recognize that there are certain hurdles related to immigration and medical licensure and we will assist in whatever way we can; we know that Eva Wong is already hard at work on this from the University office to insure your academic appointment at the rank of Professor.

As Clinical Director, you will enjoy a dual reporting relationship to Georgina as Vice President, Mental Health Programs, and to me as Physician-in-Chief. We will jointly conduct annual performance appraisal and, more importantly, will be involved and available throughout the year to provide you with information, advice and support within the limits of our skills and resources! You will also participate in all aspects of life at the Centre – clinical, research, education, and administration – and will represent the program on the Centre's senior clinical committee, the Medical Advisory Committee. There will be other roles both within and beyond your program that will require and benefit from your leadership or involvement and these will become clearer once you are here.

The term of the appointment is for 5 years and is renewable contingent upon successful external review of the program.

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*Better understanding, prevention and care
Mieux comprendre - prévenir - soigner*

As a physician, you will be bound by the Medical Staff By-Laws which apply to all physicians at the Centre. You will be expected to become a member of the Associates, the physicians' financial partnership through which all professionally derived income must flow; I know you have already familiarized yourself with this group in previous visits.

With regard to remuneration, you will receive the University of Toronto minimum-for-rank funding for Professors which was recently raised to \$66,100.00. Additionally, the Centre would provide you a stipend as Clinical Director in the amount of \$25,000.00. Beyond this, you would be expected to generate clinical billings via the Ontario Health Insurance Plan which, based on clinical activity of approximately 25 hours per week would generate roughly \$115,000.00. As an active academic, you would be eligible for an additional award from our Academic Trust Fund for physicians, which is managed through the Associates independent of the Centre and redistributes physician dollars based on academic merit. Beyond this, Georgina and I would be prepared to discuss what additional financial and other resource needs you have to insure your continued productivity and leadership.

We look forward to hearing from you.

Best regards,



David S. Goldbloom, MD, FRCPC
Physician-in-Chief
Centre for Addiction and Mental Health
Professor of Psychiatry
University of Toronto



Georgina Veldhorst, RN, MSc
Vice President,
Mental Health Programs
Centre for Addiction and
Mental Health



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13 September 2000

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Dear David and Georgina

Many thanks for your recent letter confirming the offer of a position of Clinical Director for the Mood and Anxiety Disorders Program at the Centre for Addiction and Mental Health. I am delighted to accept this offer. I look forward to taking up the appointment just as soon as the current hurdles as regards immigration and Medical Licensure are resolved. I will keep you posted on my progress on these fronts and in the light of this progress, what may be a realistic starting date.

Yours sincerely

David Healy
Director
North Wales Department of Psychological Medicine