

MEMORANDUM OF UNDERSTANDING

April 20, 2004

This memorandum summarizes the agreements pertinent to the transfer of the Graduate Center for Toxicology (GCT) from the Graduate School to the College of Medicine (COM) subject to approvals by appropriate University committees and councils.

The mission of the GCT is to provide research, graduate education, and service in Toxicology. While the main research thrust of the GCT Core Faculty is in molecular mechanisms of toxicology, the GCT also trains students through the Joint Faculty who have appointments and research interests in other areas, including neurotoxicology, immunotoxicology, and environmental toxicology. In this manner, the GCT maintains a multidisciplinary research and graduate training program that has served the GCT well in achieving national distinction. Current research by the Core Faculty is focused in the areas of oxidative stress, DNA repair and mutagenesis, nuclear receptors and transport.

The GCT, in considering a move to the COM, seeks to preserve those elements of multidisciplinary that have served it well in the past as well as to develop research foci among the Core Faculty that will add distinction to the unit and the College. The College, in accepting the GCT, acknowledges its commitment to preserving the excellent reputation developed by the GCT and developing its academic capability such that the GCT will propel both the College and the University to national prominence.

1. Graduate Center Status

The GCT is headed by a Director. The GCT will maintain a University-wide multidisciplinary graduate training program by involving Joint Faculty with compatible interests from other colleges to participate in its teaching and research programs. The GCT will support this multidisciplinary training program through support of seminars of broad interest to the Core and Joint Faculty and through the recruitment of students with similarly broad interests in toxicology. Participation of Joint Faculty who are not in the COM on the GCT Executive Committee will ensure the continued multidisciplinary perspective of program planning by the GCT.

2. Faculty

- A. The Core Faculty in the GCT will retain their primary appointments and tenure in the GCT. The following is a list of the current Core Faculty and their secondary appointments:

Mary Vore, Professor and Director (RCTF Faculty)

Davy Jones, Professor

Daret St.Clair, Professor; Joint Appointment in the Graduate Center for
Nutritional Sciences

Gary Gairola, Professor (Research Title Series)

Zhigang Wang, Associate Professor

David Orren, Assistant Professor (RCTF)

Richard Timothy Miller, Assistant Professor (RCTF)

- B. The Joint Faculty in the GCT and their primary appointments are provided in Appendix A. There are approximately 45 Joint Faculty who hold primary appointments outside the GCT and participate in the GCT's teaching and training programs.
- C. Dr. Mary Vore is the current Director of the GCT and will remain in this role until such time as the GCT undergoes its next formal review. The timing of this review should be coordinated with the end of the two-year period described in the "Termination Clause".

3. Reporting Relationship

The GCT will be administratively located in the College of Medicine. The Director will report to the Dean who will perform his or her annual evaluation. The Director will be co-equal with other basic science chairs in terms of access to the Dean, compensation range, and voting privileges at the Council of Chairs. The Dean of the College of Medicine will consult with the GCT faculty and other faculty, deans, and center directors with whom the GCT has active programs as a part of the evaluation process.

4. Curriculum and Teaching

The GCT will have an academic research training program orientation with authority over its curriculum. The Core Faculty will participate in the Integrated Biomedical Sciences (IBS) program of the COM and will serve on IBS committees. Specifically, the GCT will have a representative on the IBS Admissions Committee; the Director of Graduate Studies (DGS) in the GCT will serve on the IBS Academic Committee; and the DGS in the GCT or the Chair of the GCT Curriculum Committee will join the other DGSs and course directors on the IBS Curriculum Committee. The Director will make teaching assignments for the Core Faculty. The Director will consult with the Dean in working collaboratively to serve the undergraduate, graduate, and professional programs that make use of the College's courses. GCT Core Faculty may teach in courses offered by other colleges or centers. The teaching responsibilities of the Core Faculty will be commensurate with the size and productivity of the GCT Core Faculty.

5. Graduate Program

The GCT will recruit students directly into the Toxicology training program, and these students will work with either Core or Joint Faculty. The GCT will also recruit students from the IBS program whose Major Advisor must be a member of the Core Faculty. Such a dual recruiting program is designed to continue to attract students interested in toxicology who may pursue their interests in the non-biomedical areas of toxicology. The graduate students recruited under both programs will be treated as equals from the perspective of the GCT, will have comparable stipends and benefits as first-year students, and will take the first-year IBS curriculum. Finally, students admitted into the IBS program, who initially have the intention of working with the GCT Core Faculty, may elect to work with faculty

member in another basic science department and obtain a PhD in that department rather than in Toxicology. Students recruited directly into the Toxicology training program will obtain their degree in Toxicology, regardless of the primary departmental affiliation of the Major Advisor. IBS students whose Major Advisor is a Core Faculty in the GCT will also obtain their degree in Toxicology.

From a financial perspective, it will be important to label and track students admitted either through the Toxicology training program or the IBS program. The GCT will have sole financial responsibility for those students admitted through the Toxicology training program. The GCT will have shared financial responsibility for those students admitted through the IBS program. The GCT is willing to consider moving exclusively to the IBS program at some point in the future provided that IBS students be able to have Joint Faculty with appointments outside of the COM serve as their Major Advisor.

6. Fiscal Arrangements

A. The GCT will develop a budget, and the Director will have responsibility for the expenditure of funds from this budget. The GCT's budget will be part of the College's budget. Increases in state funds for salaries made available to the College will be shared with the GCT as part of the merit evaluation process for faculty and staff. In general, other state-funded increases or decreases will be shared in proportion to the number and productivity of full-time faculty in tenured or tenure-eligible series in the Center relative to other centers and departments in the College.

B. Any cuts, recurring or non-recurring, announced before or after July 1, 2004, will be the responsibility of the GCT with one exception. The \$375,000 in new, recurring funds provided by the COM to the GCT will be protected from any reductions prior to July 1, 2005.

C. Any adjustment increases in salaries occurring as part of this transfer (see attached spreadsheet) will require the approval of the Provost.

D. If the Board provides any salary increases to faculty and staff (beyond those noted in 6C above), these increases will be transferred to the COM along with the recurring bases.

E. The Director will have the option to make Wethington Awards to GCT Core Faculty provided that such awards do not produce a deficit in the GCT's budget.

F. The College will provide the Center with \$375,000 (see attached spreadsheet) in new recurring funds. A portion of these funds will be utilized to bring the Director's salary and benefits to the current mean of the salaries of the other laboratory-based basic science departments' chairs (i.e., Anatomy and Neurobiology, Molecular and Biomedical Pharmacology, Physiology, Molecular and Cellular Biochemistry, and Microbiology, Immunology and Molecular Genetics). The Director, in consultation with the GCT faculty, may utilize the remaining funds for various purposes including

but not limited to augmenting current Core Faculty salaries and benefits, creating new Core Faculty lines, supporting graduate students, and supporting staff and general expenses in the GCT. These funds cannot be used to support Joint Faculty outside of the GCT or the College of Medicine.

G. The Dean of The Graduate School, Dean of Medicine, and Provost agree that the attached budget represents accurately the financial commitments made to the GCT and agree that all recurring funding will be transferred to the College of Medicine.

7. Service Responsibilities

The Core Faculty of the GCT will participate in committee assignments and other service activities designated by the Director and Dean.

8. Space

The GCT will remain in its current, assigned space including space assigned to Dr. Gairola in the Kentucky Tobacco Development and Research Center. All space assignments are subject to review by the Provost. New space will be provided as additional faculty or programs dictate. The COM will make every effort to provide contiguous space in so far as possible.

9. Plans for GCT Faculty Expansion

A. Current Recruitments

1. Senior Faculty in Oxidative Stress

The faculty member in this position will hold a primary appointment in the GCT as a full professor in the Regular Title Series. The salary (\$110,000; 12 mos appointment) and benefits for this position will be funded from an endowment in the Cancer Center and from funds provided to the Cancer Center and the GCT from the COM. The entire income (ca. \$80,000 per year) from the Lucille P. Markey Chair in Oncology Research (0-51023) will be used for salary and benefits. The funding for this position will begin on July 1, 2004. The Cancer Center and the GCT will split salary reimbursement and incentive funds generated by this faculty member on an 80:20 basis, respectively. Space and startup funding will need to be identified for this recruitment.

2. Junior Faculty in Oxidative Stress

The faculty member in this position will hold a primary appointment in the GCT at the rank of assistant professor in the Regular Title Series. The funding for this position will begin on July 1, 2004. The salary (\$72,000; 12 mos appointment) and benefits for this position will initially be funded through the following sources [1] the Provost's Incentive Plan (\$36,000 and benefits) and [2] funds provided to the Cancer Center from the COM. After three

years, the COM agrees to provide additional recurring funding to the Cancer Center in order to allow the Cancer Center to pick up the non-recurring funding provided under the Provost's Incentive Program. The Cancer Center and the Provost will split any salary reimbursement funds during the initial three years of this appointment on a 50:50 basis. The Cancer Center and the GCT will split any incentive funds during the initial three years of this appointment on a 50:50 basis. After the initial three years of this appointment, the Cancer Center and the GCT will split any salary reimbursement and incentive funds on a 50:50 basis. Space and startup funding will need to be identified for this recruitment.

3. Junior Faculty Position in Lipid-Mediated DNA Damage

The faculty member in this position will hold a primary appointment in the GCT as an assistant professor in the Regular Title Series. The funding for this position will begin on July 1, 2004. The salary (\$72,000; 12 mos appointment) and benefits for this position will initially be funded through the following sources: [1] Provost's Incentive Plan (\$53,600 and benefits) and [2] funds (\$18,400 and benefits) currently in a vacant line in the GCT. After three years, the Provost will provide additional, recurring funding to the GCT in order to cover the portion of the salary paid initially through the Provost's Incentive Program. The GCT and the Provost will split (27:73, respectively) any salary reimbursement dollars during the initial three years of this appointment. The Cancer Center and the GCT will split any incentive funds on a 50:50 basis during the initial three years of this appointment. After the initial three years of this appointment, the Cancer Center and the GCT will split any salary reimbursement and incentive funds on a 50:50 basis. Space and startup funding will need to be identified for this recruitment.

B. Future Recruitments

The COM will provide the GCT with two additional lines in the following tentative areas: nuclear receptors in FY06 and reproductive toxicology in FY07.

10. Termination Clause

This agreement will be in effect for a two-year period from the date that it takes effect. At the end of the two-year period, the GCT Core Faculty must elect either to return to the Graduate School or remain part of the College of Medicine. If the GCT elects to return to the Graduate School, the \$375,000 provided to the GCT in recurring funds will be restored to the COM as well as any new recurring funds for faculty hired as a part of "Future Recruitments". Similarly, any funds transferred to the COM as part of this transfer will be returned to the units from which these funds came.

Mary Vore, Ph.D.
Director, Graduate Center for Toxicology

Date

Jeannine Blackwell, Ph.D.
Dean, The Graduate School

Date

Jay Perman, M.D.
Dean Designate, College of Medicine

Date

Alfred Cohen, MD
Director, Markey Cancer Center

Date

Michael Nietzel, Ph.D.
Provost

Date

cc: Center's business officer
Phoebe Wellman
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