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Cabinet du recteur

University of Ottawa  
Office of the President

July 13, 2015

Ms. Kathryn Butler-Malette  
C/O: Office of the Vice-President Governance  
University of Ottawa  
Tabaret Hall  
550 Cumberland, room 208  
Ottawa, ON K1N 6N5

Dear Ms. Butler-Malette,

I am writing with respect to the "Open Letter" dated June 30, 2015 from university collective bargaining units and addressed to you and the other members of the Board of Governors' Executive Committee. The "Open Letter" poses questions concerning compensation paid in 2014 to Dr. Mona Nemer.

I have reviewed information about this matter provided by the Dean of the Faculty of Medicine (whose letter of today's date is attached) and the University's central administration.

I have determined the following:

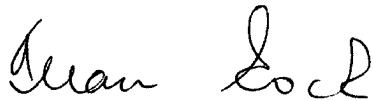
- 1) The salaries provided to our executives remain compliant with provincial law.
- 2) The increase reflected on the "sunshine list" for 2014 for Dr. Nemer is related to compensation provided in connection with her Professorship in Cardiovascular Research in the Faculty of Medicine, which became effective July 1st, 2011.
- 3) The *Professorship* includes a \$30,000 annual stipend paid to Dr. Nemer by the Faculty of Medicine and relates to Dr. Nemer's work as a cardiovascular scientist.
- 4) The stipend is not related to Dr. Nemer's work as Vice-President of the University.

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- 5) The *Professorship* is managed by the Faculty of Medicine and provides for annual objectives and evaluation conducted by the Dean and the Vice-Dean Research of the Faculty.
- 6) The “Sunshine List” increase shown for Dr. Nemer in 2014 reflects the stipend for 2014 and retroactive payments of the stipend for 2013, 2012 and 2011.
- 7) For your information, Dr. Nemer leads 6 separate research projects at present pursuant to the *Professorship* (valued at \$3.5M) which involve the supervision of 20 students and employees.
- 8) For ease of reference, we have appended a list of citations to Dr. Nemer’s research which demonstrates both her research output and its quality.

I trust this puts the matter to rest. I would be pleased to respond to any questions that you or other members of the Executive Committee may have in respect of this matter.

A handwritten signature in cursive script that reads "Allan Rock".

Allan Rock  
President and Vice-Chancellor

Faculté de médecine  
Bureau du Doyen

Faculty of Medicine  
Dean's Office

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July 13, 2015

Mr. Allan Rock  
President, University of Ottawa  
550 Cumberland  
Ottawa, ON

Dear Mr. Rock,

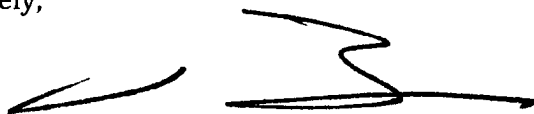
Re: Salary supplement, Vice-President Research

As is the practice for many professors who show leadership in research or in administration, a salary supplement of \$30K a year has been granted by the University (approved by the VP-Academic Office) on the recommendation of the Faculty of Medicine. The salary supplement is regulated by a formal contract that stipulates the conditions for the supplement, consistent with contracts issued to colleagues from the Faculty of Medicine.

Much due diligence was used in formulating the contract for the salary supplement. The AVP Resource (Denis Cossette), legal counsel (Kathryn Prudhomme) and the VP Academic (François Houle and Christian Detellier) were involved. The determination of amount for the salary supplement was made in concordance with salary supplements recommended for colleagues at the Faculty of Medicine (summary list provided) after consideration by the Vice-Dean Research. The usual process was used: submission of the contract by the Faculty of Medicine for approval by the VP-Academic using the standard University request form.

I hope that this information will be useful,

Sincerely,



Jacques Bradwejn MD FRCPC DABPN  
Dean



uOttawa

Faculté de médecine  
Faculty of Medicine



# Mona J. Nemer

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## Google Scholar

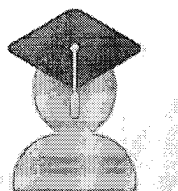
Citation indices	All	Since 2010
Citations	10347	3024
h-index	55	31
i10-index	101	68

Title	1–20	Cited by	Year
A murine model of Holt-Oram syndrome defines roles of the T-box transcription factor Tbx5 in cardiogenesis and disease		753	2001
BG Bruneau, G Nemer, JP Schmitt, F Charron, L Robitaille, S Caron, ... Cell 106 (6), 709-721			
The cardiac transcription factors Nkx2-5 and GATA-4 are mutual cofactors		548	1997
D Durocher, F Charron, R Warren, RJ Schwartz, M Nemer The EMBO journal 16 (18), 5687-5696			
Modulation of gene expression by calreticulin binding to the glucocorticoid receptor		393	1994
K Burns, B Duggan, EA Atkinson, KS Famulski, M Nemer, RC Bleackley, ... Nature Publishing Group 367 (6462), 476-480			
Overexpression of angiotensin II type I receptor in cardiomyocytes induces cardiac hypertrophy and remodeling		330	2000
P Paradis, N Dali-Youcef, FW Paradis, G Thibault, M Nemer Proceedings of the National Academy of Sciences 97 (2), 931-936			
GATA-4 and Nkx-2.5 coactivate Nkx-2 DNA binding targets: role for regulating early cardiac gene expression		288	1998
JL Sepulveda, N Belaguli, V Nigam, CY Chen, M Nemer, RJ Schwartz Molecular and cellular biology 18 (6), 3405-3415			
GATA-dependent recruitment of MEF2 proteins to target promoters		284	2000
S Morin, F Charron, L Robitaille, M Nemer The EMBO journal 19 (9), 2046-2055			
Enhanced cardiogenesis in embryonic stem cells overexpressing the GATA-4 transcription factor		280	1997
C Grépin, G Nemer, M Nemer Development 124 (12), 2387-2395			
Novel glucocorticoid receptor complex with DNA element of the hormone-repressed POMC gene.		274	1993
J Drouin, YL Sun, M Chamberland, Y Gauthier, A De Lean, M Nemer, ... The EMBO journal 12 (1), 145			
A hormone-encoding gene identifies a pathway for cardiac but not skeletal muscle gene transcription.		265	1994
C Grepin, L Dagnino, L Robitaille, L Haberstroh, T Antakly, M Nemer			

Title 1–20	Cited by	Year
Molecular and Cellular Biology 14 (5), 3115-3129		
Transcription factor GATA-4 is expressed in a sexually dimorphic pattern during mouse gonadal development and is a potent activator of the Mullerian inhibiting substance promoter RS Viger, C Mertineit, JM Trasler, M Nemer Development 125 (14), 2665-2675	252	1998
GATA transcription factors and cardiac development F Charron, M Nemer Seminars in cell & developmental biology 10 (1), 85-91	223	1999
Glucocorticoid receptor binding to a specific DNA sequence is required for hormone-dependent repression of pro-opiomelanocortin gene transcription. J Drouin, MA Trifiro, RK Plante, M Nemer, P Eriksson, Ö Wrange Molecular and cellular biology 9 (12), 5305-5314	217	1989
Cooperative interaction between GATA-4 and GATA-6 regulates myocardial gene expression F Charron, P Paradis, O Bronchain, G Nemer, M Nemer Molecular and cellular biology 19 (6), 4355-4365	214	1999
Essential role of GATA-4 in cell survival and drug-induced cardiotoxicity A Aries, P Paradis, C Lefebvre, RJ Schwartz, M Nemer Proceedings of the National Academy of Sciences of the United States of ...	212	2004
Tissue-specific GATA factors are transcriptional effectors of the small GTPase RhoA F Charron, G Tsimiklis, M Arcand, L Robitaille, Q Liang, JD Molkenin, ... Genes & Development 15 (20), 2702-2719	212	2001
Structure, Expression, and Function of Atrial Natriuretic Factor in Extraatrial Tissues* J GUTKOWSKA, M NEMER Endocrine reviews 10 (4), 519-536	198	1989
Structure of the rat pro-opiomelanocortin (POMC) gene J Drouin, M Chamberland, J Charron, L Jeannotte, M Nemer FEBS letters 193 (1), 54-58	185	1985
Inhibition of transcription factor GATA-4 expression blocks in vitro cardiac muscle differentiation. C Grepin, L Robitaille, T Antakly, M Nemer Molecular and Cellular Biology 15 (8), 4095-4102	169	1995
Tbx20 dose-dependently regulates transcription factor networks required for mouse heart and motoneuron development	167	2005

Title	1-20	Cited by	Year
JK Takeuchi, M Mileikowskaia, K Koshiba-Takeuchi, AB Heidt, AD Mori, ... Development 132 (10), 2463-2474			
Cardiac tissue enriched factors serum response factor and GATA-4 are mutual coregulators		167	2000
NS Belaguli, JL Sepulveda, V Nigam, F Charron, M Nemer, RJ Schwartz Molecular and cellular biology 20 (20), 7550-7558			

*Dates and citation counts are estimated and are determined automatically by a computer program.*



# Mona J. Nemer

mcgill university

## Google Scholar

Citation indices	All	Since 2010
Citations	10347	3024
h-index	55	31
i10-index	101	68

Title 21–40

Cited by Year

The atrial natriuretic factor promoter is a downstream target for Nkx-2.5 in the myocardium.

D Durocher, CY Chen, A Ardati, RJ Schwartz, M Nemer  
Molecular and Cellular Biology 16 (9), 4648-4655

147 1996

A novel mutation in the GATA4 gene in patients with Tetralogy of Fallot

G Nemer, F Fadlalah, J Usta, M Nemer, G Dbaibo, M Obeid, F Bitar  
Human mutation 27 (3), 293-294

146 2006

Molecular cloning and characterization of DNA sequences encoding rat and human atrial natriuretic factors

RA Zivin, JH Condra, RA Dixon, NG Seidah, M Chretien, M Nemer, ...  
Proceedings of the National Academy of Sciences 81 (20), 6325-6329

143 1984

The atrial natriuretic factor: its physiology and biochemistry

J Genest, M Cantin, MB Anand-Srivastava, JR Cusson, A de Léan, ...  
Reviews of Physiology, Biochemistry and Pharmacology, Volume 110, 1-145

140 1988

Transcriptional activation of BMP-4 and regulation of mammalian organogenesis by GATA-4 and-6

G Nemer, M Nemer  
Developmental biology 254 (1), 131-148

138 2003

The pronatriodilatin gene is located on the distal short arm of human chromosome 1 and on mouse chromosome 4.

TL Yang-Feng, G Floyd-Smith, M Nemer, J Drouin, U Francke  
American journal of human genetics 37 (6), 1117

128 1985

Genetic evidence linking SAP, the X-linked lymphoproliferative gene product, to Src-related kinase FynT in T H 2 cytokine regulation

D Davidson, X Shi, S Zhang, H Wang, M Nemer, N Ono, S Ohno, ...  
Immunity 21 (5), 707-717

124 2004

Expression of atrial natriuretic factor gene in heart ventricular tissue

M Nemer, JP Lavigne, J Drouin, G Thibault, M Gannon, T Antakly  
Peptides 7 (6), 1147-1152

122 1986

Gene structure of human cardiac hormone precursor, pronatriodilatin

M Nemer, M Chamberland, D Sirois, S Argentin, J Drouin, RAF Dixon, ...  
Nature Publishing Group 312 (5995), 654-656

117 1984

Title 21–40	Cited by	Year
Interleukin-18 is a pro-hypertrophic cytokine that acts through a phosphatidylinositol 3-kinase-phosphoinositide-dependent kinase-1-Akt-GATA4 signaling pathway in cardiomyocytes B Chandrasekar, S Mummidi, WC Claycomb, R Mestril, M Nemer Journal of Biological Chemistry 280 (6), 4553-4567	114	2005
Homodimer formation is rate-limiting for high affinity DNA binding by glucocorticoid receptor. J Drouin, YL Sun, S Tremblay, P Lavender, TJ Schmidt, A de Léan, ... Molecular Endocrinology 6 (8), 1299-1309	112	1992
The gene for rat atrial natriuretic factor. S Argentin, M Nemer, J Drouin, GK Scott, BP Kennedy, PL Davies Journal of Biological Chemistry 260 (8), 4568-4571	112	1985
Genetic insights into normal and abnormal heart development M Nemer Cardiovascular Pathology 17 (1), 48-54	107	2008
Control of segmental expression of the cardiac-restricted ankyrin repeat protein gene by distinct regulatory pathways in murine cardiogenesis H Kuo, J Chen, P Ruiz-Lozano, Y Zou, M Nemer, KR Chien Development 126 (19), 4223-4234	105	1999
Transcription of brain natriuretic peptide and atrial natriuretic peptide genes in human tissues. AL Gerbes, L Dagnino, T Nguyen, M Nemer The Journal of Clinical Endocrinology & Metabolism 78 (6), 1307-1311	105	1994
Developmental stage-specific regulation of atrial natriuretic factor gene transcription in cardiac cells. S Argentin, A Ardati, S Tremblay, I Lihmann, L Robitaille, J Drouin, ... Molecular and Cellular Biology 14 (1), 777-790	103	1994
Serum response factor-GATA ternary complex required for nuclear signaling by a G-protein-coupled receptor S Morin, P Paradis, A Aries, M Nemer Molecular and Cellular Biology 21 (4), 1036-1044	99	2001
Combinatorial interactions regulating cardiac transcription D Durocher, M Nemer Developmental genetics 22 (3), 250-262	99	1998
GATA-4 is a nuclear mediator of mechanical stretch-activated hypertrophic program S Pikkariainen, H Tokola, T Majalahti-Palviainen, R Kerkelä, N Hautala, ... Journal of Biological Chemistry 278 (26), 23807-23816	81	2003



Title	21–40	Cited by	Year
Pro-opiomelanocortin gene: A model for negative regulation of transcription by glucocorticoids		80	1987
J Drouin, J Charron, JP Gagner, L Jeannotte, M Nemer, RK Plante, ... Journal of cellular biochemistry 35 (4), 293-304			

*Dates and citation counts are estimated and are determined automatically by a computer program.*

## PUBLICATIONS

### Peer Reviewed papers – Published / In press

145. Messaoudi S, He Y, Gutsol A, Hébert R, Vilmondarson R, Chalmers J, Hamet P, Tremblay J, McPherson R, Stewart Alexandre FR, Touyz RM, **Nemer M**, Absence of endothelial GATA5 leads to hypertension, **Nature Communications**, Submitted
144. Maharsy W, **Nemer M**. Chemotherapy Induced Cardiotoxicity: Facts, Breakthroughs, and Challenges, **UOJM**, Volume 5, Issue II, 2015/05
143. **Nemer M**, Gharibeh L, Guiding Cardiac Conduction with GATA (REVIEW of GATA-binding Factor 6 Contributes to AV Node Development and Function), **Circulation Cardiovascular Genetics**, 2015; 8: 247-249 doi: 10.1161/CIRCGENETICS.115.001039
142. Kameel K, Hariri H, Aki F, Manal Z, El-Rassy I, Gharibeh L, **Nemer M**, Bitar F, Nemer G. GATA5 mutation homozygosity linked to a double outlet right ventricle phenotype in a Lebanese patient. **Sci Reports**. Submitted.
141. Mathieu P, Bossé Y, Huggins G, Della Corte A, Pibarot P, Michelena H, Limongelli G, Boulanger M-C, Evangelista A, Bedard E, Citro R, Body B, **Nemer M**, Schoen F. Pathology and Pathobiology of bicuspid aortic valve: state of the art and novel research perspective. **J Path: Clin Res** 2015, Published online April 2015. DOI: 10.1002/cjp2.21
140. Gharibeh L, **Nemer M**. The hereditary basis of bicuspid aortic valve disease: a role for screening? **Advances in Genomics and Genetics**, 2015-5, p11-17, December 2014
139. Yamak A, Georges R, Sheikh-Hassani M, Morin M, Komati H, **Nemer M**. Novel exons in the Tbx5 gene locus generate protein isoforms with distinct expression domains and function, **JBC**, Vol. 290, No. 11, pp. 6844–6856 Epub January 2015
138. Aries A, Whitcomb J, Shao W, Komati H, Saleh M, **Nemer M**., Caspase-1 cleavage of transcription factor GATA4 and regulation of cardiac cell fate, **Cell Death Dis**, epub Dec 2014, 11;5:e1566. doi: 10.1038/cddis.2014.524
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135. Kinnunen S, Valimaki M, Tolli M, Wohlfahrt G, Darwich R, Komati H, **Nemer M**, Ruskoaho. Nuclear receptor-like architecture facilitates GATA4-NKX2.5 interaction and transcriptional synergy. **Nucleic Acids Research**. Submitted 2015.
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133. Ma CX, Song YL, Xiao L, Xue LX, Le WJ, Laforest B, Komati H, Wang WP, Jia ZQ, Zhou CY, Zou Y, **Nemer M**, Zhang SF, Bai X, Wu H, Zang MX, EGF is required for cardiac differentiation of P19CL6 cells through interaction with GATA-4 in a time- and dose-dependent, **Cell Mol Life Sci**, 2015, 72:2005–2022, epub Dec 14 2014, DOI 10.1007/s00018-014-1795-9; PMID: 25504289
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121. Dubé MP, Bigras JL, Thibeault M, Bureau N, Chetaille P, Richter A, Mercier J, Bellavance M, Rohlicek C, Rozen R, **Nemer M**, Khairy P, Gendron R, Andelfinger G. Design and rationale of a genetic cohort study on congenital heart disease: experiences from a multi-institutional platform in Québec, **Cardiol Young.** 2011 Dec;21(6):654-64. Epub 2011 Jul 4
120. Morin M, **Nemer M.** Widespread and dynamic effects of sumoylation on protein complexes and protein-chromatin dynamics. **J Cell Sci**, In revision. MS#JOCES/2010/091190
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