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Le 13 juillet 2015

Madame Kathryn Butler-Malette
Cabinet de la Vice-rectrice à la gouvernance
Pavillon Tabaret, pièce 208
550 rue Cumberland
Ottawa, ON K1N 6N5

Madame Butler-Malette

Je vous écris au sujet de la « lettre ouverte » datée du 30 juin 2015, que les unités de négociation collective de l'Université vous ont adressée, à vous et aux autres membres du Comité exécutif du Bureau des gouverneurs. Cette lettre ouverte soulève des questions concernant la rémunération versée à la professeure Mona Nemer en 2014.

J'ai examiné les renseignements que m'ont fournis le doyen de la Faculté de médecine (voir la lettre du doyen datée d'aujourd'hui, ci-jointe) et l'administration centrale de l'Université.

À la suite de cet examen, je suis parvenu aux conclusions suivantes :

1. Les salaires versés aux dirigeants de l'Université sont conformes aux lois provinciales.
2. L'augmentation salariale de la professeure Nemer pour 2014, selon les données diffusées dans la Sunshine List, résulte de la rémunération liée à la chaire professorale en recherche cardiovasculaire, active depuis le 1er juillet 2011, dont elle est la titulaire.
3. La rémunération rattachée à la chaire inclut un traitement annuel de 30 000 \$ payé à la professeure Nemer par la Faculté de médecine en rétribution de son travail de scientifique en recherche cardiovasculaire.

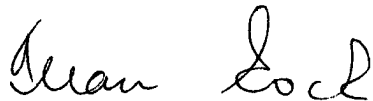
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4. Le traitement n'a aucun lien avec le travail de la professeure Nemer à titre de vice-rectrice à la recherche à l'Université.
5. La chaire professorale en recherche cardiovasculaire, gérée par la Faculté de médecine, produit annuellement des objectifs et une évaluation menée par le doyen et le vice-doyen de la Faculté.
6. L'augmentation salariale de la professeure Nemer en 2014, selon les données diffusées dans la *Sunshine List*, tient compte du traitement pour l'année 2014 et des paiements rétroactifs pour 2013, 2012 et 2011.
7. À titre d'information, la professeure Nemer dirige actuellement six projets de recherche liés à la chaire (d'une valeur de 3,5 millions de dollars), y compris la supervision de vingt étudiants et employés.
8. À des fins de consultation, nous avons annexé au présent envoi une liste de citations sur la recherche de la professeure Nemer, qui témoignent autant de sa productivité que de la qualité de ses travaux.

J'ai bon espoir que ces précisions règlent la question. Cela dit, je répondrai avec plaisir aux questions que vous, ou les autres membres du Comité exécutif, pourriez avoir à ce sujet.

Le recteur et vice-chancelier,

A handwritten signature in black ink, appearing to read "Allan Rock". The signature is written in a cursive, flowing style.

Allan Rock

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

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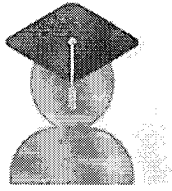
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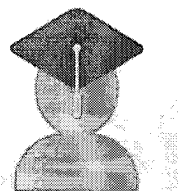
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