



Ottawa, Tuesday June 30 2015

OPEN LETTER

To: Members of the Board of Governors' Executive Committee
c/o Kathryn Butler Malette, Chair
University of Ottawa

Subject: VP research 2014 annual compensation increase

Dear Members of the Executive Committee,

We, the Association of Professors of the University of Ottawa (APUO), the Association of Part-time Professors of the University of Ottawa (APTPUO), the Support Staff University of Ottawa (SSUO), and the Canadian Union of Public Employee local 2626 (CUPE2626), are writing to you to request transparency relating to the 2014 significant increase in executive compensation of the Vice-president, research, Dr. Mona Nemer. According to the data made public every year by the *Public Sector Salary Disclosure Act*¹, colloquially called sunshine list, her paid salary over the last four years was as follows:

- 2011: \$ 259,250.33
- 2012: \$ 259,274.91 (basically identical to the previous year);
- 2013: \$ 274,048.71 (5,7 % increase);
- 2014: \$ 392,058.77 (43,1 % increase).

Since we are not aware of a promotion or any other significant factor that might serve to explain an increase of this magnitude, we are seeking insight into the forty-three percent (43 %) (\$ 118, 010.06) annual increase received by the VP research in 2014. We wish the Board to enlighten us as to the salary increase in the instant case.

As you already know, during that same four-year period, the economic increase for APUO members, to give one example, was 2 % in 2012, 2 % in 2013, and 2 % (+1.5 % of catch-up adjustment) in 2014.

In current times of financial constraints for Ontario universities, and because “the University must overcome a structural challenge caused by annual expenditures rising faster than

¹ For all the data, see: <http://www.ontario.ca/government/public-sector-salary-disclosure> (last consulted on 2015-06-25).

revenues” according to the Vice President resources, Marc Joyal², as well as in light of a recent polemic with regard to executive compensation in another Ontario university³, we urge you as the Committee charged with “ratify[ing] salary agreements and policies concerning non-unionized groups of employees”, consistent with your fiduciary duty to the university community and the Committee's terms of reference to provide us, within the next five (5) working days, with the rationale used to justify such a huge increase in the paid salary of the VP research. Specifically, we are asking the following questions:

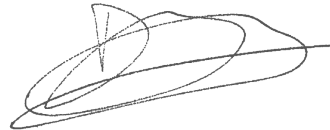
1. How can an increase of that magnitude (43%) be justified, especially while central administration claims that we are currently facing a structural financial challenge?
2. Which university instance (Board of Governors, Executive Committee of the Board of Governors, Office of the President, etc.) actually granted that increase to the VP research? Presumably, it was the Executive Committee itself. May the minutes of meeting be transmitted to the Unions and Students' associations?

In addition, we respectfully request that this letter and the issue it raises, which we believe to have fundamental implications for the trust and confidence our community has in the Board of Governors, be added to the agenda of its next meeting in order to reflect its transparency and accountability to the University community.

Yours sincerely,



Association of professors of the University of Ottawa



Association of Part-Time Professors of the University of Ottawa



Support Staff of the University of Ottawa (SSUO)



Canadian Union of Public Employees 2626 (CUPE 2626)

² Quote taken from his last communication to the University community, sent by email on April 30, 2015.

³ For specifics, see the following: “Amit Chakma, Western University president, to give back half of \$924K salary », <http://www.cbc.ca/news/canada/windsor/amt-chakma-western-university-president-to-give-back-half-of-924k-salary-1.3018799> (last consulted on 2015-06-25).