



uOttawa

Université d'Ottawa
Faculté des sciences
Cabinet du doyen
University of Ottawa
Faculty of Science
Office of the Dean

November 23, 2007

Professor Denis G. Rancourt
Department of Physics
INTRA

Dear Professor Rancourt,

I have reasonable grounds to believe that you have committed an act or omission which constitutes cause for discipline. Pursuant to article 39.4 of the collective agreement between the University of Ottawa and the APUO, I am calling you to an informal meeting which will be held in my office (Marion 130) on December 5th at 9:00 a.m. At this meeting, you may be accompanied by a person of your choice. I will be accompanied by Louise Pagé-Valin, Associate Vice-President of Human Resources or her delegate.

My concern is that you have failed to respect a request by the University, dated August 28, 2007 and which is attached for your information. You have not removed the copyrighted photographs from the U of O Watch website* as requested, but have added the words "Photo credit: University of Ottawa" below each image. I am concerned that your refusal to remove the copyrighted images from the U of O Watch website constitutes insubordination.

Unless you advise me to the contrary, I intend to conduct this informal meeting in the same manner as was done at the meeting of August 27th. I will reserve the services of a court transcriber and, as we agreed at that meeting, the University will pay for the court reporters' services. If both parties decide to order transcripts, we will share the cumulative total of the costs in half. However, if only one party wishes to order a transcript, that party will be required to pay the full costs of its own transcript.

I do not consent to the informal meeting being recorded in any other manner.

Sincerely,

André E. Lalonde
Dean
Faculty of Science

*url address: <http://uofowatch.blogspot.com/>