



**BOARD OF GOVERNORS**

**NOTICE OF MEETING**

February 1, 2024

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Thursday, February 8, 2024, are now posted on the [Board webpage](#).

Please note that while there is an Open Session, only Governors, resources and invited guests will be admitted to the meeting.

*Members of the University community who wish to view the meeting are invited to go to the observers' room EV 2.301, Located on Floor 2 of the Engineering, Computer Science, and Visual Arts Integrated Complex.*

Karan Singh  
Secretary of the Board of Governors



**AGENDA OF THE JOINT MEETING  
OF THE OPEN SESSION OF THE BOARD OF GOVERNORS  
AND OF THE CORPORATION**

Thursday, February 8, 2024, at 3 p.m.  
Room GM 410 (Board of Governors meeting room)  
SGW Campus

<b>Time</b>	<b>Item</b>	<b>Presenter(s)</b>	<b>Action</b>
3:00 p.m.	1. Call to order 1.1 Approval of the Agenda	H. Antoniou H. Antoniou	Approval
<b>CONSENT AGENDA</b>			
	2. Approval of December 14, 2023, Minutes		Approval
	3. Ratification of nominations to Board Standing Committees (Document BG-2024-1-D1/ CORP-2024-1-D1)		Approval
	4. Appointments of external members of the Board to:		Ratification
	4.1 the Advisory Search Committee for the Vice-President, Research and Graduate Studies; and		
	4.2 the Evaluation Committee for the renewal of the Dean, Faculty of Fine Arts (Document BG-2024-1-D2)		

**REGULAR AGENDA**

- |      |   |             |             |
|------|---|-------------|-------------|
| 3:03 | 5. Business arising from the Minutes not included on the Agenda |             |             |
| 3:05 | 6. President's report<br>(Document BG-2024-1-D3)                | G. Carr     | Information |
| 3:25 | 7. Other business   | H. Antoniou |             |
| 3:30 | 8. Adjournment  | H. Antoniou |             |

**MINUTES OF THE JOINT OPEN SESSION  
OF THE MEETING OF THE BOARD OF GOVERNORS  
AND OF THE CORPORATION**

Thursday, December 14, 2023, at 4 p.m.  
Room GM 410 (Board of Governors meeting room)  
SGW Campus

**PRESENT**

**Governors:**

Helen Antoniou (C)	Pat Di Lillo (zoom)	Philippe Purreaux
Francis Baillet	Kim Fuller	Duraichelvan Raju
Ken Brooks	Caroline Jamet	Rahul Ravi
Graham Carr (P and Vice-C)	Claude Joli-Coeur (V.C)	Robert Soroka
Jarett Carty	Shoshana Kalfon	Ted Stathopoulos
Daniel Cross	Catherine Loubier (zoom)	Cathy Wong (zoom)
Selvadurai Dayanandan (V.C)	Harley Martin	Roula Zaarour (zoom)

**Also attending:**

Philippe Beauregard (zoom)	Denis Cossette	Pascal Lebel
Dominique Bérubé	Michael Di Grappa	Aisha Topsakal
William Cheaib	Amy Fish	Lisa White
Paul Chesser	Frederica Jacobs	Anne Whitelaw

**Alternate Governor:** Nassim Boutalbi (zoom)

**Non-voting observers:** Jonathan Wener (zoom), Gina Cody (zoom)

**ABSENT**

**Governors:**

Gary N. Chateram	Rana Ghorayeb
Adriana Embiricos	Paul John Murdoch

**LEGEND:**

C: Chair

P and Vice-C: President and Vice Chancellor

V.C: Vice Chair

## 1. Call to order

The Chair called the meeting to order at 4:01 p.m.

### 1.1 Approval of the Agenda

Upon motion duly moved and seconded, it was unanimously RESOLVED:

R-2023-10-1 *That the Agenda be approved, including the items on the Consent Agenda.*

## CONSENT

## 2. Approval of October 26, 2023 Minutes

R-2023-10-2 *That the Minutes of the meeting of October 26, 2023, be approved.*

## 3. Request for the use of Concordia's Name (Document BG-2023-10-D1)

R-2023-10-3 *That, subject to the conditions set out in the Policy on the Use of Concordia University's Name, Logo and Related Insignia, and the Governance of its Visual Character and Digital Presence (SG-4) and its related Procedures, the Board of Governors approve the following request to use the Concordia name:*

- *Oxfam-Québec Concordia Student Group*

## 4. Collection of fee levies (Document BG-2023-10-D2)

R-2023-10-4 *SAE Fee Levy - That the Board of Governors authorize Concordia University to collect an SAE Fee Levy of \$0.50 per credit, annually adjusted to the Consumer Price Index of Canada, to be collected from all undergraduate students in the Gina Cody School of Engineering and Computer Science and to be implemented with registration for the Winter 2024 (2234) term in accordance with the University's tuition refund and withdrawal policy.*

*Space Concordia Levy - That the Board of Governors authorize Concordia University to collect a Space Concordia Fee Levy of \$ 0.50 per credit, annually adjusted to the Consumer Price Index of Canada, to be collected from all undergraduate students in the Gina Cody School of Engineering and Computer Science and to be implemented with registration for the Winter 2024 (2234) term in accordance with the University's tuition refund and withdrawal policy.*

## 5. Honorary Degree Committee recommendation: Revisions to the Policy on the Awarding of Honorary Degrees (BD-15) (Document BG-2023-10-D3)

R-2023-10-5 *That, following input from the Governance and Ethics Committee and recommendation from the Honorary Degree Committee, the Board of Governors approve the proposed changes to the Policy on Awarding Honorary Degrees (BD-15).*

**6. Human Resources Committee recommendation: Revisions to the Policy On Employment And Remuneration Of Senior Administrators, Deputy Provosts, Vice-Provosts And Associate Vice-Presidents (BD-8)** (Document BG-2023-10-D4)

*R-2023-10-6 That, on recommendation of the Human Resources Committee, the Board of Governors approve the revisions to the Policy on Employment and Remuneration of Senior Administrators, Deputy Provosts, Vice-Provosts and Associate Vice-Presidents (BD-8).*

**7. Ratification of nominations to Board Standing Committees**  
(Document BG-2023-10-D5/CORP-2023-6-D1)

*R-2023-10-7 That, Faith Howard be nominated to the Employee Benefits Committee for a two-year term starting December 14, 2023.*

*That, Bonnie Harnden be nominated to the Honorary Degree Committee, for a term starting December 14, 2023, till the time they remain a member of Senate.*

**8. Environmental Legislation & Health & Safety (EH&S) Compliance Report**  
(Document BG-2023-10-D6)

This report was provided for information purposes only.

**REGULAR**

**9. Business arising from the Minutes not included on the Agenda**

There was no other business to bring before the meeting that was not included on the Agenda.

**10. President's report** (Document BG-2023-10-D7)

As complementary information to his written report, G. Carr's remarks are summarized as follows:

- G. Carr began by speaking to the government's recent update on changes to the funding formula for out-of-province and international students. Earlier today, for the first time since the new tuition policy was announced on October 13, the University received an official written document from the government of Quebec outlining the impact that these changes will have on the University. This document was released to the media at the same time. This update was delivered in the same way that this dossier has been handled by the government since the initial announcement, without respect or consultation.
- Given the many contributions of the three anglophone universities and the place these institutions hold in Quebec and Montreal, Dr. Carr noted that the government's lack of a consultative process to come to this decision is even more troubling. He reminded the Governors that the Presidents of the three anglophone universities had directly met with the Premier and proposed other solutions in good faith, which included an

unprecedented and groundbreaking commitment to francization. In light of the latest announcement, today is a sad day for the city, the province, and the university community.

- He noted that, since the original October announcement, the University had already witnessed a 20% drop in applications from the Rest of Canada and a 30% drop in international applications for the 2024-25 academic year.
- At a minimum, the anglophone institutions had asked for a delayed implementation to the new tuition fees, given that recruitment is already well-underway. However, the government did not accept this request. While the \$12,000 tuition fees for out-of-province students are less than the \$17,000 originally proposed, this amount is still close to twice the tuition fee rates for similar programs in the rest of Canada.
- Further, the Presidents of the anglophone institutions had proposed to the Premier that they would aim to achieve 40% francisation for non-francophone students over the first four years. The goal was to design programs to be custom fit to the linguistic needs of students in each program. This was the first time that any anglophone institutions led with the approach that the French language needs to be protected and that they would be allies in the francisation of Quebec society. The government has since returned with the requirement of 80% francisation – a target that is simply unrealistic, setting the anglophone institutions up for failure. When one considers the teaching and financial resources needed to achieve these targets, particularly given the detrimental impact of the revised funding formula on revenue streams, the target of 80% francisation is not understandable.
- While all this is quite discouraging, G. Carr noted the outstanding support that the University had received from all sections of the community, expressed both publicly and privately. He expressed gratitude for those in the University community who mobilized, and also to Montreal Mayor Valerie Plante, the Chamber of Commerce, the Conseil des patronats, countless francophone media chroniclers, and other members of the wider community who have advocated against this proposal.
- The higher education sector in Quebec remains underfunded. The revised funding formula doesn't aim to add any new investment in the sector and is only looking to reshuffle monies from the anglophone universities to the francophone universities.
- G. Carr affirmed that the University will continue to convey to all prospective students that Concordia's programs are still world class, and the city of Montreal is still an international education city. The University will be communicating that they will support these prospective students in achieving their dream of attending Concordia.
- For international students, \$17,000 will be clawed back by the government. The government will provide a compensatory grant for each international student, however, there will be a shortfall of about \$5,500 per international student. G. Carr also confirmed that the University will not increase tuition fees for 2024-25, honouring

the fees that have been advertised to prospective students this year and that were approved by the Board in May of this year.

- The next topic that Dr. Carr spoke about was the impact of the situation in the Middle East on campus life. Since the last meeting of the Board in October, there had been a physical altercation in the Hall building where the SPVM were called to make an arrest and two individuals were subsequently banned from campus. Since then, the University team has been working day and night to ensure safety for all without infringing on freedom of expression and academic freedom. It is a delicate balance, as there are diverse views on what constitutes freedom of expression, hateful expression, and so on. Also, Concordia's central, accessible physical location makes protecting campus spaces complicated and there have been instances of individuals from outside of the University community entering campus and behaving in ways that violate Concordia's code of conduct where Campus Security has had to intervene. In the era of social media, it is easy for other individuals to capture these moments in photographs or videos and circulate with a view to creating the impression that the University is not taking appropriate action.
- Nevertheless, G. Carr is deeply concerned about the current environment on campus. Some members of the University community have expressed fear for physical safety, others have expressed fear of fully expressing their identity on campus. It is essential for all community members to be ambassadors of compassion. Over the last few weeks, G. Carr has conveyed the message that all must commit to conducting themselves with empathy and respect when he has addressed Senate, met with academic leadership and the leaders of Unions and Student groups, and, most recently, at a town hall with about 200 managers and directors in attendance.
- Dr. Carr also underlined that there are external factors and forces at play which are outside of the University's control and some of which are invested in making things difficult for the University. He emphasized that Concordia is a big place and that everyday, great things happen at Concordia. It is especially important to remind ourselves of this and to spread the word about the great things happening here.
- He then turned his attention to some amazingly positive things that have been happening at the University. On November 28th, Concordia celebrated 1,200 of the newest graduates as they crossed the stage at convocation. Joining them at Place des Arts were three honorary doctorate recipients: Edward Rosenthal, BA 74, for his contributions to innovation in the agricultural industry; Farah Alibay, an aerospace engineer who promotes inclusion in STEM fields; and Anita Marangoly George, a business executive and leader of a sustainability fund for climate solutions in India.
- On the topic of sustainability, Concordia placed within the global top 100 universities in the 2024 QS Sustainability Rankings, in recognition of the University's actions to tackle environmental, social and governance issues. Together with McGill and Université de Montréal, Concordia is one of only three Quebec universities to be in the top 100 ranking.



- Creative writing graduate Sarah Bernstein, BA 09, won the Scotiabank Giller Prize for her novel *Study for Obedience*. The prize is the biggest in Canadian literature, valued at \$100,000.
- Karim Zhagib, Professor of Chemical and Materials Engineering and the CEO of Voltage, was named a personality of the year by *l'Actualité* magazine for his position as a global leader in battery development, electrification and the green transition.
- Quebec's 2024 Rhodes Scholar-elect is recent Department of Journalism graduate Bogdan Lytvynenko. This is the second Rhodes Scholar for Concordia in three years – a testament to the calibre of our student body. At a recent breakfast with Dr. Carr, Lytvynenko explained that the reason he chose Concordia was because of his experience at Open House, so great credit to faculty and staff who contribute to these key events.
- Concordia aerospace engineering student Marion Thénault won aerials gold at the women's World Cup in Ruka, Finland, on December 3rd. Thénault, from Sherbrooke, Quebec, previously won Bronze at the Olympic games in Beijing in the inaugural Olympic mixed team aerials event.
- A Concordia student run literary journal, *Headlight Anthology*, won the *FORCES Avenir* award in the Arts, Literature and Culture category. The journal's three editors are Master's students in the Creative Writing program.
- Last week, Concordia celebrated 28 varsity athletes as Academic All-Canadians and Academic All-Stars. Emmy Fecteau, captain of the women's ice hockey team, was awarded the Joe and Ben Weider Athletic Leadership Award for academic success, exemplary achievements in sport and community contributions. Fecteau is a remarkable person; a francophone from La Beauce who is specializing in Teaching English as a Second Language. Together with their teammates and the other students noted in this report, they are wonderful ambassadors for what Concordia contributes to Quebec society.

The Chair thanked Dr. Carr for his leadership. Other members also echoed their support of the work that was being done by the University and its leadership team.

Some members had specific questions about the feeling within certain groups that the University was not responding to their concerns. Dr. Carr responded that the University remains committed to ensuring everyone's safety and that academic freedom remains. He also underlined Concordia's commitment to remain focussed on its core mission of teaching and research.

To a question about providing scholarships to out-of-province students to offset the increase in tuition fees, Dr. Carr confirmed that scholarships are available and that all options are currently being explored to ensure that the impact on enrollment is limited.

## **11. Annual report from the Office of Rights and Responsibilities** (Document BG-2023-10-D8)

A. Topsakal presented the report and began by providing an overview of the work of the Office of Rights and Responsibilities during the reporting period from May 1, 2022 to April 30, 2023. The Office received 372 new cases, which was slightly more than the previous year. 32 files were carried over from the previous year. Of the total files, 69% required consultation, 11% were referred to Student Tribunals, and 10% were Student of Concern files. Fewer members have filed formal complaints; however, the complexities of files continue. More and more requests have been coming into the Office for support for students who are still reeling from the isolation that was caused by the pandemic. The Office consistently worked with other offices like the Ombuds Office, the Equity Office and other services to ensure the best coordination of services that were offered to the community.

Harassment was the most cited matter that came to the Office. Throughout the reporting year, the Office's priority was to equip the community with the tools to deal with issues. A. Topsakal acknowledged the support and work at department levels, where de-escalation was always undertaken before a matter was brought to the office.

A. Topsakal then provided a few examples of the files that had come to the Office. One dossier related to a student who was looking to act in a manner that could have been detrimental to them. Security services were alerted and they were able to locate the student and bring them to medical services and the Office helped pair them with a social worker. In another matter, a staff member complained of psychological harassment by a manager. The manager received a disciplinary letter and was mandated to complete training. On a final matter, a student was being followed by an ex-boyfriend. The Office was able to inform security, ban the ex-boyfriend from campus, and provide accompaniment to the student in following up with the SPVM.

A. Topsakal noted that while the previous months had overall been difficult for the community, the number of complaints received was not at the high level that would be anticipated. The Office continues to work with all services and is constantly trying to make their presence known so that community members know where to turn to when they need services.

## **12. Update from the Ombuds Office**

As an update to the annual report presented to the Board earlier in the year, A. Fish began by speaking about the role of the Ombudsperson. A. Fish then provided an update following the incidents in early November prompted by the conflict in the Middle East. The Ombuds Office had received about 41 requests, 2 of which came from students, some from parents and 28 from individuals unknown to Concordia, many of whom were from outside of Montreal. The Ombuds Office responded to all and offered meetings to the students and parents, but no meeting offers were accepted.

The Ombuds Office remains in consistent contact with the Dean of Students, the Equity Office and the Office of Rights and Responsibilities and is constantly trying to find ways to offer additional tools to the community, so that they can access the office's services.

**13. Other business**

There was no other business to bring before the meeting.

**14. Adjournment**

The Chair declared the meeting adjourned at 5:25 p.m.

*K. Singh*  
Karan Singh  
Secretary of the Board of Governors



**JOINT MEETING OF THE BOARD OF GOVERNORS  
AND OF THE CORPORATION  
OPEN SESSION  
Meeting of February 8, 2024**

**AGENDA ITEM:** Appointments to the Board Standing Committees

**ACTION REQUIRED:** For approval

**SUMMARY:** Approval of the Board of Governors (the "Board") is being sought to fill vacancies on the Board Standing Committees and other committees.

**BACKGROUND:**

Employee Benefits Committee

The Employee Benefits Committee's (EBC) composition includes one (1) non-voting member representing active employees belonging to employee groups other than those included in the Administrative and Support Staff Electoral College or the Concordia University Faculty Associate (CUFA), to be nominated from among those employee groups and appointed by the Board of Governors, (i.e., part-time employee groups), and such member requires reappointment.

Part-Time Employee Benefits Committee

The Part-Time Employee Benefits Committee's (PTEBC) composition includes three (3) members representing active employees belonging to employee groups with primary membership of part-time employees, i.e. employee groups other than those included in the Administrative and Support Staff Electoral College or CUFA, to be nominated from among those employee groups and appointed by the Board of Governors, and one of the two (2) members appointed by CUPFA requires reappointment.

**DRAFT MOTION:**

That, June Riley, be reappointed as the part-time employee group representative to the Employee Benefits Committee and the Pension Committee for a two-year term from January 1, 2024 to December 31, 2025.

That, Patrice Blais, be reappointed as a CUPFA representative to the Part-Time Employee Benefits Committee for a two-year team from January 1, 2024 to December 31, 2025.

**PREPARED BY:**

Name: Secretary of the Board  
Date: January 28, 2024



**JOINT MEETING OF THE BOARD OF GOVERNORS  
AND OF THE CORPORATION  
OPEN SESSION  
Meeting of February 8, 2024**

**AGENDA ITEM:** Membership of the advisory search committee for Vice-President, Research Innovation, and Impact and the evaluation committee for the Dean, Faculty of Fine Arts

**ACTION REQUIRED:** For ratification

**SUMMARY:** Following nomination from the Executive Committee (EC), the Board of Governors (the "Board") is being asked to ratify the appointment of the following external members of the Board to the Advisory Search Committee for the new Vice-President, Research Innovation, and Impact and to the Evaluation Committee for the renewal of the Dean of Fine Arts.

**BACKGROUND:**

The current Vice-President Research Innovation, and Impact shall be leaving office on June 30, 2024 and as such a new Advisory Search Committee under the *Policy on Senior Administrative Appointments* ([BD-5](#)) is being struck. The EC nominates one external member of the Board to such Committee. The Board is being requested to ratify the nomination of Claude Joli-Coeur to the Advisory Search Committee.

The current Dean, Faculty of Fine Arts Annie Gérin's first term is up for renewal and Dean Gérin has expressed that she will be seeking a second term. Pursuant to the provisions of the *Policy on Employment and Remuneration of the Academic Deans and the University Librarian* ([BD-17](#)) an Evaluation Committee is being struck. The EC nominates one external member of the Board to such Committee. The Board is being requested to ratify the nomination of Caroline Jamet to the Evaluation Committee.

**DRAFT MOTION:**

That, following nomination by the Executive Committee of the external members of the Board of Governors to the following committees, such nomination be ratified by the Board of Governors:

- Claude Joli-Coeur - Advisory Search Committee for the Vice-President, Research Innovation, and Impact
- Caroline Jamet - Evaluation Committee for the renewal of the Dean, Faculty of Fine Arts

**PREPARED BY:**

Name: Secretary of the Board  
Date: January 29, 2024



## REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR  
PRESIDENT AND VICE-CHANCELLOR

FEBRUARY 2024



## INTRODUCTION

Now that the calendar has turned to 2024, we are approaching the 50-year anniversary since Sir George Williams and Loyola merged in August 1974. What a success story Concordia has become, evolving from a primarily teaching institution to a university renowned for teaching *and* as a global leader in many key areas of research. Concordia has always been a university open to diversity and under-represented groups and this is certainly a point of pride about our reality today as we reflect on the composition of our student body of more than 50,000, as well as our 250,000 alumni. We've consistently ranked as the best university under 50 years old in Canada (although we're aging out of that designation), are within the global top 200 for our work on SDGs and have highly ranked programs in areas that include art and design, software engineering and our MBA.

Of course progress is never linear and, with the *règles budgétaires* published in late January, we are now coping with the drastic tuition measures announced by the Government of Quebec last fall. To try to mitigate the negative impact just prior to the holiday break we announced the **Canada Scholars Award** for out-of-province and international students, which will offer up to \$4,000 in support to eligible new students. However, the reality is that we have also seen a precipitous drop in rest-of-Canada and undergraduate international applications. We are still in discussions with interested parties and exploring our options and I'll keep everyone apprised as we continue to push back against a decision that is disadvantageous to Concordia, Montreal and Quebec.

Measures continue to be taken to **ensure the safety of our community** during a time of heightened tension. The ad hoc committee I formed consisting of experts in mediation and conflict resolution continues its de-escalation work; meetings have been held with student groups, with faculty, with our unions; we have announced new anti-hate initiatives and increased monitoring of events and demonstrations on campus; disciplinary action is being taken against those who have violated Concordia's Code of Rights and Responsibilities; and clear condemnation of discrimination, in any form, has been amplified, among other measures.

I'm in the process of recruiting members to a new **President's External Advisory Group**. The members are alumni and friends of the university who come from varied personal and professional backgrounds and are passionate about higher education at this critical juncture of global social and economic change. Not a governance body, the voluntary group will meet twice a year in Montreal. Its mandate is to provide advice to me and my senior team about future challenges and opportunities for Concordia to differentiate itself in the competitive world of higher education.

Along with **Paul Chesser**, Vice-President of Advancement, I accompanied members from the **Hewitt Foundation** on a visit to Concordia's School of Health, Genome Foundry and the Bio-Hub on January 23<sup>rd</sup>. Paul and I also visited with Concordia donors and alumni in Florida from January 18<sup>th</sup> to the 21<sup>st</sup>.

In news that's hot off the press, *Forbes* in partnership with Statista, a market research firm, named Concordia the **5<sup>th</sup> best employer in Canada**. Employers were evaluated on criteria that include opportunities for career development, consideration for health and well-being, the working environment and more. Some 40,000 people from Canadian companies with 500 or more employees were interviewed to create the ranking.

## AWARDS AND RECOGNITION

Five members of the Concordia University community were named to the **Order of Canada**. **Osama Moselhi**, PhD 78, Concordia professor of Building, Civil and Environmental Engineering; **Lino A. Saputo**, BA 89, corporate leader, philanthropist and co-chair of the Campaign for Concordia; **Louis Francescutti**, BSc 80, an emergency physician and professor of public health at the University of Alberta; and **Kim Thúy**, LLD 17, a former Board member, were appointed at the rank of Officer while honorary doctorate recipient **Grand Chief Wilton Littlechild**, LLD 18, was promoted within the Order in recognition of his contributions to reconciliation in Canada and for leadership promoting Indigenous athletes.

**Emmy Fecteau** (women's ice hockey team) was named one of the Top 8 Academic All-Canadians in the country. Each year one female and one male from each U Sports conference are selected as the **Top 8** and are honoured by the Governor General at the **Academic All-Canadian Commendation ceremony** held in Ottawa. Emmy is the female athlete representing the Réseau du sport étudiant du Québec (RSEQ). This year's ceremony was held on January 31<sup>st</sup>, and the players were honored on Parliament Hill on February 1<sup>st</sup>.

**Nancy Long**, PhD candidate in the Department of Art Education, was recognized with the **Prix Relève étoile Paul-Gérin-Lajoie** from the Fonds de recherche du Québec – Société et Culture for her recent paper, "In lieu of flowers: An a/r/tographic journey of apology and forgiveness."

**Rachel Dufour**, a doctoral candidate in the Department of Psychology, won the inaugural **Grands Sages Brenda Milner Award** for exceptional neuroscience research. The award, one of three new prizes for doctoral students from the Fonds de recherche du Québec (FRQ), was presented by Quebec's chief scientist **Rémi Quirion** on November 23<sup>rd</sup>. The Grands Sages awards are conferred to individuals who receive a doctoral scholarship from the FRQ the previous spring and whose academic record stood out during scientific evaluation. Recipients also receive \$10,000 annually for up to four years as a supplement to their doctoral funding. The award is named after Brenda Milner, one of Canada's preeminent neuropsychologists.

Concordia's **Long Service and Retirement** recognition event took place on January 25<sup>th</sup>, honouring those who have reached a significant milestone in their service to the Concordia community.

## TEACHING AND RESEARCH

The 2024 edition of Concordia's **Píkiskwêâtân Indigenous Learning Series** kicked off on January 18<sup>th</sup> with a welcome new offering: a Cree-language workshop. The course is the latest in the annual series organized by the university's Office of Indigenous Directions. The non-credit course will be facilitated by **Manon Tremblay**, BA 03, the office's senior director, and take place in person over 10 weeks. Manon will be teaching Western Cree, an Indigenous language primarily spoken west of the Ontario border. The course's interactive format aims to be fun. *Píkiskwêâtân* means "let's talk" in Cree. Now in its fourth year, the learning series focuses on providing the Concordia community with anti-racist Indigenous awareness training, decolonizing training and professional development. This year's series explores a range of topics designed to increase awareness. Courses and workshops will help participants understand the diverse cultures and sociopolitical realities of Indigenous peoples while thoughtfully and accurately conveying their experiences and perspectives.

Concordia's **Journalist-in-Residence** is reaching new heights with experiential opportunities. Award-winning documentary journalist **Francine Pelletier** says increasing visibility of documentary in the department was her goal when coming into the role as journalist-in-residence in Concordia's Department of Journalism three and a half years ago. Her residency thus far has consisted of virtual workshops, mentorships and screenings with high-profile documentary filmmakers such as Julian Sher, Sarah Spring, Martin Duckworth, David Gutnick and Félix Rose. Turning her attention to experiential learning, Francine gave students the special opportunity to tour the National Film Board of Canada in Montreal, where students saw the inner workings of the cultural institution responsible for many groundbreaking films in Quebec and Canada. Francine also invited several students to shadow her on her own documentary shoots for her upcoming documentary on Québec solidaire's Gabriel Nadeau-Dubois in Gatineau and Trois-Rivières. Both opportunities were a hit in the department.

A new public art program will celebrate the histories, presence and futures of Black Concordians through ephemeral public artworks. **Honouring Black Presence at Concordia** is one of many concrete actions meant to respond to the final recommendations of the President's Task Force on Anti-Black Racism. The call for submissions sought work from Black artists with a connection to Concordia or Montreal's Black communities. The program will be funded by donations from Concordians and the public. These essential fundraising efforts will help compensate artists for their labour and cover the costs associated with realizing such an ambitious undertaking. The program will provide several opportunities for public art with a new competition being held every three years. This first Canada-wide call for Black artists resulted in 21 submissions, three of which have now been shortlisted.

Concordia's **Campaign against Hate** invites Concordia community members to engage, learn and contribute to the creation of a hate-free learning and working environment through a series of actions, events, workshops and initiatives. These efforts will provide the Concordia community with the knowledge and tools needed to dismantle barriers and forge connections, transcend

boundaries and participate in rigorous and multi-faceted academic discourse, exchange and learning. The campaign launched with Concordia's participation in the commemoration of International Holocaust Remembrance Day (January 27<sup>th</sup>) and will continue by offering dedicated programming, talks and trainings on antisemitism. Concordia also commemorated the National Day of Remembrance of the Quebec City Mosque Attack and Action against Islamophobia (January 29<sup>th</sup>) and will launch a range of activities and programs addressing anti-Muslim racism. This standing campaign aims to confront hate in all its forms through dedicated programming and activities on important issues such as Anti-Asian racism, transphobia and femicide.

The **Public Scholars** have been hard at work producing multiple content pieces that represent Concordia's diversity and excellence in research. Three spotlight events covered topics ranging from Children's Online Safety, Gender Perspectives and Reducing the Risk of Dementia. These events will be followed by a conversation series titled **Decentering the Margins** on February 8<sup>th</sup>. Beyond panels and conversations, Public Scholars have actively contributed to the discussion of current topics via their compelling written commentaries: two on gender bias in the education and health sectors in the *Montreal Gazette* and *Le Devoir*, another one on the sustainability of the textile industry in *Le Devoir*, and two in *The Conversation* covering Canada's safety measures for children online and the vulnerability of low- and middle-income countries to antimicrobial resistance.

A group of **Concordia Fine Arts students** has **designed and painted** a new mural at the **Centre des femmes solidaires et engagées** (CFSE), a women's centre in Montreal. The mural, "Force/Accueil," was inaugurated on December 18<sup>th</sup>. It was produced under the guidance of multidisciplinary contemporary artist **Israël Dupuis**, MFA 02, a part-time faculty member in Concordia's Department of Design and Computation Arts. The project is part of an experiential learning initiative in Professor Dupuis's course DART 453: Design and Community Engagement in the Faculty of Fine Arts. The course is also open to those enrolled in the Loyola College for Diversity and Sustainability's Minor in Diversity and the Contemporary World.

**Nizar Bouguila** and **Manar Amayri** (both of the Concordia Institute for Information Systems Engineering) have secured **\$835,605** in funding from Prompt Quebec, MITACs, and industry partner Nectari Software Inc. The project, spanning 32 months, is dedicated to advancing AI-based approaches to enhance business intelligence solutions.

Concordia's Office of the Vice-President, Research and Graduate Studies, in collaboration with the Office of the Provost and Vice-President, Academic, recently launched the speaker series **Evaluating Excellence: Rethinking Academic Assessment**.

**Charles Basenga Kiyanda** (Department of Mechanical, Industrial and Aerospace Engineering) along with colleagues **Pragasen Pillay** and **Luis Rodrigues** (both from the Department of Electrical and Computer Engineering) are set to collaborate with Novopower International Inc. and BEST Énergies on a project aiming to develop a heat recovery system for data centres. The anticipated

innovations from this two-year, **\$310,468** project, supported by NSERC, InnovÉÉ/Ministère de l'économie et de l'innovation, and industry partners, aim to enable a broad spectrum of operational regimes without significant efficiency loss.

**Ashlee Howarth** (Department of Chemistry and Biochemistry) has secured funding from NSERC and industry partner Deep Sky for a project addressing climate change. The 12-month initiative, valued at **\$157,500**, focuses on using metal-organic frameworks to directly capture carbon dioxide from natural waters.

Three **SSHRC Connection Grants** totalling **\$99,984** and one **SSHRC Partnership Engage Grant** of **\$25,000** were awarded.

### School of Health

Two guest speakers presented at the January 26<sup>th</sup> colloquium series. Students and researchers, from both within and outside Concordia University, attended the colloquium which featured **Enrico Quilico** and **Reza Farivar**. Enrico, Postdoctoral Fellow, Baylor Scott and White Research Institute, presented on *Health Behaviour Changes for Health-Related Outcomes*. Reza, Associate Professor, Ophthalmology and Visual Sciences, McGill University; Director, MGH MRI Research Facility; Scientific Director, MUHC TBI Program presented *The Secret Lives of Representations*.

**Alisa Piekny**, professor in the Department of Biology, joined the School of Health as Associate Dean, Research and Infrastructure, on January 8<sup>th</sup>. An active health researcher, Alisa brings a wealth of experience and knowledge to this new role. Alisa held a Tier 2 Concordia University Research Chair in Cancer Cell Biology. She is also the co-founder and former director of the Centre for Microscopy and Cellular Imaging, a university-recognized infrastructure platform.

### 4<sup>TH</sup> SPACE

Concordia's **ASTRO YEAST** team are already finalists in the NASA Space Food challenge, and wanted to explore how their science could help food production in Canada's north. The team brought a diverse group working in agri-science, food entrepreneurship, food security and science education together to look closely at the challenges facing the north in the near future.

**Stefanie Trembly**, one of Concordia's Public Scholars, is studying brain health and the onset of dementia. Her work is accelerated by the anticipated development of a dementia epidemic in the future. She elected to convene a group, including Concordia's **Natalie Phillips** and **Simon Bacon**, to discuss the challenges facing scientists, policymakers and our communities.

### Milieux

The **Writing Pod** is a new initiative launched by Milieux on January 19<sup>th</sup>. The Writing Pod features Milieux graduate students **Kristen Lewis**, **Carlos Eduardo Olaya Díaz**, and **Paola Lopez** who create quick, critical articles that can be read on the go and distributed through Milieux's channels. The goal is to produce high quality writing about technology and culture in the Canadian and Montreal

context, with a focus on the work happening at Milieux related to art, design, technology and culture.

On January 25<sup>th</sup> and 26<sup>th</sup>, the **Indigenous Futures Research Centre** held its second annual research symposium, Exploring Indigenous Futures: IFRC Annual Research Symposium 2024, which focused on research that involves Indigenous communities and knowledges. Members facilitated a dialogue between faculty and students from various university departments and research clusters, discussing the present challenges and how they can be addressed through concrete, constructive, and critical visions for the future.

The **Nostagain Network**, in collaboration with TAG Research Centre and Milieux, hosted *Time in a Bottle: Exploring the Power of Nostalgia – A Student Organized Graduate Symposium* on February 2<sup>nd</sup> at 4<sup>TH</sup> SPACE. This event brought together scholars, artists and students to discuss the role of nostalgia in shaping our society, politics and culture. The symposium was organized by the Nostagain Network, the first student-led interdisciplinary research collective in North America focused on the potential and uses of nostalgia. The symposium included a research-creation showcase and featured works from individuals and groups across Quebec, North America and internationally.

The **Friday Winter Workshop** series was recently launched at Milieux. This experiential learning series will explore themes such as AI and microbial agency, sustainable practices and intimacy and alternate senses. Each session will combine traditional craft techniques with creative new ways of working. Some of the workshops in development include AI Poetry Embroidery, Exploring Archiving with Bio-Plastics and Resins, Bacterial Portraiture, Alternative Pigments (algae, rust and plant matter) and Tactile Sound. The first session, “Bacterial Portraiture,” took place on Friday, February 2<sup>nd</sup>. Concordia students, faculty and researchers were invited to explore the microbiome and create small-scale portraits with bacteria.

### **Applied AI Institute**

On Thursday January 18<sup>th</sup>, the Applied AI Institute organized AI + Sustainability a research showcase held in partnership with Leadership in Environmental and Digital Innovation and Sustainability (LEADS) and Sustainability in the Digital Age.

On January 30<sup>th</sup>, the Applied AI Institute collaborated with the Quebec Ministry of Cybersecurity on a conference titled **Advancing AI in the Public Sector**. The event was a multidisciplinary conference where universities, civil society, governments and the private sector came together and helped define the way forward, meeting intelligent and responsible digital transformation objectives.

## **UNIVERSITY ADVANCEMENT**

Giving Tuesday, on November 28<sup>th</sup>, generated more than **\$294,000** in gifts from the Concordia community to 54 designations. Donors notably expressed their support for Stingers teams, student scholarships, bursaries and fellowships.

**Avrum Miller**, BA 69, MBA 86, and **Louise Singer**, BA 77, made a planned gift of **\$1.5 million** to create an endowment in support of undergraduate and graduate scholarships across faculties.

**Bombardier Inc.** donated **\$120,000** to the Gina Cody School Innovation Program.

Former Stingers football player **Alfonso Fiumidinisi**, BComm 23, made a gift of **\$100,000** in support of student athletes at the John Molson School of Business.

The **Trottier Family Foundation** donated **\$73,000** to support engagement and communications on the Climate Aligned Finance Act.

**Anne-Marie Croteau**, BSc 86, the first female dean of the John Molson School of Business and a long-time faculty member, donated **\$55,000** to establish the Anne-Marie Croteau Student Awards.

The **Andrew J. Lutfy Foundation** donated **\$50,000** to support students competing in case competitions at the John Molson School of Business.

The **Dr. Louis G. Johnson Foundation** donated **\$50,000** towards nanoscience research.

The **Naim S. Mahlab Foundation** donated **\$50,000** in support of the Naim Mahlab Fellowship and Student Emergency and Food Fund.

**Peter Kruyt**, BComm 78, made a gift of **\$50,000** in support of the university.

An anonymous donor gave **\$50,000** to support the Stingers men's hockey team.

**Norman Raschkowan** donated **\$43,936** towards creative arts therapies for children and youth at Montreal schools. The program will be led by creative arts therapies interns as part of their graduate training.

**Michael W. Heslop**, MBA 87, donated **\$30,000** to establish the Bevan-Heslop Beat the Odds Internship Fund to support internships for John Molson School of Business students.

The **Tenaquip Foundation** donated **\$30,000** in support of graduate scholarships.

In memory of her father, **Jieling Sheng**, BEng 98, donated **\$27,500** to bolster the Sheng Family Graduate Scholarship in Electrical Engineering.

### **Alumni engagement:**

A hybrid event entitled "Innovate to Decarbonize: Entrepreneurship's Role in Sustainable Transformation" was held on November 29<sup>th</sup> as part of the Exchange Series, hosted by the National Bank Initiative in Entrepreneurship and Family Business. Speakers included **Patrick Gagné**, CEO, Cycle Momentum; **Stéphane Chayer**, strategic advisor to the President, PLAN/NET ZERØ at Concordia; **Sass Peress**, BComm 82, MBA 84, entrepreneur; **Sarah Houde**, CEO, MileBox; and moderator, **Ehsan Derayati**, PhD 16, director, National Bank Initiative in Entrepreneurship and Family Business at the John Molson School of Business. Some 60 people attended in person and virtually.

December featured **holiday celebrations for alumni** in Montreal, Toronto and New York, with a total of 167 guests who attended the three events.

## **SERVICES AND SUSTAINABILITY SECTOR**

### **Sustainability**

Concordia's Sustainability Analyst, **Jessica Krejcik**, was selected to be a member of the Sustainability Tracking, Assessment and Rating System (STARS) Steering Committee. Run by the Association for the Advancement of Sustainability in Higher Education, STARS is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. The STARS Steering Committee (SC) approves updates and revisions to the technical content of STARS, and advises on program policy, finances, and strategic positioning. Jessica will be serving a three-year term. Concordia has been using STARS since 2012 and the University's current STARS rating is Gold. Jessica also presented Concordia's STARS reporting history and process to Ontario College and University Sustainability Professionals in November 2023.

The University's Sustainable Event Certification Program was accepted for the 2024 International Sustainable Campus Network (ISCN) Best Practices Report. This report will provide an overview of current sustainability initiatives by leading universities and colleges, particularly programs that seek to embed research and education into a "living laboratory" for sustainable development that includes the whole campus and its students, faculty, and staff.

### **Instructional and Information Technology Services**

IITS is actively developing a **cybersecurity framework** for the 2024/25 academic year, focusing on compliance with government mandates, enhancing operational procedures and fostering collaborations. This framework: aligns cybersecurity planning with recent assessments, audit outcomes and government mandates; improves incident response, recovery plans, logging, mobile app management and infrastructure documentation, complying with Quebec's new legislation on information resource governance; and leverages CANARIE's (Canada's National Research, Innovation and Education Network) benchmarking for security assessment.



IITS **submitted three reports** within this period. The first was the annual IT workforce report (*Portrait de la main-d'œuvre et Inventaire des actifs informationnels*), which was submitted to the Ministère de l'enseignement supérieur (MES) detailing IT positions within the university as well as externally contracted IT consultants. The second, the annual SCARI (*Système de collecte des actifs en ressources informationnelles*) report submitted to the Ministère de la Cybersécurité et du Numérique provided a summary of key applications and IT infrastructure with technical conditions and suitability for business purposes. The third report was the annual *Reddition de comptes publique en ressources informationnelles*, submitted to the MES, presenting elements relevant to public understanding of IT's contribution to the achievement of Concordia's mission.

The **Virtual Engagement Platform** was launched January 2024 to support engagement with prospective and newly admitted students throughout the recruitment cycle.

**Moodle** was successfully upgraded to the new 4.1 version over the holiday period. Benefits include the ability to apply security patches and updates, a fresh look and feel, easier system navigation, improved accessibility and more.

**Multi-Factor Authentication** was enabled in November 2023 on critical applications for students and on Sofia, which is the library catalogue for faculty, staff, and students.

### **Facilities Management**

CL2 Fit-up Rental Floor for Registrar Classrooms. The project includes the renovation of existing classrooms (updating them to current standards) and provides the Registrar with larger-capacity classrooms, as well as offering a safe and inviting study environment for students. Construction was completed in December 2023, and the new classrooms were delivered as planned for the start of the winter 2024 semester.

### **Campus Safety and Prevention Services**

Campus Safety and Prevention Services (CSPS) held three outreach tabling sessions in December 2023 (two on the Sir George Williams Campus and one on the Loyola Campus) promoting their services and community prevention with Newton (the university's therapy dog). The sessions were greatly appreciated by the 550+ students who stopped by. Newton has proven to be an asset with CSPS's outreach efforts, contributing to the wellness of the community by helping to reduce stress and anxiety among students, faculty and staff. The presence of Newton encourages interactions and creates opportunities for students to connect with each other and with CSPS personnel, which is part of CSPS's greater commitment to wellness and psychological safety.

### **Human Resources**

Additional courses have been added to the **Learning and Development Calendar**: Handling Objections, Enhancing Team Accountability including related resources/pages on Carrefour, Giving and Receiving Feedback and new online training and tools for managers on Carrefour.

The **Change Resilience Development Program (CRDP)** for directors was launched and will be held from February to May 2024.

### **Recreation and Athletics**

The **women's ice hockey team is ranked #1** in the nation with a current 16-0 league play record.

The women's ice hockey team played their Inaugural **Teddy Bear Toss** game against Carleton University on January 6<sup>th</sup> (Concordia won 7-0). This toy drive will help support the Montreal Children's Hospital.

Defenceman **Simon Lavigne** (men's hockey team) was selected to play with the U Sports All-Star Team that played the Canadian World Junior team in their warmup matches.

Alumna **Brigitte Laganiere** signed a professional contract with Montreal in the Professional Women's Hockey Association (PWHA).

Both the men's and women's hockey teams participated in **Pink in the Rink** and raised over \$9,000 for breast cancer research.

The men's and women's basketball teams ended the first half of the season strong, as they are both placed 2<sup>nd</sup> in the Réseau du sport étudiant du Québec (RSEQ) league.

The Men's Basketball Team travelled to Florida (December 28<sup>th</sup> – January 3<sup>rd</sup>) for three games thanks to the generosity of Dick Mackay's donation.

On December 7<sup>th</sup>, members of the Concordia Stingers were awarded **\$88,000** in bursaries by the **Aléo Foundation** at an awards event honouring the top student-athletes who chose to pursue their sports and academics at Quebec universities in 2023-24. This event was presented by *Réseau des sports* (RDS) at the Maison du Loisir et du Sport. The recipients were: **Catherine-Ann Blenkhorn** (rugby), **Gabriel Bourdages** (basketball), **Dowenly Duprate** (basketball), **Yann Joachin Heymug Ewodo** (wrestling), **Arianne Leblanc** (hockey), **Émilie Lussier** (hockey), **Karam Sahly** (basketball) and **Luckson Junior Vilus** (soccer). Each received a \$10,000 Quebec Government university recruitment bursary. They will also receive \$2,000 a year for a maximum of five years.

Three Stingers - **Bradley Loudon** (basketball), **Junior Mercy** (basketball) and **Ezechiel Tieide** (football) - will receive a **\$2,000 bursary** for student-athletes who have transferred back to Quebec from institutions outside the province.

### **Business and Development**

Hospitality Concordia

Conference and Event Services has launched a new student service, assisting them to coordinate their events on campus. Previously, student groups were entirely responsible for DIY events,

including the creation of work orders for Facilities Management services (cleaning, distribution and electrical) and IITS (audio-visual services). With the new service, the Hospitality Booking Coordinator will liaise with the students, offering advice to better plan their events and send work orders on their behalf. Students will still be charged for Facilities Management and IITS services (at a 50 per cent discounted rate) but will not accrue an additional charge from Hospitality for this help. The result will be standardized work orders sent in a timely manner, reducing the need for follow-ups from suppliers, and a more constructive event planning experience for students.

**Orientation Events:** Hospitality Concordia continues collaborating with the Student Success Centre to help plan orientation for new students. “Connect” (January 10<sup>th</sup> and 11<sup>th</sup>) was an opportunity for new students on both campuses to meet fellow students, attend sessions and participate in networking. Students were also informed of campus services via campus tours. Three-hundred-fifty students attended this event. “Start” (January 15<sup>th</sup> to the 19<sup>th</sup>) provided start of term support for students to start the year off on the right foot. It also served as an opportunity to meet and get to know Concordia’s Welcome Crew. “Explore” took place on January 31<sup>st</sup>. This fair enabled students to meet all the units who will provide guidance and support to them during their academic journey at Concordia. This event was held in the EV Atrium.

Food Services has partnered with **Jordan LeBel** (Department of Marketing Professor) to create experiential learning opportunities for students enrolled in his food marketing course this semester. Students will develop strategies to increase recognition of **Stingers’ Roast** brand, learning about fairtrade, and eventually sales. The goal is to make Stingers’ Roast a household name across campus. Students will also produce a communication program to reach businesses and franchises on campus and educate them about fairtrade and encourage them to sell fairtrade products, integrating fairtrade education into annual university orientation activities, while promoting the Fair-Trade Ambassador program.

**Summer Accommodation Services:** reservations have opened for summer accommodations in the Grey Nuns Residence. Group bookings for summer and individual reservations particularly for the Grand Prix period, have begun and have already reached \$36k four weeks after opening.

**Hotel Partnerships:** Hospitality has negotiated directly with local hotels to arrange preferential rates for the community to use. These rates can be used for conferences and events but also extended to anyone with a Concordia email address such as students booking accommodation for visiting parents.