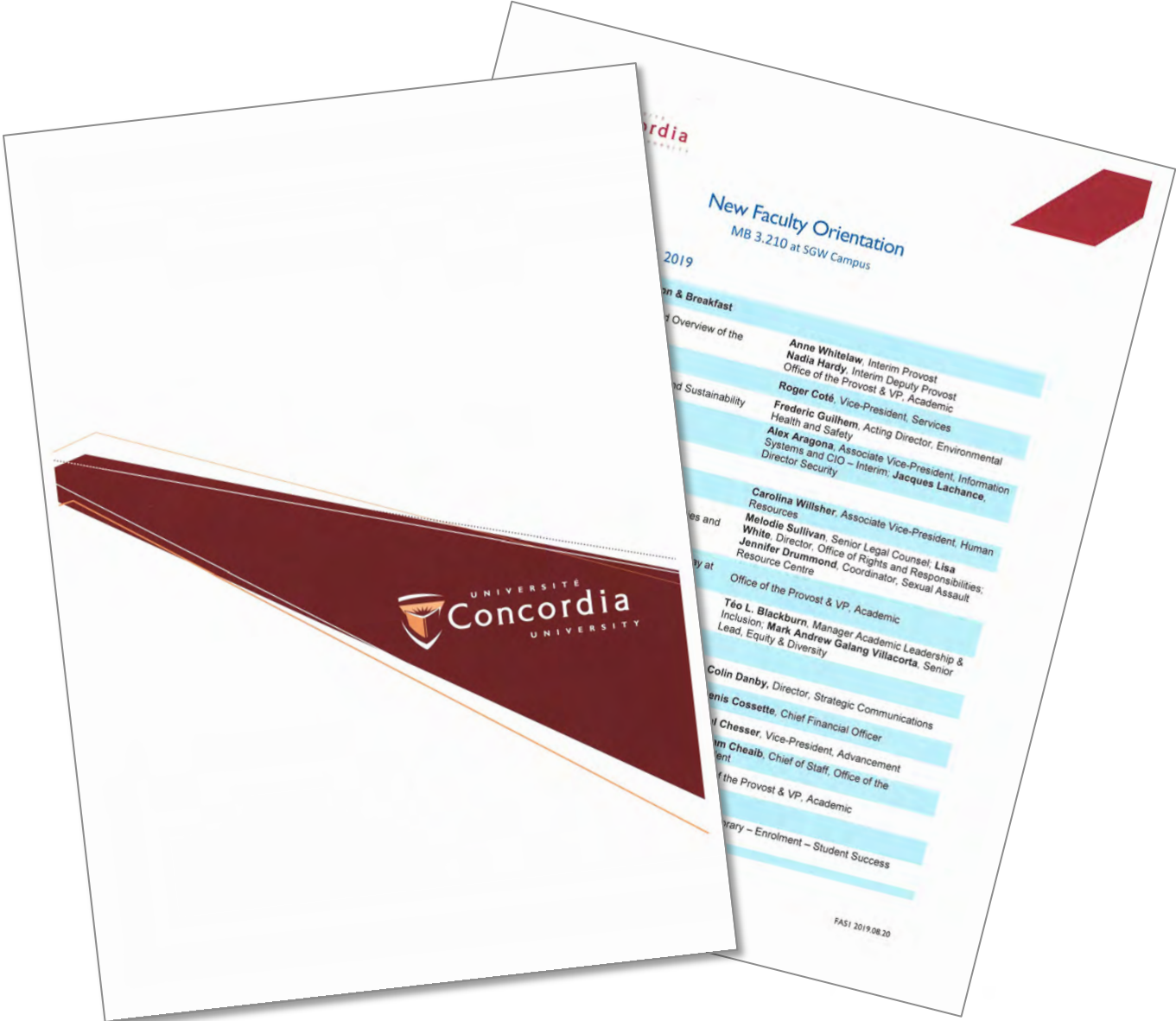




# Welcome to Concordia University New Faculty Orientation



# Agenda



# University Overview

Presented by: Dr. Anne Whitelaw, Interim Provost  
and Vice-President, Academic

and

Dr. Nadia Hardy, Interim Deputy Provost and Vice-  
Provost, Faculty Development and Inclusion

# TERRITORIAL ACKNOWLEDGEMENT

Concordia University is located on unceded Indigenous lands. The Kanien'kehá:ka Nation is recognized as the custodians of the lands and waters on which we gather today. Tiohtiá:ke/ Montreal is historically known as a gathering place for many First Nations.

Today, it is home to a diverse population of Indigenous and other peoples. We respect the continued connections with the past, present and future in our ongoing relationships with Indigenous and other peoples within the Montreal community.

To read more about the Territorial Acknowledgement:

[concordia.ca/indigenous](https://concordia.ca/indigenous)





# Our History

Created 1974

Founding institutions:

- Loyola College (1896)
- Sir George Williams University (1926)

# Fast Facts



**50 000** Students

**2** Campuses

**4** Faculties

**500** Programs



**9500** International Students

World-Class Research Centers

COOP Institute



**215 000** Alumni



# Rankings

## 2018 QS Top 50 Under 50 Ranking

Top Canadian university  
(Tied #1 in North America)

**Top 500 University in the world**

## 2018 QS World Rankings Art and Design

Top 100 in the world

## 2018 Economist Rankings

MBA/EMBA

Top 100 in the world

## 2019 Centre for World University Rankings

Top 3% in the world

## 2018 QS Best Student Cities

Montreal is #1 North American  
city for students

6th best city worldwide



## **DOUBLE OUR RESEARCH**

*Pursue bold goals in research that reflect our talents and our ambition to tackle big challenges*



## **TEACH FOR TOMORROW**

*Deliver a next-generation education that's connected, transformative, and fit for the times.*



## **GET YOUR HANDS DIRTY**

*Use rich experiences outside the classroom to deepen learning and effect change*



## **MIX IT UP**

*Build agile structures that facilitate intellectual mixing and internal collaboration*



## **EXPERIMENT BOLDLY**

*Be inventive and enterprising in creating tomorrow's university*



## **GROW SMARTLY**

*Add capacity where our strengths and emerging enrolment demand intersect*



## **EMBRACE THE CITY, EMBRACE THE WORLD**

*Achieve public impact through research and learning*



## **GO BEYOND**

*Push past the status quo and go the extra mile for members of our community*



## **TAKE PRIDE**

*Celebrate successes and be purposeful about building a legacy*





# **ONE BIG GOAL**

**DESIGNING A NEXT-GENERATION  
UNIVERSITY**

# Academic Sector

A photograph of a man in a blue shirt riding a bicycle in front of a modern glass building. The building has a grid of windows and a prominent glass facade. In the background, other city buildings and a blue bus are visible under a clear blue sky. The scene is set in an urban environment with a sidewalk and a street.

- Four Academic Faculties + School of Graduate Studies
  1. Gina Cody School of Engineering and Computer Science (GCS)
  2. Faculty of Arts and Science (FAS)
  3. Faculty of Fine Arts (FoFA)
  4. John Molson School of Business (JMSB)
  5. School of Graduate Studies (SGS)
- University Library
- Centre for Continuing Education
- 55 Academic Units (Departments and Colleges)
- District 3 Innovation Incubator
- Office of Community Engagement
- Indigenous Directions
- Service Units: Registrar, Recruitment, Admissions, International Students' Office, Financial Aid and Awards, Dean of Students, Campus Wellness and Student Supports, Residences, Recreation and Athletics, Student

# Provost and VP Academic

---

## Office of the Provost & VP, Academic

- Provost and Vice-President, Academic (Anne Whitelaw – Interim)
- Deputy Provost (Nadia Hardy – Interim)
- Vice Provost, Faculty Development and Inclusion (Nadia Hardy)
- Vice-Provost, Digital Strategy (Guylaine Beaudry)
- Vice-Provost, Planning and Positioning (vacant)
- Vice-Provost, Innovation in Teaching and Learning (Sandra Gabriele)
- Vice-Provost, Partnerships and Experiential Learning (Nadia Bhuyian)
- Associate Vice-President, Lifelong Learning (Isabel Dunnigan)
- Special Advisor to the Provost, Campus Life (Lisa Ostiguy)
- Special Advisor to the Provost, Advancing Indigenous Knowledges (Heather Igloliorte)

## Faculty Deans and University Librarian

- Dean, John Molson School of Business (Anne-Marie Croteau)
  - Dean, Faculty of Arts and Science (André Roy)
  - Dean, Gina Cody School of Engineering and Computer Science (Amir Asif)
  - Dean, Faculty of Fine Arts (Rebecca Duclos)
  - University Librarian (Guylaine Beaudry)
-

# Research



## Vice-President Research and Graduate Studies

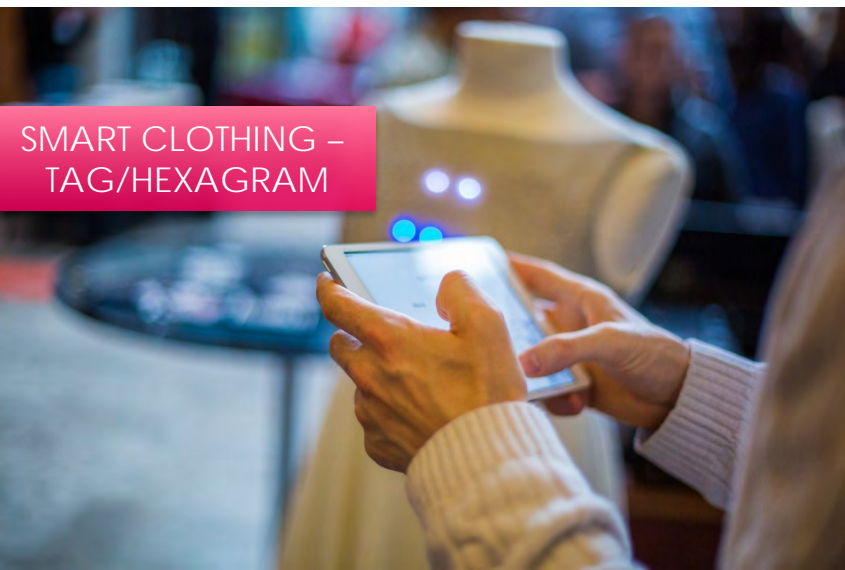
- Office of Research, Concordia International, School of Graduate Studies, PERFORM (health), Milieux (digital arts and technology), 22 research units

# Key research areas

- Aerospace
- Non-human genomics
- Synthetic biology
- Media arts + games
- Indigenous futures
- Preventive health
- Neuroscience
- Sustainability
- Literacy and learning technologies
- Cybersecurity
- Smart Sustainable Cities and Communities



# Research facilities



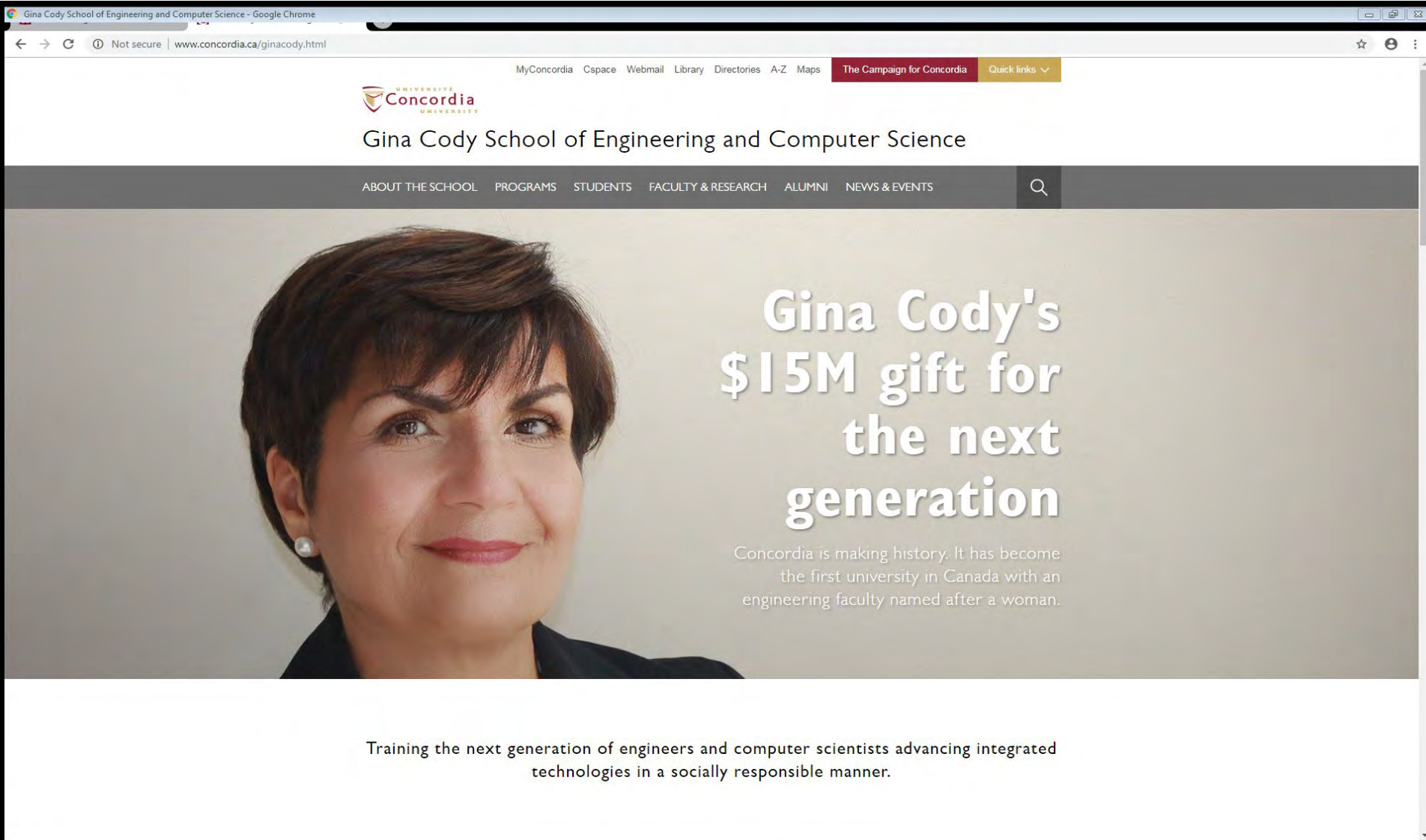
# Webster Library Transformation

- Canada's most beautiful university library



- An interactive application presented in the Webster Library's new visualization studio.
- <https://library.concordia.ca/locations/panorama.php>

# Take pride



The image is a screenshot of a web browser displaying the website for the Gina Cody School of Engineering and Computer Science at Concordia University. The browser's address bar shows the URL 'www.concordia.ca/ginacody.html'. The website's navigation menu includes links for 'MyConcordia', 'Cspace', 'Webmail', 'Library', 'Directories', 'A-Z', 'Maps', 'The Campaign for Concordia', and 'Quick links'. The main header features the Concordia University logo and the school's name. Below the header is a navigation bar with links for 'ABOUT THE SCHOOL', 'PROGRAMS', 'STUDENTS', 'FACULTY & RESEARCH', 'ALUMNI', and 'NEWS & EVENTS'. The main content area features a large portrait of Gina Cody on the left and a headline on the right: 'Gina Cody's \$15M gift for the next generation'. Below the headline is a sub-headline: 'Concordia is making history. It has become the first university in Canada with an engineering faculty named after a woman.' At the bottom of the page, there is a paragraph: 'Training the next generation of engineers and computer scientists advancing integrated technologies in a socially responsible manner.'

Gina Cody School of Engineering and Computer Science

ABOUT THE SCHOOL PROGRAMS STUDENTS FACULTY & RESEARCH ALUMNI NEWS & EVENTS

## Gina Cody's \$15M gift for the next generation

Concordia is making history. It has become the first university in Canada with an engineering faculty named after a woman.

Training the next generation of engineers and computer scientists advancing integrated technologies in a socially responsible manner.





# **Governance and Organization**

# Governance 101 – The Board

- Ultimate body responsible for general oversight and policy on property, revenues, expenditures, business and related affairs
- Approves the University's strategic goals
- Approves the budget and financial statements
- Appoints the President and senior administrators
- Fixes tuition fees

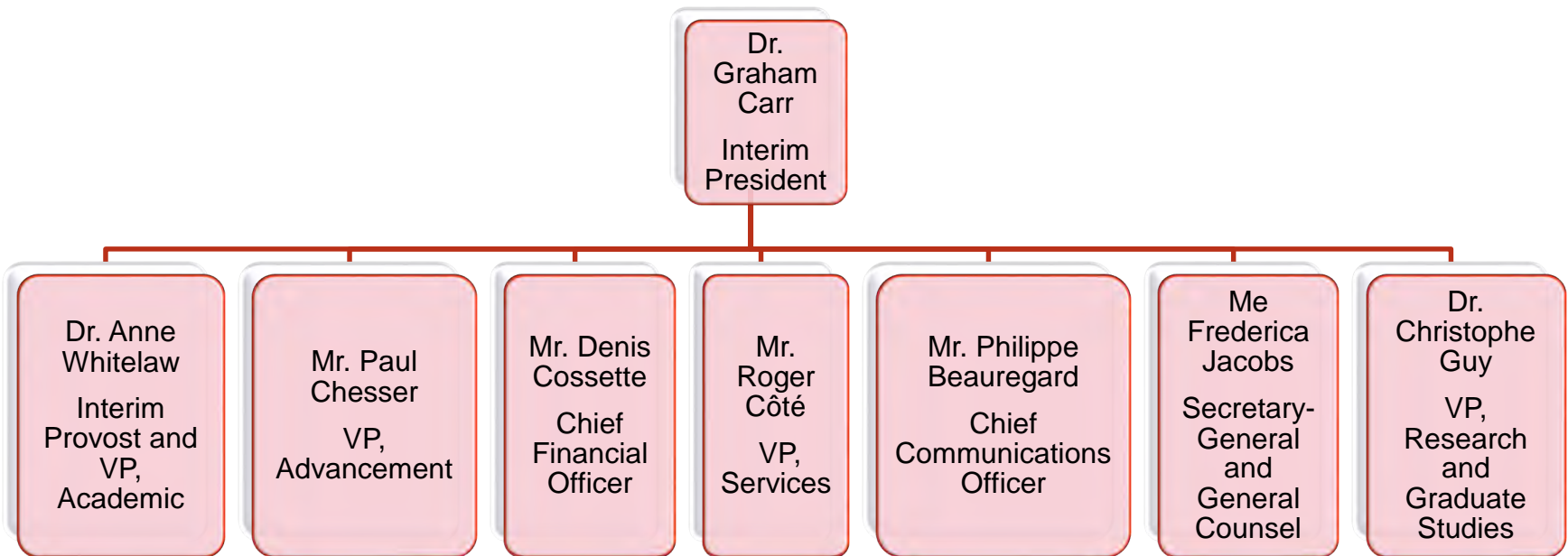
# Governance 101 – The Senate

- Foremost academic decision-making body which has a vital role in fostering and supporting the mission and goals of the University
- Has final authority in all matters pertaining to academic programs of the University
- Confers degrees, certificates and diplomas

# Organizational structure

Board of Governors

Senate



# Administration

- **University's administrative sectors include:**
  - Advancement and Alumni (VP, Advancement)
  - Communications (Chief Communications Officer)
  - Finance (Chief Financial Officer)
  - Services (Human Resources, Facilities, Information Technology, Security, etc. (VP, Services)
  - Governance, Legal, Records Management (Secretary-General and General Counsel)

# Policies

- Official Policies web page
- Sector and Departmental Policies
- You are expected to be aware of the Official Policies
- Annual reminders and education initiative
  - Sexual Violence Awareness and Prevention Training  
[Concordia.ca/allofus](http://Concordia.ca/allofus) (October 4, 2019)

# Office of Rights and Responsibilities

- The Office of Rights and Responsibilities is charged with administering the Code of Rights and Responsibilities, which sets standards of conduct for all members of the university
- The office also co-ordinates a system for identifying and managing behaviour that may pose a danger to others in the university
- Behaviour related issues
- You will be hearing from Lisa White later this morning

# Ombuds Office

- The Ombuds Office deals with problems and complaints concerning any area or department in the University
- Non-behaviour related issues
- An Ombudsperson can give you information and make suggestions about how to solve University-related problems; help you resolve a problem quickly and informally
- Check out their website





CONCORDIA.CA





# Services at Concordia

# Who we are

The Office of the VPS consists of seven (7) areas:

- Human Resources
- Instructional and Information Technology Services (IITS)
- Environmental Health and Safety
- Sustainability
- Security
- Facilities Management
- Budget Planning and Business Development
  - ↳ Food services and student residences

# An essential partner in the academic mission

We are committed to supporting our faculty and staff in a variety of ways, including:

- Labs and equipment
- Classrooms
- Work space
- Physical environment
- Wireless
- Cinemas
- Bookstore/Computer Store, Digital Store
- Hospitality Concordia
  - ↳ Conferences, parking and lockers

# In the event of an emergency

- The University has set emergency preparedness and management protocols
  - Power failures
  - Medical emergencies
  - Severe weather
  - Other
- Cybersecurity threats
- Serious threats
  - What you should know
    - Evacuation; Shelter in Place; Lockdown
  - What to expect on the Public Announcement System
  - Your responsibilities towards your students
  - If not managed by Security, what is the protocol?

# Important contact information

- Human Resources, **ext. 3666**
  - Payroll
  - Benefits
  - Compensation
  - Employee and Labour Relations
  - Employment and Organizational Effectiveness\*
    - ↳ \*Organizational Effectiveness: training and development, organizational development, and change management
  - Pension
- IT Service Desk, **ext. 7613**
  - Moodle
  - e-mail
  - Wireless
  - Desktop support
- Facilities service requests, **ext. 2400**
- Environmental Health & Safety, **ext. 4877**
- Security (general), **848-3717**
- Security emergency hotline, **848-8800**
- Hospitality/Conference Services, **ext. 4999**

Find out more! [vpservices.concordia.ca](http://vpservices.concordia.ca)



# Environmental Health and Safety, and Sustainability at Concordia

Presented by: Dr. Frederic Guilhem  
Acting Director, Environmental Health and Safety

# Concordia's Safety Policies

## VPS-40 Environmental Health and Safety Policy

- **VPS-6** Policy on Working Outside The Hours of Operation or in Isolation
- **VPS-41** Policy on Personal Protective Equipment
- **VPS-42** Policy on Injury Reporting and Investigation
- **VPS-43** Return to Work & Temporary Work Assignment Policy
- **VPS-46** Radiation Safety Policy
- **VPS-47** Policy for the Management of Hazardous Materials
- **VPS-51** Laser Safety Policy
- **VPS-52** Biosafety Policy
- **VPS-54** Magnetic Field Safety Policy



# Safety programs

- Asbestos Management
- Biosafety\* (permit)
- Chemical Safety\*
- Confined Space
- Control of Hazardous Energy Program
- Controlled Goods
- Controlled Substances
- Ergonomics
- Food Safety
- Hazardous Waste Management\*
- Hazardous Materials Inventory Program
- Hearing Conservation
- Injury Management\*
- Workplace Inspection Program
- Risk Assessment Program
- Hazardous Materials Spill Response
- Laboratory Safety
- Laser Safety\* (permit)
- Machine Safety
- Magnetic Field Safety
- Occupational Health Program
- Radiation Safety\* (permit)
- Respiratory Protection
- Working at Heights



*\*Has an associated policy*

# Safety Rights and Responsibilities

- Everyone has a basic **right** and **responsibility** to themselves and others to work in an environment which is **safe**
- Everyone, no matter their position, is expected to **take initiatives** on health and safety issues and to work to solve problems and make continuous improvements in the workplace
- Safety is a **shared responsibility** (internal responsibility system)

# Your role / responsibility

- **Comply** with University policies and procedures
- **Perform** your work in a safe and healthy manner
- **Use** required safety equipment and personal protective equipment
- **Attend** required safety training
- **Refrain** from activities which may jeopardize the health and safety of others
- **Correct** or **report** any unsafe conditions hazards
- **Report** all injuries and near-misses

*Act Respecting Occupational Health and Safety*

# Supervisor's responsibility

- A **Supervisor** is any individual who has direct supervision of and responsibility for the activities of an employee or student.
  - Must be able to demonstrate that you did everything reasonable to protect the health, safety and well-being of your staff and students - **DUE DILIGENCE**
- **Supervisor's Health & Safety Responsibilities Training – new required training**

# Reporting injuries and near-misses

**Injuries and near-misses** must be reported to:

- Supervisor
- EHS
  - **Submit** a completed *University Injury/Near-Miss Report* form to Environmental Health & Safety within **24 hours**

**Hazards and dangerous situations** which you cannot correct must be reported immediately to the appropriate person/unit:

- Facilities Service Centre (2400)
- Supervisor
- Security (3717)
- EHS (4877)

# Safety training

[www.concordia.ca/ehs](http://www.concordia.ca/ehs)

## Safety training



### Registration

Environmental Health & Safety (EHS) provides safety training free to anyone with a valid Concordia ID. Participants are required to register (Refer to Training Calendar below).

When you register, a confirmation message will appear on your screen indicating your registration was submitted. You will receive a confirmation via email.

**Please note:** If less than 5 participants are registered for any given training session, EHS reserves the right to cancel the session. Anyone registered will be notified directly. Every attempt will be made to ensure that participants are

EHS	
General safety	
Laboratory safety programs	▼
<b>Training</b>	
Fine Arts Safety	
Hazardous waste disposal	▼
Non-hazardous waste	
Sustainability	
Injury/Near-Miss Reporting	
EHS Team	

### Contact us

📞 Environmental, Health & Safety:  
514-848-2424, ext. 4877

📠 514-848-2807

✉️ [ehs@concordia.ca](mailto:ehs@concordia.ca)

👥 [Staff directory](#)

❓ Questions, comments or concerns?  
[Please fill out this form](#)

# Safety Orientation

Topics to be covered include:

- Safety policies and procedures
- Hazard information
- Safe work practices (e.g., SOPs)
- Personal protective equipment
- Emergency procedures
- Required training
  - *Safety Orientation Checklist*



# Sustainability at Concordia





# What is sustainability?

- A mindset and a process that leads to reducing our ecological footprint and enhancing social well-being while maintaining economic viability both on and off campus
- Developed through a governance system based on shared vision and responsibility that fulfills Concordia's current needs without compromising the needs of future generations.
- To take a long-term perspective, recognize resource capacities and balance the interconnected nature of our environment, society and economy.
- Our Focus
  - Operations & the environment
  - Campus engagement
  - Teaching, learning and research
- Sustainability Policy BD-7 (2016)

# Sustainability Programs



**Rethink Waste**



**Sustainable Transportation**



**Sustainable Food**



**Sustainability Assessment**

# Zero Waste – collab. FM

- Recycling & Composting
  - 83% of items found in Concordia's trash can be recycled or composted
- Low Waste Offices
- E-Waste
  - Small electronics and ink cartridges
  - Batteries
  - CFL Bulbs
  - Desktops and large e-waste



## What is collected?

- CHARGERS & CABLES
- PERIPHERALS
- SMALL ELECTRONICS
- INK CARTRIDGES



# Sustainable transport and food

- Transportation

- Vélo-sympathique (SGW, silver, 2016)
- Indoor Bike Parking Facility (Hospitality)
- Communauto parking
- Electric vehicle parking (Hospitality)
- Commuter Habits survey



- Food

- Community-supported Agriculture (CSA) baskets (EHS)
- Fair Trade Campus (since 2016)
- Farmer's Markets
- The Concordia Greenhouse



# STARS – Sustainability Assessment

- Sustainability Tracking, Assessment and Rating System *from AASHE\**
  - Academics
  - Engagement
  - Operations
  - Planning and admin
  - Innovation
  
- Gold rating (2017) – *renew in 2020*

\* AASHE Association for the Advancement of Sustainability in Higher Education

# How can I contribute?

- Sustainability Ambassador Program
  - Sign up on the HR Professional Development Cspace page and help spread the word
- Sustainable Purchasing Guide
  - Paper, officer supplies, etc.
- Plan sustainable events
- Flick off (computers, lights, heat, equipment)
- Keep it electronic and print double-sided
- Re-usable coffee cup!

# Safety & sustainability campaigns and recognition awards



BRING YOUR MUG  
**EVERY DAY!**

150  
DISPOSABLE  
CUPS ARE  
USED PER DAY  
AT THE  
GM BUILDING





CONCORDIA.CA





# IT Services and Security Awareness



# IT services (hardware or software)

Looking for an IT service ? :

The IITS **Service Catalog** ([www.concordia.ca/it.html](http://www.concordia.ca/it.html) )

contains information regarding the services and software offered by IITS , application statuses and how to articles

Still need help?

Contact the **Service Desk** for help via:

- Via phone at ext: 7613
- email : [help@concordia.ca](mailto:help@concordia.ca)
- walk-in: H440

**Service Centers:** The Service Centers provide specialized support for classrooms, computer labs, AV equipment, wireless internet, and events.

# Device Security - Keep your devices up-to-date!

On a monthly basis, new critical patches are made available. It is essential to keep your computer, smartphones and tablets up-to-date, including firmware.

## Windows

Windows 10: Windows update is part of System Settings, available from the Start Menu.

Windows 8: Windows update is integrated as a Control Panel applet and is accessible from within Control Panel.

## Mac

To check for Mac software updates, open the App Store app on your Mac, then click Updates in the toolbar. If updates are available, click the Update buttons to download and install them.

## Android, iOS and Linux

Visit the Google Play Store and Apple App Store regularly to check for updates. For Linux, visit the web site from where you got the Linux distribution installed the first time.

## Flash Player

From the Control panel, select and launch the update option.

## Web browser (Chrome, Edge, Firefox, Safari, Internet Explorer, etc.)

Go to the web site and select, usually the About menu item provides a way to update otherwise download and install the latest version.

## Java

From the Control panel, select and launch the update option.

## Sophos antivirus

Make sure your antivirus is up-to-date. For PC and Mac download through **MyConcordia.ca**, select software and download. For Android and iOS, check out the Google Play Store and App Store. It is free!



Wed 2019-08-21 12:11 PM

Graham Carr &lt;grahamcarr@naver.com&gt;

Fw: [ATTENTION] Important Information Update

To: Madoka Gray-Mitsumune; Robert Bertrand Weladj; Michael Sachter; Ian Ferguson; Ian Tonnies; Leonie Morris; Biology Graduate Program; Peter Morden; Neema T. Chirwa; Mihai Ciortea; Maria Dochia; Vincent Lau; Kai Lee; Khalil Rahman; Zornitsa Stoyanova; Alain Tessier; Rita Umbrasas; Georgi Boichev; Effrosyni Diamantoudi; Prosper Dovonon; Paul Gomme; Xintong Han; Jorgen Hansen; Ian J. Irvine; Uma Kaplan; Heejeong Kim; Tatyana Koreshkova; Moshe Lander; Chui-Ha Lau; Greg LeBlanc; Ming Li; Damba Lkhagvasuren; Dipjyoti Majumdar; James McIntosh; Dan Otchere; Szilvia Papai; Christian Sigouin; Stefania Strantza; Ivan Tchinkov; Kokouvi Tewou; Axel H Watanabe; Huan Xie; Alan Bale; Elena Benelli; Catherine Bolton; Dario Brancato; Anthony Costanzo; Alexander Dale; Miriam Diaz; Lian Duan; Simeon David Ehrlich; Rasha Ehwari; Jane Francis; Toni Giménez Micó; Alexandra Hagen; Mark Hale; Mattyas Huggard; Daniela Isac; madelyn.kissock@concordia.ca; Brad Nelson; Luis Ochoa; Goretti Ramirez; Charles Reiss; Annette Teffettler; Roberto Viereck-Salinas; Venó Volenec;

This message was AutoForwarded.

Click here to download pictures. To help protect your privacy, Outlook prevented automatic download of some pictures in this message.



Letter From The Chancellor - Graham Carr

Dear Colleagues:

Our aim is to provide guidance, and align our behaviors as we make great decisions that impact our daily operations. We rely on our values and this code as guidelines, as a breach of the Policy may result in disciplinary action against the Employee concerned.

All employee, including all individual on full-time or part-time employment with the Institution are required to go through the guidelines attached in this email. It is important that we all adhere to these guidelines, by so doing you are helping to ensure a future success of this great institution.

Thank you for your ongoing commitment to delivering a better and reliable service.

Sincerely



Concordia University  
1455 De Maisonneuve Blvd. W.  
Montreal, Quebec, Canada  
H3G 1M8  
Email: [chancellor@sfu.ca](mailto:chancellor@sfu.ca)

# Protect yourself against hacking: what to do and not do

Protect yourself against SPAM, Phishing, Malware, and Ransomware

- Do not install software from an unofficial source
- Do not reply to email from an unknown email address
- Don't trust links embedded into an email (hover over the link to check the URL)
- Never give out personal information upon request by email, SMS
- Don't reply by email, or by SMS, or by Social media to any fake notices such as credit, bank, delivery, payment, computer corruption, or tech support offers
- Don't open unexpected email attachments or instant message download links, or by SMS (**whatever the type of attachment, please don't open it**)
- Article describing steps needed to uncover the email source, display the email header <https://www.concordia.ca/it/security/retrieving-email-headers.html>
- Article concerning SPAM and Phishing  
[www.concordia.ca/cunews/main/stories/iits/avoiding-malicious-spam-what-you-need-to-know-iits.html](http://www.concordia.ca/cunews/main/stories/iits/avoiding-malicious-spam-what-you-need-to-know-iits.html)
- Article regarding how to filter out SPAM and Phishing  
<http://www.concordia.ca/it/services/faculty-staff-email.html>

# In the case of an IT incident:

## IT Security Incident Reporting

- Do not store private information, sensitive documents on a laptop (disk failure, lost or stolen ) – use home or shared drives, and encryption
- In the case of an IT Security Incident (Lost/Stolen equipment, etc.), please file a report from the MyConcordia portal and click on the IT Security reports section

<http://myconcordia.ca>



# Security Department

**Mahdi Ziani**

**Quality Control & Training Specialist**



# Security

## Scope of responsibilities

- Access control to University premises (*18,000 provided*)
- Investigate incidents (*1000 incidents / 50,000 calls / 14,500 alarms*)
- First responders for all emergencies on campus
- Emergency management program and coordination
- Monitor equipment and material removal
- Lost & Found and information services
- Accompaniment and drop in services
- Conduct Security / fire prevention rounds (*17,000 patrols*)





# Calling Security 514-848-3717

With 2 campuses and 70 different buildings, we always recommend calling Security prior to calling 911 for emergencies on campus.

- **Internal calls : ext. 3717**
- **External calls: 514-848-3717**
  - Press 1 for emergencies
  - Press 2 for non urgent matters

Emergency phones are also located around campus and in elevators.



# Security service points

## **SGW:**

Hall, LB, GM, VA, EV, MB, FB, GN **(24/7)**

SB (Monday – Friday 08:00 a.m. – 4:00 p.m.)

## **Loyola: SP (24/7)**

AD, PC (Monday – Friday 07:00 a.m. – 11:00 p.m.)

(Sat – Sun 7:00 a.m. – 11:00 p.m.)

## **Card access processing:**

Hall and SP (Monday – Friday 07:30 a.m. – 2:30 p.m.)

## **Administrative offices:**

SP 170 and H 109 (Monday – Friday 09:00 a.m. – 4:00 p.m.)



# CHECKMATE CONCORDIA UNIVERSITY AFTERHOURS PROGRAM



**Checkmate** is Concordia's new after hour's program designed to help ensure your safety between **10:00pm and 6:00am!**

CHECKMATE is an automated communication service that will check on you via a phone call or text message to ensure your safety when you are working alone or in isolation.

**STEP 1:** Go to the nearest security desk or register online through [concordia.ca/campus-life/security/checkmate](https://concordia.ca/campus-life/security/checkmate)

**STEP 2:** CHECKMATE will call or text you every hour.

**STEP 3:** If the call or text goes unanswered, Concordia's Security will be alerted and an agent will be sent to your location to check in on you.

For more information visit on of our Security desks or go to [concordia.ca/security](https://concordia.ca/security)



# Help keep Concordia safe

## Always Report:

- ✓ Emergency situations
- ✓ Safety concerns
- ✓ Suspicious activity
- ✓ Unattended bags / unexpected parcels
- ✓ Theft, (personal and University property)
- ✓ Loss access card or keys
- ✓ Behavioural concerns

If you  
**See** something  
**Say**  
something

---

# Emergency Management

## Main areas of activities include:

- Emergency Management Program
- Emergency response coordination
- Emergency alerts and notification systems
- Business continuity planning
- Volunteer emergency responder program (CERT)
- Travel registry and international emergencies
- Public access to defibrillation
- Severe weather monitoring



# Emergency Notification

During an emergency, different methods will be used to alert the university Community and provide information.

Depending on the nature, gravity and location of the emergency, some or all methods may be used...

- ✓ Building public address systems (*building Occupants*)
- ✓ Telephone (514-848-8800)
- ✓ e-mail [emergency.management@concordia.ca](mailto:emergency.management@concordia.ca)
- ✓ Alertus desktop
- ✓ Alertus app for mobile devices
- ✓ Social Media; *Twitter @concordia911 or emergency management Facebook page*
- ✓ Emergency information line (514-848-8800)
- ✓ Text messaging
- ✓ *Alertus beacons*

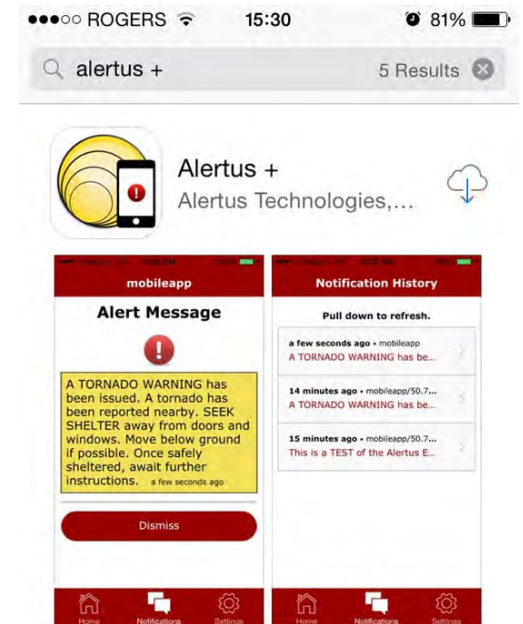
# Emergency Notification

Verify and update your contact information in your HR profile on the MyConcordia portal under the employee self service menu:

- Office location and extension
- Cell phone or other contact numbers
- E-mail addresses, both university and personal

You can also download the Alertus app on your smart Phone. The App is a free download from the Apple app store or the Google play store:

- Search for **Alertus technologies**;
- Download **Alertus +** app (not Alertus dispatcher)
- Enter **concordia** as the organization code



# ***“Failing to plan is planning to fail”***

*Benjamin Franklin*

## **Emergency Preparedness:**

- ✓ **Consider the risks:** *what could happen?*
- ✓ **Mitigate the risk:** *take steps to reduce or prevent the impact of the risk.*
- ✓ **Know your emergency procedures:** *what will I do?*
- ✓ **Know your environment:** *how will I get out or where will I hide?*
- ✓ **Know how to get information:** *the emergency notification system*
- ✓ **Update your emergency contact information:** *MyConcordia portal*
- ✓ **Get training**

<http://www.concordia.ca/campus-life/emergency.html>





# **Human Resources**

## **Carolina Wilsher, Associate Vice-President**

New Faculty Orientation

Date: Tuesday, August 27, 2019



# Our Units

- Employee and Labour Relations
- Benefits, Pension
- Payroll, Shared Services (Leaves)
- Employment and Organizational Effectiveness

# Employee and Labour Relations

*Sonia Coutu, Executive Director*

*Andrée-Anne Bouchard, Manager,  
Employee Relations*

# Employee and Labour Relations

- Partnership with the Office of the Vice-Provost, Faculty Development and Inclusion
- What we do:
  - Negotiations
  - Managing complaints
  - Grievances
  - Other Labour Relations issues
- Also manage Labour and Employee relations issues with other employee groups (staff, etc)

# Employee and Labour Relations

- Both our offices and other University representatives are working with the Association representatives in negotiating the CUFA (Concordia University Faculty Association) collective agreement
- Our values are **Partnership and Agility** as we strive to find creative ways to resolve problems, grievances and conflicts while taking into account all individuals and the issues at stake

*Please don't hesitate to contact us if needed*

# **Benefits, Pension**

***Louise Bouchard, Director***

# WELCOME TO YOUR BENEFITS

## HEALTH PLAN

- Prescription drugs
- Paramedical expenses
- Vision care
- Travel insurance
- And more!

## DENTAL PLAN

- Preventative services
- Restorative services
- Orthodontic services
- And more!

## OTHER

- Inpatient Health Plan
- Employee Assistance Program (EAP)

## LIFE INSURANCE PLANS

- Basic Life Insurance, 100% of premiums paid for Concordia
- Optional Life, Dependent Life, and Accidental Insurance

## LONG-TERM DISABILITY PLAN

- Financial protection in case of a personal injury or illness

## PAID SICK LEAVE PLAN

**For more information: [cspace.concordia.ca/services/hr/benefits](https://cspace.concordia.ca/services/hr/benefits)**

# WELCOME TO YOUR PENSION PLAN



## RETIREMENT

- [Defined Benefit Pension Plan](#)
- Optional Group RSP & TFSA

For more information: [cspace.concordia.ca/services/hr/benefits/pension](https://cspace.concordia.ca/services/hr/benefits/pension)



# **Payroll, Shared Services (Leaves)**

***Jay Mazzamauro, Director***

***Marcel Blais, Manager***

# Payroll and Shared Services Paystub

My Concordia

Employee Services/MyHR Profile/My Empath

The screenshot displays the emPath70 web application interface. On the left is a navigation menu with options like 'User Preferences', 'Company', 'Personal', 'Training', 'Time Entry', 'Earnings', 'Processes', 'Employment Equity', and 'Absences'. The 'Earnings' section is expanded, and 'Pay Stubs' is highlighted. The main content area shows a 'Pay Stubs' page for user '0060488 -- MAZZAMAURO, JOHNNY'. It includes a table with columns for Year, Run ID, Cheque Date, Cheque Number, and Type. A 'Logoff' button is visible in the top right of the main area.

emPath<sup>®</sup>  
SOLUTIONS, Inc.

Welcome JOHNNY MAZZAMAURO,  
Using emPath70 - PROD Environment

Logoff

Favourites

My Empath

User Preferences

Company

Personal

Training

Time Entry

Earnings

Pay Stubs

Processes

Employment Equity

Absences

File View Change Date Range

### Pay Stubs

0060488 -- MAZZAMAURO, JOHNNY

The list of your pay stubs appears below. Click on any line to see the details of that pay stub.

Year	Run ID	Cheque Date	Cheque Number	Type
2019	WK31	02-Aug-19	003337284	Computer
2019	WK29	19-Jul-19	003331415	Computer
2019	WK27	05-Jul-19	003325338	Computer
2019	WK25	21-Jun-19	003319562	Computer
2019	WK23	07-Jun-19	003313689	Computer
2019	WK21	24-May-19	003307498	Computer
2019	WK19	10-May-19	003301425	Computer
2019	WK17	26-Apr-19	003294156	Computer
2019	WK15	12-Apr-19	003286978	Computer
2019	WK13	29-Mar-19	003279336	Computer
2019	WK11	15-Mar-19	003270905	Computer
2019	WK09	01-Mar-19	003263448	Computer
2019	WK07	15-Feb-19	003256045	Computer
2019	WK05	01-Feb-19	003248808	Computer
2019	WK03	18-Jan-19	003241987	Computer
2019	WK01	04-Jan-19	003235643	Computer
2019				Summary
2018	WK51	21-Dec-18	003229187	Computer
2018	WK49	07-Dec-18	003222197	Computer
2018	WK47	23-Nov-18	003213844	Computer

The types of

# Payroll and Shared Services Tax slips

Menu

- ▶ Student Information System
- ▶ Student Services
- ▶ Financial Services
- ▶ Procurement Services
- ▶ **Employee Services**
  - Tax Slips**
  - MyHR Profile
  - Part-time faculty positions
  - Staff Services
- ▶ Retail Services
- ▶ IT Incident Reports
- ▶ Alerts and Profiles

## Human Resources Information System

# Annual Income Tax Slip

Regular, Pay Equity Interest & Other Earnings [2014](#) [2015](#) [2016](#) [2017](#) [2018](#)

Click [here](#) to go back to the main Staff Services Menu.

# Payroll and Shared Services (Leaves)

- To request a leave:
  - maternity, paternity, parental, no salary leave, etc.
- Please send an email to [benefits@concordia.ca](mailto:benefits@concordia.ca) copying the appropriate Dean indicating:
  - Employee Id, reason of leave, start date (expected birth date), expected return date, etc.

Concordia Benefits team

Concordia Payroll team

[benefits@concordia.ca](mailto:benefits@concordia.ca)

[payroll@concordia.ca](mailto:payroll@concordia.ca)

# **Employment and Organizational Effectiveness**

***Anna Michetti, Executive Director***

# Organizational Development services (OD)

- The OD team engages with managers and senior leadership to support them by offering the following services:
  - Visioning and strategic planning
  - Organizational design and process improvement
  - Change management
  - Team effectiveness
  - Facilitation and personal accompaniment
  - Training and professional development

# Employment Services

- Manage all non-academic recruitment and placement/displacement processes:
  - Recruitment:
    - sourcing, advertisement, interview process, reference checks, salary placement, appointment letters, probation, testing, etc
  - Positions placements for employees in abolished positions, displacements or temporary placements required for a variety of reasons



CONCORDIA.CA





## Official Policies

<http://www.concordia.ca/about/policies.html>

## Office of Rights & Responsibilities

<http://www.concordia.ca/students/rights.html>

## Sexual Assault Resource Centre

<https://www.concordia.ca/students/sexual-assault.html>



# Duties and Responsibilities of Full-Time Faculty and Librarians

Office of the Vice-Provost, Faculty Development  
and Inclusion

August 27, 2019



# Duties and Responsibilities

CUFA CA:

16:Duties and Responsibilities of Faculty Members

17:Duties and Responsibilities of Librarian Members

Duties may vary among units and individuals. Service expectations for non-tenured members reduced in comparison with tenured members in the same unit.

<https://www.concordia.ca/hr/dept/employee-labour-relations/labour-agreements-collective-bargaining/cufa.html>

# Duties and Responsibilities

- Duties of Faculty members:
  - Tenure track: Teaching, Research & Scholarship, and Service to the University and the Community
  - ETA and LTA: Teaching, and Service to the University and the Community
- Duties of Librarian members:
  - Tenure track: Professional Librarian Activities, Research & Scholarship, and Service to the University and the Community
  - LTA: Professional Librarian Activities, and Service to the University and the Community

# Duties and Responsibilities

## Article 24: Outside Professional Activities and Outside Employment

Permitted under the following conditions:

- Written authorization from the Dean before starting
- Enhances the ability to perform duties, does not interfere/is not in conflict with performance of duties and responsibilities
- Teaching at other institutions (including eConcordia/Knowledge 1) must be authorised by Dean at least one month before course start date

# Duties and Responsibilities

Teaching Assistant supervision:

- Ensure that you have authority and budget to hire before making any commitments
- Prepare workload and then contract in FRIS (TAs)
- Issues with TA during the course? Inform the department chair and administrator/coordinator ASAP

# Duties and Responsibilities

- When in doubt....

Department Chair/Supervisory Librarian

Department Administrator

Associate Dean/Associate University Librarian

Academic Personnel Officer in your Faculty

Andie

CUFA

**Vice-Provost, Faculty Development and Inclusion  
(currently also Interim Deputy Provost)  
Nadia Hardy**

**Manager, Academic Staff  
Andie Zeliger**  
Interpreting Collective Agreements  
Liaison with academic staff associations  
and Employee and Labour Relations

**Analyst, Academic Staff  
Claudia Wood**  
CUFA life cycle events: salary increases,  
reappointment, tenure, promotion,  
sabbaticals, other leaves

**Officer, Academic Staff  
Lyse Jean-Baptiste**  
CUFA hiring: offers of employment, letters of  
attestation, tax exemption

**Coordinator, Faculty Information Systems  
Suzanne Downs**  
CUPFA: contracts, seniority, letters of  
attestation and workload for Part-time and  
TA.

**Manager, Faculty Information Systems  
Sandi Chase-Caron (acting)**  
Manages the Faculty Resource Information  
System (FRIS),  
Responsible for costing, data, TA workload  
and contracts

**Manager, Academic Leadership and  
Inclusion  
Téo L. Blackburn**  
Academic Leadership Institute; EDI;  
overseeing non-student immigration

**Senior Lead, Diversity & Equity  
Mark Villacorta**  
EDI training for faculty hiring, data gathering  
in support of EDI initiatives, liaison with other  
sectors on EDI issues

**Immigration Specialist  
Cristiana Voiculescu**  
Handling non-student immigration matters

**Assistant, Immigration and Inclusion  
(TBD)**





CONCORDIA.CA





# Inclusive Excellence at Concordia University

**August 2019**

Office of the Provost and Vice President (Academic)

# Simplified Terms

- **Diversity** involves **difference**
- **Equity** is about **fairness**
- **Inclusion** refers to the **feeling of belonging**

# Inclusive Excellence

# Inclusive Excellence at Concordia

*Whereas the conventional concept of excellence in the academy...tends to obfuscate (and therefore perpetuate) systemic inequality, the concept of inclusive excellence seeks to expand the definition of excellence to encompass the benefits of diversity and rectify historical inequities. It is a recognition of the fact that the lens that we use to judge excellence is not entirely objective, but rather a convention...the notion of inclusive excellence asks us to consider the ways in which diverse experiences contribute to an enriched academic environment in ways that may not be captured by the traditional measures we default to in conversations about merit, excellence, and accomplishment.*

OVPVA & VPRGS Canada Research Chair Hiring Guidelines

# EDI at Concordia: ongoing initiatives

- Equity, Diversity and Inclusion (EDI) Action Plan for the Canada Research Chairs (CRC) Program
- Equity, Diversity and Inclusion Advisory Group
- Indigenous Directions Leadership Group
- Data gathering to inform diversification plan for students, faculty and staff
- Campus-wide accessibility audit
- Joint compensation equity exercise with full-time faculty association
- Development of EDI training plan for academic recruitment committees

# In Practice

# In Practice

- Recruitment
  - Workshops
  - Applicant data collection
  - EDI Advocate option
- Retention and Promotion
  - Review and advise
- Cross campus partnerships
  - Office of Research
  - EDI Advisory Group
  - Standing Committee on Sexual Misconduct and Sexual Violence



# Moving Forward

# Moving Forward

- Faculty data collection
- Department EDI Plans
- Online Workshops
- Upstreaming EDI in personnel matters
- Guiding collective bargaining

# Next Steps

- Contact
  - Mark Villacorta: ext. 4875, or email: [equity.vpfdi@concordia.ca](mailto:equity.vpfdi@concordia.ca)
  - Téo L. Blackburn: ext. 7704, or email: [manager.ali@concordia.ca](mailto:manager.ali@concordia.ca)
  - Nadia Hardy: ext. 4323, or email: [vpfdi@concordia.ca](mailto:vpfdi@concordia.ca)
- Consultation as-needed



# University Communications Services

“UCS”

*Enhancing and protecting Concordia University's  
reputation*



# UCS – Some Services

- Web & News
- Social Media
- Graphic Design
- Photography / Videography
- Media Relations
- NOW newsletters
- Advertising

# Communications Advisors – Academic Units



**Faculty of Arts and Science**  
**Elisabeth Faure - 3659**



**Faculty of Arts and Science**  
**Taylor Tower - 7367**



**Gina Cody School of Engineering and Computer Science**  
**Manager – Vincent Allaire - 3656**



**Gina Cody School of Engineering and Computer Science**  
**Eranthi Swaminathan / Jasmine Stuart - 4063**



**Faculty of Fine Arts**  
**Andy Murdoch - 7763**



**John Molson School of Business**  
**Yuri Mytko - 4142**



**School of Graduate Studies**  
**Rachel Andren / Tatiana St-Louis - 5954**



**Office of the Vice President, Research and Graduate Studies**  
**TBD - 4456**

# Faculty Profiles

- How-to – videos on Cspace
- Create through MyConcordia
- Explore Concordia
- Media Experts

# Media Relations / Public Affairs



Fiona Downey  
Senior Advisor - 2518



Jordan Kennan  
Coordinator - 4880



Nadia Kherif  
Advisor - 4187



Patrick Lejtenyi  
Advisor - 5068



Vannina Maestracci  
University Spokesperson - 4884



# Media Relations – Some (more) Services

- Experts
- Research releases
- The Conversation
- Op-eds
- Media Training



CONCORDIA.CA





# **New Faculty Orientation Presentation**

**Financial Services**

**August 27, 2019**





## FINANCIAL SERVICES

# OUR VISION. OUR VALUES. OUR PURPOSE.



## VISION

We will be recognized by the Concordia community as a proactive, dynamic advisor and a pillar of financial solutions and integrity.

We will foster a culture of pride, effective teamwork and exemplary service.



### Professionalism

- Dedicated collaboration
- Consistency
- Efficient transfer of knowledge
- Technical expertise

### Excellence

- Quality customer service
- Going above and beyond
- Boldly innovating

### Taking Pride

- Celebrating individual, team, university and community accomplishments

### Accountability

- Transparency
- Reliability
- Integrity

### Teamwork

- Interactive communication
- Respect
- Empowering individuals

## PURPOSE

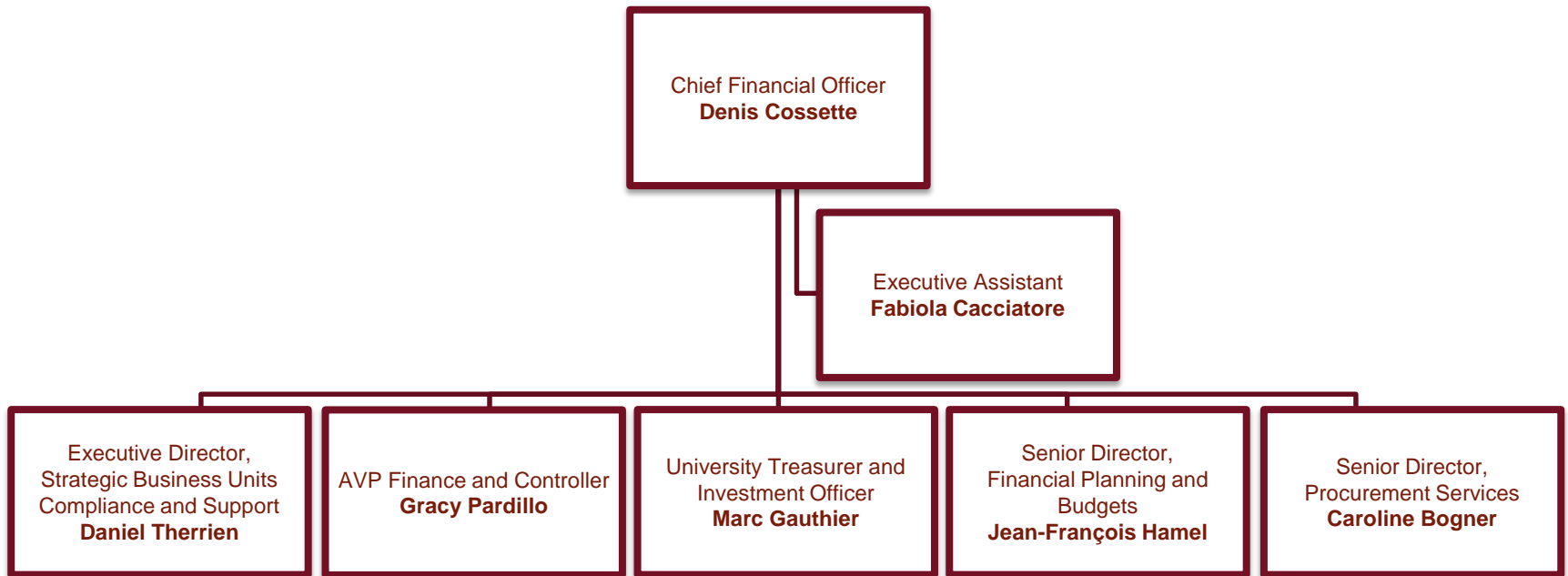
We are financial professionals who use our industry knowledge and expert solutions to facilitate informed decision making.

We are stewards of Concordia's financial health and integrity.

We are committed to compliance in reporting and other fiscal controls.

For more details, please visit the Financial Services CSpace page.

# ORGANIZATIONAL CHART





# Financial Services

Financial Services provides financial knowledge and solutions to facilitate informed decision making. We develop and execute strategies to identify new opportunities, find savings, and allow our clients to focus on their core work.

We are stewards of Concordia University's financial health and integrity. As such, we have a responsibility to ensure best practices and transparency through dedicated service, and proactive communication of accurate financial information.

We are committed to compliance in reporting and other fiscal controls. This is in service of protecting Concordia University within the financial and governmental obligations we face as an academic institution. [Read our Vision & Values.](#)

Financial Services is comprised of eight distinct units and overseen by Concordia's [Chief Financial Officer](#).

Accounts Payable

Financial Planning & Budgets

Business Process Office

Office of the Treasurer


Procurement Services


Restricted Funds

General Accounting

Student Accounts & University Cashier's Office

## General enquiries


 514-848-2424, ext. 4940

 514-848-8626

## Department contacts

 [Contacts by task or topic](#)

 [Staff directory by unit](#)


 [Organizational chart](#)

## Location & hours

 **Financial Services**  
Sir George Williams Campus  
[GM 700.00 \(see map\)](#)  
1550 de Maisonneuve Blvd W.

Monday to Friday 9 a.m. - 5 p.m.

## Mailing address

 **Financial Services**  
1455 de Maisonneuve Blvd. W.  
Room GM-700  
Montreal, Quebec, H3G 1M8



# FIVE SECTORS AT YOUR SERVICE

## 1. General Accounting:

Financial Research Management, Trust Accounts Management, Accounts Payable, Student Accounts, Financial Reporting and Financial Statements.

## 2. Treasury:

Capital and Financing, Risk Management, Insurance Program, Pension Fund, Benefits and Investments.

## 3. Financial Planning and Budgets:

Annual Operating Budget, Financial Planning and Budget Management.

## 4. Procurement:

Public Tenders, Contact Management, Acquisition of Goods and Services.

## 5. Strategic Business Units Compliance and Report:

Financial and Operational Support to Business Units.

# CONTACT US

## **Chief Financial Officer**

*Executive Assistant*  
514-848-2424 ext. 4938

## **Financial Planning and Budgets**

514-848-2424 ext. 4952  
budoffice@concordia.ca

## **Student Accounts**

514-848-2424 ext. 4900  
studentaccounts@concordia.ca

## **AVP Finance and Controller**

*Assistant to AVP Finance and  
Controller*  
514-848-2424 ext. 4340  
*Department Assistant*  
514-848-2424 ext. 4732

## **General Accounting**

514-848-2424 ext. 4932

## **Accounts Payable**

514-848-2424 ext. 4940  
accountspayable@concordia.ca

## **Office of the Treasurer**

*Administrative Assistant*  
514-848-2424 ext. 5881

## **Procurement Services**

514-848-2424 ext. 3650

## **Research Funds**

514-848-2424 ext. 4924  
ResearchFunds@concordia.ca

## **Business Process Office**

514-848-2424 ext. 4945  
fisadmin@concordia.ca

## **Restricted Funds**

514-848-2424 ext. 4935  
RestrictedFunds@concordia.ca



# Welcome to Concordia!

## Financial Services





CONCORDIA.CA



# Welcome to Concordia University New Employee Orientation



#CUpride [concordia.ca/campaign](https://concordia.ca/campaign)

CONCORDIA

**Paul Chesser**  
BA 94, GrDip 97  
Vice-President  
University Advancement



# Key audiences

Concordia's *University Advancement* helps engage alumni, donors and friends. Our sector helps build a culture of philanthropy among key stakeholders:

- Over **220,000** alumni
- **50,000** students
- **7,000** faculty and staff (of whom 2,000 are graduates)
- Friends and donors
- Community leaders
- Opinion leaders and media

# 220,000 CONCORDIANS!\*

A SAMPLING OF WHERE OUR GRADUATES LIVE

\*as of July 2019



## North America Total: 161,259

Canada  
U.S.A.  
Jamaica  
Dominican Republic  
Costa Rica  
Bahamas  
Trinidad & Tobago  
Bermuda



## South America Total: 242

Mexico  
Venezuela  
Brazil  
Peru  
Chile  
Barbados  
Colombia  
Ecuador



## Europe Total: 7,010

UK  
France  
Switzerland  
Spain  
Italy  
Greece  
Austria  
Belgium  
Cyprus  
Denmark  
Finland  
Hungary  
Netherlands  
Norway  
Portugal  
Sweden



## Africa Total: 367

Nigeria  
Kenya  
South Africa  
Mauritius  
Morocco



## Asia Total: 2,965

Russia  
China  
Japan  
South Korea  
India  
Taiwan  
Singapore  
Australia  
India  
Indonesia  
Malaysia  
New Zealand



## Middle East Total: 3,024

UAE  
Saudi Arabia  
Lebanon  
Israel  
Egypt  
Morocco  
Qatar  
Jordan  
Bahrain  
Kuwait  
Iran  
Tunisia  
Algeria  
Syria  
Iraq  
Libya  
Oman  
Palestinian Territories  
Yemen

CONCORDIA



# NEXT-GEN. NOW.

**CAMPAIGN FOR CONCORDIA**

**CASE FOR SUPPORT 2017**



# The Campaign for Concordia

- What is it?
- The Campaign for Concordia: Next-Gen. Now is a university-wide **\$250 million** fundraising appeal.
  - The Campaign for Concordia will support the university's **9 Strategic Directions**.
  - The Campaign for Concordia will help **transform education** at the university.



# Core fundraising initiatives



University Advancement tailors fundraising to meet the philanthropic aspirations of its alumni, donors and friends.

# Campaign for Concordia milestone



# The Campaign for Concordia

- The Campaign for Concordia is led by university leaders, including Interim President **Graham Carr**, and two volunteer Co-Chairs: **Andrew Molson** and **Lino A. Saputo Jr.**, BA 1989.
- The Campaign for Concordia features a global volunteer network of 50 alumni and friends who are helping us solicit major gifts.
- Faculty, staff, students and alumni will all be asked to contribute. To date, every gift to our **Community Campaign** counts towards the Campaign for Concordia.

# Mark your calendars for Shuffle 30

September 27, 2019



# Notable alumni



# Geographic chapters and volunteers:

- **Canada**
- **United States**
- **China**

## Geographic chapters

Meet #CUalumni representatives in your city



Canada

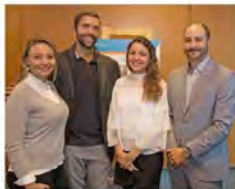


U.S./International



China

## Other chapters



Gina Cody School  
Alumni chapter



Educational  
technology



Garnet Key



Varsity athletes

# Impact stories: donors & alumni



## Alumni & friends

BENEFITS CAREER NETWORKS APPLAUSO EVENTS NEWS GIVING TO CONCORDIA

Concordia.ca / Alumni & Friends / News

### Alumni news

Search alumni news  All years All months All categories

**'To make the cut, people have to light up the screen in the same way a movie star might'**  
July 26, 2019

**'There's no better job than being a prospector'**  
July 23, 2019

**'My generation of Canadian actors has done extremely well in America'**  
July 19, 2019

**Alumna orchestrates event to help female classical musicians**  
July 17, 2019

**Grad who helps doctors focus on care**  
July 11, 2019

**From Concordia to Netflix: The journey of Hollywood director Stephen Surjik**  
July 11, 2019

**'The key reason I made it where I am today is because of the mentors I had at Concordia'**  
July 6, 2019

**Meet the mastermind working to move theatre into the zero-waste era**  
July 4, 2019

Next > Last <

### Publications

READ

### Videos

WATCH

### Podcasts

LISTEN

CONCORDIA

# How faculty and staff can help

- You are here to listen for opportunities and help make connections
- We can help you raise funds through FundOne, while your big ideas can inspire big donations.





# Reputation and affinity



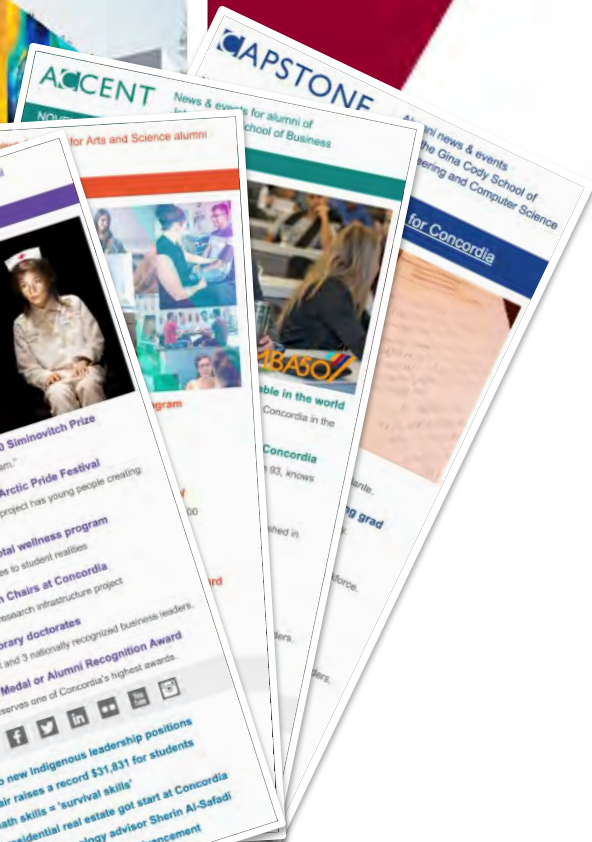
LEARNING SQUARE: A modern –

### THE LATEST FROM CONCORDIA

- Concordia is the best Canadian university**  
New rankings recognize research, citations, and more.
- Queering the Map comes to 4TH SPACE**  
UNTIL JULY 26: Check out public workshops at the 4th Space.
- These researchers want to improve literacy**  
Members of the Centre for the Study of Learning and Assessment are working to improve literacy skills.
- 'Concordia is integral to a growing, innovative economy'**  
Read the second in a four-part series of conversations with industry leaders.

**ACCENT** News & events for Fine Arts and Science alumni  
NOVEMBER 2018

- Alumna Stéphanie Jasmin wins \$100,000 Siminovitch Prize**  
"Concordia helped me become the artist that I am."
- Landscape of Hope debuts at Tromsø Arctic Pride Festival**  
Vivak Verikatesh and Owen Chapman's new project has young people creating stories of hope to counter hate.
- Rosy Foundation gift enables pivotal wellness program**  
Concordia tailors its mental health services to student realities.
- \$5.2 million for Canada Research Chairs at Concordia**  
5 new and renewed positions, plus 1 research infrastructure project.
- Concordia awards 5 new honorary doctorates**  
5 new and renewed positions, plus 1 research infrastructure project.
- Concordia awards 5 new honorary doctorates**  
A pioneering artist, a philanthropist and 3 nationally recognized business leaders.
- Nominate a star for Loyola Medal or Alumni Recognition Award**  
Tell us who inspires you and deserves one of Concordia's highest awards.
- Get the story first on:** [Facebook icon] [Twitter icon] [LinkedIn icon] [YouTube icon]
- Concordia creates two new indigenous leadership positions**  
A best seller: book fair raises a record \$31,831 for students
- Why science and math skills = 'survival skills'**
- Leader in high-end residential real estate got start at Concordia**
- Meet kickboxing champ and oncology advisor Sherin Al-Safadi**
- Paul Chesser joins Concordia as new VP, Advancement**





CONCORDIA.CA





# Embrace the World

Concordia International

August 27, 2019





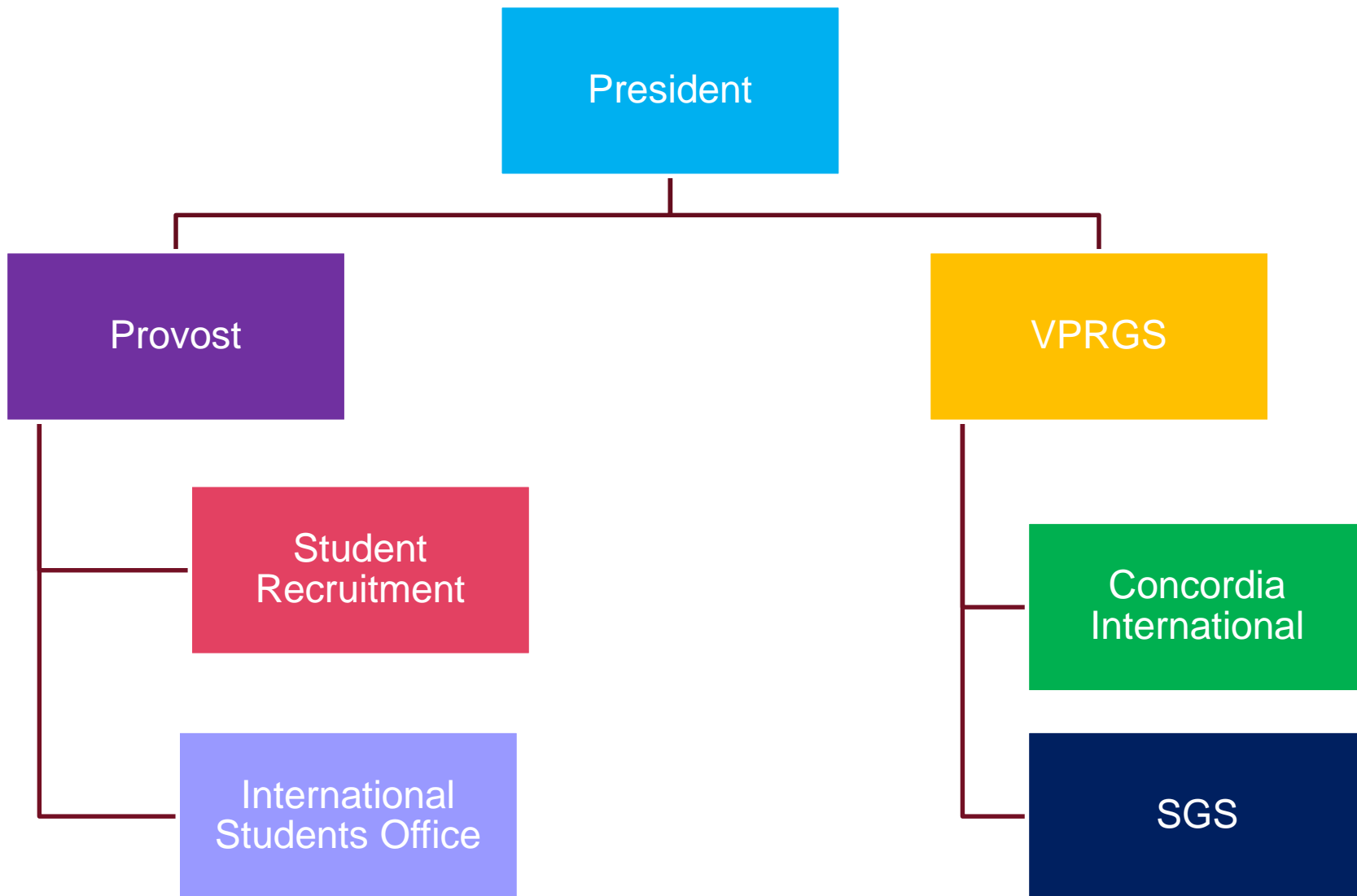
**RECRUITMENT**

**PARTNERSHIP**

**INTL  
PROJECTS**

**SERVICES**

**ACADEMIC  
EXCHANGES**



# Rationale

Academic Opportunities

Resources

Reputation





[Home](#) / [Offices](#) / [Concordia International](#)

# Concordia International

*Study & research abroad opportunities for Concordia students and faculty*



## Attend Study Abroad 101!

We are kicking off our information sessions this year with Study Abroad 101! Come and learn how you can study abroad while paying Concordia tuition, earning credits towards your degree, and with the help of the Quebec Mobility Bursary.

[LEARN MORE](#)

## Faculty members



International  
Funding  
Opportunities



International  
Development  
Opportunities



MITACS



Establishing a  
Faculty-Led  
Short Term  
International  
Program

## Visiting researchers



Coming to Concordia  
as a Visiting  
Researcher



How to Invite a  
Visiting Researcher



Frequently Asked  
Questions





**CONCORDIA'S INTERNATIONALIZATION  
STRATEGY**

## **Four Directions**

---

Demonstrate research leadership in addressing global challenges

Establish an academic environment that fosters the mobility of individuals

Implement global next generation initiatives

Globalize our outreach for greater impact and visibility



CONCORDIA.CA





# Your academic career at Concordia

Office of the Vice-Provost, Faculty Development  
and Inclusion

August 27, 2019



# First contract- milestones

- |                       |   |
|-----------------------|---|
| August 2019           | Probationary Contract begins- Welcome!  |
| May 1 – June 20, 2020 | Annual meeting with Academic unit head, review year 1, plans for year 2         |
| May 1 – June 20, 2021 | Annual meeting with Academic unit head, two years in- prepare for reappointment |
| October 15, 2021      | Submit request for reappointment  |

# Second contract: milestones (TT)

May 1- June 30, 2022

Annual meeting with academic unit head – start looking ahead to Tenure, address anything raised in Reappointment

May 1- June 30, 2023

Annual meeting with academic unit head – start working on Tenure dossier, address anything raised in Reappointment

January 5, 2024

Deadline to submit dossier for Tenure

# Tenure achieved- what's next?

September 15, 2024 apply for first sabbatical leave (TT)

September 15, 2029 apply for first sabbatical leave (ETA)

Explore leadership opportunities in your department,  
Faculty, University and to your discipline

Biennial Performance evaluation exercise (starting Oct.  
2026)

October 1, 2030 Apply for Promotion to Professor/  
Senior Librarian (TT)

# Career interruptions

- Maternity, Paternity, and Parental Leave: Article 35
- Sick leave and compassionate leave: Article 33
- Leave without salary: Article 32
  
- These leaves may impact your time to contract renewal, tenure, promotion or sabbatical leave
- The relevant CA Article for the milestone as well as the Article for the relevant leave will specify the impact.
- If in doubt, the Office of the Dean, Andie or CUFA will be able to clarify





CONCORDIA.CA

