

**MINUTES OF THE OPEN SESSION**  
**OF THE MEETING OF THE BOARD OF GOVERNORS**

Thursday, June 20, 2024, at 4 p.m.  
via Zoom video conferencing

**PRESENT**

**Governors:**

Helen Antoniou (C)	Pat Di Lillo	Duraichelvan Raju
Graham Carr (P and Vice-C)	Adriana Embiricos	Rahul Ravi
Jarett Carty	Kim Fuller	Robert Soroka
Gary N. Chateram	Caroline Jamet	Ted Stathopoulos
Daniel Cross	Claude Joli-Coeur (V.C)	Cathy Wong
Selvadurai Dayanandan (V.C)	Shoshana Kalfon	Roula Zaarour
	Philippe Purreaux	

Nassim Boutalbi (Alternate)

**Non-voting observer:** Gina Cody

**Also attending:**

Philippe Beauregard	Denis Cossette	Frederica Jacobs
William Cheaib	Faye Diamantoudi	Pascal Lebel
Paul Chesser	Michael Di Grappa	Anne Whitelaw

**ABSENT**

**Governors:**

Ken Brooks	Harley Martin
Rana Ghorayeb	Paul John Murdoch
Catherine Loubier	

**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 4:02 p.m.

### 1.1 Approval of the Agenda

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

R-2024-6-1 *That the Agenda be approved, including the items on the Consent Agenda.*

## CONSENT

## 2. Approval of May 16, 2024 Minutes

R-2024-6-2 *That the Minutes of the meeting of May 16, 2024 be approved.*

## 3. Employee Benefits Committee/PTEBC recommendations:

### 3.1 Approval of premium rates effective September 1, 2024 for CUPFA & CUCEPTFU health plans (Document BG-2024-6-D1)

R-2024-6-3 *That, following recommendation of the Part-Time Employee Benefit Committee, the Board of Governors approve the renewal of the Group Insurance Plans, effective September 1, 2024, with the following conditions:*

- *No premium adjustment for both the Comprehensive and RAMQ plans;*
- *Maintain the Health Care large claims pooling threshold at \$25,000 adjustment of the related pooling fees per insured member in the following manner:*

	<i>Current</i>	<i>Revised</i>
<i>Single</i>	<i>\$7.33</i>	<i>\$9.53</i>
<i>Single Parent</i>	<i>\$9.16</i>	<i>\$11.90</i>
<i>Couple</i>	<i>\$13.93</i>	<i>\$18.11</i>
<i>Family</i>	<i>\$15.76</i>	<i>\$20.48</i>

- *No change to the general administration fees, claims handling charges and profit charge charged by Sun Life;*
- *Transfer of the remaining balance available in the Deposit Fund held by the insurer Sun Life, i.e. \$26,039 to the Concordia University Foundation for investment as part of the surplus account held for the CUPFA & CUCEPTFU Health Care policies.*

**3.2 Approval of the Continuation of the telemedicine Service Lumino Health Virtual Care offered by Sun Life Financial for the CUPFA and CUCEPTFU members as of September 1, 2024, and for its funding if service retained**

(Document BG-2024-6-D2)

R-2024-6-4 *That, following recommendation of the Part-Time Employee Benefit Committee, the Board of Governors approve the continuation of the telemedicine service Lumino Health Virtual Care for CUPFA & CUCEPTFU members, for a one-year period beginning on September 1, 2024, to be funded from the surpluses available for the CUPFA & CUCEPTFU Health Care policies.*

**3.3 Group insurance review (Document BG-2024-6-D3)**

R-2024-6-5 *That, upon recommendation of Employee Benefits Committee, the Board of Governors approve the modifications below effective January 1, 2025:*

*Modifications to the Health Care Plan:*

- *Introduction of a \$3 deductible per DIN on drug purchases;*
- *Substitution of the annual threshold per certificate on eligible Health Care expenses of \$2,000 by a \$3,000 annual threshold per certificate applicable to drug claims only;*
- *Adjustments to eligible paramedical services in the following manner:*
  - *Psychologist and psychiatrist services: percentage of reimbursement adjusted from 50% to 80% and addition of psychotherapist services as an eligible expense;*
  - *Chiropractor, massage therapist, naturopath, osteopath podiatrist, chiropodist and acupuncturist services: Removal of the \$300 per specialist annual maximum, increase of the combined annual maximum from \$500 to \$1,000 and addition of kinesiologist as an eligible expense;*
  - *Speech therapist and audiologist services: Removal of the respective annual maximums of \$400 and \$300 and introduction of a combined annual maximum of \$1,000.*
- *Addition of pharmacogenetic tests as an eligible expense under the Plan;*
- *Modification of the percentage of reimbursement from 50% to 60% on drugs that are not on the list of medications covered by the RAMQ public drug plan;*
- *For members aged 65 and over, modification of the cost sharing provisions with the university to be 50%/50% of the Health Care premiums in*

*replacement of the current formula which takes into account the RAMQ premium paid by the members.*

*Modifications to the Dental Care Plan:*

- *Removal of the annual deductibles of \$50 or \$100;*
- *Frequency of recall exams increased from six months to nine months;*
- *Percentage of reimbursement reduced from 100% to 90% for basic dental care;*
- *Removal of coverage of orthodontic services for adults.*

*Introduction of Health Care Spending Accounts (HCSA) with the following annual allocations per type of coverage:*

<i>Under age 65</i>	
<i>Single</i>	<i>\$200</i>
<i>Single-Parent</i>	<i>\$235</i>
<i>Couple</i>	<i>\$380</i>
<i>Family</i>	<i>\$420</i>
<i>Age 65 and over without Dental Coverage</i>	
<i>Single</i>	<i>\$495</i>
<i>Family</i>	<i>\$945</i>
<i>Age 65 and over with Dental Coverage</i>	
<i>Single</i>	<i>\$565</i>
<i>Family</i>	<i>\$1,075</i>

**4. Mandate and membership of Senate Committees (Document BG-2024-6-D4)**

This item was for information only.

**5. Approval of revisions to the Policy on Tribunal Hearing Pools (BD-6)  
(Document BG-2024-6-D5)**

R-2024-6-6 *That, upon recommendation of Senate, the Board of Governors approve the revisions to the Policy on the Establishment of Tribunal Hearing Pools (BD-6), as per the attached document.*

**6. Approval of Appointment of Tribunal Pools (Document BG-2024-6-D6)**

R-2024-6-7 *That, following nomination by the electoral college pursuant to the Policy Relating to the Administrative and Support Staff Electoral College (BD-12), the Board of Governors approve the appointment of Alexandra Maranger as a member of the Administrative and Support Staff Tribunal Pool for a term beginning on September 1, 2024, and ending on August 31, 2026.*

## 7. **Sundry Fee Report** (Document BG-2024-6-D7)

This item was for information only.

## REGULAR

## 8. **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.

## 9. **President's report** (Document BG-2024-6-D8)

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

- Dr. Carr began with a mention of the convocation celebrations in early June, where nearly 6,000 students joined the University's alumni ranks in nine ceremonies at Place-des-Arts.
- Co-Chancellor Jonathan Wener was unable to attend this year's ceremonies, and Dr. Carr noted that he was missed. In his absence, Co-Chancellor Gina Cody presided over most of the convocation ceremonies. She hugged every single graduate at the final Fine Arts convocation, and also hugged many of the graduates at the other ceremonies – a true demonstration of her charm, warmth and support for our graduates.
- During the preparations for Convocation, there were some anxieties that virtually all universities had this year in terms of potential disruptions at the ceremonies, but Dr. Carr confirmed that each ceremony was truly celebratory, with no disruptions.
- The stellar list of honorary doctorate recipients included BBC correspondent Lyse Doucet, climate scientist Friederike Otto, visionary builder Luc Maurice, and the extraordinary thought leader in tech Mallikarjun Tatipamula. Dr. Carr also noted the extraordinary personal stories shared by My Thanh Nguyen, Poppy Northcott, Fabienne Colas and Sheila Johnson, and finally, Denis Villeneuve, who paid an extraordinary homage to the University's cinema program.
- Dr. Carr offered thanks to University Registrar Stéphanie de Celles, Acting Dean of Students Katie Broad, Deputy Provost and Vice-Provost Nadia Hardy, and all other members of staff who pulled off the ceremonies with aplomb. He also highlighted the incredible work of Denise Karelis, Director of Administration in the Office of the President, and the teams in Hospitality and University Advancement for looking after our dignitaries and organizing two wonderful dinners that several Board members were able to attend. The honorary doctorate convocation addresses had been shared with the Board members.

- Turning to registrations, Dr. Carr noted that globally, in terms of headcount (not necessarily financials), the University is facing a 6.5% year-over-year decline stemming from a 30% decline in out-of-province undergraduate student registration, an 11% decline in transfer students (most of whom are also from out-of-province), and a decline in international student registration of 10%, which translates to both a loss of revenue in terms of the lower student numbers but also an additional lost revenue of approximately \$6,000 per student because of the new government claw back. CEGEP recruitment is steady, but only marginally better compared to last year.
- Canada-India relations continue to have a negative impact on registration numbers as well, with graduate professional enrolment from India down. Graduate admissions in research programs is positive, but these positive enrolment numbers are not sufficient to outweigh other trends. The University is heading towards a fourth successive year of declining enrolment and associated lost revenue.
- Dr. Carr noted that the budget impact has been compounded by arbitrary adjustments to the funding formula by the *Ministère de l'enseignement supérieur*, the net effect of which (independent of the registration figures) is to reduce the University's operating grant by approximately 4% compared to last year.
- Furthermore, Dr. Carr noted that the government has taken additional punitive measures designed to shrink the University's capacity to recruit new students, reduced the operating grant and redirected the funds to special envelopes for which the University is not eligible. In summary, the government has taken funds from Concordia, McGill, but also from francophone charter universities and used them to subsidize the *Université de Québec* network by injecting cash into those institutions and also their *siège sociale*.
- Dr. Carr mentioned the public statements made by the *Ministre de l'Enseignement supérieur*, noting that he and some of his colleagues were particularly upset by public statements made by the minister in her legislative review, where misleading statements were made which suggested that new investments have been made in higher education. Instead, there is only a redistributing of funds from student fees and university grants to make it appear that new funds are being injected into the system.
- Further Dr. Carr noted that unfortunately, BCI, the organization that regroups all universities in the network, was unable to agree on a factual communiqué that addressed the minister's misinformation. He also noted that Daniel Jutras, President of *l'Université de Montréal*, had announced that he was stepping down as the president of BCI. Dr. Carr has also announced his resignation from the BCI executive. The University will remain a member of BCI, but many charter universities are reflecting on their future role with the organization.
- Dr. Carr then offered thanks to Nadia Hardy, who has taken a much-deserved administrative leave this week from her role as Deputy Provost. In addition to leading all the operational files around student success, recruitment, etc., over this past year,

she has done extraordinary work leading negotiations with CUFA and CUPFA, and, more recently, has been the face of the University's work in prevention and de-escalation efforts on campus related to the crisis in the Middle East. All of Dr. Hardy's colleagues can attest to what an extraordinary job she has performed in some of the most challenging and exhausting circumstances the university has faced. Dr. Carr wished her well for the leave period and affirmed that he looks forward to welcoming her back in January 2025 to lead the University's strategic enrolment management initiative.

- Dr. Carr thanked Effrosyni Diamantoudi, Dean of Graduate Studies, who has stepped up to take on the role of Acting Vice-President Research, Innovation and Impact (VPRII) for the month of June following Dominique Berube's departure. Pending the decision of the Board, she has also agreed to serve in an interim capacity starting July 1, 2024, until the search for the new VPRII is completed.
- He also offered thanks to Katie Broad for taking on the role of Acting Dean of Students at a time when there are important, long-term vacancies in that crucial office.
- Dr. Carr encouraged University personnel to take their vacations this summer, more particularly because it has been another hugely challenging year.
- In closing, he highlighted a major announcement that this past Tuesday, NorthVolt, the major Swedish battery manufacturer, and the University announced a memorandum of understanding focused on joint research activities, but also on training programs that the University will develop for NorthVolt technical and professional staff. This is the first major agreement between the company and a Quebec university, and it underlines the University's leadership through VoltAge in all things relating to electrification, as well as the University's goal to increase its presence as a partner institution in the regions off the island of Montréal.

## 10. Other business

There was no other business brought before the Open Session.

## 11. Adjournment

The Chair declared the meeting adjourned at 4:20 p.m.

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