



BG-2024-9

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

Thursday, December 12, 2024, at 4 p.m.  
Room GM 410 (Board of Governors meeting room)  
SGW Campus

PRESENT

Governors:

Helen Antoniou (C)	Kim Fuller	Paul John Murdoch
Ken Brooks (zoom)	Shahir Guindi	Raymond Paquin (zoom)
Graham Carr (P and Vice-C)	Caroline Jamet	Robert Soroka
Jarrett Carty (V.C)	Claude Joli-Coeur (V.C)	Ted Stathopoulos
Gary N. Chateram (zoom)	Shoshana Kalfon	Roula Zaarour (zoom)
Roy Cross	Catherine Loubier (zoom)	
Pat Di Lillo (zoom)	Miranda Melfi (zoom)	

Alternate: Ali Salman

Non-voting observer: Gina Cody (zoom)

Also attending:

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

ABSENT

Governors:

Theresa Bianco	Adriana Embiricos	Kareem Rahaman
Darshan Vishnu Dorugade	Rana Ghorayeb	

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-2024-9-1 *That the Agenda be approved, including the items on the Consent Agenda.*

## CONSENT

## 2. Approval of October 24, 2024 Minutes

R-2024-9-2 *That the Minutes of the meeting of Open Session of October 24, 2024 be approved.*

## 3. Use of Concordia's Name (Document BG-2024-9-D1)

R-2024-9-3 *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 Handbook, the Board of Governors approve the following request to use the Concordia name:*

- *Blood Donation Concordia Student Club*

## 4. Collection of fees:

### 4.1 Co-op fees update (Document BG-2024-9-D2)

R-2024-9-4 *That, the Board of Governors authorize Concordia University to suspend the collection of the Coop Bookstore fee levy collected from Undergraduate students by the University for the Fall 2024 and Winter 2025 term.*

*That, on recommendation of the Dean of Students, the Board of Governors authorize Concordia University to permanently suspend the collection of the Coop Bookstore fee levy from Graduate students by the University.*

### 4.2 Undergraduate fees (Document BG-2024-9-D3)

R-2024-9-5 *CSU Advocacy Center: That the Board of Governors authorize the University to collect an increased fee levy to \$0.60 per credit (an increase of \$0.10 per credit from \$0.50 per credit), annually adjusted to the Consumer Price Index of Canada, to be implemented with registration for the Winter 2025 (2244) term, in accordance with the University's tuition, refund and withdrawal policy.*

*People's Potato: That the Board of Governors authorize the University to collect an increased fee levy by \$0.16 per credit from \$0.52 to \$0.68 per credit, annually adjusted to the Consumer Price Index of Canada, to be implemented at registration for the Winter*

2025 (2244) term in accordance with the University's tuition, refund, and withdrawal policy.

CSU Legal Essentials Service Fee: That the Board of Governors authorize the University to establish an opt-outable CSU Legal Essentials Service Fee of \$30.00 per student for full year access (September to August) to provide students with access to this support. The fee will be payable by all CSU members annually, for 3 years, starting on January 1st, 2025, and until August 31st, 2028, after which the service will be brought back to the CSU membership for renewal.

## 5. Ratification of nominations to the Part-time Employee Benefits Committee, Employee Benefits Committee (Document BG-2024-9-D4/ CORP-2024-7-D1)

R-2024-9-6 That, the Board of Governors approve the following nominations to the Employee Benefits Committee:

- Brian Cooper, nominated by the Administrative and Support Staff (Technician – CTC Metalshop), to be renewed for a two-year term from January 1, 2025 – December 31, 2026.
- Dr. Jamshid Etezadi, Regular Non-Active Members Representative, to be appointed for a two-year term from January 1, 2025 – December 31, 2026.
- Ms. Amely Jurgenliemk, Alternate Non-Active Members Representative, to be appointed for a two-year term from January 1, 2025 – December 31, 2026.

That, the Board of Governors approve the following nomination to the Part-Time Employees Benefits Committee:

- Nadine Parla, from the Concordia University Part-time Faculty Association, to be renewed for a two-year term from January 1, 2025 – December 31, 2026.

## 6. Employee Benefits Committee recommendations:

### 6.1 Group Insurance Plans revision to approval of June 2024 (Document BG-2024-9-D5)

R-2024-9-7 That, upon recommendation of Employee Benefits Committee, the Board of Governors approve the replacement and substitution of the resolution passed by the Board of Governors on June 20, 2024, and additionally approve the adjustments recommended by the Employee Benefits Committee as provided for herein:

#### Modifications to the Health Care Plan:

- Removal of the \$60 annual deductible for members and spouses and introduction of a \$3 deductible per DIN on drug claims;
- 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. Combined annual maximum maintained at \$1,500;

- Occupational therapist, physiotherapist, physical rehabilitation therapist and sports therapist: removal of the combined annual maximum of \$750 and addition of kinesiologist as an eligible expense. Chiropractor, massage therapist, naturopath, osteopath podiatrist, chiropodist and acupuncturist services: Removal of the \$300 per specialist annual maximum and of the combined annual maximum of \$500. Introduction of a combined annual maximum of \$1,000 for all the specialists listed under this bullet;

- 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 Plan cost 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 and preventive 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 without Dental Coverage</i>	
<i>Single</i>	<i>\$165</i>
<i>Single-Parent</i>	<i>\$210</i>
<i>Couple</i>	<i>\$315</i>
<i>Family</i>	<i>\$350</i>

<i>Under age 65 with Dental Coverage</i>	
<i>Single</i>	\$230
<i>Single-Parent</i>	\$290
<i>Couple</i>	\$440
<i>Family</i>	\$495
<i>Age 65 and over without Dental Coverage</i>	
<i>Single</i>	\$670
<i>Family</i>	\$1,280
<i>Age 65 and over with Dental Coverage</i>	
<i>Single</i>	\$740
<i>Family</i>	\$1,410

## 6.2 **Group Insurance Plans modifications** (Document BG-2024-9-D6)

R-2024-9-8 *That, upon recommendation of Employee Benefits Committee, the Board of Governors approve the adjustments recommended by the Employee Benefits Committee as provided for herein:*

- *Premium adjustments of +1% for Health Care and of +8% for Dental Care;*
- *No premium adjustment for Vision Care, Short-Term Disability, Optional Life Insurance for Employees, Optional Life Insurance for Spouse and Children and Optional Accidental Death & Dismemberment (AD&D) for Employees and Dependents;*
- *Reimbursement to Sun Life Financial of the deficits generated in 2023-2024 from the surpluses held at the Concordia University Foundation, namely: \$283,344 for the Health Care Plan, \$186,837 for the Dental Plan and \$80,172 for Optional Life for Employees;*
- *Maintain the Health Care pooling threshold at \$125,000;*
- *Cost increase of the Telemedicine service from \$3.59 to \$3.73 per member per month; and*
- *Sun Life fees: revised general administration charge and Health Care pooling fees that will be concluded following the negotiations that management has undertaken with Sun Life.*

## 7. **Appointment of a member to the Administrative and Support Staff Tribunal Pool** (Document BG-2024-9-D7)

R-2024-9-9 *That, the appointment of Andrée Bertrand as a member of the Administrative and Support Staff Tribunal Pool for a term beginning on December 12, 2024 and ending on August 31, 2026 be approved.*

**8. Report on compliance with environmental legislation and health and safety regulations (Q3-2024 Report)** (Document BG-2024-9-D8)

This item was presented for information 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-2024-9-D9)

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

- Dr. Carr began by noting that since the last Board meeting, there have been four important issues that have come up, two of which are very concerning, the other two of which are reminders of the great things that happen at the University.
- Life on campus over the last two weeks has generally been very quiet with three notable exceptions. Just as a reminder and for information of the Board, earlier this semester, a page was added to the Campus Safety website that provides an overview of any incidents that occur on campus. Dr. Carr noted that the hope was that by posting these summaries, the community will be better equipped to understand what is going on in these incidents.
- Dr. Carr then went on to summarize the three recent incidents that occurred on campus:
  - o On October 31<sup>st</sup> at 13:30, there were about 60 protestors and a very significant police presence around the perimeter of the campus. The protestors initially gathered in front of the GM Building, a peaceful protest occurred concerning claims of police violence in the city, and, after about one hour, the group left the area outside the GM building, escorted by police. However, instead of leaving the vicinity of the campus, the protestors circled along Guy Street and entered the Guy-Concordia metro station. Once inside the metro, they began trying to access University buildings through the connecting tunnels. One Campus Safety officer was assaulted in the tunnel. The protestors moved through the tunnel to the atrium of the Library Building. There, the protestor who had assaulted the University agent was apprehended by Campus Safety. Another agent was assaulted, at which point, campus security called the SPVM, who arrested two individuals.

Although no university activities or classes were disrupted by these events, the incident was obviously disturbing to innocent bystanders in our community.

- o Three weeks later, on November 21<sup>st</sup>, a two-day Canada-wide strike was declared in response to the continued situation in the Middle East and the same coincided with opening of the NATO summit at the Palais des congrès in Montréal. Despite media reports claiming 80,000 – 100,000 students were on strike in Montréal, the reality at Concordia was that a relatively small number of student associations in the Faculty of Arts and Science and the Faculty of Fine Arts had voted in favour of a strike. Dr. Carr noted that student associations are autonomous and as such the University has no say over whether a vote can be called to strike. Students who wish to strike are free to not attend class, but they cannot prevent other students from attending classes. He reiterated that nobody has the right to intimidate other students or faculty, block them from going to class, or disrupt classes. Furthermore, faculty members, as per our collective agreements, are expected to deliver their courses.
- o A group of 20-30 protesters on November 21<sup>st</sup> disrupted classes. Campus Safety had to intervene, and the classes proceeded. Equally disturbing was that some student groups publicly denounced faculty members who taught their courses in departments where students had taken a strike vote. This blatant intimidation was reminiscent of very ugly blacklisting practices in other moments of modern history. Dr. Carr informed the Board that earlier that day, the leadership of CUFA and CUPFA issued a statement denouncing such practices which have no place in a university, and he assured the Board that the University will act on any formal complaints received with respect to these incidents.
- o Meanwhile, on that same day, in conjunction with the strikes at CEGEPs and other Montréal universities, there was a pro-Palestinian manifestation of approximately 400 people which began at different points in downtown Montréal (notably at McGill University and Dawson College). The protestors, escorted by police, including mounted police, converged on Sherbrooke and Guy Streets. Given the origins of the march, we assume most of the protestors were external to our community.
- o Dawson College had announced that it was closed on November 21<sup>st</sup> because of fears of violent activity, and that decision undoubtedly aggravated things as the march descended Guy Street and proceeded east along de Maisonneuve where other protestors (many of whom also were not part of our community) had gathered on de Maisonneuve between the Hall Building and the Library Building. There was also a group of counter-protestors carrying Israeli flags. At some point, a large group of protestors forced their way into the Hall Building by overwhelming and shoving aside our Campus Safety agents.
- o The protestors stayed mostly in the ground floor atrium, although some individuals did make their way to upper floors in the building. Although access to the building for normal purposes was maintained, some classes and activities were inevitably disrupted by the demonstration and there was also

some damage to property and graffiti. The police remained outside the University buildings for the duration of the demonstration. University Administration had not asked the SPVM to intervene; and the protestors all left within an hour. As a precaution, the University temporarily closed two other buildings in the vicinity.

- o It was at this point, after the protestors had left the Hall Building, that the widely reported incidents occurred when a protestor gave a Nazi salute to the police and engaged in hate speech by directing threats about the 'final solution' towards protestors with Israeli flags. It was appalling to witness such blatant antisemitism with the University as a backdrop and the University publicly denounced the incidents as did many other individuals and organizations (including some of the University's student associations).
  - o On Dec 3<sup>rd</sup>, a third incident occurred. A student group called StartUp Nation, which is affiliated with the CSU, had booked space through the CSU in the Hall Building mezzanine. However, the CSU cancelled the booking when it learned that the event would include an external individual whose presence had not previously been disclosed by StartUp Nation. Although the student group did not table, around 20 individuals associated with it, including the external individual whose presence on campus had by now become known, gathered on the mezzanine. A smaller number of members of the group also went into the Hive (a student run café). All of this provoked a confrontation with approximately 20 other individuals.
  - o During the confrontation, Campus Safety escorted one individual, who is not a student, from the building for allegedly issuing a threat. This individual is known to us and is not allowed on campus. Tensions continued to escalate, and Campus Safety sought assistance from the SPVM. The SPVM arrived and the two groups were kept separate. After about 40 minutes, they each left the building. There was no interruption to academic activities.
  - o Disruptions like the three incidents are not commonplace, they are the exception. Most days on campus this fall has been perfectly normal. Nevertheless, each of these incidents reveals how polarizing the current context has become for many inside our community and they take on a toll on institutional morale.
- Dr. Carr noted that these incidents underline the particular challenge that the University faces as an urban campus that is so physically accessible in the heart of the city, and they bring unwanted media and social media coverage, as well as criticism from external communities.
  - The Board was also informed that the University expends an extraordinary amount of proactive effort to prevent problematic activities from happening, to enable people to express themselves respectfully - and yes, to de-escalate, if need be - but clearly some individuals are intent on provocation and escalation.



- The efforts to maintain a respectful and safe environment on campus involve the committed work by the University's Campus Safety team, the Dean of Students Office, the Special Advisor on Campus Relations, as well as the cooperation of different groups, including the CSU. Dr. Carr noted that his sense was that the community is increasingly fed up with this unacceptable behavior happening in and around our campus and the way the University is being targeted by slur campaigns, and angry at the amount of time, energy, not to mention the expense that is devoted to trying to prevent and respond.
- Dr. Carr went on to address the second issue of concern: Bill 74, which gives the *Ministre de l'immigration, de la francisation et de l'intégration* new powers to set quotas on student visas. Dr. Carr noted that it was important to understand that this legislation is being driven by the minister and the Premier's Office. It is all part of an attempt to restrict immigration and abuses of the system, some of which have occurred in private colleges and CEGEPs.
- Prior to the adoption of the law on December 5, 2024, there were hearings and consultations. University leaders testified, condemning the law and requesting that universities be exempted. Other intervenors, including mayors and the Chamber of Commerce of Metropolitan Montreal, also spoke out against the proposed legislation. Minister Roberge cited the claim that individuals who studied at anglophone universities worked more frequently in English than in French. P. Lebel, who was representing the University along with Dr. Carr at the hearings, clarified that the same study cited also stated that those who work in English do so because of the requirements of their work, not because of their language of instruction. Dr. Carr drew the Board's attention to this particular exchange to emphasize the concern that language will be used in some way as a criteria for the allocation of student visas.
- All of the opposition parties voted against, but the law was adopted. At this point there is no clarity on what the quota will be, what the basis for the quotas will be, what criteria will be applied, and how quotas may be allocated to institutions.
- Minister Déry held a first meeting with university presidents last Friday, but it was inconclusive in terms of what to expect. Unfortunately, the combination of federal and provincial government statements about capping visas has already devastated the international student market.
- Dr. Carr turned to good news, noting that District 3 (D3) celebrated its 10th anniversary. D3 has helped launch over 1,200 start-ups, raising more than \$160M through sales and investments, supporting creation of approximately 450 jobs per year and giving young entrepreneurs the support needed to succeed. Dr. Carr paid homage to its founder, Xavier Hervé, who is moving on to another challenge.
- With funding from FRQ, D3 developed a very successful entrepreneurship training program for all PhD students in STEM in Québec. It has also been very successful in attracting female-led startups and, in the context of current immigration policies, Dr.

Carr proudly reported that 50% of the startups at D3 are founded by immigrants.

- On December 5<sup>th</sup>, *Research Infosource* released the results of the top 50 Canadian research universities' research income for fiscal year 2024. This has been a record year for the University, with a 47,6% increase in research funding from fiscal year 2022. \$129M in research funding vaults the University beyond Carleton, York, and UQÀM in this year's rankings. The University is now placed 5<sup>th</sup> among comprehensive universities in Canada; 1<sup>st</sup> in Québec and 21<sup>st</sup> overall. It is important to note that 16 Canadian universities have medical schools, and these institutions are traditionally at the top of the list.
- Since 2014, the University has tripled its research income. Dr. Carr noted that this was a remarkable testament to work of our faculty, graduate students, postdocs, and research support staff and it speaks to the strategic positioning in which the University has invested to support excellence and target emerging areas of research.

## 11. Other business

The Chair took the opportunity to thank Jonathan Wener, who ends his term as Chancellor on December 31, 2024. J. Wener is a Concordia graduate and has been the University's champion for decades. He began as a member of the Board of Governors in 1995 and served as an external Board member until 2011, when he was appointed Deputy Chancellor and then Chancellor in 2015. J. Wener established the Real Estate Research Chair with a donation of \$10M, and he and his wife Susan also donated the kinetic sculpture in front of the Hall building. J. Wener is truly a great alumnus and University champion who has contributed to the university in so many ways. The Chair thanked him for his service.

The Chair also took the opportunity to recognize another champion of the University, Gina Cody, who takes over as Chancellor as of January 1, 2025.

## 12. Adjournment

The Chair declared the meeting adjourned at 4:30 p.m.

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