

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

Thursday, June 19, 2025 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus and via Zoom video conferencing

PRESENT

Helen Antoniou (C)	Darshan Vishnu Dorugade	Catherine Loubier (remote)
Ken Brooks	(remote)	Miranda Melfi
Graham Carr (P and Vice-C)	Adriana Embiricos	Christine Panet-Raymond
Jarrett Carty (V.C)	Kim Fuller	(remote)
Gary N. Chateram (remote)	Shahir Guindi	Rahul Ravi (remote)
Daniel Cross	Claude Joli-Coeur (V.C)	Robert Soroka
Pat Di Lillo (remote)	(remote)	Ted Stathopoulos
		Roula Zaarour

Alternate: Ali Salman (remote)

Non-voting observer: Gina Cody (remote)

Also attending:

Philippe Beauregard	Denis Cossette	Julie Fortier (remote)
William Cheaib	Michael Di Grappa	Frederica Jacobs
Paul Chessier	Tim Evans	Pascal Lebel
		Anne Whitelaw

ABSENT

Governors:

Theresa Bianco	Shoshana Kalfon	Kareem Rahaman
Rana Ghorayeb	Paul John Murdoch	

LEGEND:

C: Chair

P and Vice-C: President and Vice Chancellor

V.C: Vice Chair

Remote: joined via Zoom/Teams

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-2025-4-1 *That the Agenda be approved, including the items on the Consent Agenda.*

CONSENT

2. Approval of May 15, 2025 Minutes

R-2025-4-2 *That the Minutes of the meeting of Open Session of May 15, 2025, be approved.*

3. Part-Time Employee Benefits Committee recommendations:

3.1 Modifications to the Comprehensive health plan for the CUPFA and CUCEPTFU groups effective September 1, 2025, following the conclusion of the Group Insurance Plans review (Document BG-2025-4-D1)

R-2025-4-3 *That, upon recommendation of the Part-time Employee Benefits Committee, the Board of Governors approve the following modifications to the Comprehensive Health Care plan for CUPFA & CUCEPTFU employee groups effective September 1, 2025:*

- *Removal of the \$60 annual deductible for members and spouses and 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. 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;*
- *Introduction of Health Care Spending Accounts (HCSA) with the following annual allocations to coincide with the members' enrolment cycle, per type of coverage:*

<i>Single</i>	<i>\$135</i>
<i>Single-Parent</i>	<i>\$171</i>
<i>Couple</i>	<i>\$255</i>
<i>Family</i>	<i>\$291</i>

3.2 **Changes to premiums for the CUPFA and CUCEPTFU health plans effective September 1, 2025** (Document BG-2025-4-D2)

R-2025-4-4 *That, upon recommendation of the Part-Time Employee Benefits Committee, the Board of Governors approve effective September 1, 2025, the following:*

- *No premium adjustment for both the Comprehensive and RAMQ plans;*
- *Integration of the cost of the telemedicine service Lumino Health Virtual Care in the premiums rates;*
- *Maintain the Health Care large claims pooling threshold at \$25,000;*
- *No change to the large claims pooling fees, 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. \$45,612 to the Concordia University Intergenerational Fund (CUiF) for investment as part of the surplus account held for the CUPFA and CUCEPTFU Health Care policies.*

4. **Employee Benefits Committee recommendation: Adoption of Amendments to the Pension Plan text and of a Restated Plan text effective December 31, 2024** (Document BG-2025-4-D3)

R-2025-4-5 *That, upon recommendation of the Employee Benefits Committee, the Board of Governors approve the amendments to the text of the Concordia University Pension Plan for the employees of Concordia University, as well as the restated text of the Concordia University Pension Plan for the employees of Concordia University effective December 31, 2024.*

5. Student fee levies:

5.1 **Approval of fee levies for undergraduate and graduate students** (Document BG-2025-4-D4)

R-2025-4-6 *Upon motion moved and seconded, it was unanimously approved:*

Fine Arts Reading Room fee: That the Board of Governors authorize Concordia University to increase the Fine Arts Reading Room fee from \$0.70 per credit to \$0.90 per credit (an increase of \$0.20 per credit), to be collected from all undergraduate students registered in the faculty of fine arts, and to be implemented with registration for the Fall 2025 (2252) term in accordance with the university's tuition refund and withdrawal policy.

Legal Information Clinic: That the Board of Governors authorize Concordia University to apply a fee levy of \$2.75 per term to allow graduate students full access to the services offered by the CSU Legal Information Clinic. The fee levy increase will be effective in the Summer 2025 (2251) semester, adjusted annually to the Consumer Price Index of Canada, and billed in accordance with the University's tuition, refund, and withdrawal policy.

CSU Advocacy Centre: That the Board of Governors authorize Concordia University to increase the Advocacy Centre Fee Levy from \$3.32 per semester to \$5.00 per semester (an increase of \$1.68), annually adjusted to the Consumer Price Index of Canada, to increase support hours for graduate students. The fee levy increase will be effective in the Fall 2025 (2252) semester and billed in accordance with the University's tuition, refund, and withdrawal policy.

CSU Daycare & Nursery: That the Board of Governors authorize Concordia University to implement a fee levy of \$2.50 per semester for all GSA members to support the CSU Daycare services. This fee levy would begin in the Fall 2025 (2252) semester, in accordance with the University's tuition refund and withdrawal policy, to reflect graduate student utilization of the services in proportion to the current undergraduate contribution of \$0.25 per credit.

CSU Off-Campus Housing and Job Bank (HOJO): That the Board of Governors authorize Concordia University to increase the fee levy from \$1.25 per semester to \$2.75 per semester (an increase of \$1.50) to support the CSU Off Campus Housing and Job Resource Centre (HOJO). The fee levy increase will be effective in the Fall 2025 (2252) semester, annually adjusted to the Consumer Price Index of Canada, and billed in accordance with the University's tuition, refund, and withdrawal policy.

5.2 Revision of the Student Service Fee for graduate students
(Document BG-2025-4-D5)

R-2025-4-7 *Upon motion moved and seconded, it was unanimously approved:*

Student Services fee revision: That the Board of Governors authorize Concordia University to increase the Student Services fee that supports the Student Services Sector comprised of the Student Success Centre, Campus Wellness and Support Services, the Dean of Students Office, and the Financial Aid and Awards Office from \$10.26 per credit to \$11.11 per credit (an increase of \$0.85 per credit), annually adjusted to the Consumer Price Index of Canada, to be collected from all graduate students, and to be implemented for the Summer 2025 term in accordance with the University's tuition refund and withdrawal policy.

6. Sundry fee report (Document BG-2025-4-D6)

This report was provided for information only.

7. Governance and Ethics Committee recommendation: Decommissioning of the Policy on Concordia Council for Student Life (BD-9) (Document BG-2025-4-D7)

R-2025-4-8 *That, upon recommendation of the Governance and Ethics Committee, the Board of Governors approve the abrogation of the Policy on Concordia Council for Student Life (BD-9).*

8. Changes to the Membership and Powers of Faculty and School Councils
(Document BG-2025-4-D8)

R-2025-4-9 *That, upon recommendation of Senate, the Board of Governors approve the modifications to the Membership and Powers of the Council of the School of Health as detailed in the attached documentation.*

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-2025-4-D9)

- Dr. Carr began by noting to the Board that the eight convocation ceremonies the previous week celebrated 6,300 new Concordia graduates, with attendance up overall since the previous year. He noted that one graduate who crossed the stage was Tatiana Auguste, an immigrant from Haiti, who ran in the last federal election and whose victory by one vote in Terrebonne is now the object of a court challenge. He congratulated a great batch of valedictorians, including francophones,

anglophones, and many international students, some of whom had come to Canada as refugees.

- Convocation also saw the conferral of seven honorary doctorate degrees to outstanding individuals from various backgrounds, reaffirming the University's exemplary record of drawing talent from all over the world and all types of fields.
- Dr. Carr thanked the Registrar's Office, the faculties, the Office of the President, Hospitality and University Advancement for a successful convocation. He also expressed appreciation to the internal and external Board members who attended. And finally, a big thank you to the University's Chancellor, Gina Cody, who must have hugged 4,000 students over the course of this year's convocation ceremonies. Gina Cody also received an honorary doctorate degree this from the University of Waterloo and Dr. Carr extended congratulations to her on this achievement.
- The Government of Québec awarded the *Ordre national du Québec*, which included three individuals who have very close ties to the University: Peter Howlett, a graduate of Loyola, for his community and environmental work; Norm Steinberg, who had been a longtime member of the Board of the Concordia University Foundation, for his leadership in governance and his philanthropic commitment; Françoise Sullivan, one of Québec and Canada's great artists, who at age of 102 was on hand to be named Grand Officer, the highest rank of the Order. Françoise was a member of Faculty of Fine Arts for more than 30 years; Chantal Hébert, journalist and Farah Alibay, NASA scientist, both of whom have honorary doctorates from the University were also recipients.
- Rodolphe Saadé, a graduate of the business school in the 1990s, who also received an honorary doctorate degree from Concordia, and is the CEO of CMA-CGA shipping, based in Marseilles, as well as a major shareholder in KLM, gave the University 1M Euros, to support fifteen international students and five students of Lebanese origin to pursue graduate studies at the University. The University also celebrated a \$1M gift from Power Corporation to Art Volt, a unique platform that displays for sale the work of recent Fine Arts graduates and serves as a launch pad for starting their post-graduation professional lives.
- Dr. Carr also was happy to report that, to date, the University's fundraising campaign had raised close to \$340M and is on track to raise a total of \$350M by September 2025.
- Turning attention to the tuition dossier, Dr. Carr reported that the Government of Québec had decided not to pursue an appeal of the Superior Court's judgement. However, this announcement was followed by the *Ministre de l'Enseignement supérieur's* tweet noting that the government would submit their justification for the tuition increase in the timeline provided by the Superior Court. This has resulted in further lack of clarity on the dossier. The University's internal and external legal teams were taken aback by this tweet given the unambiguity of the judge's decision on the matter, and the government has not been in touch with the University

regarding its intentions. Dr. Carr underlined that Concordia's offer to the government to put this conflict aside and search for a reset on government relations and higher education still stands, particularly given the mounting challenges that not just anglophone institutions, but the entire higher education sector, are facing.

- Dr. Carr reaffirmed that, other than the reversal on the requirement to achieve 80% francization goals for new undergraduate students, the judgement remains a moral victory alone, as the government policy vis-à-vis Rest of Canada students has not changed. With talk on the federal level to bringing down barriers across provinces to facilitate more inter-provincial trade, it would be important to keep a watch on what other impacts would flow from such an approach and eventual changes in rules and policies around inter-provincial trade.
- Ironically, at the same time that the government's announcement on the non-appeal and the Minister's tweet came out, Concordia was awarded the Grand Prize in the 2025 Executive Communication Awards. Based in US, these awards recognize excellence in leadership communication through a sustained presentation of a position. Previous Grand Prize winners include Google and Intel, who have much larger communications teams than Concordia. The University won the award for its effective media campaign against the government's tuition increase the previous year. Dr. Carr thanked the teams in University Communications, Financial Services and Government Relations, who contributed to the effective communication strategy. Dr. Carr particularly noted the work done by Philippe Beauregard, Denis Cossette, Brett Hooton, Pascal Lebel, and Vannina Maestracci, who worked tirelessly to keep the story in the media for months.
- He concluded his remarks by congratulating Sandra Gabriele, who has been serving Concordia as Vice-Provost, Innovation in Teaching and Learning, and has recently been appointed Provost at Ontario University College of Art and Design in Toronto. He also thanked Deputy Provost and Vice-Provost, Enrolment and Student Experience Nadia Hardy for her tireless work for the University, noting that she will be stepping away from senior administration after many years of service to return to her passion as a Professor of Mathematics.

Governors asked whether the government's decision to not appeal the Superior Court's decision meant that the revised tuition rates are no longer in force. There was also a question on what would happen if the government doesn't comply with the order and report back to the Court within 9 months.

F. Jacobs confirmed that the government will likely avoid being in contempt of court and will primarily focus on justifying the tuition hikes to the court by providing new information and arguments supporting their decision. The tuition policy does not change and the revised tuition rates remain in force.

11. Other business

There was no other business to bring before the Open Session.

12. Adjournment

The Chair declared the Open Session adjourned at 4:26 p.m.

K. Singh
Karan Singh
Secretary of the Board of Governors