

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

Thursday, December 11, 2025 at 4 p.m.
Room GM 410 (Board of Governors meeting room), SGW Campus
and via Zoom video conferencing

PRESENT

Helen Antoniou (C)	Gary N. Chateram (remote)	Catherine Loubier (remote)
Theresa Bianco (remote)	Pat Di Lillo	Vanessa Massot
Ken Brooks (remote)	Kim Fuller	Miranda Melfi (remote)
Luca Caminati	Shahir Guindi (remote)	Christine Panet-Raymond
Graham Carr (P and Vice-C)	Claude Joli-Coeur (V.C)	Rahul Ravi
Jarrett Carty (V.C)	Shoshana Kalfon (remote)	Robert Soroka
		Ted Stathopoulos

Alternate: Ali Salman

Also attending:

Philippe Beauregard	Denis Cossette	Tim Evans
William Cheaib	Effrosyni Diamantoudi	Amy Fish
Paul Chesser	Michael Di Grappa	Julie Fortier (remote)
		Frederica Jacobs (remote)

ABSENT

Governors:

Adriana Embiricos	Mehdi Kharazmi	Roula Zaarour
Rana Ghorayeb	Paul John Murdoch	

Non-voting observer: Gina Cody

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 4:01 p.m.

1.1. Approval of the Agenda

It was requested that item 5.1 be moved to the Regular Agenda. Upon motion duly moved and seconded, it was unanimously RESOLVED:

R-2025-7-1 That the Agenda be approved with the modification noted above and including the items on the Consent Agenda.

CONSENT

2. Approval of October 30, 2025 Minutes

R-2025-7-2 That the Minutes of the meeting of Open Session from October 30, 2025 be approved.

3. Appointment of Board Standing Committees

(Document BG-2025-7-D1/CORP-2025-6-D1)

R-2025-7-3 That, the Board of Governors approve the following nomination to the Employee Benefits Committee:

- *Faith Howard, nominated by the Administrative and Support Staff Electoral College, to be renewed for a two-year term from January 1, 2026 – December 31, 2027.*

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

- *Beverly LeBlanc from Concordia University Continuing Education Part-time Faculty Union to be renewed to serve another two-year term from January 1, 2026 – December 31, 2027.*

That, the Board of Governors approve the following nomination to the Pension Committee:

- *Douglas Chananda to be renewed to serve another two-year term from January 1, 2026 – December 31, 2027.*

4. Employee Benefits Committee: Renewal of Group Insurance Plans effective January 1, 2026 (Document BG-2025-7-D2)

R-2025-7-4 That, upon recommendation of the Employee Benefits Committee, the Board of Governors approve effective January 1, 2026, of:

- Premium adjustments of +15% 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 deficits generated in 2024-2025 from the surpluses held at the Concordia University Intergenerational Fund, namely: \$602,577 for the Health Care Plan (portion of the deficit corresponding to the remaining balance available in the surplus fund) and \$351,703 for the Dental Plan;
- Maintain the Health Care pooling threshold at \$125,000;
- Cost increase of the Telemedicine service from \$3.73 to \$3.85 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.

5. Fees:

5.1. Student fee levies (Document BG-2025-7-D4)

R-2025-7-5 CASA fee: That the Board of Governors authorize the University to collect an increased fee levy for the Commerce & Administration Students' Association, Faculty Association fee from \$3.00 per credit to \$4.39 per credit (an increase of \$1.39 cents per credit), annually adjusted to the Consumer Price Index of Canada, to be collected from all undergraduate students in the John Molson School of Business and to be implemented with registration for the Winter 2026 term (2254) in accordance with the university's tuition refund and withdrawal policy.

Concordia Food Coalition fee: That the Board of Governors authorize the University to collect an increased fee levy of the Concordia Food Coalition from \$0.16 per credit to \$0.32 per credit (an increase of \$0.16 per credit), annually adjusted to the consumer Price index of Canada, to be collected from all CSU members and implemented with registration for the Winter 2026 term (2254) in accordance with the university's tuition refund and withdrawal policy.

CSU Daycare and Nursery Fee: That the Board of Governors authorize the University to collect an increased fee levy of the CSU Daycare & Nursery from \$0.29 per credit to \$0.50 per credit (an increase of \$0.21 per credit), annually adjusted to the consumer Price index of Canada, to be collected from all CSU members and implemented with registration for the Winter 2026 term (2254) in accordance with the university's tuition refund and withdrawal policy.

CSU Clubs Department fee: That the Board of Governors authorize the University to collect an increased fee levy of the CSU Clubs Department from \$0.46 per credit to \$0.65 per credit (an increase of \$0.20 per credit), annually adjusted to the consumer Price index of Canada, to be collected from all CSU members and implemented with registration for the Fall 2026 term (2262) in accordance with the university's tuition refund and withdrawal policy.

Hive Café Cooperative fee: That the Board of Governors authorize the University to collect an increased Hive Café Cooperative fee from \$0.35 per credit to \$0.50 per credit (an increase of \$0.15 per credit), to be collected from all undergraduate students registered in the Faculty of Arts & Science, and to be implemented with registration for the Fall 2026 term (2262) in accordance with the university's tuition refund and withdrawal policy.

6. Report on the compliance with environmental legislation and health and safety (Q3-2025 report) (Document BG-2025-7-D5)

This report was for information purposed only.

REGULAR

7. 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.

The Chair thanked the Board for their support and for showing exceptional leadership as the University has navigated complex times. She also thanked the Senior Administration for the continued hard work, including making thoughtful decisions. This has been particularly difficult, given the budgetary challenges, including the policies of the government.

8. Finance Committee: RPL fees (Document BG-2025-7-D3)

A member had a couple of questions related to the implementation of the RPL fees, specifically the application of fees on Indigenous students and the resources needed to implement the policy.

It was clarified that Indigenous students have a tuition waiver and don't pay fees at the University. As such, the same policy would apply to the RPL fees.

On the question of resources, a pilot project was launched two years ago and the program has funds allocated by the provincial government and has already been quite successful, no additional resources allocation will be needed.

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

R-2025-7-6 *That, upon recommendation of the Finance Committee, the Board of Governors approve the implementation of the fees related to the Recognition of Prior Learning.*

9. President's report (Document BG-2025-7-D6)

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

- Dr. Carr began by noting that the semester is winding down. He extended thanks to the Board for their guidance and support over the past months, particularly in light of the various challenges faced by the University.
- He extended congratulations to the Minister Marc Miller, MP for Ville-Marie-Le Sud Ouest-Île des-Soeurs (which encompasses Concordia's downtown campus) on his appointment as Minister of Canadian Identity and Culture and Minister responsible for Official Languages.
- Some faculty achievements shared included:
 - Jason Lewis, Faculty member in Design and Computation Arts became the first Concordian to win the prestigious Partnership Impact Award from the Social Science and Humanities Research Council of Canada. Jason had received a \$23M New Frontiers in Research Grant the previous year. His work focused on digital games development for Indigenous youth with a view to supporting them to imagine what a bold new future could look like for Indigenous communities.
 - Nadia Myre, faculty member, renowned visual artist and of Algonquin heritage, won the Prix Paul-Émile Borduas - the highest prize in Québec for visual arts - becoming the fifth Concordia faculty member or alumnus to win the award since 2017.
- These achievements only underscore the University's contribution to Québec's cultural identity.
- Marc Gauthier, University Treasurer and Chief Investment Officer won the Strategy Award from Markets Group. M. Gauthier has been a driving force behind the University's institutional investment strategy (CUiF and the Pension Plan).
- The previous day, the University celebrated a \$5M investment by CFI (Canada Foundation for Innovation) and MEIE (*Ministère d'économie, innovation et énergie*) in the Genomic Foundry (opened in 2011; initial funding in 2016). With this, Loyola is home to a state-of-the-art digital and robotic research platform in genomics and synthetic biology, unrivalled in Canada.
- Dr. Carr reported on Tuesday's announcement by Minister Mélanie Joly of a \$1.12B investment over twelve years to recruit 100 exceptional international researchers and early career researchers in eight priority areas. The University was allocated \$5M,

while medical and health programs were advantaged (UofT (\$35M), McGill and UBC (\$25M)), this brings focus back to support the University's School of Health.

- Dr. Carr noted that the federal government also made a major announcement of CFI funding to support infrastructure needs of up to \$6M for all newly recruited researchers, however it is not clear if the provincial government will participate in the funding program by matching funds.
- Two weeks ago, the provincial government announced the investment of \$10M over five years to recruit ten research chairs, specifically targeting researchers based in the United States with a preference for francophones or researchers from the Francophonie. Dr. Carr extended thanks to Ministers Girard and Biron, as well as Rémi Quirion for their efforts to secure this funding.
- With this funding alignment, the federal government, while reducing international students, will prioritize PhD students who will be fast-tracked. A website is being created to promote graduate research opportunities. This is an important step, as the majority of Concordia's international students are graduate students, and it is important for messaging that Canada and Québec are still welcoming global talent.
- Unfortunately, the provincial government has ignored unanimous recommendations from universities and the business community to review decisions around international students as part of its multi-year immigration strategy consultations.
- Dr. Carr reminded Governors that the *Programme d'expérience québécoise* has been eliminated by the provincial government. This program had offered fast-track permanent residency to graduates of Québec universities.
- Dr. Carr went on to provide some information on two bills before the Québec National Assembly:
 - Bill 1 is the proposed constitution for Québec, which threatens university autonomy while also undermining the ability to challenge government decisions that impact universities in a negative way. Groups, including BCI, have spoken against this, as the Bill also fails to protect the historic status of English-language institutions and limits the ability of universities, as publicly funded entities, to take legal action against the government, as the University did last year.
 - Bill 1 also expands government powers to dictate contracts between Québec entities, including universities, which could impact research funding agreements. The Bill also lacks reference to academic freedom and asserts that multiculturalism doesn't apply to Québec. These elements have implications for the University.
 - Bill 9 on *laïcité* was tabled two weeks ago and public consultations are expected to start when the National Assembly meets again in February. The Bill is wide

ranging and parts of it are difficult to interpret, particularly around the status of the Loyola Chapel, spaces rented to businesses, differentiation between University's use of space and the use of University space by others who are not part of the University community who access the University's campuses. For academic activities, the Bill is being reviewed for its provisions on face coverings or the wearing of religious symbols and accommodations on religious grounds (for example, the observance of Jewish holidays).

- However, it is clear that prayer spaces, such as the one in the Hall Building, would not be permitted on campuses if this law is adopted. The ban on prayer spaces is going to be particularly concerning for Muslim students who use the space. Other student groups with a religious affiliation and who do activities on campus also have questions on the Bill's implications.
- The University is still gathering information, owing to the lack of clarity of various provisions. The law still needs to go through a process before its adoption.
- Dr. Carr reiterated that the University was committed to equity and diversity and the University would continue to do whatever is possible to support students and other members of the University community as we work together with other institutions to understand better the implications of the proposed Bill.
- Interim Provost Faye Diamantoudi has begun a campus tour of departments and faculties to discuss the University's budget situation. The team is using these meetings to explore development of new programs, make tweaks to existing programs, and devise other strategies to enhance recruitment and retention and generate additional revenue going forward. The meetings are necessary for two reasons: to ensure that a maximum number of people in the University community have a common and accurate understanding of the financial situation and to encourage units to have agency in identifying and designing potential customized routes to solutions to increase revenue.
- The final goal is to generate data-informed and data-driven strategies to grow recruitment going forward, but also to examine admission and accompaniment processes for students
- Dr. Carr and the CFO, Denis Cossette, will be meeting non-academic units in the subsequent week to discuss the budget situation. Various measures like the voluntary retirement program and other cost cutting measures are afoot, and the University team continues to review the structural deficit and its *masse salariale*, to come up with sustainable changes and a path forward.

10. Annual report from the Ombudsperson (Document BG-2025-7-D7)

The Ombudsperson presented the Ombuds Office's annual report for 2024-25.

The Ombuds Office received 565 files this year, and approximately 300 emails and calls about campus climate. The Ombudsperson offered to personally speak to all callers and returned every phone call received.

Most of the files were related to grades and communication with professors. There were also complaints from students about not being able to attend classes due to campus climate.

The Ombudsperson offered the following recommendations:

- The review of the use of the Mezzanine space in the Hall building and the recommendation to convert the same to align with the University's prime mission. This recommendation was not accepted due to budget constraints;
- That Québec residency requirements be clearly posted on the various program websites, so that students are properly informed on the same. This recommendation was accepted; and
- That the profile of the position of Dean of Students be reviewed. This recommendation was being reviewed.

The Ombudsperson thanked the University community for their support.

There was a question on whether the Ombudsperson met with the CSU and other student groups. It was clarified that Ombuds Office does not have jurisdiction over the CSU and, as such, the Ombudsperson is not allowed to meet with them and other student groups.

11. Other business

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

12. Adjournment:

The Chair adjourned the meeting at 4:45 p.m.

K. Singh
Karan Singh
Secretary of the Board of Governors