



## BOARD OF GOVERNORS

### NOTICE OF MEETING

January 30, 2025

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Thursday, February 6, 2025, are now posted on the [Board webpage](#).

Please note that while there is an Open Session, only Governors, resources and invited guests will be admitted to the meeting.

*Members of the University community who wish to view the meeting are invited to go to the observers' room EV 2.301, Located on Floor 2 of the Engineering, Computer Science, and Visual Arts Integrated Complex.*

Karan Singh  
Secretary of the Board of Governors



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

Thursday, February 6, 2025 at 4 p.m.  
Room GM 410 (Board of Governors meeting room)  
SGW Campus

<b>Time</b>	<b>Item</b>	<b>Presenter(s)</b>	<b>Action</b>
4:00 p.m.	1. Call to order 1.1 Approval of the Agenda	H. Antoniou H. Antoniou	Approval
<b>CONSENT AGENDA</b>			
	2. Approval of December 12, 2024 Minutes		Approval
	3. Use of Concordia's Name (Document BG-2025-1-D1)		Approval
	4. Board Standing Committees (Document BG-2025-1-D2/ CORP-2025-1-D1)		Information
	5. Renewal of Internal Member of the Board and the Corporation (Document BG-2025-1-D3/ CORP-2025-1-D2)		Approval
<b>REGULAR AGENDA</b>			
4:03	6. Business arising from the Minutes not included on the Agenda		

4:05	<b>7.</b> Annual report from the Office of Rights and Responsibilities (Document BG-2025-1-D4)	A. Topsakal	Information
4:20	<b>8.</b> President's report (Document BG-2025-1-D5)	G. Carr	Information
4:40	<b>9.</b> University initiatives	G. Carr	Information
4:50	<b>10.</b> Other business	H. Antoniou	
4:55	<b>11.</b> Adjournment	H. Antoniou	



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



**JOINT MEETING OF THE OPEN SESSION  
OF THE BOARD OF GOVERNORS  
AND THE CORPORATION  
Meeting of February 6, 2025**

**AGENDA ITEM:** Request for the use of the Concordia name per 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 "Policy")

**ACTION REQUIRED:** For approval

**SUMMARY:** Associations or groups wishing to use the Concordia name must obtain the permission of the Board of Governors, as set out in the Policy.

**BACKGROUND:** The following use of name requests were received under the Policy and forwarded to the Secretary-General and assessed per the provisions of the Policy:

1. Concordia Student Music Club: The Club's mandate is to create a space for Concordia students to meet and collaborate with other musicians in the community.
2. Concordia Undergraduate Astronomy and Astrophysics Student Club: The Club is dedicated to offering a space and resources to those interested in astronomy and astrophysics, no matter their background or major.

**DRAFT MOTION:**

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 requests to use the Concordia name:

1. Concordia Student Music Club; and
2. Concordia Undergraduate Astronomy and Astrophysics Student Club

**PREPARED BY:**

Name: Secretary of the Board  
Date: January 20, 2025



**JOINT MEETING OF THE OPEN SESSION  
OF THE BOARD OF GOVERNORS  
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Meeting of February 6, 2025**

**AGENDA ITEM:** Membership of the Board of Governors (the "Board")'s Standing Committees (the "Committee(s)")

**ACTION REQUIRED:** For information

**SUMMARY:** The By-Laws provide that the Board appoints members to the various Committees.

**BACKGROUND:** The slate of Committee memberships is being updated to reinclude members of Committees who are returning from sabbatical leave and shall be returning to their membership on various Committees.

The full slate of Committee membership is attached for ease of reference.

**PREPARED BY:**

Name: Secretary of the Board  
Date: January 27, 2025

STANDING COMMITTEES OF THE BOARD OF GOVERNORS - Membership 2024-25

APPEALS		AUDIT		EMPLOYEE BENEFITS		EXECUTIVE		FINANCE	
Members:		Members:		Members:		Members:		Members:	
1	Embiricos (C)	1	Di Lillo (C)	1	Bicher (C)	1	Antoniou (ex-off) (C)	1	Brooks (C)
2	Stathopoulos	2	Brooks	2	Antoniou (ex-off) ***	2	Carr (ex-off)	2	Antoniou (ex-off)
3	Zaarour	3	Chateram	3	Carr (ex-off) ***	3	Joli-Coeur (ex-off)	3	Carr (ex-off)
		4	Joli-Coeur	4	Di Grappa (ex-off)	4	Carty (ex-off)	4	Di Lillo
		5	Zaarour	5	Chaikelson	5	Brooks	5	Embiricos
				6	Cooper	6	Jamet	6	Guindi
				7	Etezadi (regular - non-active)	7	Rahaman	7	Ravi
				8	Fortin (VC)			8	Soroka
				9	Howard				
				10	Jamet				
				11	Jurgenliemk				
				12	Reuter				
				13	Riley				
					***delegate attends				
Secretary: Karan		Secretary: Karan		Secretary: Gauthier		Secretary: Karan		Secretary: Karan	

GOVERNANCE AND ETHICS		HONORARY DEGREE COMMITTEE		HUMAN RESOURCES		PART-TIME EMPLOYEE BENEFITS		REAL ESTATE PLANNING	
Members:		Members:		Members:		Members:		Members:	
1	Murdoch (C)	1	Chateram (C)	1	Jamet (C)	1	Bicher (C)	1	Joli-Coeur (C)
2	Antoniou (ex-off)	2	Antoniou (ex-off)	2	Antoniou (ex-off)	2	Antoniou (ex-off)***	2	Antoniou (ex-off)
3	Carr (ex-off)	3	Carr (ex-off)	3	Carr (ex-off)	3	Di Grappa (ex-off)	3	Carr (ex-off)
4	Fuller	4	Bianco	4	Fuller	4	Blais	4	Cody
5	Stathopoulos	5	Cody	5	Ravi	5	LeBlanc	5	Cross
6	Zaarour	6	Joli-Coeur	6	Melfi	6	Parla	6	Dorugade
		7	Murdoch	7	Soroka		***delegate attends	7	Embiricos
			Plus 3 Senators:					8	Ghorayeb
		8	Croteau					9	Loubier
		9	Harnden					10	Stathopoulos
		10	Sheftel						
Secretary: Karan		Secretary: Karan		Secretary: Karan		Secretary: Gauthier		Secretary: Karan	

PENSION	
Members:	
1	Bicher (C)
2	Reda (VC)
3	Chateram

• The Pension Committee is not a committee of the Board, but three of its members are appointed by the Board, at least one of whom is a member of the Board.  
 • From among those members, the Board appoints a Chair and Vice-Chair.





**JOINT MEETING OF THE OPEN SESSION  
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AND THE CORPORATION  
Meeting of February 6, 2025**

**AGENDA ITEM:** Renewal of an internal member to the Board of Governors (the “Board”) and to the Corporation

**ACTION REQUIRED:** For approval

**SUMMARY:** The By-Laws provide that members of the Corporation are appointed by the Board, and that members of the Board are appointed by the Corporation.

**BACKGROUND:**

The membership of the Board and of the Corporation are comprised of 25 members and one alternate undergraduate student representative.

Internal members representing students are appointed for a one-year term or less and may also be reappointed twice. The representative of the Graduate Student’s Association is being renewed to serve out the remaining one-year term.

**DRAFT MOTION:**

That, Darshan Vishnu Dorugade, representing the graduate students, be renewed to the Board of Governors and the Corporation for a term beginning on February 6, 2025, and ending on June 30, 2025.

**PREPARED BY:**

Name: Secretary of the Board  
Date: January 27, 2025



**JOINT MEETING OF THE OPEN SESSION  
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AND THE CORPORATION  
Meeting of February 6, 2025**

**AGENDA ITEM:** Annual report from the Office of Rights and Responsibilities

**ACTION REQUIRED:** For information

**SUMMARY:** The *Code of Rights and Responsibilities* ([BD-3](#)) provides for the filing of an annual report detailing the activities of the Office of Rights and Responsibilities, including statistics on the complaints received, a copy of which shall be submitted to the Board of Governors for information purposes. The highlights of the report will be presented by the Director, Aisha Topsakal.

**PREPARED BY:**

Name: Secretary of the Board  
Date: January 27, 2025

## OFFICE OF RIGHTS AND RESPONSIBILITIES

Promoting Respect on Campus



**ANNUAL REPORT 2023-2024**

DECEMBER 2024

CONCORDIA  
UNIVERSITY

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## Office of Rights and Responsibilities: Annual Report 2023-2024

### Introduction

The present report covers the activities of the Office of Rights and Responsibilities (“**ORR**” or the “**Office**”) from **May 1, 2023 to April 30, 2024**. Submitted to the Secretary-General each year, the ORR’s annual report aims to do the following:

- Offer an overview of the mandate of the Office;
- Present statistics on cases and consultations during the previous academic year;
- Make recommendations with respect to policies or operations of the Office.

The report is made available to the University community via [www.concordia.ca/rights](http://www.concordia.ca/rights). It is also submitted, for information purposes, to Concordia’s Senate and Board of Governors.

### ORR’s Mandate

The Office administers the Code of Rights and Responsibilities (the “**Code**”), which sets out the behavioral expectations that apply to all members of the University, including students, faculty, and staff. It explicitly prohibits a range of behaviours, such as threatening or violent conduct, sexual violence, sexual assault, harassment, and discrimination. The Code governs behavior that takes place on campus or on other premises during University activities or events.

When any University member has a behavioural concern, they may approach the Office to obtain impartial and confidential advice and support in resolving the situation. The Office helps members by reviewing all available options and assisting in selecting the most appropriate approach. Options include:

- Helping informally resolve disputes by providing shuttle diplomacy, mediation, crafting settlement agreements, and/or providing strategies for resolution;
- Initiating the appropriate formal complaint process, such as forwarding cases to the Office of Student Tribunals or to the appropriate human resources authority;
- Directing complainants to another, more appropriate mechanism for addressing their complaints, for example: union grievance, police complaints, etc.

In addition to resolving conflicts, the Office coordinates the University’s response in handling urgent cases and managing behaviours that may pose a danger or threat to our community. Members may approach the Office to flag any such behaviour. The Office then takes immediate steps to direct an appropriate and time-sensitive response, in consultation with colleagues from across the University.

The ORR frequently participates in committees and other University bodies mandated to address behavioural issues, such as the Standing Committee on Sexual Misconduct and Sexual Violence.

## Policies that Guide ORR's Work

In addition to administering the Code, the Office is guided in its work by several related University policies, including:

- *Policy Regarding Sexual Violence*
- *Protocol on the Coordination of Urgent Cases of Threatening or Violent Conduct*
- *Policy on Student Involuntary Leave of Absence ("POSILA")*
- *Policy on Harassment*

Each policy sets out timelines, decision-making structures, and a selection of appropriate responses to potential situations. The policies aim to guide difficult decisions so that they can be made in a timely manner with input from experts from across the University.

## The ORR Team

During the 2023-2024 year, the ORR team was composed of the following staff members:

- Director and Senior Advisor: Aisha Topsakal, the undersigned;
- Associate Advisor: Sarvenaz Ezzatpour;
- Department Assistant, shared with the Ombuds office: Michelle Sarrazin.

While we have a small team at ORR, we coordinate efforts with numerous colleagues to effectively address every dossier. On a daily basis, we collaborate with: Campus Safety and Prevention Services, Campus Wellness and Support Services, Equity Office, Sexual Assault Resource Centre, Legal Services, Employee and Labour Relations, Office of the Provost, Dean's Offices and Department Chairs. By coordinating actions and relying on the expertise of our colleagues, we were able to address the 442 concerns and complaints brought to our office.

## Data Analysis and Statistical Review

### Activity Summary and Breakdown of Requests for Assistance

The Office categorizes its assistance to members in the following ways:

- **Consultations:** ORR provides information and guidance but usually does not play an active role in the conflict or concern.
- **Formal and informal cases:** ORR provides advice and may also directly intervene, review evidence or play an ongoing role in the situation. This can include forwarding a complaint to the appropriate authority. In informal cases, ORR typically assists in reaching a voluntary agreement to resolve a dispute.
- **Student of Concern ("SOC") / POSILA:** A SOC file is opened when a student is identified as presenting a potential threat or danger to themselves or others under the Policy on Student Involuntary Leave of Absence (POSILA). ORR typically assembles a Case Team to review these files and recommends appropriate actions. Measures can include various interventions, such as connecting students with appropriate resources, restricting campus access, or placing a student on a leave of absence.

An ORR dossier typically begins as a consultation. If it ultimately evolves into a case, it is only counted once when reporting the data. Cases are generally categorized as behavioural issues under the Code or as SOC files under POSILA.

In the 2023-2024 reporting period, ORR received **433 new requests for assistance**, compared to 372 new requests recorded in the previous reporting period. In addition to new files, we managed 9 ongoing files carried over from the previous year, for a **total of 442 active files**, compared to a total of 404 active files in the previous reporting period.

Below, you will find a 3-year comparison of total active files processed by ORR in the relevant reporting periods. Our file numbers have remained fairly consistent but have seen a gradual annual increase.

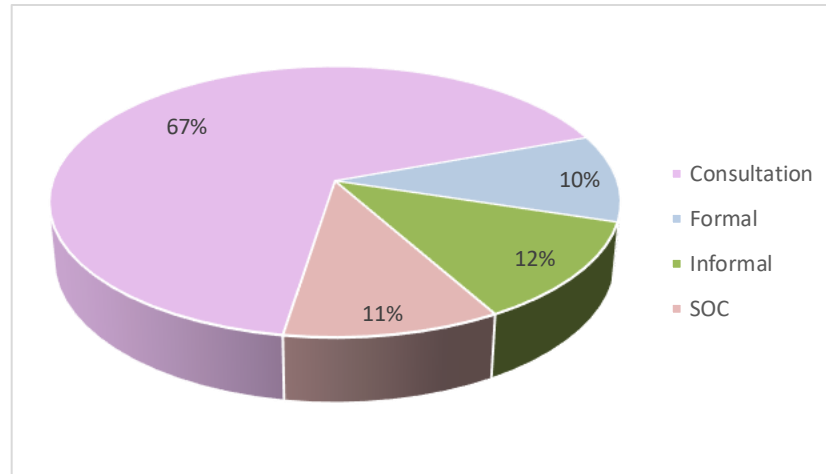
**TABLE 1: 3 YEAR ANNUAL COMPARISON OF TOTAL FILES PROCESSED IN REPORTING YEAR (NEW AND CONTINUING)**

Year	Informal	Formal	SOC	Consults	Total
<b>2023-2024</b>	53	46	47	296	<b>442</b>
<b>2022-2023</b>	44	40	40	280	<b>404</b>
<b>2021-2022</b>	68	31	44	251	<b>394</b>

SOC files represent some of the most challenging cases at ORR, often involving complex problems of mental health and requiring threat assessments in collaboration with colleagues from across the university. This year, ORR had 47 active SOC files, similar to numbers in previous years.

The relative distribution of services remained consistent with previous years. As illustrated in the chart below, consultations accounted for a vast majority of services provided in 2023-2024. The number of dossiers who opted to file formal complaints and pursued informal resolutions remained relatively consistent with previous years.

When advising members on whether to pursue informal or formal mechanisms, we weigh a multitude of factors, including the seriousness of the behaviour reported and whether there appear to be conditions favorable to reaching a voluntary agreement. Ultimately, however, it is the right of the complainant to decide whether to file an informal or formal complaint.

**CHART A: DISTRIBUTION OF SERVICES (2023-2024)**

### Complainant and Respondent Demographics

In the charts that follow, we take a closer look at our Complainant and Respondent demographics in both our complaint and consultation files.

The following definitions apply when we consider demographics:

- **Student** - Members registered in any academic program on a full-time or part-time basis, independent students, members registered in non-credit courses, auditors, exchange students and visiting students.
- **Staff** - Full-time and part-time employees who are not faculty members and/or do not perform administrative and/or supervisory functions as specified in the 'Administration' category.
- **Faculty** - Full-time and part-time professors including extended and/or limited term appointments, visiting lecturers, etc.
- **Administration** - Employees and/or units who fulfill specific administrative and/or supervisory functions including Deans, Associate Deans, Department Chairs, Campus Security, Residence Life, Directors, etc.
- **Other** - Non-members including alumni, contractors, non-academic visitors, volunteers, etc.
- **Joint** - Two or more Complainants and/or Respondents from different demographic categories
- **N/A** - Complainants and/or Respondents who are unknown, unidentified, or anonymous. Complainants in the 'N/A' category are typically anonymous and seeking consultation services from the Office, while Respondents in this category are generally either unknown to the Complainant or not identified by the Complainant.

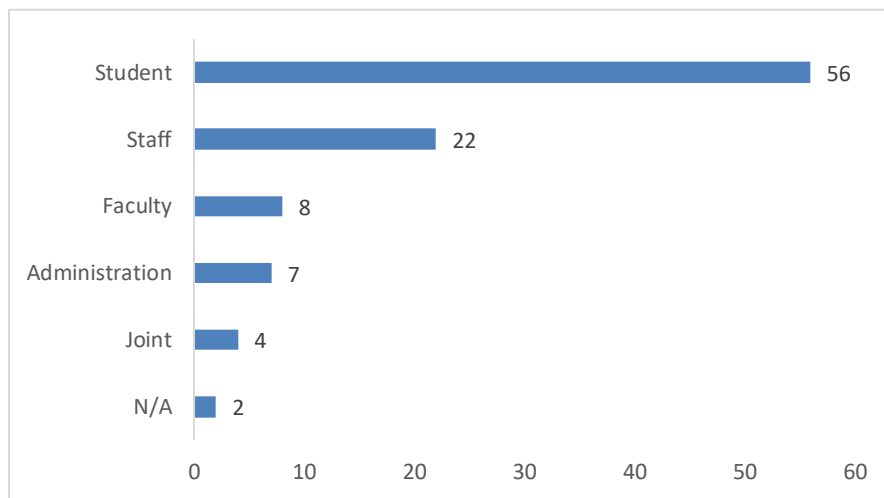


## Who is seeking assistance?

The term “Complainant” is used to refer to any member of the University community who is directly affected by someone’s behaviour and/or as part of their administrative role, raises a concern with the Office. The conduct in question should be within the scope of the Code. If warranted, a case file is opened regardless of whether informal resolution was sought or a formal complaint was launched. In 2023-2024, students most often requested assistance from the Office in both case and consultation categories, as can be seen in the following charts.

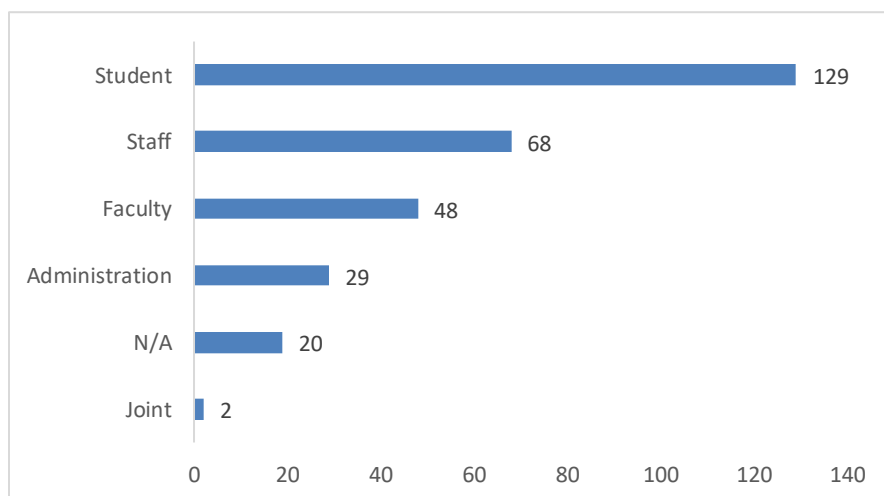
### **CHART B: COMPLAINANT DEMOGRAPHICS 2023-2024 (CASES – INFORMAL & FORMAL)**

*In cases, requests for assistance/complaints were generated by:*



### **CHART C : COMPLAINANT DEMOGRAPHICS 2023-2024 (CONSULTATIONS)**

*In consultations, requests for assistance/complaints were generated by:*

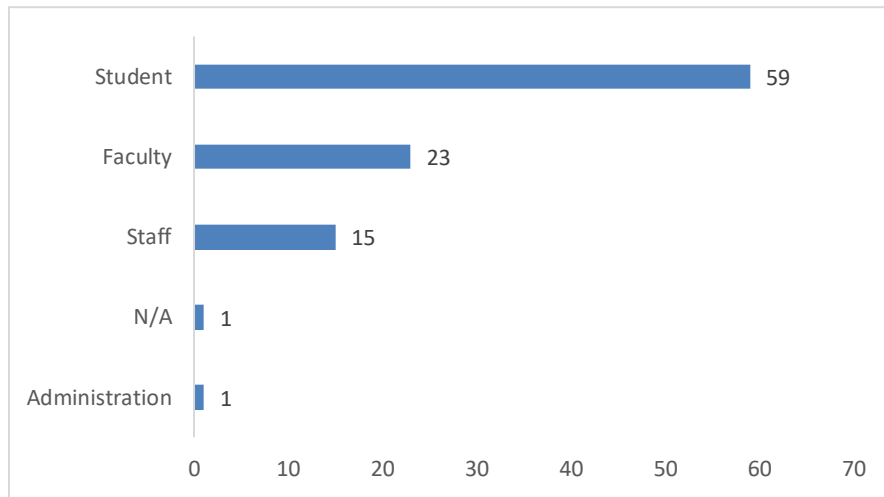


## Who are complaints being made against?

The term “Respondent” refers to the person against whom a complaint is made. A “Respondent” is any member who is alleged to be responsible for undesirable behaviour described as an offense/infraction under the Code. Students were predominantly the respondents in both complaints and consultation dossiers.

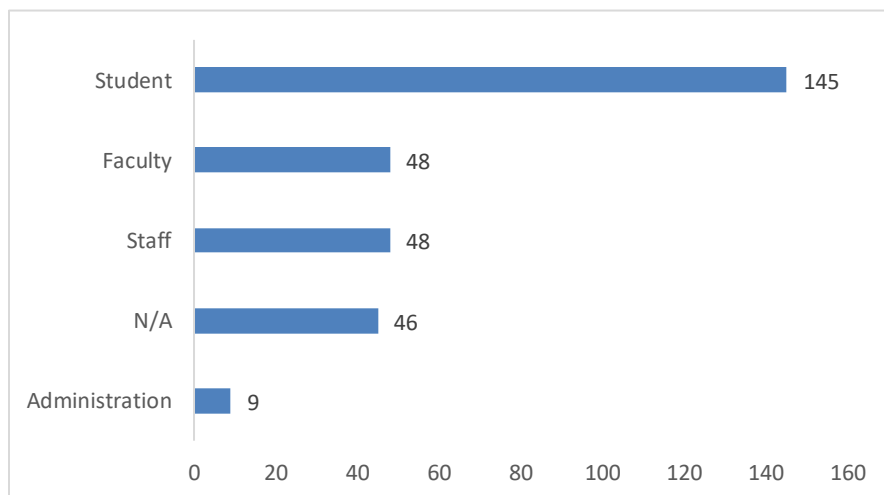
**CHART D: RESPONDENT DEMOGRAPHICS 2023-2024 (CASES – INFORMAL & FORMAL)**

*In cases, complaints were generated against:*



**CHART E: RESPONDENT DEMOGRAPHICS 2023-2024 (CONSULTATIONS)**

*In consultations, complaints were generated against:*



## What infractions are reported to ORR?

Some complaints allege multiple Code infractions. These complaints are counted as a single file, regardless of the number of offences cited. In consultations, complainants will not necessarily allege a complaint or issue that falls neatly under a specific Code article, accounting for the high number in the “Miscellaneous Consultations” category.

Below, you will see a breakdown of all infractions reported. Consistent with previous years, harassment and SOC reports accounted for the vast majority of concerns brought to ORR. Reports of discrimination and sexual violence were fairly consistent with last year’s numbers, while psychological harassment citations increased. The Office will continue to monitor if any trends emerge through future reporting periods.

**TABLE 2: BREAKDOWN OF INFRACTIONS ALLEGED IN CASES AND CONSULTATIONS (2023-2024)**

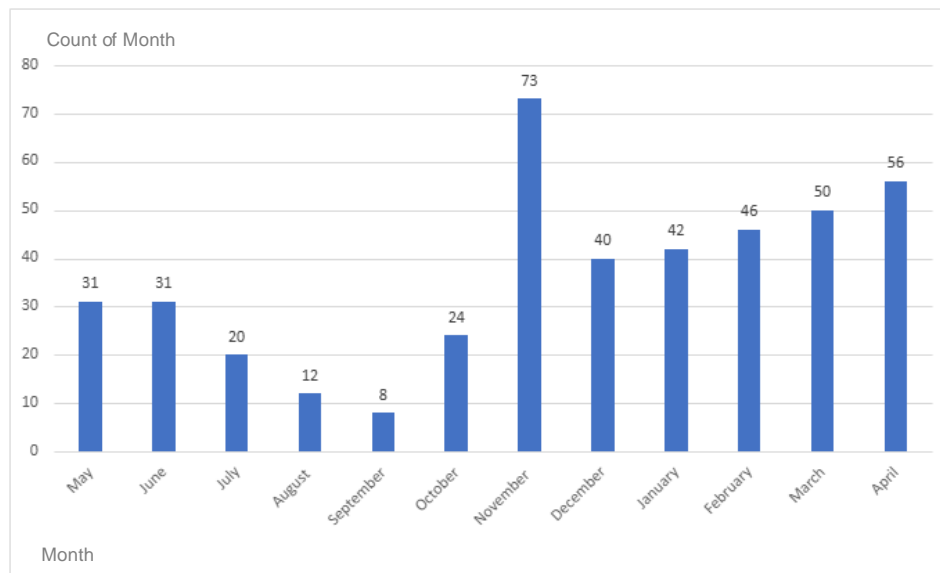
<b>Offences Reported</b>	<b>Cases</b>	<b>Consults</b>	<b>Totals 2023-2024</b>	<b>Totals Reported in Previous Year 2022-2023</b>
<b>Harassment</b>	61	158	219	125
<b>Student of Concern</b>	47	17	64	62
<b>Discrimination and Communication of Discriminatory Matter</b>	34	59	93	69
<b>*Miscellaneous Consultations</b>	4	44	48	93
<b>Threatening or Violent Conduct</b>	14	13	27	23
<b>Psychological Harassment</b>	7	12	19	23
<b>Sexual Harassment</b>	14	5	19	18
<b>Sexual Violence and Sexual Assault</b>	8	6	14	8
<b>Obstruction or disruption of teaching, research, administration</b>	3	4	7	3
<b>Knowingly furnishing false information</b>	3	4	7	0
<b>Any other action that is not specifically described in this Section but which is an offence described in any law or regulation, which occurs in the University context</b>	5	0	5	0
<b>Offences against property</b>	3	0	3	1

Offences Reported	Cases	Consults	Totals 2023-2024	Totals Reported in Previous Year 2022-2023
Unauthorized entry into any University property	2	0	2	0
Theft or abuse of computing facilities	0	1	1	0
Forging or, without authority, knowingly altering, using, receiving or possessing University supplies or documents or documents supplied to the University	0	1	1	0
<b>Total</b>	205	324	529	425

### When do members reach out to ORR?

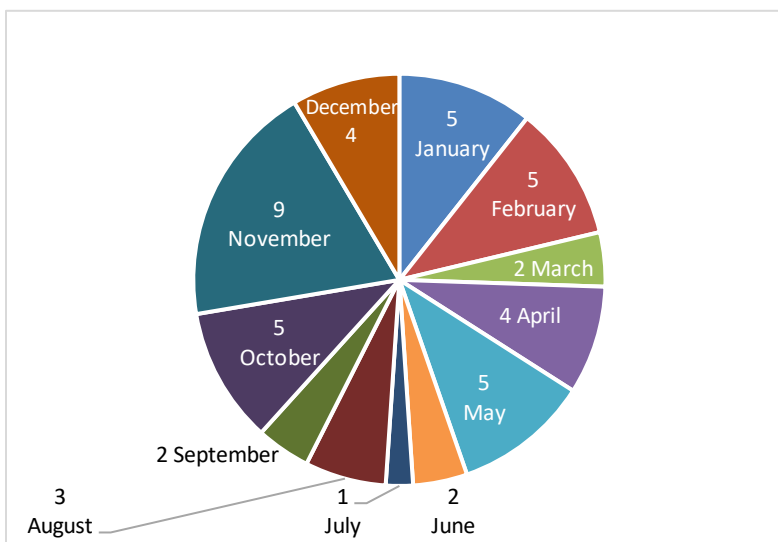
In analyzing historic requests for assistance throughout the years, we noted that the Office typically received more requests in the months of September to November. As illustrated in the chart below, this year the most requests for assistance occurred in November. Previous years displayed trends of increased requests for assistance during the Fall semester. This year, the majority of requests for assistance occurred during the Winter semester, mostly during March and April.

**CHART F: MONTHLY DISTRIBUTION OF NEW REQUESTS FOR ASSISTANCE (Total Requests: 433)**



*Note: Six ongoing requests for assistance were carried over from 2022-2023.*

**CHART G: NEW STUDENT OF CONCERN (SOC) DISTRIBUTION BY MONTH**



*Note: Four ongoing SOC files were carried over from 2022-2023.*

Of the 47 new SOC cases received in 2023-2024, the most were reported in the month of November.

No students were placed on an involuntary leave of absence in 2023-2024, while four students opted for a voluntary leave from their studies. As always, the SOC dossiers received by the Office required varying levels of intervention, coordination and/or implementation of restrictions, where appropriate.

### **Education, Outreach, Promotion and Collaboration**

ORR education and outreach takes many forms throughout the year. The staff participates in student, faculty, and employee orientations, offers workshops and training, and provides information regarding harassment, discrimination, threats and violent conduct.

Throughout 2023-2024, ORR participated in and presented at various University events and activities, primarily in person. Here are some specific examples of our activities during the reporting year:

- Orientation sessions for Concordia's New Faculty and New Chairs, in collaboration with the Office of the Provost, Ombuds, Campus Wellness and Support Services, Equity Office, SARC, and the Office of Indigenous Directions;
- Meeting academic leaders with Campus Safety and Prevention Services to

discuss concerns tied to campus safety;

- A session for faculty members on dealing with challenging behaviours in the classroom, with the Ombuds, Equity Office and Campus Wellness and Support Services, and Centre for Teaching and Learning;
- Academic Unit Heads Professional Development session on “Guiding your faculty members through challenging behaviours in the classroom,” with the Centre for Teaching and Learning;
- Spotlight Series information session for frontline student services staff;
- Information sessions for undergraduate and graduate students, alongside the Sexual Assault Resource Centre;
- EXPLORE Services Fair for students;
- Brown bag lunches with TAs to discuss questions tied to the Code;
- “Spirituali-tea” session for students hosted by the Multi-Faith & Spirituality Centre;
- Training sessions for Concordia Student Advocacy and CSU Student Advocacy.

In addition, our team also attended a variety of training sessions to develop skills needed to address our files effectively. Training during the reporting year included workshops on “Structured Interviews for Violence Risk Assessment” with Campus Safety and Prevention Services, as well as training organized by the Equity Office on various forms of discrimination.

Our team welcomes all invitations to meet with community members, including departments, units, student clubs and more. If you would like to invite our advisors to deliver a presentation or interactive workshop on a particular topic, please do not hesitate to reach out to us at [rights@concordia.ca](mailto:rights@concordia.ca).

## Campus Climate

The 2023-2024 academic year was marked by significant challenges stemming from campus tension and protests tied to the war in the Middle East. Community members and non-members reached out to our Office and other units to share concerns tied to campus climate. Our office offered confidential consultations and referred general feedback and concerns to the correct units. Reported Code violations lead to informal resolution processes, investigations and hearing panels, where appropriate.

In response to campus climate challenges, President Graham Carr announced in April 2024 the launch of a new task force aimed at providing our community with a safe and inclusive campus environment. Since its inception, the STRIVE Task Force has been initiating campus engagement initiatives, in-depth consultations and open dialogue to understand community experiences around identity-based violence. The task force is in the process of developing university-wide recommendations in several areas, such as training and complaint processes aimed at addressing identity-based violence as well as how to promote a climate of respect, empathy and compassion on our campus. I invite you to read more about STRIVE's mandate, structure and leadership on their [website](#). Anyone with concerns about campus climate is encouraged to reach out to the Task Force at [strive@concordia.ca](mailto:strive@concordia.ca).

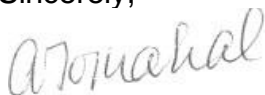
## Closing Remarks

At the time of writing, we have a new team in place at the Office of Rights and Responsibilities. Cynthia Alphonse joined us as Associate Advisor in July 2024, having previously worked with the President's Task Force on Anti-Black Racism. In October 2024, Bailey Hardy started as our new Junior Advisor, supporting both ORR and the Ombuds office. I would like to thank Cynthia and Bailey for their enthusiasm and energy as they have assumed their new responsibilities.

Looking ahead, our Office will continue to focus on equipping our community members with tools and skills needed to encourage civility, de-escalate tensions and address behavioural concerns effectively.

In closing, I would like to extend my thanks to the Secretary-General and my colleagues in the Secretariat for their invaluable guidance and support. I look forward to continuing to collaborate with community members to maintain a safe, respectful and civil environment at Concordia.

Sincerely,



Aisha Topsakal  
Director and Senior Advisor, Office of Rights and Responsibilities

DISRUPTIVE  
BEHAVIOUR  
EQUITY  
DISCRIMINATION  
COOPERATION  
COLLEGIALITY  
DIVERSITY  
TRESPASSING  
CIVILITY  
HARASSMENT  
THEFT  
THREATS  
CONNECTION  
RESPECT  
HARMONY





CONCORDIA

REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR  
PRESIDENT AND VICE-CHANCELLOR

FEBRUARY 2025

## INTRODUCTION

If you haven't heard it from me already, Happy New Year and hope everyone benefitted from some downtime during the holiday season. We've hit the ground running in 2025.

For starters, Forbes magazine named Concordia as **Canada's 3<sup>rd</sup> best employer** in its 2025 rankings released last week covering companies and institutions with at least 500 employees. Anonymous survey respondents identified and solicited by Forbes and its partner, the market research firm, Statista, explained "if they would recommend their employer to others based on a range of criteria, including salary, work flexibility, training programs and opportunities to advance." This is the second consecutive year that Concordia has been highly ranked by Forbes.

Since the new year we've launched several new initiatives, including **LexiConcordia**, a comprehensive professional French terminology database designed to support students and announced an expansion of the **Lab2Market** (L2M) initiative (more on these in the next section).

Meanwhile, the cold didn't deter the 650 attendants of a sold-out edition of the **Wild Talks** that welcomed renowned contemporary photographer **Edward Burtynsky** to Sir George Williams University Alumni Auditorium on January 22<sup>nd</sup>. Edward, acclaimed for his large-scale photographs depicting the impact of human industry on the planet, engaged in a conversation with **Zoë Tousignant**, a graduate of Fine Arts and current curator of photography at the McCord Stewart Museum. The Wild Talks series honours **Catherine Wild**, former dean of the Faculty of Fine Arts.

Numerous Concordians ended 2024 with **King Charles III Coronation Medals**, including our Board Chair **Helen Antoniou**, in recognition of significant contributions to their community, province, territory or country, or have achieved something outstanding abroad.

In this anniversary year for Concordia it's also important to note that **District 3**, Concordia's innovation accelerator and business incubator, marked its **10-year anniversary** with an event in December. We also recently celebrated members of the **Concordia University Inter-Generational Fund**, including outgoing Chair **Howard Davidson**, BComm 80.

Concordia has taken a significant step forward in its commitment to high impact, inclusive research practices by signing onto the **San Francisco Declaration on Research Assessment (DORA)**. By signing DORA, Concordia aligns itself with emerging national and international standards while strengthening its commitment to foster a culture of inclusive research excellence. This step also complements Concordia's recently launched Pathways to Impact initiative, which aims to support researchers in amplifying the impact of their work.

In a final bit of good news, Concordia's Volt-Age program named **Pierre Fitzgibbon** and **Vaitea Cowan** to its advisory board. Pierre is former Minister for Economy, Innovation and Energy for Quebec. His extensive experience in both the public and private sectors will help guide the

program's strategic direction as it fosters innovation and accelerates the transition to a sustainable energy future. Vaitea, BComm 15, who was the co-founder of Enapter, one of the world's leading and most innovative companies in the green hydrogen space, is a past winner of the **Earthshot Prize** and in 2020 was identified by Forbes on its top 30 under 30 Energy list.

## TEACHING AND RESEARCH

Concordia hosted an **Undergraduate Virtual Discovery Day** on January 28<sup>th</sup>. This event provided prospective undergraduate students and their families with the opportunity to explore Concordia's two campuses through virtual tours led by current students. Participants were able to attend information sessions to learn about Concordia's programs, various student groups, and experiential learning opportunities, including paid internships and study abroad.

Concordia student **Anita Lourié** and **Juliana Delgado-Theophanides**, BFA 20 (Studio Arts), from École de technologie supérieure (ÉTS) were awarded the inaugural **Daniel Forgues Bursary in Art, Engineering, and Environment**. The bursary aims to foster interdisciplinary collaboration between Concordia and ÉTS students by highlighting the use of local, eco-friendly materials and promoting sustainable design practices. Their winning proposal, *Sculpture en pisé*, proposes a public sculpture constructed from rammed earth—a sustainable material composed of compacted clay, soil, sand, and occasionally cement. The bursary also includes an \$11,000 grant to bring the project to life. The completed sculpture is scheduled for installation in Montreal's Écoquartier Louvain, an eco-neighbourhood project led by the City of Montreal and the borough of Ahuntsic-Cartierville.

Concordia alumni organized Montreal's first **Great Northern Concrete Toboggan Race (GNCTR)**, which took place January 22<sup>nd</sup> to 25<sup>th</sup>. This marked the first time since 2006 that the event was hosted in Montreal. The GNCTR, established in Alberta in 1974, is Canada's longest-running national engineering competition, annually attracting close to 500 students from over 20 higher education institutions. The GNCTR challenged teams to design and build toboggans with concrete sliding surfaces, braking, steering, and crash protection, and are judged on design, innovation, sustainability, and team spirit. Concordia was represented by a 30-member team of current students competing under the theme *Cirque du Bogg*. This year, the team channeled its efforts into excelling in the mechanical design category and the Technical Exhibition, leveraging the local competition to dedicate additional resources to their toboggan design.

Concordia has launched a new undergraduate **Microprogram in Sustainability Principles**, set to begin in September 2025. This 15-credit, interdisciplinary program is open to all Canadian citizens and permanent residents, including those with non-traditional academic or career paths. It aims to provide students with the critical thinking skills necessary to address sustainability challenges, complementing Concordia's existing sustainability offerings. The program aligns with Concordia's broader Sustainability Action Plan, which seeks to integrate sustainability into its curriculum.

Concordia's new **Graduate Microprogram and Graduate Certificate in Curatorial Studies and Practices** provide students with a portable set of skills, experiences and a network of people that will complement any number of future endeavours in or outside the art world. These latest Department of Art History offerings also reflect Concordia's ongoing efforts toward more inclusive practices and programs. Connecting students with extraordinary curatorial professionals, the program acknowledges that there are many different types of expertise in the world of visual culture. The Elspeth McConnell Critical Curatorial Laboratory is the heart of these new activities. Made possible by a generous donation from the Doggone Foundation — and named in honour of the foundation's benefactor — this space will enable students to stage anything they can imagine.

Concordia has launched **LexiConcordia**, a comprehensive professional French terminology database designed to support students, researchers, and professionals. The database, which includes over 4,500 specialized bilingual terms in fields like engineering, management, computer science and cognitive science, aims to promote the use of French in professional contexts where English predominates. This project is particularly beneficial for those learning French and working in technical or academic sectors. It is part of the university's broader mission to promote linguistic and cultural diversity, offering a vital resource for Montreal and Quebec communities.

Concordia is the co-lead institution for Quebec in the expansion of the **Lab2Market** (L2M) initiative, Canada's first national-level research commercialization program supported by the Natural Sciences and Engineering Research Council of Canada (NSERC). L2M Validate will take place during spring 2025, and be administered by V1 Studio, a Concordia-based non-profit that builds programs to support researchers and graduate students at the early stages of their entrepreneurial journey.

A partnership between Concordia University's **Security Research Centre** and **Hitachi Cyber** aims to improve the efficiency of security operations. At the core of this research is a generative artificial intelligence (AI) technology designed to assist SOC analysts with automated investigations of security events and incidents. Cybersecurity operations are becoming more complex and dynamic, while threat actors continuously change their techniques, tactics and procedures to evade existing defences. As a result, distinguishing between benign and malicious behaviours has become more difficult. This leads to a surge in alerts, many of which are false positives — incorrect signals indicating a threat. This AI-based cybersecurity technology draws on extensive security telemetry from various sources and external knowledge bases built by cybersecurity experts to automatically enrich alerts with additional decision support like vulnerability scores, fact checks and context-aware summaries.

Concordia is strengthening its commitment to digital resilience through a strategic partnership with the **United Nations Development Programme** (UNDP) and **Give1Project**. This collaboration supports the launch of a cybersecurity initiative aimed at empowering youth in West and Central Africa. The project aligns with the Concordia Africa Initiative and seeks to address critical vulnerabilities in the region's digital infrastructure while fostering education and capacity building.

It underscores the university's dedication to advancing global digital security and collaboration based on mutual learning and shared expertise.

The John Molson School of Business undergraduate student delegation earned 3<sup>rd</sup> place overall at the prestigious **Jeux du Commerce** case competition, which took place from January 10<sup>th</sup> to the 13<sup>th</sup>, and placed second for the academic cup.

**Chunyan Lai** (Department of Electrical and Computer Engineering) will collaborate on a project entitled "*Advanced Modular Powertrain Systems (AMPS) for Electrical Vehicles*" with the overall objective of developing an advanced modular powertrain system for EV applications with significantly improved efficiency, cost and reliability over conventional EVs with separate subsystems via improvements in software, hardware and manufacturing. The total project value (cash and in-kind) is **\$6,127,142**, including all funding secured from NSERC, MITACS, and Magna International Inc. Project funding is through the **NSERC Alliance – MITACS Accelerate Joint Program** with partners MAGNA International Inc. with University of Windsor, Queen's University, and Carleton University.

**Glenn Cowan** (Electrical and Computer Engineering) will collaborate with ETS on a project entitled "*Advanced Reconfigurable Miniaturized Power I/Os (ARMPIO)*" with the overall objective of miniaturizing Thales' flight control computers to adapt to the evolving aviation markets requiring such computers with dramatically reduced space, weight and power. The total project value (cash and in-kind) is **\$3,096,000**, including all funding secured from NSERC, MITACS, and Thales. The project is funded by the NSERC Alliance – MITACS Accelerate Joint Program along with partners Thales Avionics Canada and ÉTS.

**Carly Ziter** (Department of Biology) will lead a project entitled "*Exploring the trade-offs and synergies of urban Nature-based Solutions for biodiversity, ecosystem services and human-well-being*" with the overall objective of identifying synergies and trade-offs for biodiversity, ecosystem services and human well-being resulting from urban nature-based solutions (NbS) and providing tools to mobilize this knowledge for decision-makers. The total project value (cash and in-kind) over four years is **\$401,275**, including \$185,000 from **Environment and Climate Change Canada** and all other financial contributions secured for the mandate.

**Steve Shih** (Department of Electrical and Computer Engineering) will lead a project entitled "*Advancing cellular therapies through high-throughput tri-drop transfection with microfluidics*" funded under Genome Quebec's Genomics Innovation Program. The overall objective of the project is to explore the potential of integrating DropGenie's proprietary 'triDrop structure' into a high-throughput droplet-digital based microfluidic platform with significant improvements and efficiency over prior methods employed in the design of cellular therapies. The total project value (cash and in-kind) over two years is **\$200,000**, with **Genome Quebec** providing \$100,000 cash and **DropGenie** providing \$100,000 in-kind.

Three **SSHRC Connection Grants** totaling **\$50,319** and one **SSHRC Partnership Engage Grant** of **\$23,578** were awarded.

### **School of Health**

Co-sponsored the 2024 International **Weight Bias Summit** that was Co-Chaired by **Angela Alberga**, Associate Professor and Tier 2 Concordia University Research Chair in the Department of Health, Kinesiology and Applied Physiology at Concordia and Marilou Côté (Concordia Horizon Postdoctoral Fellow alumna and recently appointed Assistant Professor at Université Laval). The summit brought together 33 experts from research, practice and international organizations from around the world to identify research priorities.

The school partnered with the Applied AI institute to showcase opportunities for working with AI across disciplines. During this session, **Lindsay Rodgers**, Advisor, Knowledge Mobilization, introduced current AI2 initiatives and opportunities and **Valeria Kebets**, Manager of Machine Learning Projects, introduced the interdisciplinary technical team and provided an overview of key projects and approaches to Responsible AI.

The School hosted a **Connect** event to create opportunities for dialogue and exchange for the directors of eight health related Concordia University research centres. Among topics discussed: centre visibility, leveraging resources, reporting and communications, maximizing funding opportunities and philanthropy.

### **Milieux**

On January 15<sup>th</sup>, **Nicolas Renaud**, faculty member at the Indigenous Futures Research Centre (IFRC), participated in a sold-out conversation with filmmaker, activist, and singer **Alanis Obomsawin**. The event, organized by the Musée d'Art Contemporain (MAC), was held in conjunction with the exhibition *Alanis Obomsawin: The Children Have to Hear Another Story*.

On January 23<sup>rd</sup> and 24<sup>th</sup>, the Indigenous Futures research Centre hosted its third **annual symposium** at 4<sup>TH</sup> SPACE. The research symposium brought together faculty and students from across Concordia to discuss Indigenous perspectives, methodologies, and research practices that actively engage Indigenous knowledge systems and communities.

On January 16<sup>th</sup>, Milieux announced the 2024-2025 cohort of **Undergraduate Fellows**. This year, 11 outstanding students from seven academic departments across Concordia University have been awarded for the significant impact of their work within their research cluster. To learn more about each fellow, please consult [this link](#).

On February 4<sup>th</sup>, Milieux hosted **LASER 15**, supported by Hexagram. Titled *AI, Human-Computer Interaction, and New Approaches to Musical Practice*, this talk featured **Gabriel Vigliensoni**, Assistant Professor in Creative Artificial Intelligence, Design and Computational Arts at Concordia, and **Marcelo M. Wanderley**, Professor of Music Technology at McGill University.

**Scott DeJong** and **Michael Iantorno** (PhD students and members of Technoculture, Art & Games (TAG) research cluster) published an article in *The Conversation*, titled “How gig platforms like Fiverr are reshaping the video game development industry.” The article examines the impact of gig labor on industry standards and worker precarity in the video game industry.

**Fenwick McKelvey** (Department of Communication Studies) guest-edited the latest issue of the *Journal of Digital Social Research*. This special issue focuses on how Critical AI Studies approach the publics, publicities and publications of generative AI.

PhD student and Speculative Life member **Philippe Vandal** is showcasing his work at Eisode Gallery as part of his Master’s project. His exhibition, *spectral narratives*, investigates the presence of petroleum hydrocarbons presence in Montreal’s urban soils.

Post Image member **Thomas Kneubühler** is presenting *The dividing line* at OPTICA gallery until March 29<sup>th</sup>. The exhibition explores Bulgaria’s southern border, examining how state borders disrupt landscapes and affect people’s lives.

#### **4<sup>TH</sup> SPACE**

A Public Scholar-led event looked at the potential and risk of Montreal becoming a “climate haven” by 2050.

As part of the ongoing Unveiling Equity series, **Zeina Allouche**, from the Centre for the Study of Learning and Performance, held two events with 4<sup>TH</sup> SPACE: one was a conversation with women working to build peace in Lebanon and another that considered how humour could also be a form of resistance.

## **UNIVERSITY ADVANCEMENT**

Advancement celebrated a new gift from the **Doggone Foundation** on November 14<sup>th</sup>. Made to the Campaign for Concordia: Next-Gen Now, the contribution of **\$540,000** will establish the previously mentioned Elspeth McConnell Critical Curatorial Laboratory at the Faculty of Fine Arts.

A 50<sup>th</sup> anniversary themed edition of *Concordia University Magazine* was published with features on Concordia at 50, how Concordia enriches Montreal and the province of Quebec, five decades of valedictorians and more.

#### **Gifts to the Campaign for Concordia: Next-Gen Now:**

A gift of **\$711,670** from the **Ajram Family Foundation** to support students in need and provide financial assistance with respect to their education.

A total of **\$446,000** was raised from more than 900 donors to support 85 different designations at Concordia as part of Giving Tuesday 2024.

The **Richard and Edith Strauss Foundation** committed **\$150,000** to advance research on “Large Chromosomal Deletions in Cell Differentiation and Disease Manifestation” within the Faculty of Arts and Science.

An anonymous donor made a bequest of **\$120,000** towards the Gordon Dionne Memorial Bursary, which will provide critical financial support to students.

**Irving Y. Cheng**, BSc 72 pledged **\$100,000** to establish the Irving and Flora Cheng endowment which will fund an undergraduate in course bursary.

The **Naim S. Mahlab Foundation** made a gift of **\$100,000**, divided equally between the Naim Mahlab Fellowships Endowment and the Canada Scholars Awards.

The **Estate of Gary L. Sobel** gave **\$100,000**, the second distribution from the estate towards the Miriam Sobel Award for undergraduate students in financial need.

The **Dr. Louis G. Johnson Foundation** provided **\$75,000** to fund the purchase of an Andor Kymera spectrograph and camera to advance research capabilities within the Faculty of Arts and Science.

**Edward Rosenthal**, BA 74, DSc 23, contributed **\$78,284** to establish the Berthe Hadida “Betty” Rosenthal Student Award for undergraduate students at the John Molson School of Business.

**Tulsi N. Mirchandaney**, AMBA 00, gave **\$66,750** to endow an in-course bursary that will provide financial assistance to Supply Chain Management undergraduate students.

A **\$50,000** gift from the **Estate of Carole Lavallée** will fund the Carole Lavallée Scholarship for Out-of-Province Students. The fund was established in honour of a long-time Concordia staff member who passed away in 2023 and was sister to Advancement staff member Janine Lavallée.

An anonymous donor contributed **\$50,000** to Friends of Concordia Men’s Hockey.

Another **\$50,000** anonymous gift was directed to the Faculty of Arts and Science Development Fund.

**Erin Hogg**, BA 12, donated **\$50,000** to the Travel Fund for Graduate Students, helping them disseminate their research and creative work.

**Leslie Raenden** contributed **\$45,000** to the Leslie Raenden Art Volt Fund, which supports recent graduates of the Faculty of Fine Arts.



**Sarah E. Ivory**, MFA 95, contributed **\$45,000** to the Sarah Ivory Art Volt Fund, enhancing professional development resources for Fine Arts alumni.

**Robert H. Beriault**, BComm 73, gave **\$35,584** to support Friends of Concordia Football.

An anonymous gift-in-kind of **\$35,304** was made to the John Molson School of Business.

The **Tenaquip Foundation** donated **\$30,000**, split equally between the Shirley Reed Graduate Scholarship Fund and the Tenaquip Foundation Graduate Scholarship.

The **Caisse de dépôt et placement du Québec** contributed **\$30,000** towards the Barry F. Lorenzetti Centre for Women Entrepreneurship and Leadership Endowment, furthering initiatives at the John Molson School to empower women leaders.

An anonymous donor gave **\$28,467** to Friends of Concordia Men's Hockey.

**Power Corporation of Canada** made a **\$25,000** contribution in honour of outgoing chancellor Jonathan Wener, BComm 71, to the Chancellor's First Generation Endowment.

The **John Patrick Colfer Family Foundation** donated **\$25,000** to the William Dermott Colfer Memorial Endowment, benefiting students in Irish or Theological Studies.

**Mackenzie Financial Corporation** contributed **\$25,000** to support the Foster Black Flourishing Campaign priority of bolstering awards for Black students.

**Sally Isсенman** made a gift in support of the Lois Gold Isсенman Painting and Drawing Scholarship and the Leslie Schalk Painting and Drawing Award at the Faculty of Fine Arts.

#### **Alumni engagement:**

A November 5<sup>th</sup> webinar titled "Women Who LEAD: Leading with a Purpose," featured **Judy Murphy**, GrDip 13, director of Training at the Think8 Global Institute, and was attended by 111 people.

Concordia's 50<sup>th</sup> anniversary was commemorated at a special event with Hong Kong-based alumni on November 28<sup>th</sup>. Attendees included **Paul Chesser**, BA 94, GrDip 97, vice-president of Advancement, **William Yip**, BA 67, LLD 98, and **Dennis YM Chan**, BComm 77. More than 50 people took part.

## **SERVICES AND SUSTAINABILITY SECTOR**

### **Sustainability**

The Office of Sustainability has launched a new **online training module**, "Introduction to Sustainability for Employees." The training aims to help faculty and staff understand how

Concordia is advancing sustainability and how to use available tools and resources to contribute to a more sustainable campus. Participants will be able to identify key goals for improving their social, economic, and environmental efforts at work. The training module is available in the UNITY Learning Management System.

As the **Sustainability Action Plan** enters its final year, recent updates on the Action Plan progress dashboard illustrates Concordia's leadership in advancing impactful sustainability initiatives. For example: Concordia is advancing its goal of reducing animal product purchases to 30 per cent of its total food budget. By prioritizing plant-based options and sourcing locally, the university is actively reducing the environmental impact of Food Services. Concordia operational units are partnering with initiatives like Volt-Age, PLAN/NET ZERØ and the Next-Generation Cities Institute to advance projects that focus on energy transformation and decarbonization strategies for Concordia's campuses within the context of sustainable urban development.

### **Instructional and Information Technology Services**

The **Security Operations Centre 2.0** project was launched to strengthen monitoring and response capabilities, enabling faster threat detection and minimizing downtime for potential incidents. These efforts demonstrate the team's proactive approach to protecting the university's infrastructure.

To enhance the teaching and learning experience, IITS upgraded the **COLE exam platform** to version 4.1, introducing improved functionality and a smoother user experience.

### **Facilities Management**

#### **National Award for Heritage Conservation - Concordia's Toronto-Dominion Building**

The Canadian Association of Heritage Professionals (CAHP) recently awarded Facilities Management an Award of Merit in its Conservation - Architecture category, for the restoration of Concordia's Toronto-Dominion Building. The restoration began in 2013 by revitalizing the building's north and west facades, and was completed in the summer of 2023, with the restoration of the limestone and sandstone masonry, the rehabilitation of the cast-iron curtain wall, the replacement of windows and doors and the reconstruction of the main cornice. Throughout the restoration, the project team faced several setbacks, including weather constraints, supply chain delays and COVID-19 lockdowns. Despite these challenges, the team remained determined to revitalize the building and bring the 121-year-old building back to life. The CAHP award reflects the exceptional work being carried out by the sector daily and underscores the importance of preserving Concordia's architectural heritage while ensuring these historic buildings remain functional for future generations.

### **Recreation and Athletics**

The holiday break allowed four players of our Women's Hockey Team and two members of the Men's Hockey Team to represent Canada at the **2025 FISU Winter World University Games** in

Torino, Italy. The men's team, which included Stingers **Simon Lavigne, Mikael Huchette** and **Mathieu Bizier**, won the gold medal; while the women's team, which included Stingers **Émilie Lussier, Jordyn Verbeek, Alexandra-Anne Boyer**, and **Emilie Lavoie** won silver.

### **Business and Development**

In collaboration with Concordia's food service provider, Aramark, Hospitality Services won a **Coup de Coeur award** in the sixth edition of the Institutions Eat Local! event organized by Aliments du Québec au menu. This award recognizes the university's outstanding efforts to promote and integrate local Quebec foods into campus dining.

Hospitality organized a **Holiday Lunch** on each campus on December 10<sup>th</sup> and 11<sup>th</sup> bringing the community together to celebrate the holiday season. A total of 202 meals were sold; 30 meals were bought by community members and donated to students via the "help a student" ticket option and more than \$600 was collected for the Student Emergency and Food Fund.

For over 35 years, the **NDG Community Council Christmas Dinner** has been a cherished tradition, spreading warmth, generosity, and holiday cheer to the residents of Notre-Dame-de-Grâce through a free festive meal open to all. This year, the Council faced the challenge of securing a venue to host the event. In collaboration with Facilities Management and Campus Safety and Prevention Services, Hospitality Services was able to provide the Buzz Dining Hall at the Loyola Campus on December 25<sup>th</sup>, including a staff member who kindly volunteered to assist on the day. The event welcomed over 950 community members, including new immigrant families, seniors, and individuals experiencing housing insecurity. Additionally, more than 80 residence students remaining on campus for the holidays were invited to join, ensuring they had a joyful and inclusive place to celebrate the season.