

**MINUTES OF THE OPEN SESSION  
OF THE MEETING OF SENATE**

Friday, December 12, 2025  
Immediately following the Closed Session  
in the Applied Science Hub Amphitheatre, 7141 Sherbrooke Street West  
(Room HU-125) on the Loyola Campus  
and via Zoom video conferencing

PRESENT

Voting members:

|   |                           |                            |
|---|---------------------------|----------------------------|
| Graham Carr (Chair)   | Geoffrey Dover            | Véronique Pepin (zoom)     |
| Leslie Barker   | Tim Evans                 | Isabella Providenti (zoom) |
| Saraluz Barton-Gomez<br>(zoom)                                      | Ariela Freedman           | Sina Queyras (zoom)        |
| Seif Bedair   | Annie Gérin (zoom)        | Isabelle Ranger            |
| Sandra Betton (attended as<br>delegate for A.-M. Croteau)<br>(zoom) | Michael Gillis (zoom)     | Rosemary Reilly (zoom)     |
| Onur Bodur (zoom)   | Eléanore Handsone         | Aphrodite Salas            |
| Amy Buckland  | Andrea Harland            | Ramin Sedaghati (zoom)     |
| Robin Chemtov   | Bonnie Harnden            | Adam Semergian             |
| Roy Cross   | Steven Henle              | Anna Sheftel (zoom)        |
| Fabienne Cyrius (zoom)  | Vanessa Massot            | Pascale Sicotte            |
| Alexandra Dawson  | Maggie McDonnell          | Kamila Sobol (zoom)        |
| Mourad Debbabi  | Christopher Moore (zoom)  | Reza Soleymani (zoom)      |
| Effrosyni Diamantoudi   | Peter Morden              | Ahmed Soliman              |
|   | Catherine Mulligan (zoom) | Preethi Srikanth (zoom)    |
|   | Sanaz Naghdi (zoom)       | Huu Thien Tran             |
|   | Xavier Ottenwaelder       | Roberto Viereck-Salinas    |

Non-voting members: Philippe Beauregard, Paul Chesser, Stéphanie de Celles,  
Michael Di Grappa, Isabel Dunnigan (zoom), Tom Hughes (zoom), Frederica Martin,  
Brad Nelson, Olivia Ward (zoom)

Also attending: Christiana Abraham (zoom), Rachel Berger, William Cheaib,  
Richard Courtemanche, Amy Fish, Julie Fortier (zoom), Melodie Sullivan (attended as  
delegate for F. Jacobs) (zoom), Rustam Vahidov (zoom)

ABSENT

Voting members:

Theresa Bianco  
Narmine Boubasla

Lina El-Bakaye  
Zoe Erika-Okoye  
Moshe Lander

Muhammad Ilyas Nadeem  
Mireille Paquet  
Radu Zmeureanu

Non-voting member: Denis Cossette

**1. Call to order**

The Chair called the meeting to order at 2:15 p.m.

**1.1 Approval of the Agenda**

*R-2025-6-5 Upon motion duly moved and seconded, it was unanimously resolved that the Agenda of the Open Session be approved.*

**1.2 Adoption of November 7, 2025 Minutes**

*R-2025-6-6 Upon motion duly moved and seconded, it was unanimously resolved that the Minutes of the Open Session meeting of November 7, 2025 adopted.*

**CONSENT**

**2. Committee report (Document US-2025-6-D3)**

The report was provided for information only.

**3. Committee appointment (Document US-2025-6-D4)**

*R-2025-6-7 Upon motion duly moved and seconded, it was unanimously resolved that the Committee appointment be approved.*

**4. APC recommendations (Document US-2025-6-D5)**

**4.1. OOR-OOR-5890 : Regulation changes in the Département d'études françaises**

*R-2025-6-8 Upon motion duly moved and seconded, it was unanimously resolved that the regulation changes in the Département d'études françaises (OOR-OOR-5890) be approved.*

**4.2. AS-ARTSCI-5816: Regulation changes with regard to the credit changes**

*R-2025-6-9 Upon motion duly moved and seconded, it was unanimously resolved that the*

*regulation changes with regard to the credit changes (AS-ARTSCI-5816) be approved.*

4.3. **AS-ARTSCI-5863:** Program changes clarifying the credits related to Complementary University Credits

R-2025-6-10 *Upon motion duly moved and seconded, it was unanimously resolved that Program changes clarifying the credits related to Complementary University Credits (AS-ARTSCI-5863) be approved.*

4.4. **JMSB-JMSB-5872:** Regulation changes in relation to readmitted students

R-2025-6-11 *Upon motion duly moved and seconded, it was unanimously resolved that the regulation changes in relation to readmitted students (JMSB-JMSB-5872) be approved.*

4.5. **JMSB-JMSB-5871:** Program changes clarifying the credits related to Complementary University Credits

R-2025-6-12 *Upon motion duly moved and seconded, it was unanimously resolved that the program changes clarifying the credits related to Complementary University Credits (JMSB-JMSB-5871) be approved.*

4.6. **GCS-GCS-5825:** Regulation changes in relation to conditional standing, failed standing

R-2025-6-13 *Upon motion duly moved and seconded, it was unanimously resolved that the regulation changes in relation to conditional standing, failed standing (GCS-GCS-5825) be approved.*

4.7. **GCS-GCS-5910:** Regulation changes in relation to readmitted students

R-2025-6-14 *Upon motion duly moved and seconded, it was unanimously resolved that the regulation changes in relation to readmitted students (GCS-GCS-5910) be approved.*

4.8. **GCS-GCS-5873:** Program changes clarifying the credits related to Complementary University Credits

R-2025-6-15 *Upon motion duly moved and seconded, it was unanimously resolved that the Program changes clarifying the credits related to Complementary University Credits (GCS-GCS-5873) be approved.*

4.9. **FA-DART-5781:** Regulation changes in relation to renaming the program Specialization in Computation Arts, to Major in Computation Arts

R-2025-6-16 *Upon motion duly moved and seconded, it was unanimously resolved that the Regulation changes in relation to renaming the program Specialization in Computation Arts, to Major in Computation Arts (FA-DART-5781) be approved.*

## REGULAR

### 5. Business arising from the Minutes not included on the Agenda

There was no business arising from the Minutes not included on the Agenda.

### 6. President's remarks

- Dr. Carr began by noting that the semester is winding down and so he extended best to the students for any remaining exams and assignments. He announced that this year's holiday break will begin early, as the University will now be closed on December 22<sup>nd</sup> and 23<sup>rd</sup>.
- 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.
- 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. It is a world class facility that supports graduate students and serves as an incubator for undergraduate students (IGEM).

- Dr. Carr congratulated HackConcordia for organizing HackDécouverte, a bilingual hackathon that assembled high school students from francophone institutions. This is a great initiative that supports recruiting students from francophone institutions.
- 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. The Vice-President Research, Innovation, and Impact, T. Evans, and his team will be meeting with Deans to review focus areas.
- 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. He noted that it is great to see public investments in research, which is one area where university advocacy has been effective.
- 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 Senators 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 University has about \$35M in funding from federal agencies that are tied up as the government of Québec is reviewing the contracts and hasn't released them. Other universities are in a similar bind.
- Finally, Bill 1 makes no 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 the 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 and impact on internships in education, particularly as it applies to accommodations on religious grounds (for example, the observance of Jewish and other religious 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 our 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.

There was a question from a Senator about activities scheduled on the two additional days that the University will be closed. Dr. Carr responded that faculty and staff are not expected to report to work on the two days when the University is closed, but any planned activities can go on as usual. The only requirement is to coordinate security.

7. **Academic update** (Document US-2025-6-D6)

There were no additional updates to the report that was provided.

8. **Annual report from the Ombudsperson** (Document US-2025-6-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;
- That certain graduate programs should be more transparent on how competitive they are, as a lack of transparency leads to disappointment for applicants; 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. They have a strong role to play in the University and are happy to serve the community.

There was a question about the nature of the complaints received and whether there were any complaints related to student protests being stifled.

The Ombudsperson clarified that they can only speak to the complaints that come to their office and they do not conduct outreach, as that was not part of their mandate. On the question of number of complaints about protests and campus climate, their written report will contain detailed information.

A Senator asked about campus climate, noting that there are ongoing concerns around the University's ability to deal with antisemitism on campus. Dr. Carr responded that the STRIVE Task Force's report on antisemitism is being finalized, and once the report is made public, the University can begin working on the recommendations.

Another Senator asked about the recommendation to review the role of the Dean of Students. The Ombudsperson responded that the recommendation was general in nature.

To another question on whether there had been complaints about students having to miss classes because of reduced shuttle bus service or not being able to graduate on time because of budget cuts to departments, the Ombudsperson noted that they would have to check the Ombuds Office's statistics to get details on this question. The Ombudsperson invited the Senator to communicate with them directly about this matter.

A question was raised about the multiple initiatives dealing with campus climate. The Ombudsperson clarified that the Ombuds Office is only mandated to respond to people and complaints that are received by the office.

## 9. **APC recommendations:**

### 9.1. **New Program - AS-INTE-5926: New undergraduate program: Certificate in Black and African Diaspora Studies in the Canadian Context** (Document US-2025-6-D8)

Dean Sicotte introduced this certificate and noted that this will allow people who are not registered with the University to be able to enroll in the program. The certificate is structured like the existing minor in Black and African Diaspora Studies. Christina Abraham noted that there were quite a number of applications for the minor and there were people who were in graduate program or from outside the University. Given the considerable interest from the community and that's why it was proposed to start this new 30 credit program. There has been considerable interest in the minor, with continued demand.

*R-2025-6-17 Upon motion duly moved and seconded, it was unanimously resolved that upon*

*recommendation of the Academic Programs Committee, Senate approve the new undergraduate program: Certificate in Black and African Diaspora Studies in the Canadian Context (AS-INTE-5926).*

**9.2. Program/course change – GCS-CIISE-5898: Changes to program requirements and courses for the BSc and BEng in Cybersecurity: recommendations by the *Commission d'évaluation des projets de programmes* (Document US-2025-6-D9)**

Dean Debbabi introduced the item and summarized the revisions to the two programs which follow from the *avis favorable* from the *Commission d'évaluation des projets de programmes* following their visit and evaluation. The programs were approved by Senate and submitted to BCI and the *Commission d'évaluation des projets de programmes*.

They articulated five conditions which were outlined in the documentation that was circulated to Senators. There was particular emphasis on updating the courses in AI and AI training. There was a new core course added for cybersecurity management and governance. The dossier fully addressed the conditions of the *Commission d'évaluation des projets de programmes* and will be better equipped to respond to the demands in the province and around Canada.

Following the approval, the programs can be offered in the fall 2026.

R-2025-6-18 *Upon motion duly moved and seconded, it was unanimously resolved that upon recommendation of the Academic Programs Committee, Senate approve changes to program requirements and courses for the BSc and BEng in Cybersecurity: recommendations by the Commission d'évaluation des projets de programmes (GCS-CIISE-5898).*

**9.3. Program/course change – JMSB-SCBTM-5784: Changes to the title of the Minor in Data Intelligence to Minor in Business Analytics (Document US-2025-6-D10)**

Sandra Betton presented this dossier and explained the changes in the course, which includes a title change. The change updates the title to modern terminology. The Department will also change the prefixes and refreshing and updating the content and titles. This will lay a foundation for a major in business analytics, building on the minor.

R-2025-6-19 *Upon motion duly moved and seconded, it was unanimously resolved that upon recommendation of the Academic Programs Committee, Senate approve the proposed program changes - from the Minor in Data Intelligence to the Minor in Business Analytics (JMSB-SCBTM-5784).*

**10. Question period**

There was a question around layoffs and the increasing urgency to respond to the budget situation.

Some comments were shared about how layoffs would impact existing and new programs and concerns were raised about how these offerings would continue.

Dr. Carr noted that the University was reviewing all initiatives around the budget and the results of the voluntary retirement program as part of the ongoing budget analysis. The questions at hand are how much change will be needed and when these changes will need to be made. The University is committed to doing everything possible to avoid major disruptions.

He also noted that, at this stage of the budget analysis, the focus is on determining next steps. No work has been undertaken on establishing where and when layoffs would need to be made.

There was a question about some job positions that have been posted, and the need to provide clarification to the community around ongoing recruitment. Dr. Carr explained that, as mentioned at the November 2025 Senate meeting, mission-critical positions in the University will have to be maintained.

For the Provost's report, in addition to outlining accolades and celebration of successes, a Senator requested that it include more reporting on other work that was happening in the Provost's office, such as the ongoing meetings with departments. Dr. Carr and F. Diamantoudi took note of the suggestion regarding the report. It was also clarified that developing the invitation lists for the Interim Provost's meetings with the departments had been led by the Deans' offices. Information on the Interim Provost's meetings with the departments will be made available once the visits and meetings have concluded.

A Senator asked when the report on Concordia's Colonial Past would be released. Dr. Carr noted that he didn't have the information at hand and would seek necessary confirmation.

There was a question about consultations specifically regarding the changes that can be made. Dr. Carr responded that the purpose of the Interim Provost's visits to the departments was to review and respond to the realities of each department. The visits will continue over the next months.

#### **11. Other business**

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

#### **12. Adjournment**

The meeting was adjourned 3:26 p.m.

*K. Singh*  
Karan Singh  
Secretary of Senate