



BOARD OF GOVERNORS

NOTICE OF MEETING

December 5, 2024

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Thursday, December 12, 2024, 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, December 12, 2024, at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus

Time	Item	Presenter(s)	Action
4:00 p.m.	1. Call to order 1.1 Approval of the Agenda	H. Antoniou H. Antoniou	Approval

CONSENT AGENDA

2.	Approval of October 24, 2024 Minutes		Approval
3.	Use of Concordia's Name (Document BG-2024-9-D1)		Approval
4.	Collection of fees:		Approval
4.1	Co-op fees update (Document BG-2024-9-D2)		
4.2	Undergraduate fees (Document BG-2024-9-D3)		
5.	Ratification of nominations to the Part-time Employee Benefits Committee, Employee Benefits Committee (Document BG-2024-9-D4/ CORP-2024-7-D1))		Approval

- | | | |
|-----|---|-------------|
| 6. | Employee Benefits Committee recommendations: | Approval |
| 6.1 | Group Insurance Plans revision to approval of June 2024
(Document BG-2024-9-D5) | |
| 6.2 | Group Insurance Plans modifications
(Document BG-2024-9-D6) | |
| 7. | Nomination of Administrative and Support Staff to the Tribunal Pool
(Document BG-2024-9-D7) | Approval |
| 8. | Report on compliance with environmental legislation and health and safety regulations (Q3-2024 Report)
(Document BG-2024-9-D8) | Information |

REGULAR AGENDA

- | | | | |
|------|---|-------------|-------------|
| 4:03 | 9. Business arising from the Minutes not included on the Agenda | | |
| 4:05 | 10. President's report
(Document BG-2024-9-D9) | G. Carr | Information |
| 4:30 | 11. Other business | H. Antoniou | |
| 4:35 | 12. Adjournment | H. Antoniou | |

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

Thursday, October 24, 2024 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus

PRESENT

Governors:

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

Alternate: Ali Salman

Also attending:

Philippe Beauregard	Denis Cossette (zoom)	Pascal Lebel
William Cheaib	Michael Di Grappa	Anne Whitelaw
Paul Chesser	Frederica Jacobs	

ABSENT

Governors:

Adriana Embiricos	Rana Ghorayeb
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1. Call to order

The Chair called the meeting to order at 4:02 p.m.

LEGEND:

C: Chair

P and Vice-C: President and Vice Chancellor

V.C: Vice Chair

1.1 Approval of the Agenda

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

R-2024-8-1 *That the Agenda be approved, including the items on the Consent Agenda.*

CONSENT

2. Approval of September 26, 2024 Minutes

R-2024-8-2 *That the Minutes of the meeting of September 26, 2024 be approved.*

3. Audit Committee recommendations:

3.1 **Systeme d'information financière des universités (SIFU) for the year ended April 30, 2024** (Document BG-2024-8-D1)

R-2024-8-3 *That, on recommendation of the Audit Committee, the Board of Governors approve the Systeme d'information financière des universités (SIFU) for the year ended April 30, 2024.*

3.2 **Interfund transfer for the year ended April 30, 2024** (Document BG-2024-8-D2)

R-2024-8-4 *That, on recommendation of the Audit Committee, the Board of Governors approve the interfund transfers for the year ended April 30, 2024.*

3.3 **État de traitement (statement of salaries) for the year ended April 30, 2024** (Document BG-2024-8-D3)

R-2024-8-5 *That, following recommendation of the Audit Committee, the Board of Governors approve the état de traitement (statement of salaries) for the year ended April 30, 2024.*

3.4 **Revisions to the Policy on the Reporting of Wrongdoings (BD-16)** (Document BG-2024-8-D4)

R-2024-8-6 *That, on recommendation of the Audit Committee, the Board of Governors approve the modifications to the Policy on Employee Disclosures of Wrongdoings (BD-16) in accordance with the attached documentation and the appointment of the Associate Secretary-General as the Ethics and Integrity Officer.*

4. Governance and Ethics Committee recommendation: Revisions to the Code of Rights and Responsibilities (BD-3) (Document BG-2024-8-D5)

R-2024-8-7 *That, subject to the approval by the Governance and Ethics Committee, the Board of Governors approve the revisions to the Code of Rights and Responsibilities (BD-3).*

REGULAR

5. 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.

6. President's report (Document BG-2024-8-D6)

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

- Dr. Carr began by sharing that three convocation ceremonies had concluded the previous week at Place des Arts, with 1,200 of the 2,000 fall graduates in attendance from all faculties (except for the Faculty of Fine Arts). He thanked the Registrar and the teams from Hospitality Concordia, the Office of the President, University Communication Services and University Facilities for making the ceremonies and the Honorary Doctorate Dinner a huge success.
- He noted that honorary doctorates were awarded to:
 - Kiran Mazumdar-Shaw, founder of India's leading biotechnology enterprise, Biocon, and a global thought leader committed to delivering affordable insulin and biologics.
 - John Sicard, a Concordia grad, outgoing CEO of Kinaxis and global leader in supply chain management; and
 - Douglas Sanderson, professor of Aboriginal law at the University of Toronto, co-author of award-winning book, *Valley of the Birdtail*, and proponent of Indigenous reconciliation.
- The John Molson School of Business convocation ceremony marked the last convocation of outgoing Co-Chancellor Jonathan Wener. Co-Chancellor and incoming Chancellor Gina Cody presided over the afternoon and evening ceremonies and has since taken over as the Chancellor. On behalf of the Board, Dr. Carr thanked J. Wener for his service for close to 10 years as Chancellor for the other important roles that he has played at the University since his days as an undergraduate student in the Department of Commerce.
- The Office of Alumni Relations organized an event in London, England - a reading and conversation - with Sarah Bernstein, 2009 graduate of Creative Writing and the 2023 winner of the Scotiabank Giller Prize for Fiction. S. Bernstein was also shortlisted for the Booker Prize for her second novel, *Study for Obedience*.
- Dr. Carr noted that no fewer than 7 graduates have been named as finalists for 2024 Governor General's Literary Awards.

- This past Sunday, the University also honored Concordia graduate and longtime staff member in Recreation and Athletics, Julie Healy, who was inducted into the Concordia Sports Hall of Fame as a builder for all her years in championing women's hockey, not just at the University, but in Québec and nationally at the Olympic level for Canada. The ceremony took place after the home opener of this year's Concordia Stingers women's hockey season, where the 2023 national championship USports banner was also unveiled. Anna Gainey, the local MP for the Loyola district, was in attendance.
- With these and other such events, it was nice to conclude the University's 50th anniversary celebrations. All of the merchandise for the 50th anniversary has already sold out and new orders have been made. There is also a launch planned for the 50th anniversary book about Concordia on November 20, 2024 at 4th SPACE
- The University welcomed about 1,800 unique guests at the September Homecoming, which was a record, and speaks to success of the University's outreach strategy to connect with more and more alumni.
- Dr. Carr reminded Governors of the top 50 Great Concordians series on the University website, noting that this week, Auditor General of Canada Karen Hogan (B Comm 93, Gr Dip 95) was featured.
- Dr. Carr turned back to the discussion that took place at the Board of Governors retreat earlier in the Summer, noting that recruitment and retention remain the lifeblood of universities. The final registration numbers for 2024-25 have been received and unfortunately, Concordia remains the university in the réseau that has experienced the greatest drop in headcount and full-time equivalents (FTEs) for 2024-25. Overall, the drop in all registrations by FTE (new and returning) is 3.1%; the drop in headcount is 3.5%.
- The drop in new registrations by headcount is nearly 10% (877 fewer new students than a year ago, which results in lost revenue for the years ahead). This number is better than the worst-case scenario that was tracked in September of a 4.4% decline in FTEs for total registrations. Regardless, the decline is the steepest that the University has experienced.
- Further, with other government changes to the funding formula in the university sector, the ration of 1:1 cannot be drawn between head count and financial impact, as a whole other set of variables have to be considered.
- The 2024-25 budget had been prepared by running various scenarios. The worst-case scenario used for budget purposes was a projected decline of ~1250 (1241) FTEs collectively of students assembled into units of 5 courses per term. Based on real numbers now received, the FTEs are down by 955 rather than by 1250, because of perhaps greater success at retention of students already registered. However, the financial impact of this unanticipated outcome remains negative.
- The University did better in recruiting students from Québec than anticipated, and, while enrolment numbers for students from the rest of Canada is down, this decline is less than

the projected worst-case scenario. However, the international student numbers have declined significantly, to the point that gains from Québec recruitment cannot compensate.

- Following the calculation of whether students are undergraduate or graduate and in which program, the net revenue effect of the overall registration profile for fall 2024 is ~\$1.8M less income than what had been budgeted. This \$1.8M is a relatively modest amount on a \$650M budget and the University continues to feel confident that, at the end of the second quarter, even with this additional challenge, the University will still be on track to meet our deficit target.
- Since the Board of Governors retreat in August, and the meeting of the Board in September, the federal government has made further announcements about reducing the number of international student study visas and the Government of Québec introduced the *Projet de loi 74* that will limit international students in Québec (more details on the proposed Québec legislation will be presented in Closed Session).
- Further, the geopolitical rift between Canada and India (the country that has, until recently, been the source of the largest cohort of international students in Canada and at Concordia), has gone from bad to worse and, that day, the federal Minister of Immigration announced that the immigration targets would be cut with further cuts anticipated in 2026 and 2027.
- Dr. Carr reiterated his message to the members of the Board and to the University community that the University's recruitment priority for the year ahead must be to stop the enrolment decline and finalize the strategic recruitment and enrolment strategies that will be needed to reverse this tendency in the future.
- This upcoming Saturday, the University will be hosting an Open House for prospective students. The University continues to adapt its message: highlighting that it continues to offer financial support to qualified rest of Canada students to offset the tuition increases and explaining that any positive francization efforts implemented will not be an impediment to graduate. However, despite all these efforts, the University continues to live under the cloud of governmental policies.
- Rest of Canada student registration for Open House is down 20%; and registration from international students from the United States is down 15%. The bright spot remains registrations from Quebec, which are up 13%.
- McGill University has been effective in recruiting Québec students who would otherwise have come to Concordia to compensate for declines in rest of Canada numbers. McGill can afford to offer more grants and scholarships to students from the rest of Canada, while Concordia's capacity for offering bursaries was more limited. However, McGill is not the only competition. The supply of university-bound students from Québec is extremely limited, many francophone universities have become very adept at modifying their admissions practices for Québec students to convert applications into acceptances as rapidly as possible. With early acceptance being a critical factor in recruitment, the

University needs to be vigilant that our processes do not get in the way. Positioning Concordia more effectively with prospective francophone students in Québec's regions is a very critical element of the strategy we need to pursue

- In the same vein, on the previous Friday, the University also took a major step toward putting flesh on the bones of our project to open a thematic campus in Shawinigan focused on research, development and innovation in battery development, storage and recycling. A significant contingent from the University was on hand, including Karim Zhagib, CEO of VoltAge, together with several faculty colleagues.
- François-Philippe Champagne, the local member of parliament and the federal minister for Innovation, Science and Economic Development was on hand and spoke glowingly about the project, pointing out that it is the first new higher education institution in the city in nearly 60 years. Also present were: Marie-Louise Tardif, local MNA from the Coalition Avenir Québec; Michel Angers, Mayor of Shawinigan; Jean-François Léveillé, Director General of CÉGEP du Shawinigan, Nancy Déziel, who heads the CÉGEP's Center for technology transfer in green energy and environment.
- Faye Diamantoudi, Interim Vice President Research, Innovation and Impact signed a memorandum of understanding with the National Research Council of Canada and its President, Mitch Davies, to explore collaborations in battery development and innovation using critical minerals. The announcement creates other opportunities for us to develop pathway programs with CÉGEPs for the Gina Cody School of Engineering and Computer Science.
- The campus will essentially be francophone, creating an opportunity to work with the Department of Continuing Education to develop francization programs in support of students and faculty who need it.
- Dr. Carr now turned to the news about life on campus. As already reported, the University and several businesses in downtown Montreal became targets of vigilante attacks on the night of September 29th as masked vandals mobbed along de Maisonneuve Boulevard and broke all street-level windows in the Hall Building. The police were caught unawares and intercepted the group on Rue de la Montagne at Saint Catherine, where some arrests were made.
- Regarding the events of October 7th, the University decided, in contrast to some other institutions, to keep the University's campuses fully open. Faculty and staff were given the option to deliver courses or work remotely, and it was ensured that students would not be penalized should they prefer not to come to campus.
- While the day was challenging, there were no disturbances inside the University's buildings. The SPVM were out in force along with *La Sûreté du Québec* monitoring demonstrations taking place on sidewalks and along de Maisonneuve Boulevard in front of the Hall Building. The afternoon remained peaceful but was nonetheless disturbing for some members of our community who were unsettled by the actions of the protesters in the streets and/or the large police presence. At the same time, others felt more secure

because of the police presence, which was not on Concordia property, but in the streets and sidewalks of the city. The presence of the police and their numbers of deployment were not due to any decision of the University. The SPVM determines whether, where, when and how it will be present or intervene, and they chose to make a show of force in the downtown core on October 7th.

- On October 7th, TVA and other media outlets were stationed outside the Hall Building for hours in case something happened in the afternoon. That evening at 21:45, Radio Canada did not cover the demonstration that had begun at Places des Arts and went to Westmount, but instead chose to show footage of a peaceful march with the EV Building on Saint Catherine as a backdrop.
- Dr. Carr repeated that, while disagreement is normal in society and at a university, everyone needs to do their utmost to ensure that the climate is respectful and to keep the focus on the wonderful academic and research accomplishments that happen every day at the University.

A Governor asked whether the admission criteria were being reviewed and revised, given the ongoing challenges around recruitment. The Provost confirmed that program reviews happen at the department level and there was no plan to revise the criteria.

On a question about the payment of bursaries to attract new out-of-province undergraduate students, it was explained that the cost is somewhat offset by government grants per FTE, but that the larger goal of maintaining this recruitment incentive is to hold the position that Concordia is welcoming to students from elsewhere in Canada.

7. Audit Committee recommendation: Consolidated audited financial statements for year ended April 30, 2024 (Document BG-2024-8-D7)

The Chair asked P. Di Lillo, as Chair of the Audit Committee, to present this item. P. Di Lillo congratulated the University team and the external auditors KPMG for a timely and efficient audit.

D. Cossette then presented some highlights of the financial statements for the year and the completion of the audit, which are detailed in the attached documentation to the package that was circulated to the Governors.

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

R-2024-8-8 That, on recommendation of the Audit Committee, the Board of Governors approve the financial statements for the fiscal year ended on April 30, 2024, as prepared by Concordia, and audited by the external auditors, KPMG.

8. Other business

There was no other business brought before the Open Session.

9. Adjournment

The Chair declared the meeting adjourned at 4:32 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 December 12, 2024**

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 request was received under the Policy and forwarded to the Secretary-General and assessed per the provisions of the Policy:

1. Blood Donation Concordia Student Club - The goals of the club are to:
 - Act as a partnership between Concordia students and Héma-Québec;
 - To raise awareness regarding the importance of blood donation, as well as other types of donations (e.g. plasma, platelets, stem cells); and
 - To join several other universities in the annual plasma donation competition.

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 request to use the Concordia name:

- Blood Donation Concordia Student Club

PREPARED BY:

Name: Secretary of the Board

Date: December 2, 2024



**JOINT MEETING OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS
AND THE CORPORATION
Meeting of December 12, 2024**

AGENDA ITEM: Update on the Coop Bookstore fee levy

ACTION REQUIRED: For approval

SUMMARY: The Board of Governors (the “Board”) is being asked to approve the continued suspension of the Coop Bookstore fee levy collected by the University.

BACKGROUND: The Graduate Students Association had recommended a suspension of the Coop Bookstore fee, which temporary suspension was approved by the Board on April 4, 2024. Since then, the Dean of Students has reported back to the Board, recommending the permanent suspension of the Coop Bookstore fee for Graduate students.

Further, the Concordia Student’s Union has requested suspension of the Coop Bookstore fee for the Fall 2024 and Winter 2025 semesters until such time as the Coop Bookstore becomes active again.

DRAFT MOTION:

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.

PREPARED BY:

Name: Secretary of the Board

Date: December 2, 2024



Office of the Dean of Students

December 3, 2024

TO: Karan Singh
FROM: Dean of Students Office
RE: CSU By Elections

In the most recent Graduate Student Association elections held from April 15-16, 2024, Graduate students voted to stop the fee levy for the Coop Bookstore. Further to the Dean of Students Office investigation into the fee, we are recommending that the fee be ended for Graduate students only. The undergrads have halted the fee again for the Winter semester.

A handwritten signature in black ink, appearing to read "KB", with a long horizontal stroke extending to the right.

Katie Broad
Acting Dean of Students



**JOINT MEETING OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS
AND THE CORPORATION
Meeting of December 12, 2024**

AGENDA ITEM: Collection of undergraduate student fee levies

ACTION REQUIRED: For approval

SUMMARY: Following a referendum held in November 2024, the undergraduate students voted in favor of certain fee levies and the same are being presented to the Board of Governors (the "Board") for approval.

BACKGROUND: In the most recent Concordia Student Union ("CSU") elections held from November 14-16, 2024, undergraduate students voted on the following referendum questions and the same are being presented to the Board for approval. Following validation by the Office of the Dean of Students, the amounts in the questions were revised, as outlined in the attached memorandum from the Dean of Students.

DRAFT MOTIONS:

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.

PREPARED BY:

Name: Secretary of the Board
Date: December 4, 2024

December 3, 2024

TO: Karan Singh
FROM: Dean of Students Office
RE: CSU By Elections

In the most recent Concordia Student Union elections held from November 14-16, 2024, undergraduate students voted on the following referendum questions:

The CSU Advocacy Centre

Do you agree to increasing the CSU Student Advocacy Centre's fee-levy to \$0.60 per credit (an increase of \$0.15 per credit from \$0.45 per credit), to be implemented with registration for the Winter 2025 (2244) term, in accordance with the University's Fee Payment, Refund and Withdrawal Policy in effect at the time and to be subsequently indexed annually to inflation in accordance with the Consumer Price Index, effective Fall 2025 ? Agreeing to this question means you consent to amending the CSU's Special Bylaw I to reflect this change.

YES: 1807
NO: 1139
ABSTAIN: 731

People's Potato

Do you approve an increase of The People's Potato's fee levy by \$0.16 cents per credit, raising the fee levy from \$0.49 cents to \$0.65 cents per credit, to be implemented with registration for the Winter 2025 term? This charge will continue to be indexed annually to inflation in accordance with the Consumer Price Index.

YES: 2413
NO: 852
ABSTAIN: 412

CSU Legal Essentials Service Fee

Do you agree 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?

YES: 1636
NO: 1175
ABSTAIN: 866

The CSU only handed us these questions on the day of voting. When they were sent to Student Accounts to be reviewed, errors were found, and they were reworded in order to adhere to the University's policy on tuition, refund and withdrawal:

CSU Advocacy Center

Do you agree to increase the Concordia CSU Advocacy Center 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?

Currently the CSU Student advocacy center fee is \$0.50 per credit not \$0.45. We have amended the increase to \$0.10

People's Potato

Do you agree to increase the People's Potato fee 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 January 2025 academic term in accordance with the University's tuition, refund, and withdrawal policy?

Currently the people's potato fee is \$0.52 per credit not \$0.49. We have amended the increase to \$0.10

CSU Legal Essentials Service Fee

Do you agree 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?

Student Accounts informed us that there is no time to implement this fee for Winter 2025, therefore, it can only be implemented in Fall 2025.



Katie Broad
Acting Dean of Students



**JOINT MEETING OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS
AND THE CORPORATION
Meeting of December 12, 2024**

AGENDA ITEM: Appointments to the Board Standing Committees

ACTION REQUIRED: For approval

SUMMARY: Approval of the Board of Governors is being sought to fill vacancies on the Board Standing Committees.

BACKGROUND:

Employee Benefits Committee (EBC)

The EBC's composition includes, among others the following:

One member, as well as one alternate member who acquires voting rights at a given meeting in the absence of the regular member, who are members of the Pension Plan representing the non-active Pension Plan members nominated by such members and appointed by the Board of Governors. The term of these members shall be two (2) years;

Both of these spots on the EBC are falling vacant as of December 31, 2024 and as such two nominations have been received:

- Jamshid Etezadi and Amely Jurgenliemk to serve two-year terms on the EBC as Regular Non-Active Member and Alternate Non-Active Member of the Pension Plan.

Two (2) members who are members of the Pension Plan representing the active administrative and support staff to be nominated by such members through the Administrative and Support Staff Electoral College and appointed by the Board of Governors. The term of these members shall be two (2) years;

One member's term is ending on December 31, 2024, and as such the Administrative and Support Staff Tribunal has recommended the renewal of:

- Brian Cooper (Technician - CTC Metalshop) be renewed to the EBC for a two-year term.

The Part-Time Employee Benefits Committee

The Part-Time Employee Benefits Committee's (PTEBC) composition includes, among others the following:

Three (3) members representing active employees belonging to employee groups with primary membership of part-time employees, i.e. employee groups other than those included in the Administrative and Support Staff Electoral College or CUFA, to be nominated from among those employee groups and appointed by the Board of Governors. The term of these members shall be two (2) years;

One member's term is ending on December 31, 2024

- Nadine Parla from the Concordia University Part-time Faculty Association has been nominated to be renewed to serve another 2-year term on the PTEBC.

The updated membership of both committees are attached herewith.

DRAFT MOTION:

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.

PREPARED BY:

Name: Secretary of the Board

Date: December 2, 2024



STANDING COMMITTEES OF THE BOARD OF GOVERNORS

Membership updates effective January 1, 2025

EMPLOYEE BENEFITS		PART-TIME EMPLOYEE BENEFITS	
Members:		Members:	
1	Bicher (C)	1	Bicher (C)
2	Antoniou (ex-off)***	2	Antoniou (ex-off)***
3	Carr (ex-off)***	3	Di Grappa (ex-off)
4	Di Grappa (ex-off)	4	Blais
5	Jamet	5	LeBlanc
6	Chaikelson	6	Parla
7	Cooper		*** delegate attends
8	Etezadi		
9	Fortin (VC)		
10	Howard		
11	Jurgenliemk		
12	Reuter		
13	Riley		
	*** delegate attends		
Secretary: Gauthier		Secretary: Gauthier	



**JOINT MEETING OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS
AND THE CORPORATION
Meeting of December 12, 2024**

AGENDA ITEM: Employee Benefits Committee (EBC) recommendation: Modifications to the Group Insurance Plans (the “Plans”) effective January 1, 2025

ACTION REQUIRED: For approval

SUMMARY: Following recommendation of the EBC, the Board of Governors (the “Board”) is being asked to approve the modifications to Plans.

BACKGROUND: In June 2024, the EBC had presented certain modifications to the Health Care and Dental Plans and introduction of Health Care Spending accounts with certain allocations. The modifications didn’t include all the elements of changes that were being brought to the Health Care and Dental Plan, as such the motion herein substitutes and replaces completely the motion adopted by the Board on June 20, 2024 with the revised full recommendation from the EBC meeting on October 30, 2024.

DRAFT MOTION:

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:

Under age 65 without Dental Coverage	
Single	\$165
Single-Parent	\$210
Couple	\$315
Family	\$350
Under age 65 with Dental Coverage	
Single	\$230
Single-Parent	\$290
Couple	\$440
Family	\$495
Age 65 and over without Dental Coverage	
Single	\$670

Family	\$1,280
Age 65 and over with Dental Coverage	
Single	\$740
Family	\$1,410

PREPARED BY:

Name: Secretary of the Board

Date: December 2, 2024



**JOINT MEETING OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS
AND THE CORPORATION
Meeting of December 12, 2024**

AGENDA ITEM: Employee Benefits Committee (EBC) recommendation: Modifications to the Group Insurance Plans (the “Plans”) effective January 1, 2025

ACTION REQUIRED: For approval

SUMMARY: Following recommendation of the EBC, the Board of Governors (the “Board”) is being asked to approve the modifications to Plans.

BACKGROUND: The EBC has recommended some modifications to the premiums and other coverage available under the health and dental care plans at its meeting of October 30, 2024, for approval by the Board.

DRAFT MOTION:

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.

PREPARED BY:

Name: Secretary of the Board
Date: December 2, 2024



**JOINT MEETING OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS
AND THE CORPORATION
Meeting of December 12, 2024**

AGENDA ITEM: Appointment of a member to the Administrative and Support Staff Tribunal Pool (AaSSTP)

ACTION REQUIRED: For approval

SUMMARY: The *Policy on the Establishment of Tribunal Hearing Pools* ([BD-6](#)) provides for an AaSSTP comprised of five members who are nominated in accordance with the *Policy Relating to the Administrative and Support Staff Electoral College* ([BD-12](#)).

BACKGROUND:

The Electoral College has nominated Andrée Bertand (Project Coordinator, Office of the Provost) as a member of the AaSSTP.

DRAFT MOTION:

That the appointment of Andrée Bertand 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.

PREPARED BY:

Name: Secretary of the Board
Date: December 2, 2024



**ENVIRONMENTAL
HEALTH AND SAFETY**

Report on Due Diligence

**Presented to
the Board of Governors of
Concordia University**

*For the Reporting Period
Q3 2024 (July, August, September)*

Pietro Gasparri, C.I.H.
Director, Environmental Health & Safety

November 11, 2024

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Environmental Health & Safety (EHS) supports the academic, research and operational activities of the university and promotes a safe, healthy, and sustainable campus environment. EHS manages and coordinates programs and services that minimize health, safety, environmental and regulatory risks. It also monitors compliance with federal and provincial health and safety legislation and internal university policies. We identify and evaluate risks, develop control strategies, and implement appropriate internal procedures.

Section A presents the university’s Leading Key Safety Performance Indicators (KPIs) which measure safety performance and help reflect the safety culture within the university.

Section B presents the traditional Lagging Key Safety Performance Indicators (KPIs) which are retrospective, and which now include four incident/injury rates.

Section A: Leading Key Safety Performance Indicators

1. Safety & Security Training

During the period of July 1 to September 30, 2024, there were **1,441** safety and security training participants, of which 99.2% (1,429) participated in training provided by Environmental Health and Safety and 0.8% (12) participated in training provided by Campus Safety and Prevention Services. Coincidentally, the value is the same as Q3 2023.

	Q3 2023 <i>July, Aug, Sept.</i>	2023 <i>Full Year</i>	Q3 2024 <i>July, Aug, Sept.</i>	2024 <i>Year To Date</i>
Total Participants	1,441	4,656	1,441	3,440

2. Injury & Near-Miss Investigations

Depending on the circumstances surrounding a reported injury or near-miss, EHS staff will conduct a formal investigation with supervisors. Investigations are conducted to determine the root causes of injuries and near-misses to prevent similar occurrences in the future, to determine compliance with applicable safety regulations, and to collect information for Workers' Compensation Claims (if applicable). In some instances, injury and near-miss investigations result in the assignment of corrective actions to prevent injury and near-miss reoccurrence (see Section 5).

For the period of July 1 to September 30, 2024, **19** Injury Investigations and **25** Near-Miss Investigations were conducted.

	Q3 2023 <i>July, Aug, Sept.</i>	2023 <i>Full Year</i>	Q3 2024 <i>July, Aug, Sept.</i>	2024 <i>Year To Date</i>
Injury Investigations	18	65	19	47
Near-Miss Investigations	16	74	25	61
TOTAL Investigations	34	139	44	108

3. Preventative Internal Inspections & Assessments

Preventative Internal Inspections and Assessments refer to workplace inspections and risk assessments conducted by, or in collaboration with, EHS staff on university premises.

Workplace inspections involve a walkthrough of a space (e.g., research laboratory, studio, workshop, mechanical room) to determine the degree of compliance with both government regulations and internal policies and procedures. Inspections may result in internal non-compliance citations (Section 4) and require corrective actions (Section 5). Risk assessments are considered more thorough evaluations with the objective of identifying all hazards and determining if the hazards can be eliminated. If elimination of the hazard is not possible, the risk assessment will determine how the hazard can be controlled.

Workplace inspections and risk assessments are complementary; they form an integral part of the university's comprehensive health and safety program. Both serve as a mechanism to determine compliance with government regulations and internal policies and procedures.

For the period of July 1 to September 30, 2024, **156** preventative internal inspections and assessments were conducted. Of the 156, 10 were construction site inspections, 3 were indoor air quality assessments, 31 were ergonomic assessments, and 112 were workplace assessments to verify hazards for the new Workplace Hazards Signage.

Year	Preventative Internal Inspections & Assessments
Q3 2024 <i>July, Aug, Sept</i>	156
2024 <i>YTD</i>	311
Q3 2023 <i>July, Aug, Sept</i>	46
2023 <i>Full Year</i>	250

The technical issues with the Workplace Inspection application reported in Q2 have been resolved and the EHS team will resume conducting workplace inspection with the application in Q4 2024. It is important to reiterate that workplace inspections required by regulations, such as the radiation safety inspection, were completed without the use of the application while it was not functioning correctly.

NEW Workplace Hazard Signage

Concordia's new workplace hazard signage is designed to quickly communicate the level of hazard present in a workplace using a colour-coded system and hazard numbers. This initiative standardizes various hazard communications for spaces that have been used in the past, which can be different depending on the building. This signage helps guide employees, students, emergency responders, and university personnel in understanding the caution required when entering a space. It also imposes access restrictions on individuals who do not typically work in an area but may need to enter for repairs, maintenance or other duties, including Facilities Management and IITS personnel, custodians and outside contractors.

In addition to indicating chemical, biological, and radiation hazards, the signage specifies personal protective equipment (PPE) required to enter the space and identifies the presence of emergency equipment such as eyewash stations and emergency showers.

Three hazard levels have been established:

Level 1 - Green: Minimal hazard. University personnel required to perform routine maintenance or repairs in the space may enter.

Level 2 - Yellow: Moderate hazard. University personnel required to perform routine maintenance or repairs in the space may not enter unless they have informed the area supervisor or the facilities manager.

Level 3 - Red: High hazard. University personnel required to perform routine maintenance or repairs in the space may not enter unless accompanied by the area supervisor or facilities manager. In emergencies, university personnel may enter but must inform the area supervisor or the facilities manager afterward.

Environmental Health and Safety staff assesses the hazard(s) present in each workplace, including chemical, biological, radiation, and other equipment-related hazards like lasers and magnetic fields. The highest assessed hazard classification determines the overall hazard level. For instance, a research laboratory classified as chemical safety level 3 will be designated as hazard level 3 even if it does not handle biohazardous materials or nuclear substances.

Implementation of the new signage began in August 2024 and will continue into Q1 and Q2 2025. Workplaces that do not meet any classification criteria - such as offices and computer labs - will not display workplace hazard signage.

4. Internal Non-Compliance Citations

EHS is mandated to monitor compliance with government regulations and internal safety policies and procedures. Compliance monitoring allows us to ensure the safety and well-being of the university community and to mitigate external non-compliance citations.

Most internal non-compliance citations result from preventative internal inspections and assessments, and injury and near-miss investigations. Identification of non-compliance issues and their subsequent correction improves the overall safety performance of the university prior to the intervention of regulatory bodies.

As noted in Section 3, the technical issues with the Workplace Inspection application have been resolved, however it has directly impacted the number of inspections conducted in Q3, resulting in less internal non-compliance citations. As such, neither the data for this section nor the comparatives to last year's numbers



are representative of the usual metrics. The EHS team have resumed conducting workplace inspections with the application, and usual reporting for this section in be illustrated in Q4-2024.

5. Corrective Action Completion Rate

Corrective actions are assigned as the result of an intervention by EHS, including injury investigations and internal inspections. When non-compliance issues are identified, corrective actions are generally required. These actions are assigned to the supervisor responsible for the area where the citation occurred or for the individuals involved.

All non-compliance citations (internal and external) must be resolved in a timely manner. External non-compliance citations from external bodies received during inspections (Section 12) are accompanied by obligatory corrective actions and imposed deadlines. Internal non-compliance citations (Section 4) are also accompanied by obligatory corrective actions and target deadlines. This metric tracks the percentage of assigned corrective actions that are completed. This is tracked by calendar year until all actions are completed.

Priority Levels:

- **High Priority (Urgent):** issues that pose an immediate risk to life, serious injury, or significant health hazards, that must be addressed within 3 days to prevent harm. Examples include exposed electrical wires, hazardous chemical spills, or structural integrity concerns. In most situations when a high priority safety corrective action is assigned, a temporary hazard control measure (examples could include an additional safety procedure or additional training) is put in place to avoid injury. In situations where the risk is very high, EHS staff will lock out machinery, remove materials or completely close the space, until corrective actions can be implemented.
- **Medium Priority (Important):** issues that could potentially lead to injury, illness, or property damage if not corrected within 10 days. Examples include improperly stored materials, malfunctioning safety equipment, or minor structural defects.
- **Low Priority (Routine):** issues that do not pose an immediate threat to health or safety but could lead to long-term hazards if left unattended should be addressed within 30 days. Examples include general wear and tear, non-critical maintenance issues, or cosmetic damage that could deteriorate over time.

Stages:

- **Action Plan:** to indicate when a corrective action has been incorporated into an action plan
- **Approved Construction Project:** to indicate when the corrective action will be addressed as part of a renovation or construction project.

It is important to note that when faced with a hazard that poses an immediate risk, temporary measures are put in place while waiting for the corrective action(s) to be completed.

In Q3 2024, there were **16** new corrective actions assigned, for a year-to-date total of 62.

Table 1: 2024 YTD Number of corrective actions per priority by status

Corrective Action Status	Priority Level / Stage					Total Count
	High	Medium	Low	Action Plan	Approved Construction Project	
Completed	12	10	4	0	0	26
Open	2	4	3	8	0	17
Overdue	3	7	9	0	0	19
Total	17	21	16	8	0	62

Table 2: 2024 YTD Percentage of corrective actions per priority by status

Corrective Action Status	Priority Level / Stage					Total Percentage
	High	Medium	Low	Action Plan	Approved Construction Project	
Completed	19.4%	16.1%	6.5%	0	0	41.9%
Open	3.2%	6.5%	4.8%	12.9%	0	27.4%
Overdue	4.8%	11.3%	14.5%	0	0	30.7%
Total	27.4%	33.9%	25.8%	12.9%	0	100%

Previous years

The following two tables provide information on the status of corrective actions according to the year when the corrective action was assigned. Corrective actions are left “OPEN” in the system until the permanent solution is implemented and the due date selected is agreed upon with the individual responsible for completing the corrective action. EHS staff work closely with the individuals responsible to ensure no immediate safety concerns arise while awaiting permanent solutions. Temporary measures are put in place each time EHS is faced with a hazardous situation that needs to be corrected if it cannot be addressed permanently in a timely manner.

Table 3 represents, for each calendar year, the number of corrective actions by status as of September 30, 2024.

Table 3: Number of corrective actions per year by status

Status	2015	2016	2017	2018	2019	2020	2021	2022	2023
Completed	449	217	362	692	1,063	277	300	262	1,032
Open	1	0	0	39	16	2	1	10	18
Overdue	2	2	3	61	182	0	12	15	234
Total	452	219	365	792	1,261	279	313	287	1,286

Table 4 presents, for each calendar year, the percentage of corrective actions by status as of the same date.

Table 4: Percentage of corrective actions per year by status

Status	2015	2016	2017	2018	2019	2020	2021	2022	2023
Completed	99.3%	99.1%	99.2%	87.4%	84.3%	99.3%	95.8%	91.3%	80.4%
Open	0.2%	0%	0.0%	4.9%	1.3%	0.7%	0.3%	3.5%	1.4%
Overdue	0.4%	0.9%	0.8%	7.7%	14.4%	0.0%	3.8%	5.2%	18.2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Chart 1 presents the division of the 634 corrective actions that are not completed, across all years. The introduction of the new stages “Action Plan” and “Approved Construction Project” illustrates that 29% (182) of corrective actions will be addressed, however, they require extensive planning through an action plan or project.

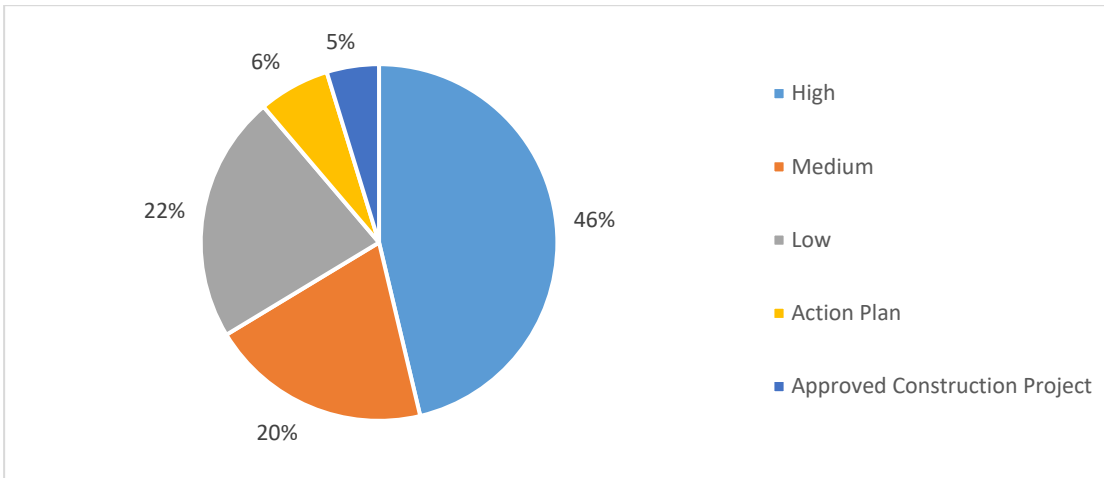


Chart 1: Open & Overdue Corrective Action by Priority

6. EHS Research Compliance Reviews

In collaboration with the Office of Research, EHS reviews research and teaching activities that involve use of hazardous materials, to ensure compliance with applicable government regulations and internal policies and procedures.

For the period of July 1 to September 30, 2024, **10** health and safety research compliance reviews were completed.

Year	EHS Research Compliance Reviews
Q3 2024 <i>July, Aug, Sept</i>	10
2024 <i>YTD</i>	51
Q3 2023 <i>July, Aug, Sept</i>	17
2023 <i>Full Year</i>	47

Section B: Traditional (Lagging) Key Safety Performance Indicators

7. Total Injuries

An injury refers to the occurrence of a sudden and unforeseen event arising out of, or during, a university-sanctioned activity attributable to any factor that caused an injury or an occupational disease (an exposure to conditions or substances that resulted in a disease). Injuries are grouped as work-related (involving staff and faculty), student or visitor/contractor.

For the period of July 1 to September 30, 2024, 36 injuries were reported. Although higher than the number of total injuries reported in Q3 2023, there have been less reported injuries year-to-date.

Year	Total Injuries
Q3 2024 <i>July, Aug, Sept</i>	36
2024 <i>YTD</i>	87
Q3 2023 <i>July, Aug, Sept</i>	28
2023 <i>Full Year</i>	113

Chart 2 below presents a breakdown of the sources of the injuries reported in Q3 2024, by status of the injured individual. The three largest injury sources are: motion/position, work surfaces, and office furniture.

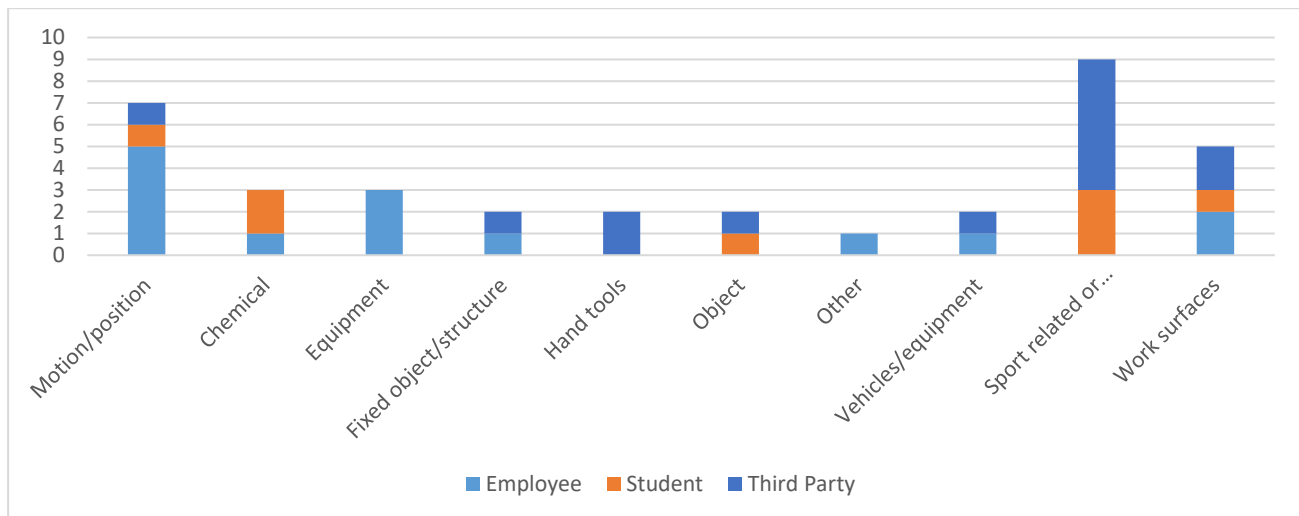


Chart 2: Number of Injuries by Source and by Status

8. Work-Related Injuries

Work-Related Injuries are a subset of the Total Injuries (Section 7), whereby the injured person is a worker (staff or faculty). An injury or illness is considered work-related when an employee is involved and if an event, or exposure in the work environment, either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness. Work-related injuries are investigated by EHS staff and when

warranted, an investigation report with corrective actions is submitted to the employee’s supervisor. Work-related injuries can occur on campus and off-campus.

For the period of July 1 to September 30, 2024, **12** of the 36 reported injuries (Section 7) were work-related.

Year	Work-Related Injuries
Q3 2024 <i>July, Aug, Sept</i>	12
2024 <i>YTD</i>	33
Q3 2023 <i>July, Aug, Sept</i>	20
2023 <i>Full Year</i>	53

9. Workers’ Compensation Claims

Employees who sustain a work-related injury may be eligible for compensation from the *Commission des normes, de l’équité, de la santé et de la sécurité du travail* (CNESST).

For the period of July 1 to September 30, 2024, there were **5** accepted workers’ compensation claims due to work-related injuries. In addition, a workers’ compensation claims from an injury that took place in Q2 2024 was accepted; the year-to-date total was adjusted.

Year	Accepted Compensation Claims
Q3 2024 <i>July, Aug, Sept</i>	5
2024 <i>YTD</i>	14
Q3 2023 <i>July, Aug, Sept</i>	4
2023 <i>Full Year</i>	17

Table 5: 2024 Accepted Workers’ Compensation Claims

Date	Description	Location	Type of Injury	Union / Association	Lost-Time Days YTD
19-Jan-2024	The employee fell down the stairs injuring an ankle.	LB	Sprains, Strains, Tears	CULEU	10
26-Feb-2024	The employee was exiting the GN building when they tripped and fell on a raised part of the pavers.	GN	Sprains, Strains, Tears	STTMC	4
08-Mar-2024	The employee was moving a display when an unsecured shelf fell on their head causing a mild concussion.	LB	Bruises, Contusions	CUSSU	0
08-Mar-2024	The employee was walking up the stairs on their way to work when they tripped and fell.	MB	Sprains, Strains, Tears	N/A	0

Date	Description	Location	Type of Injury	Union / Association	Lost-Time Days YTD
08-Mar-2024	The employee was moving a cabinet when they felt pain in their back.	VA	Sprains, Strains, Tears	STTMC	204
14-Mar-2024	The employee stepped off a ladder and felt pain.	MB	Sprains, Strains, Tears	STTMC	23
19-Mar-2024	The employee was crossing the street when they tripped and fell injuring their hand and face.	EV	Fractures	ACUMAE	54
23-Apr-2024	The employee attempted to stop a falling piece of equipment and injured their hand.	H	Sprains, Strains, Tears	CUUSS-TS	96
28-May-2024	The employee pulled their shoulder muscle while cleaning windows.	VL	Sprains, Strains, Tears	STTMC	7
15-Jul-2024	The employee was exiting the bathroom when they fell injuring their knee.	H	Bruises, Contusions	CUSSU	12
25-Jul-2024	The employee felt a pain in their back when climbing a ladder.	VA	Sprains, Strains, Tears	STTMC	19
08-Aug-2024	The employee was handling chemicals when pressure built up in a container causing the chemicals to splash on face and in eyes.	HU	Burns (Chemical or heat)	CARE	0
16-Aug-2024	Employee injured their back and hip after slipping on hydraulic fluid while disconnecting hydraulic lines.	EV	Sprains, Strains, Tears	CUUSS-TS	10
11-Sep-2024	The employee slipped and fell injuring their back and ankle.	LB	Sprains, Strains, Tears	ACUMAE	0

10. Lost-Time Days

A lost-time work-related injury is defined as a work-related injury or illness that results in days away from work, other than the day of injury or the day the illness began. Lost-time days refers to the total number of calendar days employees are away from work due to a work-related injury or illness.

For the period of July 1 to September 30, 2024, there were **41** lost-time days from work-related injuries that occurred.

Year	Lost-Time Days
Q3 2024 <i>July, Aug, Sept</i>	41
2024 <i>YTD</i>	449
Q3 2023 <i>July, Aug, Sept</i>	10
2023 <i>Full Year</i>	208

The 2024 year-to-date total lost-time days also increased due to injuries from Q1 and Q2 where the employees have not yet returned to work (see Table 5: 2024 Accepted Workers' Compensation Claims in Section 9 for details). Of the 449 total lost-time days thus far in 2024, 47.6% (204 days) are associated with a single work-related injury from Q1 2024.

11. Near-Misses

A near-miss is the occurrence of an event on university property, arising out of, or during, a university-sanctioned activity attributable to any factor that could have caused either an injury or material damage. For example, events such as tripping on a stair or slipping in a water puddle, where no injury occurred, would be categorized as a near-miss. As per the university’s policy on Injury Reporting and Investigation (VPS-42), reporting of near-misses is required. Traditionally, near-misses go unreported because no injury has occurred. Steps have been taken to encourage near-miss reporting, including discussing the importance of near-miss reporting at safety committee meetings, during safety training, and new Principal Investigator orientation sessions.

For the period of July 1 to September 30, 2024, a total of **27** near-misses were reported.

Year	Near-Misses
Q3 2024 <i>July, Aug, Sept</i>	27
2024 <i>YTD</i>	69
Q3 2023 <i>July, Aug, Sept</i>	15
2023 <i>Full Year</i>	91

Chart 3 below presents the distribution of the sources of the near-misses reported by the status of the individual who reported them.

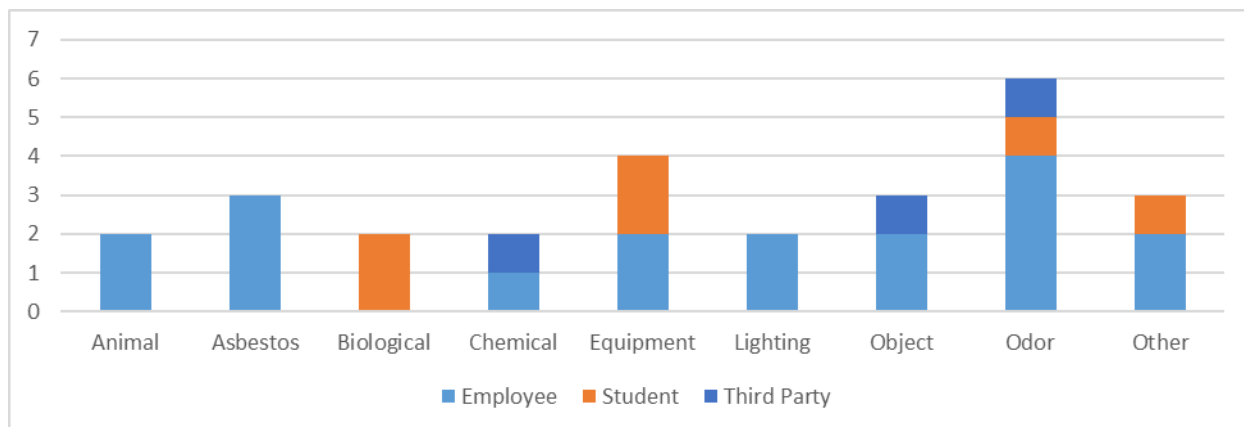


Chart 3: Number of Near-Misses by Source and by Status

12. External Inspections

External inspections refer to inspections or audits of university premises or safety programs conducted by government agencies or third parties (e.g., insurance provider). Third-party audits include those performed at the request of Environmental Health & Safety. These inspections and audits complement EHS work and ensure that the university’s activities and facilities comply with all applicable legislation and regulations.

For the period of July 1 to September 30, 2024, there was 1 regulatory agency intervention. On August 7, 2024, a Sûreté du Québec officer visited the Loyola campus to verify compliance with Quebec’s *Loi sur les explosifs*. A professor-directed research project at Loyola requires small amounts of explosive compounds; therefore, the university is required to hold a provincial licence to obtain, use, and store these materials. No non-compliance issues were observed during the inspection.

Year	External Inspections
Q3 2024 <i>July, Aug, Sept</i>	1
2024 <i>YTD</i>	3
Q3 2023 <i>July, Aug, Sept</i>	2
2023 <i>Full Year</i>	14

13. Regulatory Citations

The university may receive regulatory citations for non-compliance with federal, provincial, or municipal laws, regulations, or by-laws. Regulatory citations can be the outcome of government inspections or interventions (e.g., CNESST, Public Health Agency of Canada, Canadian Nuclear Safety Commission, Canadian Council on Animal Care) or violations of regulations and by-laws (e.g., false fire alarm citation from the *Service de sécurité incendie de Montréal*). This metric tracks the total number of regulatory citations received by the university.

For the period of July 1 to September 30, 2024, the university received 5 regulatory citations from the *Service de sécurité incendie de Montréal* due to a false fire alarm, three due to equipment failure and two due to construction/renovation work.

Year	Regulatory Citations
Q2 2024 <i>July, Aug, Sept</i>	5
2024 <i>YTD</i>	9
Q2 2023 <i>July, Aug, Sept</i>	1
2023 <i>Full Year</i>	21

14. Regulatory Fines

Regulatory citations (Section 13) may have associated monetary fines or penalties that are issued to the university. For the period of July 1 to September 30, 2024, the university received \$2,950 in regulatory fines associated with two of the regulatory citations from the *Service de sécurité incendie de Montréal* for false fire alarms (See Section 13: Regulatory Citations).

Year	Fines Received
Q3 2024 <i>July, Aug, Sept</i>	\$2,950
2024 <i>YTD</i>	\$2,950
Q3 2023 <i>July, Aug, Sept</i>	\$0
2023 <i>Full Year</i>	\$16,950

15. Hazardous Materials Emergency Responses

The university's Hazardous Materials Emergency Response Team responds to hazardous material emergencies that occur on university premises, including spills and accidental gas releases. Service providers are called upon to assist when a major spill occurs, and additional resources are required.

Between July 1 to September 30, 2024, there were **4** hazardous materials emergency responses by the Hazardous Materials Emergency Response Team.

Year	Hazardous Material Emergency Responses
Q3 2024 <i>July, Aug, Sept</i>	4
2024 <i>YTD</i>	12
Q3 2023 <i>July, Aug, Sept</i>	4
2023 <i>Full Year</i>	21

The Department of Environmental Health and Safety thanks the Board of Governors for their usual thorough attention to the Due Diligence Report.



REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR
PRESIDENT AND VICE-CHANCELLOR

DECEMBER 2024

CONCORDIA

INTRODUCTION

I start this last report of 2024 with some comings and goings. **Jonathan Wener**, BComm 71, steps down at the conclusion of his second term as Chancellor on December 31st and is succeeded in the role by **Gina Cody**. A tribute to Jon's incredible service was held on November 6th, as part of the Chancellor's Builders Circle event. The event, attended by approximately 150 guests, including major donors and friends of the Weners', featured a [video tribute](#) to Jon and his wife, Susan, as well as a fireside chat with Jon, facilitated by **Helen Antoniou**, Chair of the Board of Governors. Over five decades, Jon (together with Susan) has been one of Concordia's greatest ambassadors. We have much to thank the Weners for, including: leading a Concordia infrastructure renaissance as chair of the board's real-estate committee; donating \$10 million to establish a first-of-its-kind real-estate research centre; the donation of kinetic sculpture *Di Octo*, outside the Henry F. Hall Building at Mackay Street and De Maisonneuve Boulevard; and, of course, Jon's steadfast work as Deputy Chancellor 2012-2015, and Chancellor in 2015-2024.

Concordia named **Tim Evans**, a highly accomplished scientist, educator, and research and policy leader in the field of global health, the new **Vice-President, Research, Innovation and Impact**. Tim joins us from McGill University, where he served three roles simultaneously: Director of the McGill School of Population and Global Health; Associate-Dean in the Faculty of Medicine and Health Sciences; and as the university's Associate Vice-President (Global Policy and Innovation). Other roles Tim has held in his career include Senior Director of the Health, Nutrition and Population Global Practice at the World Bank Group; assistant director general at the World Health Organization; dean of the James P. Grant School of Public Health at BRAC University in Dhaka, Bangladesh; and director of the Health Equity Theme at the Rockefeller Foundation. He was an attending physician at Brigham and Women's Hospital in Boston and was an assistant professor in International Health Economics at the Harvard School of Public Health. He earned his medical degree at McMaster University and holds a PhD in agricultural economics from the University of Oxford, where he was a Rhodes Scholar. Tim starts his five-year term on January 6th, 2025. As we prepare to welcome Tim, I want to salute the immense work done by **Faye Diamantoudi** as Interim VP Research, since June 2024.

This year's **Research Infosource** results on Canadian university research income were released on December 5th. The results for Concordia are outstanding: \$129.1M in sponsored research which is a 47.6 per cent increase in research funding over last year (2nd largest growth in Canada); ranked for the first time as the top comprehensive university in Québec, surpassing UQÀM; moving up to 21st in Canada, having been 34th in 2014. In 2014, our total research income was \$43.9M so we have effectively tripled that amount in 10 years which is an enormous credit to our faculty, students, postdocs and professional research support personnel.

Concordia's **Open House** was held on October 26th. The university welcomed 8.8 per cent more visitors from Quebec and while there was a decline of 27 per cent in visitors from the rest of

Canada, there were still more visitors than in 2023 – with an overall 3.3 per cent increase in participants.

The 50th edition of Concordia’s **Centraide campaign** ended on November 19th. Thanks to the generosity of the Concordia community and efforts of volunteers, the university met its \$200,000 goal. Centraide of Greater Montreal raises funds that support 375 agencies and projects and more than 800,000 individuals in the region. The campaigns co-chairs were **Annie Gérin**, Dean, Faculty of Fine Arts and **Philippe Beauregard**, Chief Communications Officer, and **Denis Cossette**, Chief Financial Officer, was in charge of the Leaders’ campaign. Thank you to all the university volunteers and donors who again made this campaign a success.

Concordia hosted Minister **Éric Girard** at the **Provincial Employment Roundtable (PERT)** Mentorship program launch on November 14th.

Justice Morton Minc, Jurist-in-Residence in the Faculty of Arts and Science, hosted **Michael Sabia**, a 2014 Concordia honorary doctorate recipient and CEO of Hydro Québec, on November 21st as part of the very successful Jurist-in-Residence Conversation Series.

Filmmaker **Denis Villeneuve**, DFA 24, visited Concordia’s Mel Hoppenheim School of Cinema on November 1st, delivering a masterclass to an audience of nearly 400 students. Denis was met with a standing ovation and spent nearly two hours answering students’ questions and offering insight into his creative process.

AWARDS AND RECOGNITIONS

Nico Williams, MFA 21, won the 2024 **Sobey Art Award**. The award was announced on November 9th at the National Gallery of Canada in Ottawa. The prize, valued at \$100,000, is the largest of its kind for contemporary visual arts in the country. Nico, a member of the Aamijjwnaang First Nation (Anishinaabe), is a beadwork sculptor whose art focuses on human connection with objects, place and language. Established in 2002 by the Sobey Art Foundation, and now presented by the National Gallery of Canada, the Sobey Art Award showcases emerging artists from six regions across the nation. Nico, along with six fellow Concordia alumni, were named to the long list in May.

Concordian **Katia Grubisic**, MA 06, won a **Governor General’s Literary Award** for her French-to-English translation of *Nights Too Short to Dance* by Marie-Claire Blais. The assessment committee wrote that Katia’s translation “fluently navigates a multitude of narrative voices as they remember a history of queer love and struggle.” The awards promote literature from Canada, recognizing the most notable English-language and French-language books.

Norma Joseph, professor in the Department of Religions and Cultures, was recognized with a **King Charles III Coronation Medal**. The medal honours contributions that have benefited Canadian society. Norma has a Concordia career that spans five decades with a research focus on, among

other areas, religion and gender, Judaism, food studies, Jewish law and Canadian Jewish studies. Norma was recognized at a ceremony held at Temple Emanu-El-Beth Shalom in Westmount on October 27th.

John Lee Clark received a **\$100K Miriam Aaron Roland Graduate Fellowship**. John, a PhD student in Concordia's Humanities Interdisciplinary program, is a renowned DeafBlind poet and researcher. His area of study is Protactile — a new language emerging within the DeafBlind community. Each year, two doctoral students receive the fellowship, valued at \$100,000 and distributed across the four years of a PhD program. The fellowship recognizes Concordia students whose interdisciplinary research enhances the university's research profile.

Thirteen Concordia students were awarded **Behaviour Interactive Scholarships** to support and inspire innovative projects in game design. The scholarship, funded by the Montreal-based independent video-game developer, aims to provide students with mentorship and resources to advance their research-creation work. Graduate awardees get \$15,000 and undergraduates each receive \$5,000.

Two Concordia students were **Rhodes Scholarship** finalists. **Louise van Oel** is in her final year of a BA Joint Specialization in English and History, with a minor in Professional Writing. The other finalist was **Isabella Walter**, who is pursuing a bachelor's in mechanical engineering. Isabella received an NSERC Undergraduate Research Award for her research in satellite thrusters, the Gina Cody Scholarship, and the Governor General's Academic Medal.

TEACHING AND RESEARCH

Concordia launched the **Institute for Research on Migration and Society**, the first bilingual hub for social science research aimed at improving outcomes for newcomers to Quebec and Canada. The institute will bring evidence-based scholarship to promote informed discussion on how to help immigrants adapt to and augment Canadian society. The institute is being led **Mireille Paquet** (Department of Political Science).

The university announced its first comprehensive teaching and learning strategy, **Learning for Impact**. The plan is a result of broad consultations with the entire university community and articulates a vision and priorities for teaching and learning over the next five years. In it, Concordia makes four commitments: teach for impact; learner well-being and success; value teaching; and promote human-centred systems. Over the next years, each faculty will work with partners across Concordia to implement this plan, which places learners and their needs at the heart of all activities.

A new **Teacher Certification graduate diploma** developed by Concordia's Department of Education is set to address Quebec's licensed teacher shortage by helping unlicensed educators achieve their credentials. The program was created from scratch to meet the needs of Quebec's Ministère de l'Enseignement supérieur (MES) through a customized program based on each

participant’s years of experience and current classroom challenges. At present, roughly 3,000 unlicensed teachers are working in the province’s English school system and another 25,000 in the francophone sector.

Concordia University Press recently published ***Concordia University at 50: A Collective History***, edited by **Monika Kin Gagnon** and **Brandon Webb**, with **Steven High**, **Catherine Wild** and **Jason Camlot**. Fifty contributions from faculty, staff, students and alumni present stories of a vibrant community and its activities in a multilayered collection of professional and personal reflections, essays and oral histories conducted with participants and observers of key events. The book is enriched with colourful archival documents, photographs and public artworks that grace the university’s campuses. Copies of the book will be available on the Concordia University Press website and at the Concordia Bookstore.

Vanier Library on Loyola Campus was inaugurated 60 years ago on October 27th, 1964. Now, with over 800 seats and 400,000 volumes on three floors, it continues to welcome the university community and the public with its serene atmosphere, helpful staff and wonderful special collections. Concordia will be celebrating Vanier throughout the coming year.

Concordia’s **Public Art Advisory Committee** was formed this past summer and convened for the first time on September 30th, after which the Curatorial Sub-Committee was formed. The activation of these committees is part of the implementation of the Public Art Policy. On September 27th, Concordia’s Public Art Collection was featured during guided tours under the theme *Collectivité* as part of our third year participating in *Les journées de la culture*, in partnership with Art Public Montreal.

Emad Shihab (Department of Computer Science and Software Engineering) was awarded an **NSERC Alliance** grant in collaboration with Sandoz Canada Inc. and the University of Calgary. This **\$286,800** two-year project, with \$210,000 in cash contributions, is part of the Concordia Research Chair program. The project aims to harness Natural Language Understanding (NLU) and Large Language Models (LLMs) to address shortcomings in current chatbot technologies by developing a specialized platform capable of delivering accurate and comprehensive responses to drug-related questions.

Viviane Namaste (Simone de Beauvoir Institute) was awarded **\$100,000** from **CIHR** in their HIV/AIDS Team competition for the project “*Trans Formation: Capacity building with trans sex workers with respect to HIV and STBBIs*”.

The **Next-Generation Cities Institute** celebrated its 4th anniversary on December 4th. In its four years, the institute has focused on creating solutions to climate change challenges in the urban built environment in Montreal and beyond through diverse research projects and initiatives.

School of Graduate Studies:

A new **Doctoral Student Internship Program** was launched by the School of Graduate Studies in October. Recognizing that nearly half of Concordia’s doctoral graduates will find careers in higher education institutions, this new program pairs current doctoral students with part-time internship positions in Concordia administrative offices - providing valuable work experience in higher education administration. The student application deadline was November 18th and a total of 253 applications from 99 students were received for nine internship opportunities. Concordia units are now in the triaging process and the selected students will start their internships in January 2025.

Looking to boost their productivity, 45 graduate students participated in a three-day **Thesis Boost writing retreat** hosted by the School of Graduate Studies from Nov 13th to 15th. By offering a dedicated space and focused writing sessions, coffee and food, the participating graduate students reported having less distractions and an overall improvement in their productivity.

MILIEUX:

On November 20th, a new podcast series, aiming to explore the institute’s unique approach to research and research-creation, was launched. Hosted by **Marc Lajeunesse**, Technoculture, Art and Games Research Center (TAG) coordinator, the podcast features interviews with faculty, staff and students offering insights into the institute’s interdisciplinary work. The first episode features **Bart Simon**, founding Director of Milieux, discussing the institute’s evolution and vision. This podcast serves as a valuable resource for those looking to better understand the institute’s initiatives and membership.

On December 2nd, LePARC and Speculative Life research clusters hosted an end-of-semester mixer event titled **Speculation at the PARC**. Students from both clusters presented their research and research-creation during a social event opened to the Milieux community.

On December 2nd, the fourth annual **Stéfan Sinclair- CRIHN lecture** was held. The conference featured a keynote delivered by Isabel Pedersen (Ontario Tech University) titled “Create Me, Break me, Remember Me: Art and AI in an Age of Reinvention.”

4TH SPACE

October concluded with the first event from the School of Health. **Angela Alberga** (Department of Health, Kinesiology and Applied Physiology) led a keynote and panel conversation on ending weight stigma in health care settings.

Global Learning Day with Concordia International took place on October 30th. A panel showcased students who had participated in the Concordia Student Exchange Program, field schools, summer partner schools and students who received the Mitacs Globalink Research Award. Panelists shared their formative experiences in exchange programs and in field schools before welcoming students passing by to consider these opportunities.

On December 2nd, **Sandra Martin-Chang** (Department of Education) and the Concordia Literacy Lab hosted a panel discussing scientific discoveries associated with reading for pleasure just in time for the holiday break.

The first **Concordia Public Scholars** event of the year took place on December 10th, this one with **Sarah Ramini** hosting a conversation on Leadership and Neurodiversity.

Concordia International:

Six **AFRISE Challenge finalists** from the 2023 and 2024 cohorts participated in a field trip to Cape Town, South Africa, to explore one of Africa's most dynamic startup ecosystems. The trip focused on networking with local innovators and engaging at the AfriLabs Annual Gathering, hosted by Concordia's partner, AfriLabs. The participation of the AFRISE entrepreneurs provided a high level of visibility for Concordia among thousands of the best of Africa's entrepreneurs. The journey was impactful, fostering meaningful connections and opening doors for further collaboration across Africa.

Students for the 2023-2024 academic year were awarded \$1,336,400 in funding from the **Quebec Mobility Bursary**. This reflects the increasing number of Concordia students in study abroad opportunities following the pandemic and a 23 per cent increase compared to the amount allocated to students in the 2022-2023 academic year. The Quebec Mobility Bursary obtains funding from the International Mobility and Short-Term Stays Outside Québec Program from the Quebec Ministry of Higher Education. The program provides financial support to university students who are travelling abroad as part of their studies or research.

Concordia-Vietnam seed grant recipients began to visit Concordia: **Thi Thu Huong**, Hanoi University of Science and Technology, visited **Catherine Mulligan** (Building, Civil and Environmental Engineering); **Dang Vu Bich Hanh**, Ho Chi Minh City University of Technology, visited **Ashlee Howarth** (Department of Chemistry and Biochemistry); and **Thien Khanh Tran**, Gia Dinh University, visited **Chunjiang An** (Building, Civil and Environmental Engineering).

The **Quebec-Wales 2024-2025 grant** awarded **Michel Trudeau** (Department of Chemical and Materials Engineering) financial support of \$7,500 that will be allocated for mobility and partnership building. The grant was awarded by the Ministry of International Relations and the Francophonie, for his project "New Nanocatalyst Structure for the Improvement of Electrolyzers".

Ashok Kaushal from the Gina Cody School of Engineering and Computer Science conducted an **Erasmus+ funded visit** at the University of Basque Country, Spain. The aim of this visit was to explore a collaboration between their rocketry team and Concordia's team. Erasmus+ is a competitive European funding program that supports research collaboration between European and non-European universities.

Concordia International recently **hosted delegations from numerous countries** aimed at enhancing and strengthening strategic relationships. These include: Wallonie-Bruxelles higher education institutions involved in the CyberExcellence research project; a delegation of 20 senior representatives from leading Vietnamese universities in Ottawa; and a delegation of Irish executive university leaders, led by the Higher Education Authority of Ireland.

Concordia signed new **bilateral agreements** with Oslo Metropolitan University, Université Jean Moulin Lyon 3, University of Sussex and University of Bologna.

UNIVERSITY ADVANCEMENT

On October 1st, a celebration of **Constantine Constandis**, BComm 79, and **Anne Upton-Constandis**, BComm 80, was held at Montreal's Mount Royal Club. The couple recently made a multimillion-dollar bequest to assist students enrolled in the John Molson MBA program or Chartered Professional Accountancy graduate diploma program.

A **\$225,000** gift from **Caisse de dépôt et placement du Québec** will establish the Caisse de dépôt et placement du Québec Fund for Sustainability Ecosystem. The fund is dedicated to advancing sustainability initiatives and supporting ecosystem-building projects within the university.

Fiera Capital Corporation has pledged **\$150,000** to create the Fiera Capital Scholarships for MBA-CFA Students at the John Molson School of Business, aimed at enhancing support for students pursuing the dual MBA-CFA pathway offered by the Goodman Institute of Investment Management.

Claudia Perello, BComm 93, MBA 02, donated **\$108,750** to establish the Claudia Perello Endowment and Bursary for Women in Tech at the John Molson School. The fund will provide targeted financial support for undergraduate women pursuing technology-related studies, promoting gender diversity in the tech field.

Larry P. Rooney, BComm 68, has contributed **\$115,151** to support entrance bursaries for John Molson students. The endowed fund will assist incoming students, reducing financial barriers and broadening access to business education.

Robert G. Courteau, BComm 81, LLD 11, donated **\$100,000** to support experiential learning through case competitions at the John Molson School and ENGGCOMM, the world's only student-led multidisciplinary case competition.

Peter Kruyt, BComm 78, donated **\$50,000**, a portion of which will support the Chancellor's First Generation Endowment in honour of outgoing Concordia chancellor Jonathan Wener, BComm 71. The endowed fund will assist first-generation students, creating new pathways for those without prior family history in post-secondary education. The balance will support the university.

A **\$30,000** gift from **Louise Chagnon** will support the general operations of Art Volt at the Faculty of Fine Arts. The program provides resources and professional development opportunities for recent fine-arts graduates, fostering a stronger transition from academia to creative careers.

The Chancellor's First Generation Endowment was also supported by a **\$25,000** gift from **Broccolini Construction Inc.**

Alumni engagement:

Paul Chesser, BA 94, GrDip 97, vice-president of University Advancement, gathered on October 4th with a group of alumni based in Dubai, the first-ever such event for Concordia graduates in the United Arab Emirates.

Along with **Paul Chesser** on November 28th, I attended a **Hong Kong alumni chapter event**. This year marks the 45th anniversary of the founding of the Hong Kong chapter of the Concordia University Alumni Association, making it our oldest alumni chapter. Paul and I also met with the Concordia University Hong Kong Foundation, which has raised more than \$1.1 million and provided 156 student awards.

A 90-minute **Women Who LEAD** workshop held on October 8th was facilitated by **Dayna Lapkovskly**, BA 02, founder of **frank**, a company focused on women leadership and peer mentorship.

The Faculty of Fine Arts co-presented the Canadian avant-première of **The Spoils** on October 16th. The documentary film explores the global struggle over Nazi-looted art and connects to the Max Stern Restitution Project co-supported by Concordia. More than 400 guests attended the event held at Sir George Williams University Alumni Auditorium.

Julie Healy, BSc 83, former Department of Recreation and Athletics administrator and women's hockey assistant coach, was inducted into the Concordia Sports Hall of Fame as a builder on October 20th.

Emmy Fecteau, (BA 2023), former captain of the women's ice hockey team, has begun her professional career with the **New York Sirens** of the **Professional Women's Hockey League**. Emmy was the only **USports** graduate to join the league.

A two-hour personalized guided tour held on October 30th explored some of Montreal's most significant queer landmarks. Attended by 25 people and hosted by Tours Montreal, the tour offered unique insights on the resilience and evolution of the city's LGBTQ+2S community. The event was followed by an alumni social at Bar Dominion in downtown Montreal.

SERVICES AND SUSTAINABILITY SECTOR

Concordia is emerging as a leader in campus biodiversity efforts. Most recently, the Office of Sustainability launched the **Loyola Tree Planting Project** which began this fall and, when completed in spring 2025, will result in 1,400 new trees comprising an urban mini forest at Loyola. This project is complemented by our ecological landscaping practices, such as reduced mowing areas.

In partnership with World Wildlife Fund Canada Concordia obtained the **Living Campus certification** for its commitment to sustainability, conservation and creating a positive impact on the environment. Concordia is one of only 10 Canadian institutions to be certified. The Office of Sustainability's Urban Agriculture and Biodiversity Coordinator, Jackie Martin, has been invited as a presenter and panelist at the Nature Positive Universities Alliance Meeting taking place on November 26th at HEC Montréal.

October was **Campus Sustainability Month**. Festivities saw students, faculty and staff come out to attend the 34 events on Sir George Williams and Loyola campuses, as well as online. Programming highlights included the return of the sustainability fair, a panel highlighting sustainability research across the university's four faculties and sustainability workshops.

The Office of Sustainability hosted information and feedback sessions for Concordia's next **Sustainability Action Plan** on November 6th (at the Loyola Campus) and November 13th (at the Sir George Williams Campus). Students, faculty, staff and alumni participated.

Instructional and Information Technology Services

Concordia has partnered with other universities through CANARIE to showcase its work with honeypots and benefit from a national pilot project to enhance Concordia's detection capabilities. CANARIE is a non-profit organization that operates Canada's National Research and Education Network.

Recreation and Athletics

Men's hockey

The **men's hockey team** won the **37th Annual Corey Cup**, sweeping McGill University after winning 3-1 on the road on Friday, November 8th, and 7-3 at home on Sunday November 10th. The team is currently ranked first in Ontario University Athletics with an 11-0-2 record, and 24 points.

Women's hockey

The **women's hockey team** played their home-opener on October 20th versus McGill University, with a 3-0 victory. This was the banner raising game to honour the 2023-24 National Championship Team. The team is still undefeated with a 7-0 record and 14 points, to start the Réseau du sport étudiant du Québec (RSEQ) season. The team headed to Place Bell on Sunday, November 10th, facing off against the McGill Martlets.

The women's hockey team received further recognition for their 2023-24 perfect season and National Championship win on November 7th; they were honoured as the **Team of the Year** at the Gala Sports Québec, sponsored by Sports Experts, at the Club de Golf Métropolitain Anjou.

Football

Three Stingers won RSEQ **Football Awards**:

Earning the **Defensive Player of the Year award**, Defensive-back **Mendel Joseph** will be nominated for the President's Trophy, the Canadian sports award presented to the most outstanding defensive player in U SPORTS. Defensive-back **Isaac Pepin's** involvement in the community has earned him the 2024 RSEQ **Leadership Award**. The Charlesbourg native started his own foundation, which has given out multiple grants to sports teams and schools. Last season, Isaac's foundation helped remodel the Huskies' locker room at the Polyvalente de Charlesbourg. **Émilie Pfeiffer Badoux** was named **Assistant Coach of the Year** for a second consecutive year. She's been with the Stingers for three years, coaching special teams and is very dedicated to the football program.

Women's Rugby

Fourth-year student **Hannah Booler** won the RSEQ **Leadership & Community Award**. Hannah is being recognized for her outstanding commitment to volunteer work. This includes organizing Black, Indigenous and people of color (BIPOC) women's rugby training sessions to encourage BIPOC girls aged 12 to 18 to get involved in the sport and learn about rugby. She also volunteered as a coach for the U18 St-Anne-de-Bellevue Rugby Club and helped organize the U14-18 Rugby Quebec ID camp, as well as providing physiotherapy screening for athletes with disabilities at the Special Olympics. Hannah also volunteered around Concordia as a Strength and Conditioning Coach with Stingers football, providing technical feedback and tips during winter workouts in the weight room.

Five women's rugby student-athletes were named to RSEQ 2nd Team All-Stars: Fullback **Madeleine McTavish**; Winger **Emma Marshall**; prop **Steve Kalaydjian**; 2nd Row **Nicole Amaral**; and Centre **Catherine Ann Blenkhorn**.

Business and Development

Hospitality Services

Fairtrade Silver Status: Concordia proudly celebrated its designation as a **Silver Status Fairtrade Campus** with a community coffee morning in October. This recognition places Concordia among an exclusive group of only four university campuses across Canada to achieve Fairtrade Silver Status.

The newly renovated **Stingers Café**, located on the 4th floor of the Hall Building, began operations on November 19th. This café is a brand-new addition, replacing the former Green Beet café, which closed in 2019. The current soft opening phase allows for equipment testing and staff training before the holiday break. A grand opening event is scheduled for January 22nd, 2025.

Event Services

For the first time, Concordia Hospitality has organized a series of **holiday markets**, which took place from November 20th to 30th in the EV Atrium. The initiative aimed to foster community engagement by encouraging the purchase of locally and responsibly sourced products while streamlining logistical costs for the individual groups hosting each market.