



SENATE

NOTICE OF MEETING

January 31, 2025

Please be advised that the next regular meeting of Senate of Concordia University will be held on Friday, February 7, 2025, at 2 p.m., in the Norman D. Hébert, LLD Meeting Room (Room EV 2.260) on the SGW Campus.

The Agenda and documents for the Open Session meeting are now posted on the [Senate webpage](#).

Please note that there is no Closed Session for this meeting. The Senate meeting will start with the Open Session at 2 p.m., and all members of the University community who wish to view the Open Session meeting will be admitted at this time.

Karan Singh
Secretary of Senate



AGENDA OF THE OPEN SESSION OF THE MEETING OF SENATE

Friday, February 7, 2025 at 2 p.m.
in the Norman D. Hébert, LLD Meeting Room
(Room EV 2.260) on the SGW Campus
and via Zoom Videoconferencing

Item	Presenter(s)	Action
1. Call to order	G. Carr	
1.1 Approval of the Agenda	G. Carr	Approval
1.2 Adoption of Minutes from the Open Session meeting of December 13, 2024	G. Carr	Approval
CONSENT AGENDA		
2. Committee reports (Document US-2025-1-D1)		Information
3. Committee appointment (Document US-2025-1-D2)		Approval
REGULAR AGENDA		
4. Business arising from the Minutes not included on the Agenda		
5. President's remarks	G. Carr	Information
6. Academic update (Document US-2025-1-D3)	A. Whitelaw	Information
7. Report of the Office of Rights and Responsibilities (Document US-2025-1-D4)	A. Topsakal	Information

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|--|-------------------------------------|------------|
| 8. SRC recommendation: Revisions to the
<i>Policy on Research Chairs (VPRGS-7)</i>
(Document US-2025-1-D5) | G. Carr/
T. Evans/
A. Johnson | Approval |
| 9. Strategic Directions | G. Carr | Discussion |
| 10. Question period (<i>maximum 15 minutes</i>) | | |
| 11. Other business | | |
| 12. Adjournment | G. Carr | |

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

Friday, December 13, 2024
Immediately following the Closed Session
the Norman D. Hébert, LLD Meeting Room
(Room EV 2.260) on the SGW Campus
and via Zoom Videoconferencing

PRESENT

Voting members:

Graham Carr (Chair)	Anne-Marie Croteau	Maggie McDonnell
Duraipaandiyaan	Fabienne Cyrius	Christopher Moore
Anbumani Poongothai (zoom)	Alexandra Dawson (zoom)	David Morris (zoom)
Angelica Antonakopoulos	Niraj Dayanandan	Catherine Mulligan (zoom)
Gabriela Aragon	Mourad Debbabi	Xavier Ottenwaelder (zoom)
Ryan Assaker	Effrosyni Diamantoudi	Véronique Pepin
Sabine Bergler	Ariela Freedman (zoom)	Ian Rakita
Beverley Best	Annie Gérin	Rosemary Reilly (zoom)
Patrice Blais	Andrea Harland	Ramin Sedaghati
Amy Buckland (zoom)	Bonnie Harnden	Anna Sheftel (zoom)
Robin Chemtov (zoom)	Steve Henle (zoom)	Pascale Sicotte
Maria Chitoroaga	Mar Ibrahim	Kamila Sobol
Roy Cross	Asli Isaaq	Ayyappan Subramanian (zoom)
	Michael Lecchino	Anne Whitelaw
	Vanessa Massot	

Non-voting members: Paul Chesser, Denis Cossette (zoom), Stéphanie de Celles, Isabel Dunnigan, Charmian Harvey (attending on behalf of Philippe Beauregard), Stefana Nita, Carlos Santana, Olivia Ward

Also attending: Caroline Baril, Elizabeth Bloodgood, Saul Carliner, Ann-Louise Davidson, Jason Ens, Julie Fortier (zoom), Sandra Gabriele, Kristina Huneault (zoom), Roma Medwid (zoom)

ABSENTVoting members:

Mohamad Abdallah	Arnav Ishaan	Mireille Paquet
Matthew Barker	Mia Kennedy	Kareem Rahaman
Theresa Bianco	Mehdi Kharazmi	Ahmed Soliman
	Moshe Lander	Sofiène Tahar

Non-voting members: Michael Di Grappa, Frederica Jacobs

1. Call to order

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

1.1 Approval of the Agenda

R-2024-6-4 Upon motion duly moved and seconded, it was unanimously resolved that the Agenda of the Open Session be approved.

1.2 Adoption of November 8, 2024 Minutes

R-2024-6-5 Upon motion duly moved and seconded, it was unanimously resolved that the Minutes of the Open Session meeting of November 8, 2024 be adopted.

CONSENT**2. Committee and Tribunal Pool appointments (Document US-2024-6-D2)**

R-2024-6-6 Upon motion duly moved and seconded, it was unanimously resolved that the Committee and Tribunal Pool appointments be approved.

3. APC recommendation: Regulations and requirements changes (Document US-2024-6-D3)**3.1 Office of the Registrar (OOTR-OOTR-5680)****3.2 John Molson School of Business (JMSB-JMSB-5668)****3.3 Kaiéri Nikawerà:ke Indigenous Bridging Program changes: Alternative Entry program changes:**

3.3.1 BSc (AS-ARTSCI-5630);

3.3.2 BA Journalism (AS-ARTSCI-5673);

3.3.3 BEng (GCS-GCS-5498);

3.3.4 JMSB (JMSB-JMSB-5666)

3.4 Faculty of Arts and Science: Alternative Entry program changes (AS-ARTSCI-5679)

3.5 John Molson School of Business: Program Credit Value Change and Regulation and Requirement Change (JMSB-MANA-5642)

R-2024-6-7 *Upon motion duly moved and seconded, it was unanimously resolved that, upon recommendation of the Academic Programs Committee, Senate approve the regulations and requirement changes as detailed in the attached document:*

- *Office of the Registrar – Regulation/Requirements Change (OOR-OOR-5680)*
- *John Molson School of Business - Regulation/Requirements Change (JMSB-JMSB-5668)*
- *Kaié:ri Nikawerà:ke Indigenous Bridging Program changes: Alternative Entry program changes:*
 - o *BSc (AS-ARTSCI-5630);*
 - o *BA Journalism (AS-ARTSCI-5673);*
 - o *BEng (GCS-GCS-5498);*
 - o *JMSB (JMSB-JMSB-5666)*
- *Faculty of Arts and Science: Alternative Entry program changes (AS-ARTSCI-5679)*
- *John Molson School of Business: Program Credit Value Change and Regulation and Requirement Change (JMSB-MANA-5642)*

REGULAR

4. Business arising from the Minutes not included on the Agenda

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

5. President's remarks

- Dr. Carr began with accounts of two disturbances to campus life since the last Senate:
 - On November 21st, which was the first day of a national two-day student strike, a relatively small number of Concordia's student associations in the Faculty of Arts and Science and the Faculty of Fine Arts voted to strike. The strike was mostly peaceful, however, at one point, approximately 20-30 individuals attempted to disrupt a class where other students had voted against the strike. This led to a confrontation and campus safety had to intervene.
 - Some student groups publicly denounced faculty members who taught courses in departments that voted to strike.

- Dr. Carr noted that both of those developments should be a serious concern for Senate because of how they infringe on the academic life of the University.
- Notwithstanding whether student associations vote to strike, all students have the right to attend classes at all times, and faculty members have an obligation to deliver classes to our students, as per collective agreements. Students who wish to strike are free to not attend class and can demonstrate peacefully if they choose, but any attempts to block access to or disrupt class are unacceptable, as is any effort to intimidate faculty or TAs from fulfilling their responsibilities as instructors.
- Yesterday the leadership of CUFA and CUPFA issued a statement denouncing the blacklisting, intimidation and violence. Dr. Carr noted that he hoped that all Senators agree that those actions have no place in our University.
- In addition to the strike action on November 21st, there was a large demonstration in downtown Montreal involving participants from multiple universities and CEGEPS, as well as people with no connections to the University. Early in the afternoon, the protest made its way to the University's doorstep outside the Hall and Library buildings. At one point, a few hundred demonstrators forced their way into the Hall building. Most stayed in the atrium, but some went to the upper floors where they spray-painted graffiti and damaged property. All left the building after about 45 minutes and regular activities resumed.
- It was at this point, after the building had been cleared, that an incident occurred that garnered national publicity: one protester (not a student, faculty or staff member) gave a Nazi salute to police and engaged in antisemitic hate speech. The University quickly denounced those incidents, as did some student organizations, but unfortunately, because of the proximity to the University, the media described the event as happening at Concordia.
- Last week, there was another smaller flare-up in the Hall building when a student group affiliated with the CSU called StartUp Nation had been given permission by the CSU to table on the mezzanine. However, when it transpired that the student group had failed to accurately describe the nature of the event, including disclosing the presence of an external individual, the CSU cancelled the event. Instead of tabling, about 20 members of StartUp Nation gathered on the Hall mezzanine and at the Café Hive along with the external individual they had invited. This provoked a reaction from another 20 other individuals and led to a confrontation on the mezzanine. One individual who is not a student allegedly uttered threats and was escorted off premises by Campus Safety because the situation threatened to degenerate. The SPVM was called to intervene, the groups were kept separate and dispersed after 40 minutes.

- For the information of Senators, earlier this semester, the University added a page on the Campus Safety website that provides point-by-point summaries of these types of incidents shortly after they occur. This reporting provides members of the University community with brief, factually accurate summaries of events that are often inaccurately reported or badly distorted in the media and social media.
- Dr. Carr shared his sense that the University community is increasingly fed up with these events, some of which are clearly designed to be deliberately provocative and damage the reputation of the University.
- Sadly, creating a negative image of the University seems to be a primary motivation for some of the event organizers and participants. Dr. Carr also noted that there was a marked increase in personal attacks against colleagues at the University, including the Interim Dean of Students, who has been subjected to deeply offensive and misogynistic attacks online and disrespectful behavior in person. Others include some of the Campus Safety personnel, as well as attacks against some members of the senior executive team, including the University's Treasurer and Chief Investment Officer.
- Dr. Carr noted that these attacks are disgusting and totally unacceptable. They take an unfair personal toll on members of the University who are acting in good faith for our collective benefit.
- Speaking of moving forward, Dr. Carr reported that the STRIVE task force continues to do its work and is due to submit an interim report to the Provost in early March 2025. From conversations with many members of the working groups, there is no underestimating how difficult the work is that members of the University community are trying to do. In some cases, there are frustrations and many members of the community express reluctance to share their experiences or contribute to STRIVE.
- Unfortunately, since the task force was announced, some individuals internal and external to the University have made it their mission to attack and discredit STRIVE, including again, through personal attacks on some of the task force leaders. Dr. Carr noted that this is unfortunate. The University is a generous community and has always been capable of identifying and solving its problems, difficult as they are. The success of the task forces on Indigenous direction and Anti-Black Racism are examples of this and both are models for STRIVE. He appealed to everyone to give the initiative a chance and to put the University first.
- Turning attention to Bill 74, Dr. Carr noted that the bill passed on December 5, 2024, and it gives the *Ministre de l'immigration, de la francisation et de l'intégration* extensive new powers to set quotas on international student visas with the explicit goal of reducing the number of international students studying in Québec. The bill also allows the minister to establish criteria for awarding visas, one of which could be language.

- Prior to adoption of the law there were hearings at the National Assembly. Heads of the University, including Dr. Carr, testified and all condemned the proposed law, requesting that university students be exempted. Other intervenors included mayors and the Montreal Chamber of Commerce, who also opposed the law. All of the opposition parties voted against the law, but it was adopted by the majority government. There is no clarity on what the quota will be, what criteria will be applied and how quotas may be allocated to institutions.
- The *Ministre de l'Enseignement supérieur*, Mme Déry, held a first meeting with university presidents last Friday regarding the new legislation, but it was inconclusive.
- Dr. Carr restated that, regardless of how the quota system is designed, the damage has already been done. Applications are already down. The combination of the federal and provincial governments' statements about capping study visas has devastated the international student market. The question at hand isn't whether there will be student visas, but whether there will be students to accept those visas, as the reputation of Canada and Québec as a welcoming place for international students has already suffered greatly.
- The Provost, the Deans and all other members of administration are all hands-on deck and are calling on the community at large to contribute to recruitment efforts. The University has set a target of recruiting 1000 more students for 2025-26 than were recruited in 2024-25. Dr. Carr thanked all program directors, advisors, and chairs for their work. He insisted that everyone must ensure that incoming students feel very welcome and supported in their process of considering Concordia as a choice of school.
- Dr. Carr advised Senate that the litigation against the government in the matter related to tuition policy would be heard on Monday. The University continues to believe that it has a good case and that the law firm representing the University has done an excellent job marshalling evidence and arguments. There won't be any public statements about the proceedings until the matter is decided by the court.
- Finally, on some positive news, *Research Infosource* released results on December 5th of the top 50 Canadian research universities research income for FY 2023. The University has seen an increase of 47.6% from FY2022 in research funding, \$129M in research funding. This places Concordia ahead of Carleton, York, and UQÀM, ranking fifth among comprehensive universities in Canada. The University placed first in Québec and 21st overall, but to note that 16 universities in Canada have medical schools and are typically in the top tier of overall rankings. Since 2014, the University has seen its research income triple, and this speaks to strategic positioning in which the University has invested to support excellence and target emerging areas of research.

6. Academic update (Document US-2024-6-D4)

In addition to the academic update included in the documentation, Dr. Whitelaw made note of the award to Dean of John Molson School, Dr. Anne-Marie Croteau of the King Charles III Coronation Medal recognizing her contribution to promoting diversity and excellence in education.

7. APC recommendation: DISC Deadline regulation change (UCA-UCA-5692)
(Document US-2024-6-D5)

Dr. Whitelaw introduced the item and explained that the proposal was to move the DISC deadline to the ninth week of each term. This would be a return to the status-quo that existed pre-COVID and is in line with most universities in the province. The goal was to allow students to make informed decisions with the tool of formative feedback, which would be given by the instructors five days before the DISC deadline.

Senators had a few questions about additional work that this could create for instructors if they had many requests to provide formative feedback and about how formative feedback would be given in cases where there is no grade in a course.

Dr. Whitelaw clarified that there should not be additional work for instructors, as ongoing feedback through graded assignments and other coursework is an expected part of teaching. In relation to courses that only have a single assignment (e.g. capstone courses), there will be other manners of giving the student formative feedback, including in-class feedback and progress updates during office hours.

There was also a question about how the regulation was worded, as it notes “after the ninth week” and doesn’t specify which date in the ninth week. The Registrar confirmed that the intention is to be the first day of the ninth week, as had been the case previously. A precision could be easily made to avoid ambiguity.

R-2024-6-8 Upon motion duly moved and seconded, it was unanimously resolved that, upon recommendation of the Academic Programs Committee, Senate approve DISC Deadline regulation change (UCA-UCA-5692), as detailed in the documentation.

8. APC recommendation: Fast Track - Microprogram in Innovation Mindset (AS-INTE-5556) (Document US-2024-6-D6)

Dean Sicotte presented this program, noting that the goal was to promote innovative mindsets and help students expand their capacity to approach problems in different ways. The program has been two years in the making and emerges from Dr. Ann-Louise Davidson’s work in the Innovation Lab.

E. Bloodgood provided more information that this would be a 9-credit undergraduate program, with introduction to innovative modules. A.-L. Davidson spoke about the development of the program and explained that it was based on their experience as

Concordia University Research Chair and their work in educational technology. They supervised interns who worked with industrial partners and noted that many of the projects needed user centric solutions.

Senators had questions about the metrics used to evaluate the success of microprograms and if the budget for this specific program was vetted for requirements for TAs, as the funds allocated for TA support was slightly more than the standard.

Dean Sicotte clarified that once the program was implemented, TA support would be clearly evaluated, and the budget would be adjusted accordingly. Dr. Whitelaw explained that, as Senate was presented the framework of program evaluation in the summer, microprograms are also evaluated on an on-going basis and, given that they are shorter and have specific metrics on how their success is reviewed, it is a continual process.

There was also a suggestion to have some integration with undergraduate courses in entrepreneurship offered in JSMB, which suggestion was welcomed.

R-2024-6-9 Upon motion duly moved and seconded, it was unanimously resolved that, upon recommendation of the Academic Programs Committee, Senate approve the new program – Fast-track: Microprogram in Innovation Mindset (AS-INTE-5556), as detailed in the documentation.

9. APC recommendation: Revision of Program (AS-EDUC-5747)
(Document US-2024-6-D7)

9.1 New Teacher Certification Graduate Programs:

- **Preschool and Elementary**
- **Teaching English as a Second Language**

9.2 Deletion of Program: Teacher Certification Graduate Diploma

This dossier was presented primarily in response to the Ministry of Education's request to separate the two streams of Pre-school and Elementary and Teaching English as a Second Language. The new program, Teacher Certification Graduate Diploma, which was approved in spring 2024, was being deleted and replaced by these modified programs.

R-2024-6-10 Upon motion duly moved and seconded, it was unanimously resolved that, upon recommendation of the Academic Programs Committee, Senate approve:

- *the revision of the Teacher Education Graduate Diploma Program (AS-EDUC-5747) into two new Programs: a) Teacher Certification Graduate Diploma in Preschool and Elementary Teaching, and b) Teacher Certification Graduate Diploma in Teaching English as a Second Language; and*
- *the program deletion of the Teacher Certification Graduate Diploma, as detailed in the documentation.*

10. Strategic Directions

This session of discussion around Strategic Directions was focused on getting feedback from Senate on the following question: *What are the most important emerging issues and challenges that Concordia needs to wrestle with as we renew our Strategic Directions?*

Eight groups (including two joining remotely via Zoom) were formed, and Senators divided into these groups to discuss for a period of 15-20 minutes. At the end of the discussions, each group came up with suggestions. Some of the key items are listed below: (the list is a summary of items noted by groups, while the long list of suggestions was shared with the Chair separately)

- Concerns around budgetary impact, larger classes, shrinking faculty. The aftermath of COVID is still a concern for many, including the polarized environment on campus, all of which are important to address.
- The role and space of the University within Québec, particularly in the context of government policy.
- Trust, communication and openness of the University.
- That the Strategic Directions should not be limiting and should not come across as advertisement or slogans.
- The University needs to reflect properly on costs and even re-think the University's personal identity. Does the University continue to be an English university or position itself as a more bilingual institution, etc.?
- While research funding is a good indicator and enabler of research, it is one of many metrics. Impact should also be measured and particularly with the advent of AI, how the University continues with research and teaching.
- To explore consolidation, build on the University's strengths and come out strong as the winds change. Focus on retaining good students, faculty and personnel.
- Focus on increasing efficiency and use of AI in the post-secondary framework. Increase attendance, student engagement and continue to use experiential learning.
- Increasing the University's international reputation - reframing how we go about these partnerships.
- How does the University gather support from the public to deal with government policy?
- Certain areas of focus of the Strategic Directions may need to be reevaluated. Redefine the priorities.

- Development and improvement of communication channels.
- Concordia's commitment towards community, a great moment to resolidify our foundation. Aim to change the perception that the University is mostly in firefighting mode when in crises, but is more proactive in dealing with situations
- Focus on student support, office spaces, class spaces, lack of third spaces. The University is seen as an agile institution, so hone in on this strength. It is a breathing organism and as such responds well to change. Coming up with and then enforcing policies that reflect this value. Rather than be a reactive institution, be more reflective.
- Importance of community, fostering a better sense of community. How can the University address and integrate AI to support hands on learning, while also being vigilant and addressing the possible misuse of AI.
- Sustainability is an important element and value shared by everyone, how that can be a great way to bring people in.

11. Question period

Senators had a few questions around the offering of the bursary support to Rest of Canada students to offset increased tuition costs, and around the selection of a security agency and award of a contract, given some of their reported affiliations.

The Chair confirmed that the bursary support would continue to be offered. On the security contract, he clarified that the company in question is a Québec company, is authorised to do work in the province and as such, legally they are qualified to perform the work that they were given.

The Chair thanked everyone for their work and wished everyone the best for the holidays.

12. Other business

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

13. Adjournment

The meeting was adjourned at 4:05 p.m.

K. Singh
Karan Singh
Secretary of Senate

**ACADEMIC PROGRAMS COMMITTEE
REPORT OF APPROVED DOSSIERS
Sandra Gabriele, PhD
December 10, 2024**

The Academic Programs Committee has approved the following changes for the Undergraduate and Graduate Calendars.

Following approval of the Faculty Councils, APC members reviewed the undergraduate and graduate curriculum submissions listed below. As a result of discussions, APC resolved that the curriculum proposals listed below be finally approved. The report of approved dossiers is provided to the Senate for information purposes.

All curriculum change dossiers listed below are available for consultation online in the [APC-2024-6](#), [APC-2024-7](#) and [APC-2024-8](#) SharePoint folders.

1. Undergraduate Curriculum Proposals (Changes for the 2025-26 Calendar)

Institute for Co-operative Education

ICE-ICE-5709; **APC-2024-8-D1**

- Regulations/Requirements Changes

Faculty of Arts and Science

Department of Applied Human Sciences

AS-AHSC-5574; **APC-2024-8-D2**

- Program Changes

Department of Biology

AS-BIOL-5701; **APC-2024-8-D3**

- Department Objectives Changes

Department of Chemistry and Biochemistry

AS-CHEM-5702; **APC-2024-8-D4**

- Department Objectives Changes

Department d'Études Françaises

AS-FRAN-5715; **APC-2024-8-D5**

- Regulations/Requirements Changes
- Course Changes

Department of English

AS-ENGL-5624; **APC-2024-7-D16**

- Regulation/Requirements Change
- Program Changes
- Courses

Department of Geography, Planning and Environment

AS-GEOG-5688; **APC-2024-8-D6**

- Program Changes
- Course Changes

AS-GEOG-5700; **APC-2024-8-D7**

- Department Objectives Changes

Department of Health, Kinesiology and Applied Physiology

AS-HKAP-5699; **APC-2024-8-D8**

- Department Objectives Changes

Interdisciplinary Studies

AS-INTE-5223; **APC-2024-7-D15**

- Regulation/Requirements Change

AS-INTE-5300; **APC-2024-8-D9**

- Regulation/Requirements Changes
- Program Changes
- Course Changes

AS-JOUR-5674; **APC-2024-7-D5**

- Regulation/Requirements changes
- Courses related to Alternative Entry program changes (BA Journalism)

Loyola College for Diversity and Sustainability

AS-LOYC-5561; **APC-2024-7-D9**

- Program Changes
- Courses related to new Minor in Black and African Diaspora Studies in the Canadian Context

Department of Mathematics and Statistics

AS-MATH-4501; **APC-2024-7-D10**

- Regulation/Requirements Change
- Program Changes
- Courses

Department of Physics

AS-PHYS-5703; **APC-2024-8-D10**

- Department Objectives Changes

Department of Political Science

AS-POLI-5632; **APC-2024-8-D11**

- Program Changes
- Course Changes

Department of Psychology

AS-PSYC-5577; **APC-2024-7-D11**

- Regulation/Requirements Change
- Program Changes
- Courses

AS-PSYC-5684; **APC-2024-8-D12**

- Regulations/Requirements Changes
- Course Changes

School of Community and Public Affairs

AS-SCOL-5675; **APC-2024-7-D17**

- Regulation/Requirement Change

Faculty of Fine Arts

FA-FFAR-5604; **APC-2024-6-D5**

- Courses

Department of Dance

FA-DANC-5645; **APC-2024-7-D18**

- Program Changes
- Courses

Department of Design and Computation Art

FA-DART-5648; **APC-2024-7-D19**

- Regulation/Requirements Change
- Program Changes
- Courses

Department of Design and Computation Art

FA-DART-5649; **APC-2024-7-D20**

- Regulation/Requirements Change
- Program Changes
- Courses

Mel Hoppenheim School of Cinema

FA-CINE-5637; **APC-2024-8-D13**

- Program Changes
- Course Changes

Department of Music

FA-MUSI-5644; **APC-2024-8-D14**

- Regulations/Requirements Changes
- Program Changes
- Course Changes

Department of Studio Arts

FA-STUDART-5480; **APC-2024-8-D15**

- Course Changes

FA-STUDART-5664; **APC-2024-8-D16**

- Course Changes

FA-STUDART-5665; **APC-2024-8-D17**

- Course Changes

Gina Cody School of Engineering and Computer Science

GCS-GCS-5208; **APC-2024-8-D18**

- Regulations/Requirements Changes
- Program Changes

Department of Electrical and Computer Engineering

GCS-ELEC-5286; **APC-2024-8-D21**

- Course Changes

GCS-ELEC-5603; **APC-2024-8-D22**

- Program Changes
- Course Changes

Department of Chemical and Materials Engineering

GCS-CME-4421; **APC-2024-8-D19**

- Revision to course descriptions for new program

Department of Computer Science and Software Engineering

GCS-COMP-5384; **APC-2024-8-D20**

- Program Changes
- Course Changes

Department of Mechanical, Industrial and Aerospace Engineering

GCS-MIAE-5677; **APC-2024-8-D23**

- Program Changes
- Course Changes

John Molson School of Business

JMSB-JMSB-5639; **APC-2024-7 -D21**

- Courses

Department of Accountancy

JMSB-ACCO-5638; **APC-2024-7-D22**

- Courses

JMSB-ACCO-5671; **APC-2024-8-D24**

- Course Changes

JMSB-ACCO-5706; **APC-2024-8-D25**

- Course Changes

Department of Finance

JMSB-FINA-5669; **APC-2024-8-D26**

- Program Changes
- Regulation/Requirements Changes

Department of Management;

JMSB-MANA-5640; **APC-2024-7-D23**

- Courses

Department of Marketing;

JMSB-MARK-5618; **APC-2024-7-D24**

- Courses

2. Graduate Curriculum Proposals (Changes for the 2025-26 Calendar)

Faculty of Arts and Science

Department of Applied Human Sciences

AS-AHSC-5519; **APC-2024-6-D23**

- Program Changes
- Courses

Department of Economics

AS-ECON-5582; **APC-2024-6-D24** (For Winter 2025
Implementation)

- Program Changes

Department of Philosophy

AS-PHIL-5576; **APC-2024-6-D25** (For Winter 2025
Implementation)

- Regulation/Requirements Change



Sandra Gabriele, PhD

Vice-Provost, Innovation in Teaching and Learning

January 13th, 2025

**ACADEMIC PLANNING AND PRIORITIES COMMITTEE
REPORT TO SENATE
Dr. Anne Whitelaw
February 7, 2025**

The Academic Planning and Priorities Committee met on December 16, 2024

The Academic Planning and Priorities Committee (APPC) met on December 16, 2024. Dr. Whitelaw welcomed committee members and led the committee's initial discussion on the University's Strategic Directions, providing an overview of the initial process used to establish the nine Strategic Directions and explaining the current approach of adapting the Strategic Directions to today's context and addressing some of the strategic gaps that have surfaced since the Strategic Directions were launched in 2016. Following the introductory presentation, Dr. Whitelaw invited feedback from the committee on the previous process and the process moving forward. The key issues that emerged from the discussion - fiscal sustainability, relationship with community, and quality of welcome to students - were similar to the issues that Senators had identified in their small group discussions at the Senate meeting of December 13, 2024. The APPC will continue to engage with the discussions on the University's Strategic Directions that will take place at Senate meetings in the months ahead.



SENATE
OPEN SESSION
Meeting of February 7, 2025

AGENDA ITEM: Committee appointment

ACTION REQUIRED: For approval

SUMMARY: Senate is being asked to approve the following Committee appointment:

<u>Committee</u>	<u>Appointee</u>	<u>Term</u>
Steering	Patrice Blais (Part-time Faculty Senator)	2025-26

DRAFT MOTION:

That the Committee appointment be approved.

PREPARED BY:

Name: Secretary of Senate

Date: January 31, 2025

Internal Memorandum

To: Members of Senate
From: Anne Whitelaw, Provost and Vice-President, Academic
Date: January 31, 2025
Re: Academic Update

Announcements and Key Items

Concordia's Open House will take place on February 15, welcoming thousands of prospective students and their families. This key recruitment event will feature tabling, presentations, and activities across both campuses, with participation from faculty, staff and students. I look forward to seeing many of you there.

On January 15, Louise Champoux-Paillé, co-director of the Barry F. Lorenzetti Centre for Women in Entrepreneurship and Leadership, was awarded the King Charles III Coronation Medal for her pioneering work in supporting women in senior management positions and her tireless efforts towards creating inclusive spaces, particularly for younger people, in business leadership. As noted during the last Senate meeting, Dean Anne-Marie Croteau also received this honour in early December for her work in promoting diversity and excellence in education.

Accolades

Alexandra Dawson and Michael Carney (Management) have been named among the most productive scholars in the area of family business according to the [Texas State University Family Business Research Productivity Ranking](#). The rankings are based on the last five years of publications featured in the top three academic journals dedicated to publishing family business research. Concordia ranked number 7, up from 12 in 2024.

Many Concordians received awards and funding over the past months:

- Miranda Gómez Díaz (PhD candidate, Psychology) received the FRQ's *Prix Relève étoile* for her groundbreaking work on language acquisition in bilingual infants, underscoring the Faculty of Arts and Science's leadership in cognitive science research.
- Graduate, Iuliia Glushneva (PhD 2024, Film and Moving Image Studies) has been awarded the Dissertation Award by the Society for Cinema and Media Studies for her PhD thesis, "*Video Atlantis, or (Post-)Soviet Small-Screen Cultures at the End of the Cold War.*"
- Chunyan Lai (Electrical and Computer Engineering) will collaborate on a project entitled "*Advanced Modular Powertrain Systems for Electrical Vehicles.*" The project aims to develop an advanced modular powertrain system for electric vehicles (EVs) that delivers significantly improved efficiency, cost and reliability compared to traditional EVs with separate subsystems. The total project value, including cash and in-kind contributions, amount to **\$6,127,142**, with funding secured from NSERC, MITACS, and Magna International Inc. The project is supported by the NSERC Alliance – MITACS Accelerate Joint

Program and involves collaboration with MAGNA International Inc. and academic partners from the University of Windsor, Queen's University, and Carleton University.

- Glenn Cowan (Electrical and Computer Engineering) will collaborate with ÉTS on a project entitled “*Advanced Reconfigurable Miniaturized Power I/Os (ARMPIO)*” with the overall objective of miniaturizing Thales’ flight control computers to adapt to the evolving aviation markets requiring such computers with dramatically reduced space, weight and power. The total project value, including cash and in-kind contributions, amounts to **\$3,096,000** with all funding secured from NSERC, MITACS, and Thales. The project is funded by the NSERC Alliance-MITACS Accelerate Joint Program along with partners Thales Avionics Canada and ÉTS.
- Carly Ziter (Biology) will lead a project entitled “*Exploring the trade-offs and synergies of urban Nature-based Solutions for biodiversity, ecosystem services and human-well-being.*” The project’s overall objective is to identify synergies and trade-offs for biodiversity, ecosystem services and human well-being resulting from urban nature-based solutions and providing tools to mobilize this knowledge for decision-makers. The total project value, including cash and in-kind contributions, over four years is **\$401,275**, including **\$185,000** from Environment and Climate Change Canada.
- Steve Shih (Electrical and Computer Engineering) will lead a project entitled “*Advancing cellular therapies through high-throughput tri-drop transfection with microfluidics*” funded under Genome Quebec’s Genomics Innovation Program. The project objective is to explore the potential of integrating DropGenie’s proprietary ‘triDrop structure’ into a high-throughput droplet-digital based microfluidic platform with significant improvements and efficiency over prior methods employed in the design of cellular therapies. The total project value, including cash and in-kind contributions, over two years is **\$200,000**, with Genome Quebec providing **\$100,000** cash and DropGenie providing **\$100,000** in-kind.

The Concordia University Press has released three new titles:

- Simone de Beauvoir Institute professor Natalie Kouri-Towe’s edited collection *Reading the Room: Lessons on Pedagogy and Curriculum from the Gender and Sexuality Studies Classroom* shares candid contributions from professors and students about how to address fraught moments in the classroom.
- Artist and OCAD professor emeritus Ian Carr-Harris’s *Tracings: Writing Art, 1975- 2020*, collects the critical writings, reviews, as well as artist projects by an indelible member of Toronto’s contemporary and conceptual art scene.
- *Living Design: The Writings of Clara Porset*, edited by UCLA’s Hammer Museum director Zoë Ryan and Valentina Sarmiento Cruz, recovers work by a major female modernist designer, critic, and educator, publishing the Cuban-born and Mexico City–based author’s works in English for the first time.

In the Fall, the Faculty of Arts and Science (FAS) revealed the winners of its third [Graduate Research Photo Contest](#), showcasing how students visually engage with and document their research process. This initiative highlights the importance of interdisciplinary creativity in conveying complex academic concepts. Additionally, FAS celebrated academic excellence through its 2023-2024 Dean’s Awards, honouring outstanding faculty members for their contributions to teaching, curriculum development, research, service, and community outreach, staff members for their contributions to their operations of the faculty.

The John Molson School of Business (JMSB) undergraduate students placed 2nd overall at the *Jeux de Commerce Central* (JDCC) in Ottawa from January 3 to 5 and were number 2 of 3 to earn the School of the Year award. The JDCC competition unites over 400 business students from across Central and Eastern Canada for an exhilarating three-day competition featuring consulting-style academic case challenges, parliamentary-style debates, sports tournaments, and both social and improv activities.

The JMSB undergraduate students also participated in the *Jeux du commerce* (JDC) from January 10 to 13. The JDC is the largest business administration competition in Eastern Canada, available to all Canadian business students. Its goal is to connect administration students with the business world through a case resolution competition, including sporting and social events. The JMSB undergraduate students placed 3rd overall and earned 2nd place for the academic cup.

Concordia student Anita Lourié and ÉTS graduate Juliana Delgado-Theophanides have won the first-ever [Daniel Forgues Bursary in Art, Engineering, and Environment](#) for their innovative proposal *Sculpture en pisé*. Their project envisions a public sculpture made from rammed earth, a sustainable building material, to promote eco-friendly practices and raise environmental awareness. The bursary supports collaborations between ÉTS and Concordia students to create installations that inspire sustainable action. A \$11,000 grant will fund the sculpture, which will be installed in a Montreal eco-neighbourhood later this year.

Concordia animation professor Shira Avni's experimental animated documentary [Two One Two](#) has won 17 awards and 10 nominations between 2023 and 2024. The film, blending clay-on-glass animation with personal archival footage, explores themes of motherhood, neurodiversity, and the complexities of parenting. It has been hailed as a "love letter to motherhood" and has screened at over 125 film festivals worldwide. Her previous works have earned over 30 awards, further establishing her as a leading filmmaker and educator.

On January 16, Milieux announced the [2024-2025 cohort of Undergraduate Fellows](#). This year, 11 outstanding students from seven academic departments across Concordia were awarded fellowships for the significant impact of their work within their research cluster.

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

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

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

Post Image member, Thomas Kneubühler, is presenting [The Dividing Line](#) at OPTICA gallery until March 29. The exhibition explores Bulgaria's southern border, examining how state borders disrupt landscapes and affect people's lives.

Elisabeth Picard, a graduate of the Fibres and Material Practices concentration, and Simon Laroche, a part-time studio arts/intermedia instructor, completed residencies at [ÉTS's Artistic Residency Program](#). Running from April for eight months, the program encouraged collaboration between artists and faculty, and technology and art, to explore innovative projects. Simon Laroche worked with David Labbé, a professor in Software Engineering, to deconstruct dance movements through virtual interactions. Elisabeth Picard partnered with professors Bora Ung and Ghislain Brodeur to explore light waveguides in art, including a project that brought a concrete sculpture to life using fiber optics.

New initiatives

FAS is launching a new undergraduate microprogram in sustainability, preparing students to address global environmental challenges through interdisciplinary approaches that are vital to shaping a more sustainable future. The Faculty is also launching a new micro-program called "Innovation Mindset" to better prepare their students to create conditions for innovation to occur.

Barry Truax, a professor emeritus at Simon Fraser University and renowned electroacoustic composer, has established the **\$75,000** [Glenfraser Concordia Endowment](#) with his partner, Guenther Krueger. The endowment will fund the Truax Award in Electroacoustic Music, supporting undergraduate and graduate students excelling in electroacoustic composition and research. Truax's connection with Concordia deepened through his free online courses in sound studies, which attracted many students. Inspired by their talent, Truax wanted to create a lasting support system for their work. The award, which is part of the Campaign for Concordia: Next-Gen Now, will be worth **\$2,500** annually.

Concordia researchers have launched the [Abundant Intelligences initiative](#), a groundbreaking program designed to decolonize artificial intelligence (AI) by integrating Indigenous knowledge systems. Lead researcher Jason Edward Lewis, professor at the Department of Design and Computation Arts explains that the initiative challenges the current trajectory of AI, which often marginalizes non-Western perspectives, particularly those of Indigenous cultures. The initiative, promoting an inclusive, ethical understanding of intelligence, aims to incorporate these diverse knowledge systems into both existing and future AI technologies, and was featured in a recent paper published in *AI & Society*.

In January, SHIFT's Research and Advocacy Program entered the second phase of its collaboration with the Indigenous Support Work Project. Designed to advance community-led research collaborations with Concordia faculty and graduate students, the [Research and Advocacy Program](#) is currently working with five community partners looking at various questions in support of their advocacy work. In collaboration with professors Ted Rutland (Geography, Planning & Environment) and Meghan Joy (Political Science), and Frederique Hebert-Mondragon (M.A. Candidate, Geography, Planning & Environment), the Indigenous Support Work Project is examining municipal land use policies and processes relevant to the rights of unhoused Indigenous people in the Plateau. Phase Two of the project will focus on a strategy for integrating the priorities of unhoused Indigenous people into the re-design of Jeanne-Mance Park.

The relocated [Webster Leisure space](#) was officially launched on January 21, 2025, with the installation of an artwork by Gabor Bata, leased from the Art Volt collection. Members of the Library Services Committee fund (responsible for the space relocation and redesign) were invited for a tour of the space on January 16, 2025. Students have started making use of the space, browsing, and using the board game and puzzle collection as of the first day. The leisure book collection is benefiting from increased visibility, and students' feedback is solicited on a continuing basis to ensure that collections reflect their needs and interests.

Events – Upcoming

On February 4, Milieux will host [LASER 15](#) in collaboration with Leonardo, supported by Hexagram. Titled *AI, Human-Computer Interaction, and New Approaches to Musical Practice*, this talk will feature Gabriel Vigliensoni, (Design and Computational Arts) and Marcelo M. Wanderley (McGill University). The discussion, moderated by Nina Czegledy (OCAD) and Ricardo Dal Farra (Music), explores how AI and human-computer interaction are transforming music technology and performance, opening new horizons for creativity and innovation in sound and interactive media.

The Equity Office is hosting the following workshops and events this winter: [Cultivating Collegial Spaces](#), [Queer in colour](#), [Intro to Anti-Racism](#), [Discussion Group Dates: Chai, Coffee & Change](#), [EDI: Moving from Awareness to Action](#), [Unmasking the Hidden Curriculum](#), and [Access+: Building Sustainable Communities](#). The office is also launching the third edition of the student equity census this semester as well as making the results from the last iteration available.

The Black Perspectives Office is offering the following sessions in January, February and March 2025: [Anti-Oppressive Education](#), [Trauma-Informed Tools for Students, Faculty and Staff](#), [On Racial Microaggressions](#), [IN CONVERSATION PANEL: “Trauma Informed Pedagogy for Faculty”](#), and [Unpacking Trauma and Unlocking Wellbeing for Student Leaders](#).

The Multi-faith and Spirituality Centre offered *Building Skills, Building Bridges: Practical Skills for Interfaith Dialogue* for the first time in fall 2024 and is accepting applications for a winter cohort, starting in February. This new workshop, run jointly with McGill's Office of Religious and Spiritual Life, works with students to develop and practice skills and attitudes necessary for dialogue in the context of differences in strongly held worldviews, whether religious or secular. The Centre continues to host a series of events including the [Spirituali-Tea series](#) (every Tuesday, between 2 and 4 pm) and workshops on [Climate Wayfinding](#), [Journaling 101](#), and [Breath, body, mind: An introduction to mindfulness](#).

Events – Past

In Fall 2024, the School of Health co-sponsored the 2024 International Weight Bias Summit that was Co-Chaired by Professor Angela Alberga, (Health, Kinesiology and Applied Physiology at Concordia University), and Marilou Côté (Concordia Horizon Postdoctoral Fellow alumna and recently appointed Assistant Professor at Université Laval). The Summit brought together 33 experts from research, practice and international organizations from around the world to identify research priorities to advance the field of weight stigma: a fundamental cause of social and health inequities among people living with higher body weights. One of their knowledge translation outputs featured some of the most influential researchers and advocates in the world on weight stigma and can be [accessed here](#).

The implementation team of the President's Task Force on Anti-Black Racism hosted an event at 4TH Space in collaboration with the NouLa Centre for Black Students titled [Bridging Generations - A Conversation with Our Elders](#) in late November 2024. The event brought together Black community elders to share their wisdom, life lessons, and guidance with Concordia students. The implementation team also supported seven Concordia undergraduate and graduate students, faculty and staff with project funding for new and ongoing Black-led and Black-centred research initiatives and are beginning to work with *the Corporation de développement économique communautaire* (CDEC) on an employment opportunities portal for Black students. In collaboration with the Special Advisor to the Provost on Black Integration and Knowledges and the Office of Community Engagement, in January 2025, the implementation team hosted a first

presentation of the ethical guidelines for Black community engagement at the Office of Community Engagement and continue to expand the [Black Presence Hub](#) with resources and services available to Black students, faculty and staff.

The John Molson MBA International Case Competition was held from January 5 to 10. The 43rd edition of the largest case competition of its kind in the world saw 30 teams from 15 countries competing for a podium finish. In the end, HEC Montreal earned first place.

[First Year Experience](#) (Student Success Centre) welcomed the winter 2025 cohort of new students with 50+ prearrival orientation sessions and campus tours, with more than 1,200 instances of student attendance. During the first week of winter 2025 classes, the [Welcome Crew](#) had more than 900 interactions with new students while providing on-the-spot help with the International Students Office and Instructional and Information Technology Services in LB Atrium.

[Career Advising and Professional Success](#) (CAPS) (Student Success Centre) hosted [career development week for international students](#). The series of events attracted 253 attendees across nine workshops, networking events and panel discussions. 100% of survey respondents stated they would recommend the events to their peers.

On January 15, Nicolas Renaud (First Peoples Studies) and a member of the Indigenous Futures Research Centre (IFRC), participated in a sold-out conversation with filmmaker, activist, and singer Alanis Obomsawin. The event, organized by the *Musée d'Art Contemporain* (MAC), was held in conjunction with the exhibition [Alanis Obomsawin: The Children Have to Hear Another Story](#).

In celebration of Concordia's 50th anniversary, the Faculty of Fine Arts hosted an evening with renowned photographer Edward Burtynsky on January 15, and as part of the annual *Wild Talks* lecture series. Burtynsky, who's widely regarded as one of the most accomplished contemporary photographers, shared insights into his 40-year career documenting the environmental impact of human industry through his large-scale photographs. President and Vice-Chancellor Graham Carr and Faculty of Fine Arts Dean Annie Gérin welcomed attendees to the event, which featured a conversation between Burtynsky and Concordia alumna Zoë Tousignant, curator of photography at the McCord Stewart Museum.

On January 16, the Office of Community Engagement (OCE) hosted a [Dewemaagannag/My Relations](#) workshop featuring Leila Afriat, Community Relations Advisor at the McCord Stewart Museum. The workshop, which took place in French, explored how the museum was able to establish trusting relationships with many First Nations and to collaborate deeply on the "Wampum, Beads of Diplomacy" exhibition, using the 7 principles outlined in the Dwemaagannag Guide as a reference.

Career Advising and Professional Success hosted the [two-day career fair for engineering and computer science](#), on January 22 and 23, 2025. The event was a great success, bringing together 50 prominent companies and attracting more than 1,400 undergraduate and graduate students, and recent alumni. The fair was supported by 40 student volunteers. Employers praised student attendees' preparation and the fair's organization, highlighting its value in connecting talent with opportunities.

The STRIVE Task Force continues its work through subcommittees addressing antisemitism, anti-Asian racism, transphobia, anti-Arab racism and Islamophobia, and campus engagement and climate. Activities include listening sessions and receiving written submissions. Events such as the anti-Asian racism subcommittee's "Dumplings & Dialogue," which occurred on January 22, aimed to foster dialogue that

inform the subcommittees' work and policy recommendations. Over 4,500 community members responded to the STRIVE community survey, which ran from October 2 to November 15, 2024. The results will be made available in the Task Force's mid-term report.

On January 22, SHIFT hosted "[Pathways to Community Safety](#)." SHIFT hosts the Pathways Skill Share series to bring together speakers from across Montreal to exchange about the concrete challenges of turning principles of social transformation into practice. "Pathways to Community Safety" brought together panelists from the Amal Women's Center, Indigenous Support Work Project, and Freedom is a Must to discuss alternatives to police intervention in structurally marginalized communities.

On January 23-24, the [IFRC hosted its third annual symposium](#) at 4TH Space. The research symposium brought together faculty and students to discuss Indigenous perspectives, methodologies, and research practices that actively engage Indigenous knowledge systems and communities.

On January 24, the OCE presented the closing panel for the [Indigenous Futures Research Centre \(IFRC\) Annual Research Symposium](#). The session, titled "Community in the Centre: Indigenous Ways of Doing Research" brought together six Indigenous graduate students who received funding through the 2024 edition of the [CELFIS](#) program. Through a moderated conversation, students reflected on the role that community plays in their research, the importance of funding to enable Indigenous methodologies, and the impact they are hoping to create through their work.

In mid-January, Milieux hosted a two-day workshop in collaboration with the *Centre de recherche interuniversitaire sur les humanités numériques* and the *Groupe de recherche sur les éditions critiques en contexte numérique*. The workshop brought together over 10 international researchers to discuss the impact of AI on Digital Humanities. Milieux Director Bart Simon presented "[A Tale of Machine Agencies: AI as a Toy, not a Tool](#)".

Concordia's FOFA Gallery is advancing sustainable art curation through the [Modular Plinth project](#), which debuted at the Undergraduate Student Exhibition, *manifesting gardens*, on January 13. Developed by alumnus Arrien Weeks in collaboration with the gallery's sustainability co-curators, the project reimagines traditional gallery plinths to reduce waste, energy use, and storage needs. Supported by a Cultivate grant from the Canada Council for the Arts, the initiative uses sustainable materials and upcycled components to create modular, flat-packable plinths. This marks the latest step in the FOFA Gallery's commitment to eco-friendly practices, following its earlier release of a sustainable signage toolkit.

As the holiday break arrived and university life slowed down, 4TH Space found some moments to take a closer look at projects happening inside labs in other parts of the campus:

- Public Scholar Alex Pace showed us his work tracking climate change in old growth forests at [the CHAPEL lab](#) in the Hall building.
- Sarah Taylor at [the fORGione Lab](#) in the SP building talked to us about some recent innovations in their lab to reduce water use and improve the sustainable practices in labs as part of partner project with the Research Office.
- Mohammad Ilyas invited our camera team into [the MON Lab](#) located in the PERFORM centre to see behind the scenes of current work to understand the underlying effects of obesity that contribute to weight gain and disease.

These activities kickstarted 4TH Space's return in January and was followed up with a Public Scholar led event looking at the potential and risk of [Montreal becoming a "climate haven"](#) by 2050.

As part of the ongoing Unveiling Equity series, Zeina Allouche, from the Centre for the Study of Learning and Performance, held two events at 4TH Space, one was a conversation with [women working to build peace](#) in Lebanon and another considered how [humour could also be a form of resistance](#).

In mid-January, 4TH Space had a pop-up expo that looked at [humour and artificial intelligence](#) before they began a two-day series of conversations and panels with [the Indigenous Futures Research Centre](#).



**SENATE
Open Session
Meeting of February 7, 2025**

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

ACTION REQUIRED: For information

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

PREPARED BY:

Name: Secretary of Senate

Date: January 27, 2025

OFFICE OF RIGHTS AND RESPONSIBILITIES

Promoting Respect on Campus



ANNUAL REPORT 2023-2024

DECEMBER 2024

CONCORDIA
UNIVERSITY

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Office of Rights and Responsibilities: Annual Report 2023-2024

Introduction

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

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

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

ORR’s Mandate

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

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

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

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

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

Policies that Guide ORR's Work

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

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

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

The ORR Team

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

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

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

Data Analysis and Statistical Review

Activity Summary and Breakdown of Requests for Assistance

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

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

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

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

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

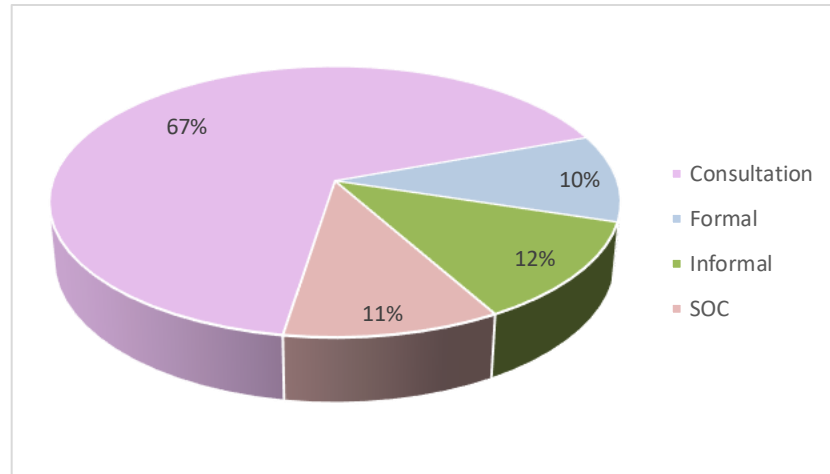
TABLE 1: 3 YEAR ANNUAL COMPARISON OF TOTAL FILES PROCESSED IN REPORTING YEAR (NEW AND CONTINUING)

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

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

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

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

CHART A: DISTRIBUTION OF SERVICES (2023-2024)

Complainant and Respondent Demographics

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

The following definitions apply when we consider demographics:

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

Who is seeking assistance?

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

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

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

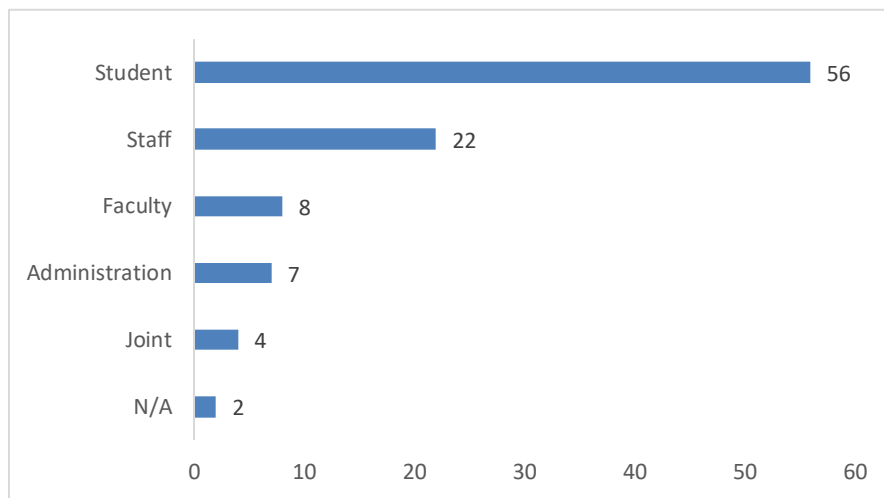
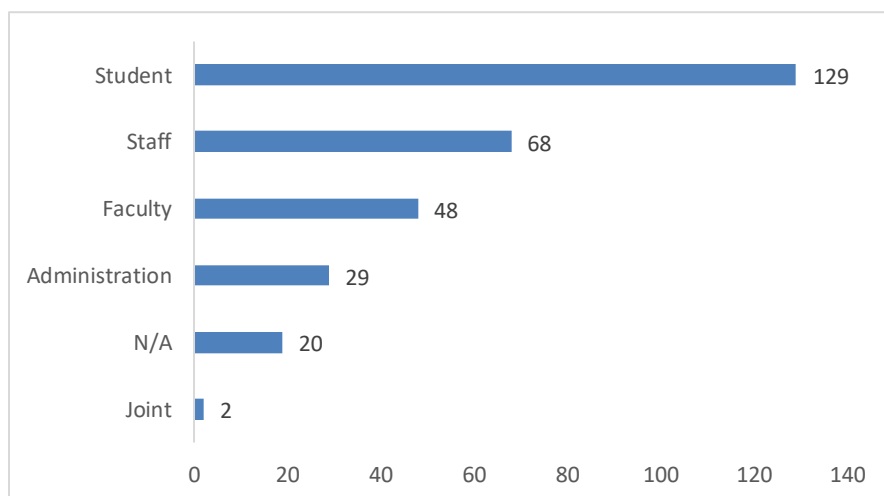


CHART C : COMPLAINANT DEMOGRAPHICS 2023-2024 (CONSULTATIONS)

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



Who are complaints being made against?

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

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

In cases, complaints were generated against:

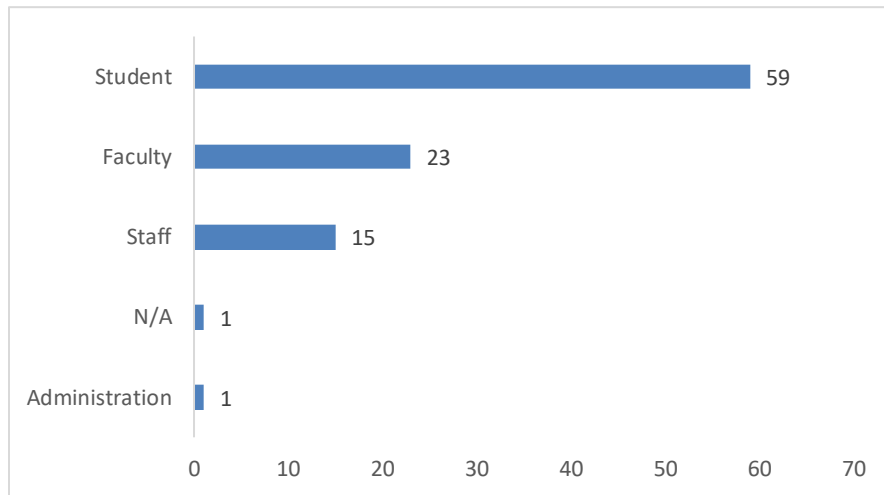
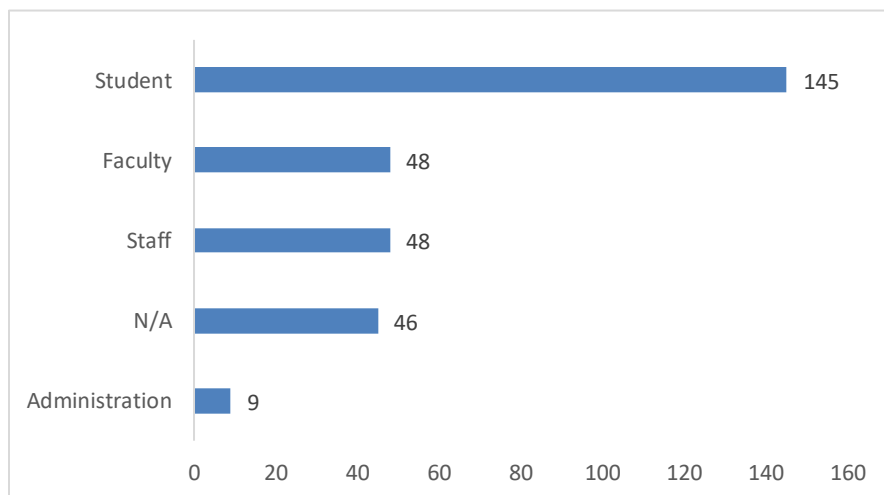


CHART E: RESPONDENT DEMOGRAPHICS 2023-2024 (CONSULTATIONS)

In consultations, complaints were generated against:



What infractions are reported to ORR?

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

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

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

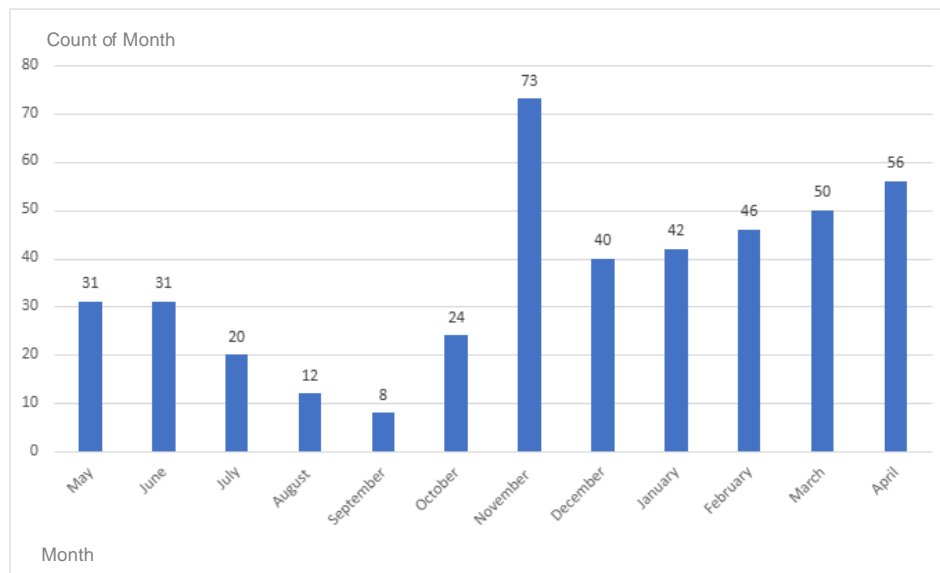
Offences Reported	Cases	Consults	Totals 2023-2024	Totals Reported in Previous Year 2022-2023
Harassment	61	158	219	125
Student of Concern	47	17	64	62
Discrimination and Communication of Discriminatory Matter	34	59	93	69
*Miscellaneous Consultations	4	44	48	93
Threatening or Violent Conduct	14	13	27	23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

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

When do members reach out to ORR?

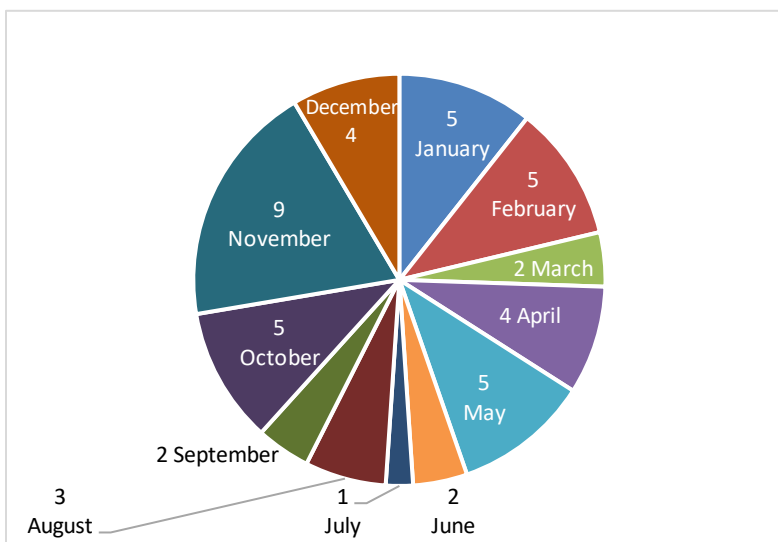
In analyzing historic requests for assistance throughout the years, we noted that the Office typically received more requests in the months of September to November. As illustrated in the chart below, this year the most requests for assistance occurred in November. Previous years displayed trends of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

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



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

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



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

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

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

Education, Outreach, Promotion and Collaboration

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

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

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

discuss concerns tied to campus safety;

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

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

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

Campus Climate

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

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

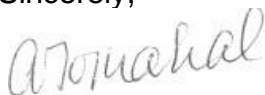
Closing Remarks

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

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

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

Sincerely,



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

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



**SENATE
OPEN SESSION
Meeting of February 7, 2025**

AGENDA ITEM: Revisions to the *Policy on Research Chairs* (VPRGS-7) (the “Policy”)

ACTION REQUIRED: For approval

SUMMARY: Senate is being asked to approve the revisions to the Policy.

BACKGROUND: The current Policy, VPRGS-7, was initially developed in October 2013 and the procedures and guidelines related to the Policy were last updated in 2020. Given the increasing variation in both external and internal chairs, and the differing requirements for their nomination and review, the proposal is to have two separate policies: one for external chairs (e.g., Canada Excellence Research Chair, Canada Research Chair) and one for internal chairs (e.g., Concordia University Research Chair, endowed chairs). This change aims to clarify the distinctions between these chair types. Additionally, the proposed changes also include the modification of the eligibility criteria for the Canada Research Chair, allowing positions to be allocated exclusively to external candidates, internal candidates, or open to both. This adjustment aligns with practices at other Canadian institutions, which do not explicitly exclude internal candidates. Additionally, it offers the University an alternative approach to achieving equity, diversity, and inclusion (EDI) targets for the next EDI review in 2027.

The revisions and the proposed policies were recommended for approval by Senate by the Senate Research Committee at its meeting of December 13, 2024.

The revised policies shall be the *Policy on External Research Chairs* (VPRII-14) and the *Policy on Internal Research Chairs* (VPRII-15).

DRAFT MOTION:

That, on recommendation of the Senate Research Committee, Senate approve the revisions to the *Policy on Research Chairs* and approve the *Policy on External Research Chairs* (VPRII-14) and the *Policy on Internal Research Chairs* (VPRII-15) as provided for in the attached documentation.

PREPARED BY:

Name: Secretary of Senate
Date: January 28, 2025

POLICY ON EXTERNAL RESEARCH CHAIRS

Effective Date: [insert date]

Approval Authority: Vice-President,
Research, Innovation and Impact

Supersedes /Amends: VPRGS-7/April 6, 2010

Policy Number: VPRII-14

PREAMBLE

Concordia University (the "University") recognizes and values the role played by External Research Chairs (as defined below) in creating and mobilizing knowledge with the aim of achieving excellence in research. As leaders in their fields, Chairholders play a critical role in deepening our knowledge base and in strengthening our teaching, training of highly qualified personnel, and research capacity. As catalysts and builders, they contribute to the positioning of the University in given areas of scholarly pursuit and to the enhancement of the research training environment.

PURPOSE

This Policy is intended to ensure that research areas and candidates for External Research Chairs are selected in a coherent and visionary manner to support and advance the strategic priorities of our Academic and Research Units (as such terms are defined below).

Additionally, the purpose of this Policy and its related [Procedures and Guidelines](#) is to set University-wide principles for the establishment, allocation and support of External Research Chairs at the University, as well as to prescribe effective and transparent procedures for reporting and performance evaluation, renewals and discontinuation of existing External Research Chairs.

SCOPE

This Policy outlines the internal principles that govern all External Research Chairs at the University, independent of their title and source of funding. It complements external institutions' requirements for the governance and administration of External Research Chairs, including the terms and conditions of appointment, evaluation and renewal. In the event of any conflict or contradiction between the provisions of the present Policy and the requirements and regulations of external institutions, the requirements and regulations of the latter shall prevail.

POLICY ON EXTERNAL RESEARCH CHAIRS

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The principles that govern Internal Research Chairs are outlined in the *Policy on Internal Chairs* (VPRII-15).

The [*Procedures and Guidelines*](#) reflect current institutional practices and cover such items as:

- Composition and role of the University Research Committee (URC) and the Faculty Research Committees (FRC) (as such Committees are defined below);
- Internal processes for the allocation, recruitment, nomination, and formal designation of External Research Chairs;
- Budget guidelines for Canada Research Chair (CRC) and Canada Excellence Research Chair (CERC) nominations;
- Reporting, evaluation and renewal of External Research Chairs;
- Discontinuation and termination of External Research Chairs.

This Policy, which relates only to the terms and conditions of External Research Chairs, shall not replace or supersede any provisions set out in the Concordia University Faculty Association (CUFA) Collective Agreement.

DEFINITIONS

For the purposes of this Policy, the following definitions shall apply:

“Academic Unit” means, as outlined in the CUFA Collective Agreement, a department or college within a Faculty in which a CUFA member may hold an academic appointment.

“External Research Chairs” are positions funded by external institutions such as government agencies, hospitals, charities, foundations, or other sponsors. The administration of the programs' rules, regulations, and funds for these chair positions is governed by the external institution. While the University receives the funding and ensures compliance with the terms and conditions of the chair positions, it does not administer the funds or the associated program.

The “Faculty Research Committee” (FRC), or its equivalent, means the Faculty-based committee which makes recommendations to the URC in light of the Faculties’ context, culture and strategic priorities.

POLICY ON EXTERNAL RESEARCH CHAIRS

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“Research Unit” means a non-departmental unit, such as centers, institutes, networks, and the like, with specific objectives to advance the research-related goals of the University. Research Units are governed by the *Policy on Research Units* ([VPRII-8](#)).

The “University Research Committee” (URC) means the central committee which oversees procedures for the internal allocation, nominations and renewals of External Research Chairs, ensuring an institutional perspective.

POLICY

External Research Chairs

1. External Research Chairs are prestigious academic designations held by outstanding researchers who are acknowledged by their peers as leaders in their fields and recognized as internationally renowned researchers.
2. External Research Chairs, as defined in this Policy, encompass, but are not limited to, the two main federal research chair programs:

- a. Canada Research Chairs (CRC)

The CRC program, established in 1999, is an initiative funded by the Government of Canada. Each eligible institution receives an allocation of Research Chairs calculated on the amount of research funding received from the Tri-Council (NSERC, CIHR, and SSHRC).

- b. Canada Excellence Research Chairs (CERC)

As amended from time to time, the CERC program, established in 2008, is an initiative funded by the Government of Canada. The program awards world-renowned researchers and their teams either \$8 million or \$4 million over 8 years to establish an ambitious research program. At the outset of each competition cycle, each institution is assigned a funding envelope that establishes a total dollar amount. Institutions retain discretion to determine the value of each application, selecting either \$4 million or \$8 million, provided the total requested funding for all applications remains within the allocated

POLICY ON EXTERNAL RESEARCH CHAIRS

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envelope. The institution's decision on the value of each application will ultimately determine the number of applications that it can submit. The allocation serves as a submission quota and does not constitute a guarantee of funding. The CERC program operates as a national competition, wherein all submitted applications are assessed against the entire pool of submissions.

Establishment and Allocation of External Research Chairs

3. Establishment of an External Research Chair is a prerogative of the University and aims to advance research goals and reinforce graduate and highly qualified personnel training as envisioned by the [University's Strategic Research Plan](#).
4. A new External Research Chair is established when funding for the External Research Chair is made available by external institutions, such as when the University receives a new CRC from the Government of Canada. For a new CERC, this is dependent upon the call, the priority areas identified by the Government of Canada, the allocated envelope, and the competition results.
5. When an External Research Chair is available, Academic and Research Units are invited to submit letters of intent (LOIs) demonstrating the strategic impact of allocating an External Research Chair in a given area. Strategic prioritization is carried out at the Faculty level so that the URC can subsequently make a well-informed final decision with a University-wide perspective, as outlined in the [Procedures and Guidelines](#).
6. In situations where an external institution targets a specific research area, discipline, profile, or candidate for an External Research Chair, the allocation process outlined above might not be relevant or appropriate, in which cases the relevant Faculty framework shall apply.
7. An External Research Chair is not permanently allocated to a specific research area or to an Academic or Research Unit at the University, unless such condition has been clearly stipulated by the external institution at the time of the establishment of the External Research Chair.
8. If an existing External Research Chair becomes vacant due to resignation, retirement, non-renewal, or any other reason, the relevant external institution is notified, and following

POLICY ON EXTERNAL RESEARCH CHAIRS

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their policies and guidelines, the External Research Chair position is either revert to the University pool or otherwise phased out. In case of reversion to the University pool, the allocation process described in the [Procedures and Guidelines](#) is to be followed. Similarly, an External Research Chair position shall revert to the University pool should no candidate accept a given nomination.

Nomination to External Research Chairs

9. A Chairholder normally holds a full-time tenured or tenure track appointment at the University while the External Research Chair designation is in effect.
10. Nomination of an external candidate to an External Research Chair involves the recruitment of the candidate to the University with the nomination to the External Research Chair to follow at the appropriate time. In the recruitment process, all interested candidates are notified that the position is related to an External Research Chair and all conditions related to the External Research Chair designation are clearly outlined. For External Research Chairs that are based on a national competition (e.g., CERC), the recruitment is conditional on the final outcome of the application.
11. The procedure for the recruitment and appointment of faculty members is defined and governed by the CUFA collective agreement, including the formation of a Department Hiring Committee (DHC) to consider chairholders' appointments, when applicable.
12. The authorization to fill an allocated External Research Chair may be revoked and the External Research Chair reallocated if:
 - the search process is not completed as per delays outlined in the [Procedures and Guidelines](#).
 - the candidacy is not approved by the external institution.

Formal Designation of External Research Chairholders

13. To obtain an External Research Chair designation (e.g. CRC, CERC, or others), the selected candidate must comply with the respective program requirements and any relevant guidelines of the external institution. Where the program is funded in part or entirely by

POLICY ON EXTERNAL RESEARCH CHAIRS

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an external Institution, the external institution grants the approval and the formal designation.

14. At the discretion of the respective Faculty Dean, the appointment to a faculty tenure or tenure-track position may be made conditional upon the approval of the candidacy by the external institution.
15. In the case of an External Research Chair allocated to a research area that crosses departments or Faculties, the individual must have a primary appointment in one Academic Unit.

Terms, Conditions and Support of External Research Chairs

16. External Research Chairs are subject to the terms and conditions of their awards as defined by the external institution, and subject to University rules, regulations, policies, standards and practices. In the case of CRCs and CERCs, the terms and conditions of University support are outlined in the [Procedures and Guidelines](#). In the event of any conflict or contradiction between any of the regulations, policies and guidelines of the University and those of the external institution, the regulations, policies and guidelines of the latter shall prevail.

Reporting, Evaluation and Renewal of External Research Chairs

17. Annual reporting and mid-term reviews are required of all External Research Chairs as outlined in the [Procedures and Guidelines](#).
18. Additional requirements for annual reporting are governed by the rules of the external institutions.
19. For External Research Chairs that are renewable after a completed term, the chairholder must undergo an internal performance evaluation. The FRC coordinates the evaluation of renewable External Research Chairs in the final year of the term. Each Faculty Council establishes a committee to review the renewal and submit a recommendation to the URC for final decision.

POLICY ON EXTERNAL RESEARCH CHAIRS

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20. Following a positive decision by the URC, a chairholder may proceed with the development of the renewal dossier. A successful renewal nomination by the external institution results in the continuation of the External Research Chair designation.

Discontinuation and Termination of External Research Chairs

21. External Research Chairs may be discontinued by mutual agreement between the University and the external institution. In such cases, the chairholder presents a plan for the phasing out of the position, which is communicated by the Office of the Vice-President Research, Innovation and Impact (OVPRII) to the external institution. Special consideration should be given to the implications for students and the highly qualified personnel involved in the External Research Chair's activities.
22. If the chairholder moves to another eligible institution, and if the external institution allows the reallocation of the External Research Chair to the new institution, the chairholder presents a plan for the transition that considers existing commitments at the University.
23. The external Research Chair designation may be terminated when:
- the status of the faculty appointment is changed to a non-eligible status as defined by each External Research Chair type.
 - the outcome of the performance evaluation is unsuccessful or if they are terminated in accordance with the provisions of the CUFA collective agreement.
 - the chairholder is non-compliant with the rules, regulations, policies, standards and practices of the University or the external institution.
24. The procedure for the termination of an External Research Chair designation is outlined in the [*Procedures and Guidelines*](#).

Policy Procedures and Guidelines

25. Any amendments to the [*Procedures and Guidelines*](#) are subject to the approval of Faculty Deans.

POLICY ON EXTERNAL RESEARCH CHAIRS

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26. Centralized procedures for allocation, nomination and designation might not apply in cases of External Research Chairs targeting a very specific research area, Academic Unit, or candidate. In order to reflect the principles enshrined in this Policy, each Faculty shall have an administrative framework governing these External Research Chairs, a copy of which should be on file with the OVPRII.

Policy Responsibility and Review

27. The overall responsibility for implementing and recommending amendments to this Policy shall rest with the Vice-President Research, Innovation and Impact.

Policy approved by Senate on April 16, 2020, and amended on October 4, 2013; and on [insert date].

POLICY ON INTERNAL RESEARCH CHAIRS

Effective Date: [insert date]

Approval Authority: Vice-President,
Research, Innovation and Impact

Supersedes /Amends: VPRGS-7/April 6, 2010

Policy Number: VPRII-15

PREAMBLE

Concordia University (the "University") recognizes and values the role played by Internal Research Chairs (as defined below) in creating and mobilizing knowledge with the aim of achieving excellence in research. As leaders in their fields, Chairholders play a critical role in deepening our knowledge base and in strengthening our teaching, training of highly qualified personnel, and research capacity. As catalysts and builders, they contribute to the positioning of the University in given areas of scholarly pursuit and to the enhancement of the research training environment.

PURPOSE

This Policy is intended to ensure that research areas and candidates for Internal Research Chairs are selected in a coherent and visionary manner to support and advance the strategic priorities of our Academic and Research Units (as such terms are defined below).

Additionally, the purpose of this Policy and its related [Procedures and Guidelines](#) is to set University-wide principles for the establishment, allocation and support of Internal Research Chairs at the University, as well as to prescribe effective and transparent procedures for reporting and performance evaluation, renewals and discontinuation of existing Internal Research Chairs.

SCOPE

This Policy outlines the internal principles that govern all types of Internal Research Chairs at the University, independent of their title and source of funding. It complements external funding partners' requirements for the governance and administration of Internal Research Chairs, including the terms and conditions of appointment, evaluation and renewal.

The principles that govern External Research Chairs are outlined in the *Policy on External Chairs* (VPRII-14).

POLICY ON INTERNAL RESEARCH CHAIRS

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The [*Procedures and Guidelines*](#) reflect current institutional practices and cover such items as:

- Composition and role of the University Research Committee (URC) and the Faculty Research Committees (FRC) (as such Committees are defined below);
- Internal processes for the allocation, nomination, and formal designation of Internal Research Chairs;
- Creation and renewal of an Endowed Research Chair or Special Professorship;
- Post-award administration, including budget guidelines, of the Concordia University Research Chair Program (CURC);
- Reporting, evaluation and renewal of Internal Research Chairs;
- Discontinuation and termination of Internal Research Chairs.

This Policy, which relates only to the terms and conditions of Internal Research Chairs, shall not replace or supersede any provisions set out in the Concordia University Faculty Association (CUFA) Collective Agreement.

DEFINITIONS

For the purposes of this Policy, the following definitions shall apply:

“Academic Unit” means, as outlined in the CUFA Collective Agreement, a department or college within a Faculty in which a CUFA member may hold an academic appointment.

“Internal Research Chairs” are positions funded by the University's internal resources or by external funding partners, such as individual donors or corporate entities. The administration of the programs' rules, regulations, and funds for these chair positions is governed by the University, taking into account, when applicable, the terms and conditions set by the external funding partners.

The “Faculty Research Committee” (FRC), or its equivalent, means the Faculty-based committee which makes recommendations to the URC in light of the Faculties’ context, culture and strategic priorities.

POLICY ON INTERNAL RESEARCH CHAIRS

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“Research Unit” means a non-departmental unit, such as centers, institutes, networks, and the like, with specific objectives to advance the research-related goals of the University. Research Units are governed by the *Policy on Research Units* ([VPRII-8](#)).

The “University Research Committee” (URC) means the central committee which oversees procedures for the internal allocation, nominations and renewals of Internal Research Chairs, ensuring an institutional perspective.

POLICY

Internal Research Chairs

1. Internal Research Chairs are prestigious academic designations held by outstanding researchers who are acknowledged by their peers as leaders in their fields and recognized as internationally renowned researchers.
2. Internal Research Chairs, as defined in this Policy, encompass, but are not limited to:
 - a. Concordia University Research Chairs (CURC)

The CURC program, created in 2000, is designed to build research capacity, leverage external funding, and provide direct support to graduate students. In exceptional circumstances, CURCs may be considered as a mechanism to retain faculty members. The Office of the Vice-President Research, Innovation and Impact (OVPRII) annually assigns a budget to support the CURC program and the number of CURC chairs depends upon the availability of funds in any given year. Available CURC designations are Tier 1 and Tier 2.

- b. Endowed Research Chairs

With the support of individual and/or corporate partners, Endowed Research Chairs are a resource that serves to attract or recognize renowned researchers in a variety of disciplines.

Funds to create an endowment may come from several sources, generally a donation to the University.

POLICY ON INTERNAL RESEARCH CHAIRS

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c. Special Professorships

Special Professorships reflect naming opportunities for funding partners over a defined period of time. The duration is governed by the amount of funding available and the activities included in the professorship. A professorship with a research focus is administered under the same conditions as an Internal Research Chair.

Establishment and Allocation of Internal Research Chairs

3. Establishment of an Internal Research Chair is a prerogative of the University and aims to advance research goals and reinforce graduate and highly qualified personnel training as envisioned by the [University's Strategic Research Plan](#).
4. A new Internal Research Chair is established when funding for the Internal Research Chair is made available. The establishment of CURC, Endowed Research Chairs or Special Professorships is dependent upon available opportunities.
5. When an Internal Research Chair is available, Academic and Research Units are invited to submit letters of intent (LOIs) demonstrating the strategic impact of allocating an Internal Research Chair in a given area. Strategic prioritization is carried out at the Faculty level so that the URC can subsequently make a well-informed final decision with a University-wide perspective, as outlined in the [Procedures and Guidelines](#).
6. In situations where an external funding partner targets a specific research area, discipline, profile, or candidate for an Internal Research Chair, the allocation process outlined above might not be relevant or appropriate, in which cases the relevant Faculty framework shall apply.
7. To ensure alignment with institutional strategic priorities, feasibility and long-term sustainability, all initiatives to establish an Internal Research Chair must be communicated to the VPRII and the Provost and Vice-President, Academic (PRVPA) at an early stage. The VPRII and the PRVPA jointly specify the area of the Internal Research Chair, the source of funding, expected category of the position and any special conditions associated with the selection and appointment of a candidate, with a notice to CUFA.

POLICY ON INTERNAL RESEARCH CHAIRS

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8. An Internal Research Chair is not permanently allocated to a specific research area or to an Academic or Research Unit at the University, unless such condition has been clearly stipulated by the external funding partner at the time of the establishment of an Endowed Research Chair or Special Professorship.
9. If an existing Internal Research Chair becomes vacant due to resignation, retirement, non-renewal, or any other reason, the Internal Research Chair position reverts to the University pool and the allocation process described in the [Procedures and Guidelines](#) is to be followed. Similarly, an Internal Research Chair position shall revert to the University pool should no candidate accept a given nomination.

Nomination to Internal Research Chairs

10. A Chairholder normally holds a full-time tenured or tenure track appointment at the University while the Internal Research Chair designation is in effect.
11. CURCs is used to recognize researchers who currently hold an appointment as faculty members at the University. Other types of Internal Research Chairs may be designated for external or internal candidates depending upon the terms and conditions of each Internal Research Chair.
12. The authorization to fill an allocated Internal Research Chair may be revoked and the Internal Research Chair reallocated if:
 - the search process is not completed as per delays outlined in the [Procedures and Guidelines](#).
 - the candidacy is not approved by the external funding partner.

Formal Designation of Internal Research Chairholders

13. The URC communicates its approval to the VPRII. A letter of appointment for the Internal Research Chair is issued by the PRVPA upon recommendation from the VPRII, with a copy sent to CUFA.

POLICY ON INTERNAL RESEARCH CHAIRS

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Terms, Conditions and Support of Internal Research Chairs

14. The terms and conditions of University support are outlined in the [Procedures and Guidelines](#).

Reporting, Evaluation and Renewal of Internal Research Chairs

15. Annual reporting is required of all Internal Research Chairs as outlined in the [Procedures and Guidelines](#).
16. Additional requirements for annual reporting of Endowed Research Chairs and Special Professorship are governed by the rules of the external funding partner.
17. For Internal Research Chairs that are renewable after a completed term, the chairholder must undergo an internal performance evaluation. The FRC coordinates the evaluation of renewable Internal Research Chairs. Each Faculty Council establishes a committee to review a mid-term and renewal evaluation and submit a recommendation to the URC for final decision. Following a positive decision by the URC, the Internal Research Chair is considered renewed, and the chairholder receive a letter of appointment stating the terms and conditions of the upcoming term.

Discontinuation and Termination of Internal Research Chairs

18. The Internal Research Chair designation may be terminated when:
 - the status of the faculty appointment is changed to a non-eligible status as defined by each Internal Research Chair type.
 - the outcome of the performance evaluation is unsuccessful or if they are terminated in accordance with the provisions of the CUFA collective agreement.
 - the chairholder is non-compliant with the rules, regulations, policies, standards and practices of the University or, when applicable, of the external funding partner.
19. The procedure for the termination of an Internal Research Chair designation is outlined in the [Procedures and Guidelines](#).

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Policy Procedures and Guidelines

20. Any amendments to the [*Procedures and Guidelines*](#) are subject to the approval of Faculty Deans.
21. Centralized procedures for allocation, nomination and designation might not apply in cases of Endowed Research Chairs or certain Special Professorships targeting a very specific research area, Academic Unit, or candidate. In order to reflect the principles enshrined in this Policy, each Faculty shall have an administrative framework governing these Internal Research Chairs, a copy of which should be on file with the OVPRII.

Policy Responsibility and Review

22. The overall responsibility for implementing and recommending amendments to this Policy shall rest with the Vice-President Research, Innovation and Impact.

Policy approved by Senate on April 16, 2020, and amended on October 4, 2013, and on [insert date].

POLICY ON RESEARCH CHAIRS

Effective Date: October 4, 2013

Originating Office: Office of the Vice-President,
Research and Graduate Studies

Supersedes / Amends: April 6, 2010

Policy Number: VPRGS-7

PREAMBLE

Concordia University recognizes and values the role played by Research Chairs (“Chairholders”) in creating and mobilizing knowledge with the aim of achieving research excellence. As leaders in their fields, Chairholders play a critical role in deepening our knowledge base and in strengthening our teaching, training of highly qualified personnel, and research capacity. As catalysts and builders, they contribute to the positioning of the University in given areas of scholarly pursuit and to the enhancement of the research training environment.

This Policy, which is overseen by Senate through the Senate Research Committee and administered by the Office of the Vice-President, Research and Graduate Studies, is intended to ensure that research areas and candidates for Research Chairs are selected in a coherent and visionary manner to support and advance the strategic priorities of our academic and research units.

PURPOSE

The purpose of this Policy and its related [Procedures and Guidelines](#) is to set University-wide principles for the establishment, allocation and support of Research Chairs at the University, as well as to prescribe effective and transparent procedures for reporting and performance evaluation, renewals and discontinuation of existing Research Chairs.

SCOPE

This Policy outlines the internal principles that govern all types of Research Chairs at the University, independent of their title and source of funding. It complements external agencies’ and sponsors’ requirements for the governance and administration of Research Chairs including the terms and conditions of appointment, evaluation and renewal.

The [Procedures and Guidelines](#) reflect current institutional practices and cover such items as:

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- Composition and role of the University Research Committee and the Faculty Research Committees
- Internal allocation, nomination, and formal designation of Research Chairs
- Creation and Renewal of an Endowed Academic Chair or Special Professorship (ACSP)
- Budget guidelines for a Canada Research Chair nomination
- Post-award administration of the Concordia University Research Chair Program
- Reporting, evaluation and renewal of Research Chairs
- Discontinuation and termination of Research Chairs

Any amendments to the [Procedures and Guidelines](#) are subject to the approval of all Faculty Deans.

Centralized procedures for allocation, nomination and designation might not apply in cases of Endowed Chairs or certain externally supported Chairs and Distinguished Professorships targeting a very specific research area, academic unit, or candidate. In order to reflect the principles enshrined in this Policy, each Faculty will have an administrative framework governing these Research Chairs, a copy of which should be on file with the OVPRGS.

This Policy, which relates only to the terms and conditions of the Chairholders, does not affect or supersede any provisions contained in the Concordia University Faculty Association (CUFA) Collective Agreement.

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DEFINITIONS

With the support of external or internal resources, Research Chairs are prestigious academic designations held by outstanding researchers who are acknowledged by their peers as leaders in their fields and recognized as internationally renowned researchers.

For the purposes of this Policy, the term Research Chair or Chairholder encompasses all internally and externally supported Chairs, including:

Canada Research Chairs

The Canada Research Chairs (CRC) program, established in 1999, is an initiative funded by the Government of Canada. Each eligible institution receives an allocation of Research Chairs calculated on the amount of research funding received from the Tri-Council (NSERC, CIHR, and SSHRC).

Concordia University Research Chairs

The Concordia University Research Chair (CURC) program, created in 2000, is designed to build research capacity, leverage external funding, and provide direct support to graduate students. In exceptional circumstances, CURCs may be considered as a mechanism to retain faculty members. While the CURC program provides many categories of support that are similar to the CRC program – i.e. research funding, salary stipend, and teaching release—it cannot truly mirror the CRC program because internal resources cannot sustain the levels of support made possible by funding provided by the CRC Secretariat. The University annually assigns a budget to support the CURC program and the number of CURC chairs depends upon the availability of funds in any given year. Available CURC designations are Tier 1, Tier 2, and New Scholar.

Industrial Research Chairs

The Industrial Research Chairs (IRC) program is an initiative of NSERC (the Natural Sciences and Engineering Research Council of Canada) to assist universities in building the critical mass required for a major research endeavour of interest to industry. Funding varies depending upon the industrial sponsor, the area and the scale of the Research Chair.

Endowed Research Chairs

With the support of individual and/or corporate partners, Endowed Research Chairs are a resource that serves to attract or recognize renowned researchers in a variety of disciplines.

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Funds to create an endowment may come from several sources, generally a donation to the University.

Special Professorships

Special Professorships reflect naming opportunities for sponsors over a defined period of time. The duration is governed by the amount of funding available and the activities included in the professorship. A professorship with a research focus is administered under the same conditions as a Research Chair.

Additionally, for the purposes of this Policy:

Academic unit means, as outlined in the CUFA Collective Agreement, a Department, College, or Institute within a Faculty in which a CUFA member may hold an academic appointment.

Research unit means a non-departmental unit (e.g. centers, institutes, networks, etc.) with specific objectives to advance the research-related goals of the University. Additional information may be found in the *Policy on Research Units* (VPRGS-8).

The University Research Committee (URC) is a central committee which oversees procedures for the internal allocation, nominations and renewals of Research Chairs, ensuring an institutional perspective.

The Faculty Research Committee (FRC), or its equivalent, is a Faculty-based committee which makes recommendations to the URC in light of the Faculties' context, culture and strategic priorities.

The composition and role of the central and Faculty-based committees are outlined in the [Procedures and Guidelines](#).

POLICY

Establishment and Allocation of Research Chairs

1. Establishment of a Research Chair is a prerogative of the University and aims to advance research goals and reinforce graduate and highly qualified personnel training as envisioned by the University's Strategic Research Plan.

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2. A new Research Chair will be established when funding for the Research Chair is made available by external or internal sources such as when the University receives a new CRC from the Government of Canada. The establishment of CURC, IRC, Special Professorships or Endowed Research Chairs is dependent upon available opportunities.
3. When a Research Chair is available, the allocation process will be transparent and University-wide. Academic and research units will be invited to submit letters of intent (LOIs) demonstrating the strategic impact of allocating a Research Chair in a given area. Strategic prioritization will be carried out at the Faculty level so that the URC can subsequently make a well-informed final decision with a University-wide perspective, as outlined in the [*Procedures and Guidelines*](#).
4. In situations where an external sponsor targets a specific research area, discipline, profile or candidate for a Research Chair, the allocation process outlined above might not be relevant, in which cases the relevant Faculty framework shall apply.
5. To ensure alignment with institutional strategic priorities, feasibility and long-term sustainability, all initiatives to establish a Research Chair must be communicated to the VPRGS and the Provost and Vice-President, Academic Affairs at an early stage. The VPRGS and the Provost and Vice-President, Academic Affairs will jointly specify the area of the Research Chair, the source of funding, expected category of the position and any special conditions associated with the selection and appointment of a candidate, with a notice to CUFA.
6. A Research Chair is not permanently allocated to a specific research area or to an academic or research unit at the University unless such condition has been clearly stipulated by the external sponsor at the time of establishment of the Research Chair.
7. If an existing Research Chair becomes vacant due to resignation, retirement, non-renewal, or any other reason, the Research Chair position reverts to the University pool and the internal allocation process described in the [*Procedures and Guidelines*](#) will be followed. Similarly, a Research Chair position shall revert to the University pool should no candidate accept a given nomination.

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Nomination of Research Chairs

8. The University will use its allotment of CRCs to recruit new researchers while the CURCs will be used to recognize researchers who currently hold an appointment as faculty members at the University. Other types of Research Chairs may be designated for external or internal candidates depending upon the conditions of each Research Chair.
9. A Chairholder will normally hold a full-time tenured or tenure track appointment at the University while the Research Chair designation is in effect.
10. Nomination of an external candidate to a Research Chair will involve the recruitment of the candidate to the University with the nomination to the Research Chair to follow at the appropriate time. In the recruitment process, all interested candidates will be notified that the position is related to a Research Chair and all conditions related to the Research Chair designation will be clearly outlined.
11. The procedure for the recruitment and appointment of faculty members is defined and governed by the CUFA collective agreement including the formation of a Special Advisory Search Committee (SASC) to consider Research Chairs appointments, when applicable.
12. The authorization to fill an allocated Research Chair may be revoked and the Research Chair reallocated if:
 - the search process is not completed as per delays outlined in the *Procedures and Guidelines*
 - if the candidacy is not approved by the external sponsor

To reallocate the Research Chair, the internal allocation process will be followed.

Formal Designation of Research Chairholders

13. To obtain a CURC designation, the candidate identified in the retained LOI will submit a research plan to the relevant FRC as described in the [Procedures and Guidelines](#). The FRC will communicate its approval to the VPRGS. A letter of appointment for the Research

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Chair will be issued by the Provost and Vice-President, Academic Affairs upon recommendation from the VPRGS with a copy sent to CUFA.

14. To obtain an external Research Chair designation (e.g. CRC or IRC), the selected candidate must comply with the respective program requirements and agency guidelines. The agency grants the approval and the formal designation.
15. At the discretion of the respective Faculty Dean, the appointment to a faculty tenure or tenure-track position may be made conditional upon the approval of the candidacy by the external sponsor.
16. In the case of a Research Chair allocated to a research area that crosses departments or Faculties, the individual must receive a primary appointment in one academic unit.

Terms, Conditions and Support of Research Chairs

17. Externally sponsored Research Chairs are subject to the terms and conditions of their awards as defined by the external sponsor. In the case of CRCs and CURCs, the terms and conditions of institutional support are outlined in the [Procedures and Guidelines](#).

Reporting, Evaluation and Renewal of Research Chairs

18. Annual reporting and mid-term reviews are required of all Research Chairs as outlined in the [Procedures and Guidelines](#).
19. Additional requirements for annual reporting of externally sponsored Research Chairs are governed by the rules of the external sponsor.
20. Research Chairs that are renewable after a completed term must undergo an internal performance evaluation. Each Faculty Council will establish a committee to review the renewal and submit a recommendation to the URC for final decision. The Faculty Council Committee will coordinate the evaluation of renewable Research Chairs in the final year of the term.
21. Following a positive decision by the URC:

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- an externally sponsored Research Chair may proceed with the development of the renewal dossier. A successful renewal nomination by the external sponsor will result in the continuation of the Research Chair designation.
- a CURC or Endowed Research Chair will be considered renewed and will receive a letter of appointment stating the terms and conditions of the upcoming term.

Discontinuation and Termination of Research Chairs

22. Research Chairs may be discontinued by mutual agreement between the University and the sponsor. In such cases, the Research Chairholder will present a plan for the phasing out of the position with special consideration being given to the implications for students and the highly qualified personnel involved in the Research Chair's activities.
23. A Research Chairholder's designation may be terminated when:
 - the status of the faculty appointment is changed to a non-eligible status as defined by each Research Chair type
 - the outcome of the performance evaluation is unsuccessful or if he/she is terminated in accordance with the provisions of the CUFA collective agreement
 - the Research Chairholder is non-compliant with the rules of the external sponsor or the University

The procedure for the termination of a Research Chair designation is outlined in the [Procedures and Guidelines](#).

As adopted by Senate on April 16, 2010 and amended October 4, 2013