BOARD OF GOVERNORS

NOTICE OF MEETING

September 20, 2024

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Thursday, September 26, 2024, are now posted on the **Board webpage**.

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

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

Karan Singh
Secretary of the Board of Governors

AGENDA OF THE MEETING
OF THE OPEN SESSION OF THE BOARD OF GOVERNORS

Thursday, September 26, 2024 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus

Time	Item		Presenter(s)	Action
4:00 p.m.	**1.**	Call to order	H. Antoniou	
	1.1	Approval of the Agenda	H. Antoniou	Approval
	CONSENT AGENDA			
	2.	Approval of June 20, 2024 Minutes		Approval
	3.	Evaluation Committee for the Dean – Faculty of Arts and Science (Document BG-2024-7-D1)		Ratification
	4.	Report on compliance with EHS and safety regulations (Q2-2024 Report) (Document BG-2024-7-D2)		Information
	REGULAR AGENDA			
4:03	**5.**	Business arising from the Minutes not included on the Agenda		
4:05	**6.**	President's report (Document BG-2024-7-D3)	G. Carr	Information
4:30	**7.**	Annual Report from the Ombuds Office (Document BG-2024-7-D4)	H. Antoniou/ A. Fish	Information

4:45	**8.**	Other business	H. Antoniou
4:50	**9.**	Adjournment	H. Antoniou

BG-2024-6

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

Thursday, June 20, 2024, at 4 p.m.
via Zoom video conferencing

PRESENT

Governors:

Helen Antoniou (C)	Pat Di Lillo	Duraichelvan Raju
Graham Carr (P and Vice-C)	Adriana Embiricos	Rahul Ravi
Jarett Carty	Kim Fuller	Robert Soroka
Gary N. Chateram	Caroline Jamet	Ted Stathopoulos
Daniel Cross	Claude Joli-Coeur (V.C)	Cathy Wong
Selvadurai Dayanandan (V.C)	Shoshana Kalfon	Roula Zaarour
	Philippe Pourreaux	

Nassim Boutalbi (Alternate)

Non-voting observer: Gina Cody

Also attending:

Philippe Beauregard	Denis Cossette	Frederica Jacobs
William Cheaib	Faye Diamantoudi	Pascal Lebel
Paul Chesser	Michael Di Grappa	Anne Whitelaw

ABSENT

Governors:

Ken Brooks	Harley Martin
Rana Ghorayeb	Paul John Murdoch
Catherine Loubier	

LEGEND:
C: Chair
P and Vice-C: President and Vice Chancellor
V.C: Vice Chair

1. Call to order

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

1.1 Approval of the Agenda

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

R-2024-6-1 That the Agenda be approved, including the items on the Consent Agenda.

CONSENT

2. Approval of May 16, 2024 Minutes

R-2024-6-2 That the Minutes of the meeting of May 16, 2024 be approved.

3. Employee Benefits Committee/PTEBC recommendations:

3.1 **Approval of premium rates effective September 1, 2024 for CUPFA & CUCEPTFU health plans (**Document BG-2024-6-D1)

R-2024-6-3 That, following recommendation of the Part-Time Employee Benefit Committee, the Board of Governors approve the renewal of the Group Insurance Plans, effective September 1, 2024, with the following conditions:

- *No premium adjustment for both the Comprehensive and RAMQ plans;*
- *Maintain the Health Care large claims pooling threshold at $25,000 adjustment of the related pooling fees per insured member in the following manner:*

	Current	*Revised*
Single	*$7.33*	*$9.53*
Single Parent	*$9.16*	*$11.90*
Couple	*$13.93*	*$18.11*
Family	*$15.76*	*$20.48*

- *No change to the general administration fees, claims handling charges and profit charge charged by Sun Life;*
- *Transfer of the remaining balance available in the Deposit Fund held by the insurer Sun Life, i.e. $26,039 to the Concordia University Foundation for investment as part of the surplus account held for the CUPFA & CUCEPTFU Health Care policies.*

3.2 **Approval of the Continuation of the telemedicine Service Lumino Health Virtual Care offered by Sun Life Financial for the CUPFA and CUCEPTFU members as of September 1, 2024, and for its funding if service retained**
(Document BG-2024-6-D2)

R-2024-6-4 *That, following recommendation of the Part-Time Employee Benefit Committee, the Board of Governors approve the continuation of the telemedicine service Lumino Health Virtual Care for CUPFA & CUCEPTFU members, for a one-year period beginning on September 1, 2024, to be funded from the surpluses available for the CUPFA & CUCEPTFU Health Care policies.*

3.3 **Group insurance review** (Document BG-2024-6-D3)

R-2024-6-5 *That, upon recommendation of Employee Benefits Committee, the Board of Governors approve the modifications below effective January 1, 2025:*

Modifications to the Health Care Plan:

- *Introduction of a $3 deductible per DIN on drug purchases;*
- *Substitution of the annual threshold per certificate on eligible Health Care expenses of $2,000 by a $3,000 annual threshold per certificate applicable to drug claims only;*
- *Adjustments to eligible paramedical services in the following manner:*
    - *Psychologist and psychiatrist services: percentage of reimbursement adjusted from 50% to 80% and addition of psychotherapist services as an eligible expense;*
    - *Chiropractor, massage therapist, naturopath, osteopath podiatrist, chiropodist and acupuncturist services: Removal of the $300 per specialist annual maximum, increase of the combined annual maximum from $500 to $1,000 and addition of kinesiologist as an eligible expense;*
    - *Speech therapist and audiologist services: Removal of the respective annual maximums of $400 and $300 and introduction of a combined annual maximum of $1,000.*
- *Addition of pharmacogenetic tests as an eligible expense under the Plan;*
- *Modification of the percentage of reimbursement from 50% to 60% on drugs that are not on the list of medications covered by the RAMQ public drug plan;*
- *For members aged 65 and over, modification of the cost sharing provisions with the university to be 50%/50% of the Health Care premiums in*

replacement of the current formula which takes into account the RAMQ premium paid by the members.

Modifications to the Dental Care Plan:

- *Removal of the annual deductibles of $50 or $100;*
- *Frequency of recall exams increased from six months to nine months;*
- *Percentage of reimbursement reduced from 100% to 90% for basic dental care;*
- *Removal of coverage of orthodontic services for adults.*

Introduction of Health Care Spending Accounts (HCSA) with the following annual allocations per type of coverage:

Under age 65	
Single	*$200*
Single-Parent	*$235*
Couple	*$380*
Family	*$420*
Age 65 and over without Dental Coverage	
Single	*$495*
Family	*$945*
Age 65 and over with Dental Coverage	
Single	*$565*
Family	*$1,075*

4. Mandate and membership of Senate Committees (Document BG-2024-6-D4)

This item was for information only.

5. Approval of revisions to the Policy on Tribunal Hearing Pools (BD-6)
(Document BG-2024-6-D5)

R-2024-6-6 That, upon recommendation of Senate, the Board of Governors approve the revisions to the Policy on the Establishment of Tribunal Hearing Pools (BD-6), as per the attached document.

6. Approval of Appointment of Tribunal Pools (Document BG-2024-6-D6)

R-2024-6-7 That, following nomination by the electoral college pursuant to the Policy Relating to the Administrative and Support Staff Electoral College (BD-12), the Board of Governors approve the appointment of Alexandra Maranger as a member of the Administrative and Support Staff Tribunal Pool for a term beginning on September 1, 2024, and ending on August 31, 2026.

7. Sundry Fee Report (Document BG-2024-6-D7)

This item was for information only.

REGULAR

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

There was no other business to bring before the meeting that was not included on the Agenda.

9. President's report (Document BG-2024-6-D8)

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

- Dr. Carr began with a mention of the convocation celebrations in early June, where nearly 6,000 students joined the University's alumni ranks in nine ceremonies at Place-des-Arts.

- Co-Chancellor Jonathan Wener was unable to attend this year's ceremonies, and Dr. Carr noted that he was missed. In his absence, Co-Chancellor Gina Cody presided over most of the convocation ceremonies. She hugged every single graduate at the final Fine Arts convocation, and also hugged many of the graduates at the other ceremonies – a true demonstration of her charm, warmth and support for our graduates.

- During the preparations for Convocation, there were some anxieties that virtually all universities had this year in terms of potential disruptions at the ceremonies, but Dr. Carr confirmed that each ceremony was truly celebratory, with no disruptions.

- The stellar list of honorary doctorate recipients included BBC correspondent Lyse Doucet, climate scientist Friederike Otto, visionary builder Luc Maurice, and the extraordinary thought leader in tech Mallikarjun Tatipamula. Dr. Carr also noted the extraordinary personal stories shared by My Thanh Nguyen, Poppy Northcott, Fabienne Colas and Sheila Johnson, and finally, Denis Villeneuve, who paid an extraordinary homage to the University's cinema program.

- Dr. Carr offered thanks to University Registrar Stéphanie de Celles, Acting Dean of Students Katie Broad, Deputy Provost and Vice-Provost Nadia Hardy, and all other members of staff who pulled off the ceremonies with aplomb. He also highlighted the incredible work of Denise Karelis, Director of Administration in the Office of the President, and the teams in Hospitality and University Advancement for looking after our dignitaries and organizing two wonderful dinners that several Board members were able to attend. The honorary doctorate convocation addresses had been shared with the Board members.

- Turning to registrations, Dr. Carr noted that globally, in terms of headcount (not necessarily financials), the University is facing a 6.5% year-over-year decline stemming from a 30% decline in out-of-province undergraduate student registration, an 11% decline in transfer students (most of whom are also from out-of-province), and a decline in international student registration of 10%, which translates to both a loss of revenue in terms of the lower student numbers but also an additional lost revenue of approximately $6,000 per student because of the new government claw back. CEGEP recruitment is steady, but only marginally better compared to last year.

- Canada-India relations continue to have a negative impact on registration numbers as well, with graduate professional enrolment from India down. Graduate admissions in research programs is positive, but these positive enrolment numbers are not sufficient to outweigh other trends. The University is heading towards a fourth successive year of declining enrolment and associated lost revenue.

- Dr. Carr noted that the budget impact has been compounded by arbitrary adjustments to the funding formula by the *Ministère de l'enseignement supérieur*, the net effect of which (independent of the registration figures) is to reduce the University's operating grant by approximately 4% compared to last year.

- Furthermore, Dr. Carr noted that the government has taken additional punitive measures designed to shrink the University's capacity to recruit new students, reduced the operating grant and redirected the funds to special envelopes for which the University is not eligible. In summary, the government has taken funds from Concordia, McGill, but also from francophone charter universities and used them to subsidize the *Université de Québec* network by injecting cash into those institutions and also their *siège sociale*.

- Dr. Carr mentioned the public statements made by the *Ministre de l'Enseignement supérieur*, noting that he and some of his colleagues were particularly upset by public statements made by the minister in her legislative review, where misleading statements were made which suggested that new investments have been made in higher education. Instead, there is only a redistributing of funds from student fees and university grants to make it appear that new funds are being injected into the system.

- Further Dr. Carr noted that unfortunately, BCI, the organization that regroups all universities in the network, was unable to agree on a factual communiqué that addressed the minister's misinformation. He also noted that Daniel Jutras, President of *l'Université de Montréal,* had announced that he was stepping down as the president of BCI. Dr. Carr has also announced his resignation from the BCI executive. The University will remain a member of BCI, but many charter universities are reflecting on their future role with the organization.

- Dr. Carr then offered thanks to Nadia Hardy, who has taken a much-deserved administrative leave this week from her role as Deputy Provost. In addition to leading all the operational files around student success, recruitment, etc., over this past year,

she has done extraordinary work leading negotiations with CUFA and CUPFA, and, more recently, has been the face of the University's work in prevention and de-escalation efforts on campus related to the crisis in the Middle East. All of Dr. Hardy's colleagues can attest to what an extraordinary job she has performed in some of the most challenging and exhausting circumstances the university has faced. Dr. Carr wished her well for the leave period and affirmed that he looks forward to welcoming her back in January 2025 to lead the University's strategic enrolment management initiative.

- Dr. Carr thanked Effrosyni Diamantoudi, Dean of Graduate Studies, who has stepped up to take on the role of Acting Vice-President Research, Innovation and Impact (VPRII) for the month of June following Dominique Berube's departure. Pending the decision of the Board, she has also agreed to serve in an interim capacity starting July 1, 2024, until the search for the new VPRII is completed.

- He also offered thanks to Katie Broad for taking on the role of Acting Dean of Students at a time when there are important, long-term vacancies in that crucial office.

- Dr. Carr encouraged University personnel to take their vacations this summer, more particularly because it has been another hugely challenging year.

- In closing, he highlighted a major announcement that this past Tuesday, NorthVolt, the major Swedish battery manufacturer, and the University announced a memorandum of understanding focused on joint research activities, but also on training programs that the University will develop for NorthVolt technical and professional staff. This is the first major agreement between the company and a Quebec university, and it underlines the University's leadership through VoltAge in all things relating to electrification, as well as the University's goal to increase its presence as a partner institution in the regions off the island of Montréal.

10. Other business

There was no other business brought before the Open Session.

11. Adjournment

The Chair declared the meeting adjourned at 4:20 p.m.

K. Singh
Karan Singh
Secretary of the Board of Governors

BOARD OF GOVERNORS
OPEN SESSION
Meeting of September 26, 2024

AGENDA ITEM: Membership of the Evaluation Committee for the renewal of the Dean, Faculty of Arts and Science (the "Committee") per the *Policy on Employment and Remuneration of the Academic Deans and the University Librarian* (BD-17) (the "Policy")

ACTION REQUIRED: For ratification

SUMMARY: The Board of Governors (the "Board") is being asked to ratify the membership of the Committee established for the evaluation of the renewal of the Dean, Faculty of Arts and Science.

BACKGROUND:

The current Dean, Faculty of Arts and Science, Pascale Sicotte's first term is up for renewal and Dean Sicotte has expressed that she will be seeking a second term. Pursuant to the provisions of the Policy the Committee is being struck.

The list of Committee membership is included herein:

- **Anne Whitelaw** – Chair
- **Roula Zaarour** – External member of the Board

Full-time faculty members from Arts and Science

- **David Howes**
- **William Bukowski**
- **Christopher Brett**
- **Anya Zilberstein**

Part-time faculty member from Arts and Science

- **Sabrina Giovanniello**

- **Shoshana Kalfon -** representative of the administrative and support staff

- **Julia Simoes Pascoal** - graduate student

DRAFT MOTION:

That, the Board of Governors ratify the membership of the Evaluation Committee for the renewal of the Dean, Faculty of Arts and Science, as per the *Policy on Employment and Remuneration of the Academic Deans and the University Librarian* (BD-17).

PREPARED BY:

Name: Secretary of the Board
Date: September 18, 2024

UNIVERSITÉ Concordia UNIVERSITY

ENVIRONMENTAL HEALTH AND SAFETY

Report on Due Diligence

Presented to the Board of Governors of Concordia University

For the Reporting Period
Q2 2024 (April, May, June)

Pietro Gasparrini, C.I.H.
Director, Environmental Health & Safety
August 29, 2024

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

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

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

Section A: Leading Key Safety Performance Indicators

1. Safety & Security Training

During the period of April 1 to June 30, 2024, there were **1,041** safety and security training participants, of which 90% (935) participated in training provided by Environmental Health and Safety and 10% (106) participated in training provided by Campus Safety and Prevention Services.

	Q2 2023 *April, May, June*	**2023** *Full Year*	**Q2 2024** *April, May, June*	**2024** *Year To Date*
Total Participants	1,212	4,656	1,041	1,999

2. Injury & Near-Miss Investigations

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

For the period of April 1 to June 30, 2024, **7** Injury Investigations and **21** Near-Miss Investigations were conducted. Given the decrease in the number of reported injuries (Section 7 and 8) and near-misses (Section 11) in 2024 compared to 2023, a decrease in investigations is also expected.

	Q2 2023 *April, May, June*	**2023** *Full Year*	**Q2 2024** *April, May, June*	**2024** *Year To Date*
Injury Investigations	10	65	7	28
Near-Miss Investigations	16	74	21	36
TOTAL Investigations	**26**	**139**	**28**	**64**

3. Preventative Internal Inspections & Assessments

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

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

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

For the period of April 1 to June 30, 2024, **52** preventative internal inspections and assessments were conducted (5 construction site inspections, 7 radiation safety inspections, and 40 ergonomic assessments).

Due to unforeseen technical issues with the Workplace Inspection application, the module has not functioned correctly since Q1. The issue arose following a software update. The supplier's proposed solution was initially expected to be quick to implement; however, that was not the case. EHS has been working closely with Sodales and anticipates the issue to be resolved during Q3, allowing the team to resume conducting workplace inspections with the application. It is important to note, however, that workplace inspections required by regulations, such as the radiation safety inspection, were completed without the use of the application.

Year	Preventative Internal Inspections & Assessments
Q2 2024 *April, May, June*	52
2024 *YTD*	155
Q2 2023 *April, May, June*	37
2023 *Full Year*	250

4. Internal Non-Compliance Citations

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

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

As explained in Section 3, issues with the Workplace Inspection application resulted in the software not being used during Q2. This had a direct impact on the number of inspections conducted which resulted in less internal non-compliance citations. As such, neither the data for this section nor the comparatives to last year's numbers are representative of usual metrics. We will resume reporting of this section in the next report.

5. Corrective Action Completion Rate

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

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

Priority Levels and Stages:

Since the introduction of the My Workplace Health & Safety module in UNITY, EHS began reporting the priority level of safety corrective actions. Three priority levels were then established:

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

Subsequently, EHS and Facilities Management have increased collaboration to address safety corrective actions. Many corrective actions require detailed planning and/or capital investment. EHS is involved in the planning phase of projects, allowing existing corrective actions to be incorporated in the project scope, as well as the elimination or control of other hazards identified during the planning phase. This collaboration also ensures project compliance with health and safety regulations. This proactive approach

reduces the likelihood of injuries, ensures a safer working environment, is more cost-effective given safety measures are integrated from the start, and demonstrates the university's commitment to worker and student well-being.

To better reflect the management of safety corrective actions, two new stages have been included, alongside the priority levels:

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

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

As a result, two new stages have been incorporated in the tables below, focusing on the completion of overdue corrective actions, which are indicated in red.

In Q2 2024, there were **29** new corrective actions assigned. The numbers in Table 1 and 2 below also consider the 17 corrective actions reported in Q1 2024.

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

	Priority Level / Stage					
Corrective Action Status	**High**	**Medium**	**Low**	**Action Plan**	**Approved Construction Project**	**Total Count**
Completed	8	5	3	0	0	16
Open	3	0	2	6	0	11
Overdue	4	7	8	0	0	19
Total	**15**	**12**	**13**	**6**	**0**	**46**

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

	Priority Level / Stage					
Corrective Action Status	**High**	**Medium**	**Low**	**Action Plan**	**Approved Construction Project**	**Total Percentage**
Completed	17.4%	10.9%	6.5%	0	0	34.8%
Open	6.5%	0	4.4%	13.0%	0	23.9%
Overdue	8.7%	15.2%	17.4%	0	0	41.3%
Total	**32.6%**	**26.1%**	**28.3%**	**13.0%**	**0**	**100%**

Previous years

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

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

Table 3: Number of corrective actions per year by status

Status	2015	2016	2017	2018	2019	2020	2021	2022	2023
Completed	449	217	361	682	1,063	276	300	262	1,020
Open	0	0	1	42	16	0	1	9	21
Overdue	3	2	3	68	182	3	12	16	245
Total	**452**	**219**	**365**	**792**	**1,261**	**279**	**313**	**287**	**1,286**

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

Table 4: Percentage of corrective actions per year by status

Status	2015	2016	2017	2018	2019	2020	2021	2022	2023
Completed	99.3%	99.1%	98.9%	86.1%	84.3%	98.9%	95.9%	91.3%	79.3%
Open	0%	0%	0.3%	5.3%	1.3%	0%	0.3%	3.1%	1.6%
Overdue	0.7%	0.9%	0.8%	8.6%	14.4%	1.1%	3.8%	5.6%	19.1%
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Chart 1 presents the division of the 245 open and overdue corrective actions, across all years. The introduction of the new stages "Action Plan" and "Approved Construction Project" illustrates that 74% (182) of corrective actions will be addressed with extensive planning.

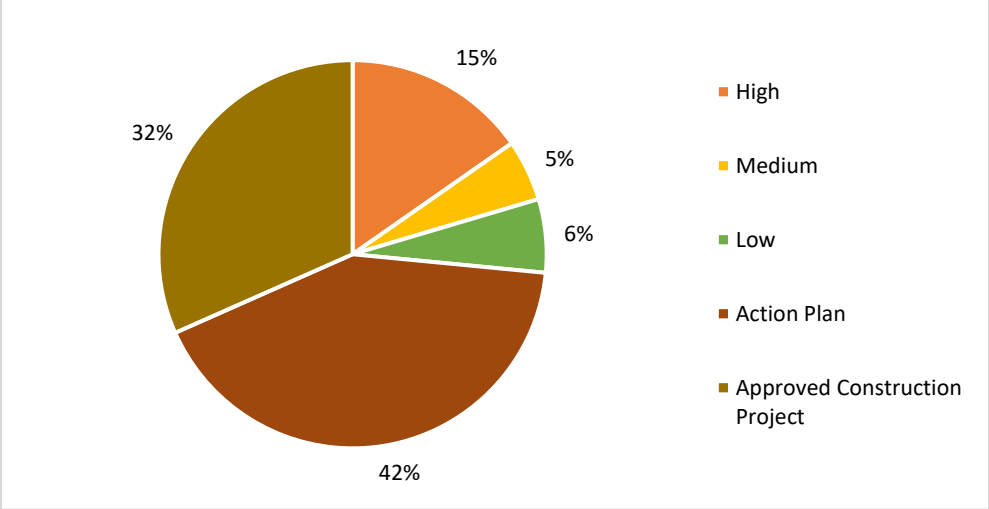


Chart 1: Open & Overdue Corrective Action by Priority

6. EHS Research Compliance Reviews

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

For the period of April 1 and June 30, 2024, **23** health and safety research compliance reviews were completed.

Year	EHS Research Compliance Reviews
Q2 2024 *April, May, June*	23
2024 *YTD*	41
Q2 2023 *April, May, June*	11
2023 *Full Year*	47

Section B: Traditional (Lagging) Key Safety Performance Indicators

7. Total Injuries

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

For the period of April 1 to June 30, 2024, **9** injuries were reported, a decrease of 66.7% when compared to Q2 of 2023.

Year	Total Injuries
Q2 2024 *April, May, June*	9
2024 *YTD*	51
Q2 2023 *April, May, June*	27
2023 *Full Year*	113

For each injury reported, the source of the injury is identified which allows the detection of trends and the subsequent implementation of prevention strategies to deal with the root cause. Chart 2 below presents a breakdown of the sources of injuries reported in Q2 2024, by status of the injured individual. When analyzing the source of the injuries, the three largest sources are motion, position, work surfaces and office furniture.

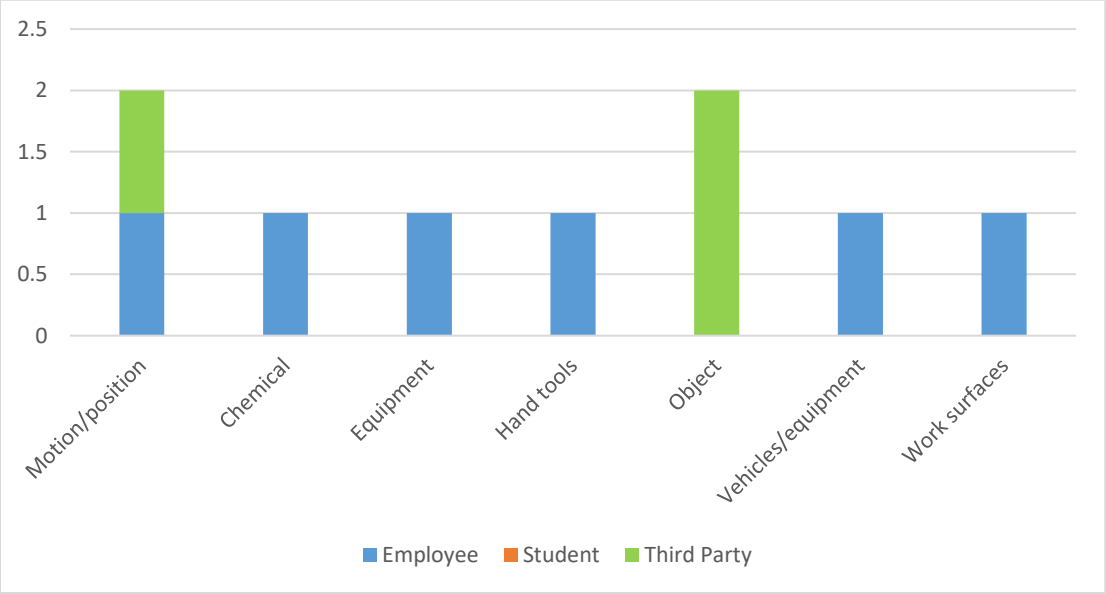


Chart 2: Number of Injuries by Source and by Status

8. Work-Related Injuries

Work-Related Injuries are a subset of the Total Injuries (Section 7), whereby the injured person is a worker (staff or faculty). An injury or illness is considered work-related when an employee is involved and if an event, or exposure in the work environment, either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness. Work-related injuries are investigated by EHS staff and when warranted, an investigation report with corrective actions is submitted to the employee's supervisor. Work-related injuries can occur on campus and off-campus.

For the period of April 1 to June 30, 2024, **5** of the 9 reported injuries (Section 7) were work-related.

Year	Work-Related Injuries
Q2 2024 *April, May, June*	5
2024 *YTD*	21
Q2 2023 *April, May, June*	10
2023 *Full Year*	53

9. Workers' Compensation Claims

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

For the period of April 1 to June 30, 2024, there was **1** accepted workers' compensation claim due to work-related injuries. In addition, 3 CNESST claims filed in Q1 were accepted by the CNESST in Q2; the 2024 year-to-date value was updated.

Year	Accepted Compensation Claims
Q2 2024 *April, May, June*	1
2024 *YTD*	8
Q2 2023 *April, May, June*	6
2023 *Full Year*	17

Table 5: 2024 Accepted Workers' Compensation Claims

Date	Description	Location	Type of Injury	Union / Association	Lost-Time Days YTD
19-Jan-2024	The employee fell down the stairs injuring their ankle.	LB	Sprains, Strains, Tears	CULEU	10
26-Feb-2024	The employee was exiting the GN building when they tripped and fell on a raised part of the pavers.	GN	Sprains, Strains, Tears	STTMC	4
08-Mar-2024	The employee was moving a display when an unsecured shelf fell on their head causing a mild concussion.	LB	Bruises, Contusions	CUSSU	0
08-Mar-2024	The employee was walking up the stairs when they tripped and fell.	MB	Sprains, Strains, Tears	N/A	0
08-Mar-2024	The employee was moving a cabinet when they felt pain in their back.	VA	Sprains, Strains, Tears	STTMC	81
14-Mar-2024	The employee stepped off a ladder and felt pain shortly after.	MB	Sprains, Strains, Tears	STTMC	23
19-Mar-2024	The employee was crossing the street when they tripped and fell injuring their hand and face.	EV	Fractures	ACUMAE	54
23-Apr-2024	The employee attempted to stop a falling piece of equipment and injured their hand.	H	Sprains, Strains, Tears	CUUSS-TS	47

10. Lost-Time Days

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

For the period of April 1 to June 30, 2024, there were **47** lost-time days from work-related injuries (see Table 5: 2024 Accepted Workers' Compensation Claims in Section 9 for details).

Year	Lost-Time Days
Q2 2024 *April, May, June*	47
2024 *YTD*	219
Q2 2023 *April, May, June*	140
2023 *Full Year*	208

11. Near-Misses

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

For the period of April 1 to June 30, 2024, a total of **22** near-misses were reported, representing a 10% increase when compared to Q1 of 2023.

Year	Near-Misses
2024 Q2 *April, May, June*	22
2024 *YTD*	42
Q2 2023 *April, May, June*	20
2023 *Full Year*	91

Chart 3 presents the distribution of the sources of the Near-Misses reported by the status of the individual who reported them.

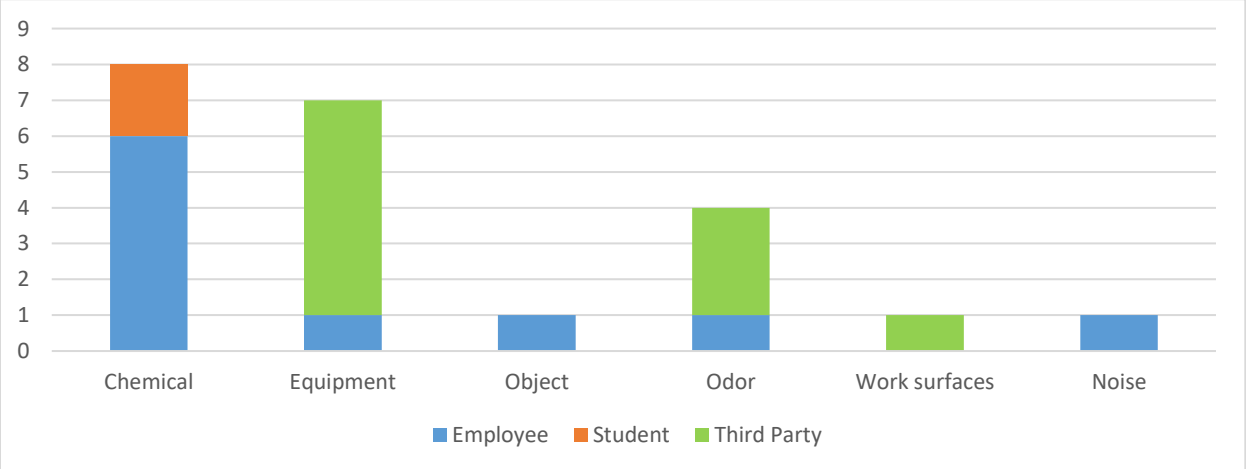


Chart 3: Number of Near-Misses by Source and by Status

12. External Inspections

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

For the period of April 1 to June 30, 2024, there was **1** regulatory agency inspection. On June 21, 2024, Transport Canada visited the Loyola campus to verify compliance with the Transportation of Dangerous Goods Act, 1992 and its regulations. No non-compliance issues were observed during the inspection.

Year	External Inspections
Q2 2024 *April, May, June*	1
2024 *YTD*	2
Q2 2023 *April, May, June*	4
2023 *Full Year*	14

CNESST Innovation Award

A year after being named a regional finalist in the innovation category for the Grand Prix de la CNESST, Concordia has once again received recognition for its commitment to improving occupational health and safety. Quebec's workplace health and safety board recently selected a Concordia project as a 2024 finalist in the innovation category for the Montreal-North Shore region, an area that covers the Montreal, Laval, Laurentians and Lanaudière territories. The innovation category recognizes projects that successfully prevent and reduce the risk of occupational accidents, and the university is honoured to be selected as a finalist again.

This latest distinction shines a light on work that was executed to secure a high-capacity testing frame used in the Structures and Infrastructure Testing Laboratory at the Gina Cody School of Engineering and Computer Science. The frame applies compressive and tensile forces to vertical structures such as concrete, masonry or steel columns. The equipment can also perform tests that bend some of those same structural elements. Users would apply force through a high-precision electronic control system, yet there was a chance projectiles or dust could escape the work area during experiments. Four eight-foot polycarbonate panels were installed in stages on the sides of the press. The team left a two-inch gap at the bottom of the panels to ensure good air circulation during testing. The gap also makes it easier for users to clear away debris, as well as hoses and cables for data collection and controls. A combination of steel and aluminum hardware hold the panels in place, which is attached to the press with steel brackets. Users can move the panels easily and safely to place and remove samples and make adjustments to the machine. Given it was impossible to find a similar product on the market due to its complexity, Dr. Khaled Galal and his team designed guards that maintain visibility throughout testing, while ensuring the safety of students and staff.

Concordians who led the development and implementation of the panels include:

- Khaled Galal, Professor, Department of Building, Civil & Environmental Engineering
- Alexis Gosselin, Academic Facilities Coordinator, Gina Cody School of Engineering & Computer Science
- Riccardo Gioia, Manager of Building Operations & Infrastructure, Gina Cody School of Engineering & Computer Science
- Duncan Chisholm, Health & Safety Technician, Gina Cody School of Engineering & Computer Science
- Belal Abdelrahman, Postdoctoral Student, Department of Building, Civil & Environmental Engineering

13. Regulatory Citations

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

For the period of April 1 to June 30, 2024, the university received **2** regulatory citations from the *Service de sécurité incendie de Montréal* due to a false fire alarm, one due to equipment failure and one due to construction/renovation work.

Year	Regulatory Citations
Q2 2024 *April, May, June*	2
2024 *YTD*	4
Q2 2023 *April, May, June*	5
2023 *Full Year*	21

14. Regulatory Fines

Regulatory citations (Section 13) may have associated monetary fines or penalties that are issued to the university. For the period of April 1 to June 30, 2024, the university received no regulatory fines.

Year	Fines Received
Q2 2024 *April, May, June*	$0
2024 *YTD*	$0
Q2 2023 *April, May, June*	$5,400
2023 *Full Year*	$16,950

15. Hazardous Materials Emergency Responses

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

Between April 1 to June 30, 2024, there were **2** hazardous materials emergency responses by the Hazardous Materials Emergency Response Team.

Year	Hazardous Material Emergency Responses
Q2 2024 *April, May, June*	2
2024 *YTD*	8
Q2 2023 *April, May, June*	8
2023 *Full Year*	21

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

BG-2024-7-D3

Université Concordia University



REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR
PRESIDENT AND VICE-CHANCELLOR

SEPTEMBER 2024

CONCORDIA

INTRODUCTION

This is no ordinary year. Notwithstanding headwinds from government policies and the collateral impact on universities of ongoing troubles in the Middle East it's a special, buoyant time and full steam ahead for Concordia as we celebrate our remarkable **50th anniversary**. It was on August 24th, 1974, that Loyola College merged with Sir George Williams University to form a new university in Quebec that has become inspirational globally.

From modest beginnings, Concordia has taken off to become one of the best 100 young universities in the world. Ours is an extraordinary story of growth. Our campuses have doubled in size since our founding and, in the last 25 years, so too has our student population, surpassing 50,000. In less than ten years in a highly competitive environment, we've also more than doubled our research income, taking national and global leadership positions in many cutting-edge areas while continuing to be Canada's university point of reference and inspiration for the arts and creativity.

Emblematic of this is Volt-Age, our $200 million research and training initiative on battery development and electrification that marks Concordia as a world leader and university partner of choice for industry and governments at all levels. But equally powerful is the statement Concordia made by placing more than 6,000 students in work-integrated and experiential learning opportunities last academic year.

It's a fitting time for reflection on the essential contributions Concordia makes on so many levels to Montreal and to communities across Quebec, Canada and internationally. Here in Montreal, where more than 180,000 of our graduates live and work, we, as a university, add $2 billion annually to the Quebec economy. Globally, our vast network of 80,000 alumni living elsewhere in Canada and in more than 150 countries worldwide are extraordinary ambassadors for everything Montreal has to offer.

Our anniversary is also a special opportunity to reconnect about the past and get excited about the future for Concordia. The anniversary was front and centre at Concordia's Homecoming, which took place September 18th to the 21st. Festivities included class reunions, a varsity football game with generations of athletes in attendance and a community BBQ at the conclusion of Concordia's 35th Shuffle (stay tuned for details on fundraising totals and stand-out Shufflers in my next report). As part of the 50th, we launched a landing page that highlights significant moments in our history and the achievements of community members, including our 50 Great Concordians.

While there's no shortage of challenges facing universities throughout North America, there's ample reason to be proud of Concordia's dynamic place in the higher education landscape as a beacon of diversity, innovation and engagement that is transformative for society.

AWARDS AND RECOGNITIONS

Six members of the Concordia community were among the most recent appointees to the **Order of Canada**, announced this June. **Terry Copp**, BA 59, who formerly taught history at Loyola College — one of Concordia's founding institutions — was honoured for his impact in higher education by helping shape Canadians' understanding of the country's history, particularly the role of its military in the Second World War. **Joyce Napier**, BA 81, a veteran political journalist and foreign correspondent, was honoured for her contributions to Canadian journalism, including as a Middle East correspondent for five years and Ottawa bureau chief for CTV National News. **Myrna Lashley**, BA 84, an associate professor of psychiatry at McGill University, was honoured for her work as a consultant on issues of equity, diversity and inclusion across all levels of government and with the Service de la Police de la Ville de Montréal (SPVM). **Bruce A. Lourie**, BSc 84, was honoured for his research on electrification to address climate change in Canada. A former professor in Concordia's Department of Sociology and Anthropology, **Frances M. Shaver**, was recognized for her studies of the experiences of people working in the sex industry. **Monique F. Leroux**, LLD 11, was recognized for her exceptional contributions to the world of finance. **Kent Nagano**, DFA 19, renowned operatic and orchestral conductor, for his commitment to showcasing Canadian, Québécois and Montreal composers, premiering and commissioning their works for performance worldwide.

Concordia has six **Royal Society of Canada** honourees. **Ann English** (Department of Chemistry and Biochemistry), **Muthukumaran Packirisamy** (Department of Mechanical, Industrial and Aerospace Engineering) and **David Howes** (Department of Sociology and Anthropology) were named Fellows. **Xia Li** (Department of Chemical and Materials Engineering) was named to the College of New Scholars, Artists and Scientists. **Catherine Mulligan** (Department of Building, Civil and Environmental Engineering) received the Miroslaw Romanowski Medal. **Steven High** (Department of History) received the J.B. Tyrrell Historical Medal.

Ahead of fall convocation, which takes place October 15th, Concordia announced three honorary doctorate recipients. **Kiran Mazumdar-Shaw**, for visionary leadership in biotechnology and pharmaceutical industries. She is the founder of Biocon, the leading biotechnology enterprise in India. **John Sicard**, BCompSc '88, for innovative leadership in technology and supply chain management industries. John is president and chief executive officer of Kinaxis, a global leader in modern end-to-end supply chain management. **Douglas Sanderson** (*Amo Binashii*) for his expertise and leadership in Indigenous and Aboriginal law. Douglas, who is Beaver Clan from the Opaskwayak Cree Nation, was managing editor of the inaugural edition of the *Indigenous Law Journal* and was senior advisor to the Government of Ontario, first in the Office of the Minister Responsible for Aboriginal Affairs (now the Ministry of Indigenous Affairs and First Nations Economic Reconciliation), and later to the Attorney General.

The 2024 **THE Impact Rankings** placed Concordia among the world's best for six **Sustainable Development Goals**. That includes Concordia landing in the global top 80 for three goals: 26th for SDG 11 – Sustainable Cities and Communities; 51st for SDG 13 – Climate Action; and 80th for SDG

10 – Reduced Inequalities. In Canada, Concordia tied for first with eight other universities for SDG 7 – Affordable and Clean Energy. It also placed fifth in the country for SDG 8 – Decent Work and Economic Growth and SDG 11 – Sustainable Cities and Communities.

TEACHING AND RESEARCH

Concordia announced the cohort of **Public Scholars** for 2024-25. The 10 Public Scholars are PhD students who have been selected to bridge the gap between academia and the wider community by sharing their groundbreaking research with the public. Launched in 2016 in partnership with the *Montreal Gazette*, the Public Scholars Program has grown to include collaborations with *Le Devoir* and The Conversation. This year's Public Scholars are: **Burcu Olgen**, Individualized (INDI) program, who is researching artificial intelligence to improve community experiences and lead to more efficient, ecological and sustainable interactions; **Abu Saleh Mohammad Sowad**, Sociology and Anthropology, who is investigating how different groups of Bangladeshi transnational migrant men in Canada conceptualize masculinities; **Elizabeth Eley**, Management, who will explore how disclosing potentially stigmatizing information in the workplace can affect the quality of workplace relationships, career support and leadership potential evaluations; **Ameer Nizami**, Chemical and Materials Engineering, who is researching how tree rings capture environmental change in ecologically sensitive areas over the past millennium in southern Quebec; **Rana Ali Adeeb**, Supply Chain and Business Technology Management, to further her work on the impact of emotion on the perception of fake news on social media platforms; **Sarah Farahdel**, Information Systems Engineering, who is working on designing a sustainability assessment framework to help organizations select, prioritize and understand the relationships between sustainability indicators, fostering improved decision-making and achieving sustainability goals; **Sarah Rahimi**, Business Administration, whose research looks at how dyslexia and gender influence leadership potential; **Faisal Shennib**, Individualized (INDI) program, who wants to find out if artificial intelligence, Internet of Things and open can data help communities achieve zero waste; and **Muhammad Ilyas Nadeem**, Health, Kinesiology and Applied Physiology, whose research involves how obesity and Type 2 diabetes (T2DM) independently affect the characteristics of fat tissue in the upper and lower body.

Three former Concordia Stingers participated in the Paris 2024 Olympics, which took place July 25th to August 11th. **Tammara Thibeault**, BA 23, made her Olympic debut in boxing at the Tokyo 2020 games, where she reached the quarterfinals of the women's 75kg event, following which she won the middleweight class at the 2022 IBA World Boxing Championships and gold medals at the 2022 Commonwealth Games and 2023 Pan American Games**. Linda Morais**, BSc 17, has been working toward wrestling in the Olympics for 15 years. She finally secured her place in Paris in May of this year at the final World Olympic Qualifier in Istanbul, Turkey. Linda participated in the freestyle 68kg event. **Alex Moore**, BComm 23, competed in the freestyle 86kg. Alex was the Stingers Male Athlete of the Year in 2023 and earned the U SPORTS Male Most Outstanding Wrestler of the Year Award and gold medals at the championships in both 2019 and 2023.

Starting with this fall semester, Concordia will become the first university to offer a **tuition waiver** to all First Nations and Inuit students whose communities are situated in Quebec. The waiver will include most undergraduate and graduate programs and apply to full- or part-time studies. The motion stems from a recommendation of the Indigenous Directions Action Plan as a step toward reconciliation.

Astronautics company Space Exploration Technologies Corporation, or **SpaceX**, has recruited Concordia undergrad **Simon Randy** for an internship this fall. The mechanical engineering student and member of Space Concordia will be interning on the Starship Components Research and Development Manufacturing team. They perform design reviews to assess manufacturing ability and provide advice on speedier or more cost-effective manufacturing.

Concordia undergrad **Camila Lewandowski** started an internship with Montreal's top-rated French newspaper, *Le Devoir*, on June 10th. The third-year journalism student was selected from a competitive pool of talented applicants from across the university. She is part of the fourth cohort of interns benefiting from the partnership between the newspaper and Concordia that began in 2020.

George Butt, an electrical and computer engineering master's student in **Krzysztof (Chris) Skonieczny**'s Aerospace Robotics Laboratory, participated in the National Aeronautics and Space Administration's (NASA) **zero-gravity flights**. Alongside research assistant **Pierre-Lucas Aubin-Fournier**, BEng 20, MASc 22, George recently joined NASA's Ultrasonic Blade Flight (UBF) Experiment to advance techniques for handling lunar and Martian soil materials. The parabolic flight, conducted on April 24th and 25th, part of NASA's Flight Opportunities program, was conducted with the Zero-G Corporation in Florida.

Concordia and the **École de technologie supérieure** (ÉTS) are joining forces to create an innovative new **scholarship program**. It will bring together artistic and engineering approaches to encourage those in both fields to learn from each other while contributing to public space. The bursary is named after **Daniel Forgues**, the retired professor in the Department of Construction Engineering at ÉTS who developed the program. It seeks to open up a common corridor of thought, and action, to raise awareness around environmental issues, public art and more. Directed at students at Concordia's Faculty of Fine Arts and ÉTS, the Daniel Forgues Art, Engineering and Environment scholarship program has $100,000 earmarked for the project. Each year, one student from each university will come together to create a temporary public art installation, with the goal of raising awareness around and taking action toward the reduction of the human environmental footprint.

The **Otsenhákta Student Centre Pow Wow** took place on September 13th. The event, open to all, celebrated the success of current, past and future First Nations, Inuit and Métis students at Concordia.

The 28th annual **Fantasia International Film Festival** took place from July 18th to August 4th. Twenty-three Concordians were featured this year, including film animation student **Jesu Medina**. His short film *Hope in the Tundra* is the winner of this year's Fantasia Award, presented annually to a Concordia student. Jesu received a $1,000 prize and a spot in the festival. Screenings and other presentations unfolded in the Sir George Williams University Alumni Auditorium, J.A. De Sève Cinema and several other locations throughout the city.

Concordia's **Centre for the Arts in Human Development** (CAHD) runs a creative arts therapies program for neurodivergent adults and adults with intellectual disabilities. Two years ago, it launched a pilot project geared at francophone participants — and now the **first cohort has completed their journey**. Serving 10 to 14 individuals per year, the program offers a combination of art, music, dance and movement and drama therapy. It has been met with overwhelming success. Recently, caregivers and community workers got the chance to attend the graduation of 12 participants.

Emily Coffey (Department of Psychology), **Sylvia Kairouz** (Department of Sociology and Anthropology), and **Christophe Grova** (Department of Physics) were awarded **CIHR Project grants**. The total awarded to the three researchers is **$2,176,428** (over five years).

Eighteen SSHRC Insight Development Grants totalling **$973,696** and one **SSHRC Connection Grant** of **$24,475** were awarded**.**

Pierre Gauthier (Department of Geography, Planning and Environment) was awarded **$300,000** over three years in the **FRQNT - Driving Urban Transitions Competition** for his project « Transition eco-énergétique, re-qualification urbaine et communautés viables. Vers des pôles de transport collectif nourriciers et inclusifs. »

Habib Benali (Department of Electrical and Computer Engineering) was awarded **$250,000** over five years in the **NSERC Discovery Horizons Competition.**

Steve Shih (Department of Electrical and Computer Engineering) was awarded an **NSERC Idea to Innovation Phase 1B for $60,000** that provides additional funding over six months to refine further his invention developed at Concordia, which is a multiplexed next-generation platform for cannabinoid detection. As part of the commercialization plan, the invention will proceed to national phase entries for patent prosecution, and the invention will be licensed to interested industrial partners. This is a continuation of work from his original NSERC award of $120,000.

Nizar Bouguila (Concordia Institute for Information Systems Engineering) on behalf of the Applied AI Institute at Concordia, was awarded **$300,000** in funding from Quebec's Le Ministre Du Travail. This funding is over two years for a project evaluating feasibility models using artificial intelligence to analyze collective agreements.

School of Graduate Studies:
Arwa Hussain, PhD candidate in the Department of Religions and Culture, received the July 2024 **Prix Relève étoile Paul-Gérin-Lajoie** (FRQSC). Her recent paper, "Covered, Not Bound: Young Dawoodi Bohra Women's Self-Representation and Agency through the Online Website Mighzal," has been published in the *Journal of Religion, Media and Digital Culture*.

Carolina Gallo Garcia and **Kristine Dizon** are the latest Concordia recipients of the Banting Postdoctoral Fellowship. Carolina, a postdoctoral fellow at the Simone de Beauvoir Institute under the supervision of **Gada Mahrouse**, will investigate the complex interplay between immigration, entrepreneurship and citizenship among migrant women in Canada. Her research aims to understand how these women shape their sense of belonging and citizenship through entrepreneurship. Her work underscores the need for structural change and a nuanced understanding of citizenship and entrepreneurship to promote inclusivity and equity in society. Kristine, a musician and postdoctoral fellow in the Department of English under the supervision of **Jason Camlot**, explores the emotions and cultural reflections evoked by spoken poetry and music, especially in relation to race and identity. She aims to develop decolonizing listening methodologies to expand traditional audience engagement with sound. By analyzing poetic-musical works, interviewing artists, and creating educational tools, Kristine hopes to foster reflective listening and promote deeper cultural awareness and understanding of complex social themes.

The **School of Health** welcomed **Alexandre Champagne** as associate dean, Academic Programs and Student Services on September 3rd. Alexandre will play a pivotal role in supporting Concordia's community of health researchers and educators in developing courses and programs that go beyond what is currently possible. He will also advance the School's vision through the promotion and facilitation of hands-on training, internships and other experiential learning opportunities.

Concordia International
Under the Concordia Africa Initiative, Concordia has signed an agreement with the UNDP and Give1Project to collaborate on a project dedicated to providing **cybersecurity education** to youth in 24 countries across West and Central Africa. With the ambition to reach 25,000 young people between the ages of 18 and 35, the project aims to equip them with the skills needed to access better job prospects and business opportunities.

To mark this partnership, the President of Give1Project, **Thione Niang**, and the Director of UNDP West and Central Africa, **Njoya Tikum**, traveled from Senegal to sign the agreement. The signing ceremony was preceded by a panel discussion on the importance of youth education in the sub-region, featuring insights from **Mourad Debbabi**, dean of the Gina Cody School, and the two leaders of our partner organizations. Also present was the Honorable **Amina Gerba**, Independent Senator, who opened the panel and shared her words of encouragement with our institution. The event attracted over 80 attendees, both online and in person, and has already garnered thousands of reactions on social media post-event.

Concordia International, in collaboration with the faculties, successfully planned and organized nearly 20 **field schools** and summer programs for summer 2024.

As part of the **Concordia Queen Elizabeth (QES) program**, three researchers from Concordia, led by Professor **Oceane Jasor** (Department of Sociology and Anthropology), Principal Investigator of the QES program, traveled to Ghana to strengthen Concordia's collaboration with West African institutions on global gender discourses and practices. During their visit, the Concordia team worked closely with partners from the Centre for Gender Studies and Advocacy (CEGENSA) and the Institute of African Studies (IAS) at the University of Ghana.

UNIVERSITY ADVANCEMENT

Advancement celebrated a bequest of **$5 million** from **Christine Lengvari**, BSc 72, in June. The planned gift in support of the Campaign for Concordia: Next-Gen Now will benefit nutrition and wellness research at the School of Health.

For a special alumni-oriented digital campaign, Concordia won silver at the 2024 **Circle of Excellence Awards** organized by the U.S.-based Council for the Advancement and Support of Education (CASE).

A multimillion-dollar bequest from **Constantine Constandis**, BComm 79, and **Anne Upton-Constandis**, BComm 80, will establish an endowed scholarship in support of John Molson School of Business students enrolled in the MBA program or Chartered Professional Accountancy graduate diploma program.

The **Altus Group** provided the John Molson School of Business with software licenses worth more than **$1.3 million**. The gift will provide real-estate finance students with access to ARGUS, the company's asset and portfolio management enterprise software.

Croesus Finansoft Inc. donated portfolio management software worth **$750,000** for undergraduate and graduate finance students at the John Molson School.

A gift of **$330,000** from **Knowledge One Inc.** will fund capital projects at Concordia.

The **Engineering and Computer Science Association** contributed **$326,970** to fund equipment purchases at the Gina Cody School of Engineering and Computer Science.

Tabor Trust donated **$206,175** to support the Carol Lee Price MA Scholarships in Philosophy.

Documentary producer and former part-time lecturer **Jocelyne Clarke**, GrDip 86, MA 90, donated archival materials worth an estimated **$138,826** to Concordia Library.

The **Estate of Henry Paul Crevier** donated **$136,686** to support Concordia's Greatest Needs.

A recent gift of **$101,075** from the **Estate of Joyce Newton**, for a total contribution of $316,000, will support the Department of Geography, Planning and Environment.

Records Management and Archives has accepted a donation of archival materials from **Henry Beissel**, a poet, playwright, essayist, translator, editor and distinguished professor emeritus. The gift-in-kind is worth an estimated **$119,200**.

A gift of **$75,000** from composer **Barry Truax** will fund an award for Department of Music students enrolled in Electroacoustic Studies.

The **Burroughs Wellcome Fund** donated **$68,725** to support research that falls under the private foundation's Career Awards at the Scientific Interface. Established in 1999, the initiative helps researchers transition into postdoctoral work in the biological sciences.

The **Estate of Beverley Taugher Rozek** donated **$49,914** to support a student award at the School of Irish Studies.

Richard Lapointe, BComm 90, donated **$33,000** to support case competition programs at the John Molson School.

A gift-in-kind worth an estimated **$32,625** was donated by **Mitchell Press Works** to establish the Claude Truman Mitchell Press Award for undergraduate students in Print Media. One annual recipient will receive a custom steel press from the donor to encourage their journey as a print-based artist.

A gift of **$30,000** from the **Canadian Irish Studies Foundation** will support undergraduate scholarships at the School of Irish Studies.

A major gift from **Paris J. Arnopoulos**, BSc 56, BA 58, was made in support of the Department of Political Science.

A major gift from **David R. Gawley** will support the Marjorie McInnes Grant Cooper Bursary, established to encourage full-time undergraduate students in financial need.

Alumni engagement:
The inaugural **John Lemieux Human Rights Lecture** featured **Oleksandra Matviichuk**, chairwoman of the Center for Civil Liberties that was co-awarded the 2022 Nobel Peace Prize. Organized by the Montreal Institute for Genocide and Human Rights Studies, the June 6th event was attended by 130 people.

Ninety Concordians attended a June 13th social for **Women Who LEAD**, an initiative established to empower and foster connections among alumnae.

A **reunion organized by the Black Alumni Network** on June 13th was attended by close to 60 people.

The launch of the 2024 **Art Volt Collection** was held on June 19th at the Faculty of Fine Arts Gallery with more than 100 people in attendance. The donor-supported initiative was established in 2020 to bolster the creative journeys of new fine-arts graduates.

SERVICES AND SUSTAINABILITY SECTOR

Sustainability
Concordia was selected as a finalist for the 2024 **International Green Gown Awards** competition in three categories: Student Sustainability Ambassadors Program (category Next-Generation Learning and Skills); Concordia University Centre for Creative Re-Use (category Student Engagement); UNIVER/CITY 2030 (category Benefitting Society). The International Green Gown Awards recognise exceptional sustainability initiatives being undertaken by the world's universities and colleges; they set the bar and put every learning institution at the heart of delivering the UN Sustainable Development Goals. The award acknowledges Concordia's initiatives as being worldclass. Winners will be announced during the week of October 7th.

Environmental Health and Safety
A year after being named a regional finalist in the innovation category for the Grand Prix de la CNESST, Concordia has once again received recognition for its commitment to improving occupational health and safety. Quebec's workplace health and safety board recently selected a Concordia project as a 2024 finalist in the **innovation category** for the Montreal-North Shore region, an area that covers the Montreal, Laval, Laurentians, and Lanaudière territories. The innovation category recognizes projects that successfully prevent and reduce the risk of occupational accident. This distinction shines a light on work that was executed to secure a high-capacity testing frame used in the Structures and Infrastructure Testing Laboratory in the Gina Cody School of Engineering and Computer Science.

Campus Safety and Prevention Services
CSPS has renewed their working partnership with **Action Mediation** to have social workers present and around campus, twice a day, to help with persons in vulnerable situations.

Throughout the summer, CSPS has placed an emphasis on training and extra resources in preparation for the new academic year. Fourteen CSPS members received **crisis intervention training** (Intervention Thérapeutique lors de Conduites Agressives). This training provides agents with enhanced tools and skills to respond to and manage crisis situations.

Recreation and Athletics

On June 11th, Concordia's **Emmy Fecteau**, two-time U-SPORTS champion, was drafted 31st overall by New York in the **Professional Women's Hockey League (PWHL) draft**. She was the only U-SPORTS athlete and Quebecer selected in the draft. Emmy joined the Concordia Stingers women's hockey team in 2019-20 and made her presence known early on as she was named Réseau du sport étudiant du Québec (RSEQ) Rookie of the Year

Marc Belvedere was appointed **Head Coach of Concordia's Rugby program** in July. Marc is coming to the Stingers after a successful stint as Head Coach of the John Abbott Islanders men's rugby program from 2019 to 2023. Marc led the Islanders to two Réseau du sport étudiant du Québec (RSEQ) championships over that span and has coached several student-athletes currently on the Stingers men's rugby roster. This isn't Marc's first time representing Concordia - he played for the Stingers men's rugby team in 2018, winning the Réseau du sport étudiant du Québec (RSEQ) championship and competed at Nationals in Victoria, B.C.

Business and Development

Summer hotelling in the Grey Nuns Residence, administered by Hospitality Services, ran from May 16th to August 17th and generated just over $1.5 million in revenue. This is a seven per cent increase from last year. The two biggest events of the year, Grand Prix and Osheaga, were sold out and generated $238k and $159k, respectively.

Hospitality **food retail locations** across campus have undergone a **rebranding** exercise to harmonize their look and offerings. This new look and feel are centred around the Stingers Roast brand, elevating its presence on campus and simultaneously educating the community about Fairtrade. Le Marche Express in the LB building has been renamed the *LBee Café*. The AD1 coffee nook is now *Sweet Bees*. The new H4 cafe will open early November and will be called *Stingers Café*. Faro in the SP building and Hingston Hall coffee stop remain the same, but all are branded with the Stingers Roast bee logo, indicating that Concordia's own-brand coffee is served at each location.

Residence Life opened its doors to approximately 860 new residents on the weekend of August 24th and 25th. The move-in weekend was a great success at both Loyola and Sir George Williams and would not have been possible without a dedicated team and support from the Facilities Management (trades and custodial).

BOARD OF GOVERNORS
OPEN SESSION
Meeting of September 26, 2024

AGENDA ITEM: Annual report from the Ombuds Office

ACTION REQUIRED: For information

SUMMARY: The *Terms of Reference of the Ombuds Office* (BD-2) provide for the filing of an annual report detailing the activities of the Ombuds Office, including statistics on the concerns and complaints received. A copy of said report shall be submitted to the Board of Governors for information purposes, following the presentation of some highlights by the Ombudsperson, Amy Fish.

PREPARED BY:

Name: Secretary of the Board
Date: September 17, 2024