Incremental Project Grants (IPG) Program
Concordia University Institutional Performance Outcomes
2024-2025

Projects	IPG Priority Area	Expected Outputs (investment of IPG grant funds)	Performance Objectives	Performance Indicators and Target Outcomes	Outcomes reported for 2024-2025
Continue Improving Equity, Diversity and Inclusion Awareness at Concordia University	Equity, diversity and faculty renewal	$60,000 invested to cover part of the remuneration costs associated with diverse efforts to develop and implement parameters of inclusive excellence throughout the University, including supporting and raising awareness around Indigenous and community research, and implementing equitable mentorship programs for new faculty hires and early career researchers.	IPG funding is again allocated for EDI-related activities with the aim to increase EDI awareness in external recruitment practices for CRCs and other external hires. With the recruitment of many new CRCs currently in process, and with the funding received for the Electrifying Society: Towards Decarbonized Resilient Communities CFREF project (Volt-Age), continuing improving EDI awareness at Concordia and establishing a culture of inclusive excellence remains a priority for the research sector.	Increased participation in and funding and recognition of community-based research, Indigenous-led research, and large-scale interdisciplinary collaborations are some ways to measure the effectiveness of this IPG initiative. Development and implementation of workshops and other activities to continue improving EDI awareness can also provide such a measure.	**In Progress**: In continuation to the IPG investments made in previous years in the *Equity, diversity, and faculty renewal* priority area, Concordia revised and expanded its online and in-person EDI-RD and GBA+ workshops for guiding researchers through the processes of considering EDI, decolonization, and accessibility in all aspects of their research design, community engagement, and knowledge mobilization, in addition to their individual research and teaching environments. Concordia signed DORA in December 2024, and in keeping with its commitment to equitable research assessment, developed extensive, publicly available resources for developing narrative CVs. Concordia's Equity Office, Office of Indigenous Directions, Black Perspectives Office, and Centre for Teaching and Learning have expanded their comprehensive suite of workshops covering EDI, decolonization, anti-racism and accessibility in all aspects of teaching and learning environments and in community engagement. These include the second Level (of three planned) of the self-guided Decolonial Toolbox, on the historical and contemporary realities of Indigenous Peoples.

Supporting the District 3 Biohub Operations	Innovation and commercialization activities	$146,261 invested to cover part of the remuneration costs associated with the operations of the District 3 Biohub, which offers state-of-the-art dry and wet laboratories, along with coworking spaces. Its goal is to support startups in developing successful products derived from scientific discoveries and innovative ideas by providing them with the necessary space and equipment to prototype their inventions.	IPG funding is allocated towards the operations of the District 3 Biohub, to support startups in developing successful products derived from scientific discoveries and innovative ideas.	Number of startups that leverage the District 3 Biohub Facilities. Services provided by the Biohub Coordinator and by the Biotech coaches.	**Completed:** In 2024-2025, seven startups have been leveraging the facilities offered by District 3. These companies represent a selection of successful ventures that have grown within the BioHub environment: 1. GC Lipid Tech: This company transforms genetically modified microalgae into high-quality, multifunctional ingredients for fish feed. 2. Genuine Taste: They create real animal fat without harming animals, which enhances the texture, taste, aroma, and nutritional value of alternative meat products. 3. Biosam: This startup is developing a beneficial fungus inoculum to complement phosphate fertilizers, aiming to reduce the consumption of these fertilizers. 4. Harvest Moon: They use microorganisms to produce proteins that replicate the taste, functionality, and sensory attributes of conventional dairy products, without the need for cows. 5. Exsia Biotechnologies: This company is working on improving the humidity-removing capacity of air conditioning systems, which accounts for more than half of total energy consumption. 6. Nanofacile: They are creating an efficient and affordable encapsulation device for packaging medications, nucleic acids, or other therapeutic substances into nanoparticles. 7. Neiges Biotechnologies: This startup is developing miniature organ-like intestinal tissues called “organoids,” which mimic our gut to maximize preclinical efforts in the healthcare industry in a scalable and cost-effective manner.

Research Infrastructure Renewal for Research Units and Infrastructure Platforms	Facilities renewal, including deferred maintenance	$507,834 invested for the renewal of research infrastructure of Concordia University recognized research units and infrastructure platforms.	It is essential to renew older supporting research infrastructure before it becomes obsolete or fails. Limiting such events and situations is a key element to maintain a high-quality research environment for our researchers and HQPs, helping support their research activities so that these can have the most impact and benefits to the research community.	Key indicators would be the demand for usage of the infrastructure, the demand for funding from the program, and the investments made to renew research infrastructure of University-recognized research units and infrastructure platforms.	**Completed**: We received requests for funding from 12 of our 26 university-recognized research units and infrastructure platforms in the 2024-2025 academic year. Five research infrastructure renewal projects were supported: - At the Concordia Materials Characterization Platform (CMCP), the research infrastructure renewal project that was supported aimed to provide Water Droplet Impingement Erosion monitoring capabilities in the infrastructure platform; - At the Hexagram Research Centre, support was provided for research infrastructure renewal of two labs (Performance Lab and Biolab); - At the Centre for Innovation in Construction and Infrastructure Engineering and Management (CICIEM), support to renew and maintain various research equipment; - At the Centre for Oral History and Digital Storytelling (COHDS), funding was used for the renewal and maintenance of the research event space and of data capture equipment, as well as for essential research server upgrade and video editing console upgrade; and - At the Centre for Structural and Functional Genomics (CSFG), funding was allocated for a gel-doc system camera renewal and for the maintenance of the centre’s centrifuge systems.