



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

Wednesday, May 19, 2021, at 4 p.m.
via Zoom Video Conferencing

Join Zoom Meeting: <https://concordia-ca.zoom.us/j/93444097334>

Meeting ID: 934 4409 7334

Passcode: 702802

Join by conference call: 1-438-809-7799

Time	Item	Presenter/s	Action
4:00	1. Call to order	H. Antoniou	
	1.1 Adoption of the Agenda	H. Antoniou	Approval

CONSENT AGENDA

2.	Adoption of the April 14, 2021 Minutes		Approval
3.	Collection of undergraduate student fee levies (BG-2021-4-D1)		Approval
4.	Collection of graduate student fee levies (BG-2021-4-D2)		Approval
5.	Report on compliance with environmental legislation and health and safety (EH&S) regulations (BG-2021-4-D3)		Information
6.	Human Resources Committee report (BG-2021-4-D4)		Information
7.	Membership of the JMSB Dean Evaluation Committee (BG-2021-4-D5)		Information

REGULAR AGENDA

4:05	8.	Business arising from the Minutes not included on the Agenda		
4:10	9.	President's report (BG-2021-4-D6)	G. Carr	Information
4:20	10.	Finance Committee recommendations:	K. Brooks/ D. Cossette	Approval
	10.1	2021 Line of Credit Framework (BG-2021-4-D7)		
	10.2	Administrative fee (BG-2021-4-D8)		
	10.3	Technology Infrastructure fee (BG-2021-4-D9)		
4:35	11.	Other business		
4:40	12.	Adjournment	H. Antoniou	

**MINUTES OF THE OPEN SESSION
OF THE BOARD OF GOVERNORS**

Held on Wednesday, April 14, 2021, at 4 p.m.
via Zoom Video Conferencing

PRESENT

Governors: Helen Antoniou, *Chair*, Françoise Bertrand, Jeff Bicher, Antoinette Bozac, Ken Brooks, William Bukowski, Graham Carr, *President and Vice-Chancellor*, Gina P. Cody, Selvadurai Dayanandan, Pat Di Lillo, Adriana Embiricos, Rana Ghorayeb, Caroline Jamet, Claude Joli-Coeur, *Vice-Chair*, Isaiah Joyner, Claudine Mangen, Frédérica Martin, *Vice-Chair*, Georges Paulez, Suzanne Sauvage, Prasanth Shunmugan, Robert Soroka, Ted Stathopoulos

Alternate Governor: Chelsea Okankwu

Also attending: Philippe Beauregard, Sylvie Bourassa, William Cheaib, Paul Chesser, Denis Cossette, Michael Di Grappa, Nadia Hardy, Frederica Jacobs, Shelina Housseny, Lisa Ostiguy, Anne Whitelaw, Paula Wood-Adams

ABSENT

Governors: Roy Cross, Odile Joannette, Philippe Poureux

Non-voting observer: Jonathan Wener, *Chancellor*

1. **Call to Order**

The Chair called the meeting to order at 4:01 p.m.

1.1 **Adoption of the Agenda**

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

R-2021-3-4 *That the Agenda be approved, including the items on the Consent Agenda.*

CONSENT

2. **Adoption of the March 10, 2021 Minutes**

R-2021-3-5 *That the Minutes of the meeting of March 10, 2021 be approved.*

3. Professional liability waiver for in-house architect (BG-2021-3-D2)

R-2021-3-6 *Considérant que Shawn Moss, architecte, est au service exclusif de l'Université Concordia;*

Considérant que Shawn Moss, architecte, ne pose des actes professionnels que pour des édifices destinés à l'usage exclusif de l'Université Concordia et non destinés à la revente;

IL EST RÉSOLU de déclarer aux fins du Règlement sur la souscription obligatoire au Fonds d'assurance de la responsabilité professionnelle de l'Ordre des architectes du Québec (chapitre A-21, r. 13) que l'Université Concordia se porte garant et s'engage à prendre le fait et cause et répondre financièrement des conséquences de toute erreur ou omission de Shawn Moss dans l'exercice de ses fonctions.

4. Finance Committee report (BG-2021-3-D3)

This document was provided for information.

REGULAR5. Business arising from the Minutes not included on the Agenda

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

6. President's report (BG-2021-3-D4)

As complementary information to his written report, Dr. Carr updated the Board on other matters, summarized as follows:

- Under the leadership of Nadia Bhuiyan, an Innovation Lab has been opened, which constitutes a new space for Concordia students to test ideas and build their skills. The Lab is functionally adjacent to the FutureReady skills development program, which also hinges on advancing innovation capabilities.
- Concordia received two recent gifts, a \$2.5-million gift from BMO Financial Group in honor of former Chancellor Jacques Ménard to establish the L. Jacques Ménard–BMO Centre for Capital Markets and the BMO Fine Arts Internship Program, and a \$1.96-million gift from the Doggone Foundation to expand the Elspeth McConnell Fine Arts Awards and to establish the Bill McLennan Northwest Coast Travel Award.
- Heather Igloliorte, Associate Professor of Art History and Special Advisor to the Provost on Indigenous Research and Teaching, co-created the recently opened new Inuit Art Centre, known as Qaumajug, at the Winnipeg Art Gallery, focused on contemporary Inuit art. Dr. Igloliorte also curated the superb Inuit art exposition in the Lassonde pavilion of the National Museum in Quebec City.

- Student registrations and applications are being watched very closely. 2020/2021 saw an increase of 4.2% of FTEs over the previous year. Applications for the summer and fall terms are very strong, exceeding last year's, notwithstanding all the elements of uncertainty around travel, course delivery, etc. This is very encouraging, but we cannot relax our efforts to convert those applications to registrations.
- Effective 12 April, all Quebec universities must deliver the balance of the semester, including exams, online, in accordance with the government edict. While this has relatively little impact on Concordia, it illustrates the volatility of the situation.
- At the March Senate meeting, Senators overwhelmingly supported two major changes to the organization of our academic year, to introduce a fall reading week during the week of Thanksgiving to create a meaningful break in the semester, and to redesign our semesters as 12-week, not 13-week, teaching semesters. These changes will align with practices at many universities across Canada and will be implemented in fall 2023 to allow time to prepare and adjust to meet accreditation and other requirements.
- Grant season is underway. Results are trickling in, and there will be some highlights to share at upcoming meetings. There was a significant drop in the number of applications submitted by researchers in fall 2020, most likely due to the pandemic and the pressure to focus on teaching but also the uncertainty about what kinds of research activities could be pursued beginning this summer. That said, in some cases, the decline in application numbers was counter-balanced by higher success rates.
- Since the last meeting, the government has issued its budget. There were no surprises for the university sector in terms of what was announced publicly. However, as is always the case, we are still awaiting the details in the *Règles Budgétaires* to come in the next few weeks which will be critical to finalizing the budget which will be presented to the Board at an upcoming meeting.

7. Presentation on Equity, Diversity, Inclusion and Decolonization

Dr. Whitelaw began her presentation by conveying the definitions of Equity, Diversity and Inclusion (EDI) and explained how Decolonization is distinct from EDI since it speaks to the primary relationship we have with the Indigenous inhabitants of the land, as well as to the foundational role of colonization in the creation of nations as well as the institutions that exist within it. It speaks to the unlearning, uncovering and transforming legacies of colonialism and the important and admittedly difficult work of questioning current practices and rethinking how we might do things differently. She noted that as a next-gen university, this is key, and alongside principles of EDI, it opens up possibilities of working differently, learning differently, and engaging with our students, faculty and staff differently.

Dr. Whitelaw noted that Equity, Diversity, Inclusion and Decolonization (EDID) principles and actions are part of our work at Concordia across the University. One of

the important deliverables over the next months is to further establish the collaboration of units to ensure that we offer the necessary support to our students, faculty and staff. She gave examples of some of the ongoing work done by several units, including the Equity Office, Office of Indigenous Directions, Black Perspective Office, the Office of Vice-President, Research and Graduate Studies, School of Graduate Studies, Advocacy Office, Otsenhákta Student Centre, Sexual Assault Resource Centre, Access Centre for Students with Disabilities, Office of Rights and Responsibilities, Ombuds Office, Faculties, Departments, Libraries, Human Resources, IITS, University Communications Services and student groups.

Dr. Whitelaw summarized some of the EDI initiatives in connection with:

- EDI Working Group, launched in 2018, which released its report in 2020 following two years of consultation with the community;
- Accessibility audit and review of policies;
- President's Task Force on Anti-Black Racism,
- Mandatory anti-bias training for faculty hiring committees;
- BIPOC (Black, Indigenous, and People of Color) course list;
- Canada Research Chair EDI Action Plan;
- Working group on impact of COVID-19 on research capacity of women and racialized faculty members;
- Mandatory sexual violence training for all faculty, staff and students

as well as some Decolonization initiatives:

- Indigenous Directions Office established 2019
- Indigenous Directions Leadership Council, whose action Plan was launched in 2019 and relaunched in 2021
- Otsenhákta Student Centre
- Píkiskwêâtân: Indigenous Directions Learning Series
- Curriculum development and pedagogy support
- Program in development to create pathways to increase Indigenous student access to the John Molson School of Business (pilot)

Dr. Whitelaw provided some in-depth examples of the kind of hands-on approach that is being taken to address the urgent question of racism and racial violence that affect our campuses, while at the same time providing a space for discussion, analysis and debate. The aim is to ensure that Concordia provides an equitable campus where students feel safe and supported in their learning activities and get the best learning that we can give them, while introducing them to difficult subject matter and giving them the tools to analyze and respond to that difficult knowledge.

In terms of next steps, Dr. Whitelaw apprised the Board that new training programs are being developed to help faculty, staff and students know how to teach difficult knowledge but also deal with incidents of racism within the classroom. Support programs will continue to be developed, and awareness raising will also continue. The University will work closely with student associations and groups who are themselves

delivering anti-racism training for their own members and for the larger student population.

Dr. Whitelaw concluded her presentation by making the point that most importantly, the University is listening to and learning from the experiences of students, faculty and staff and using that knowledge so that we can build a more equitable university whose diverse student body thrives. And this is being done because Concordia as an institution is committed to EDID and seeks to be as welcoming and inclusive of all its members.

Following the presentation, Dr. Whitelaw responded to comments and questions of clarification, during which she made the point that the true measure of effectiveness or success of EDID will be when training sessions are no longer needed because students will no longer be sharing concerns. She noted that the biggest hurdles are time, money and personnel, but that the investment is worth it if we are become a next-gen university. Self-reflection will allow us to do things better.

8. Other business

There was no other business to bring before the meeting.

9. Adjournment

The Chair declared the meeting adjourned at 4:52 p.m.



Danielle Tessier
Secretary of the Board of Governors



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Collection of undergraduate student fee levies

ACTION REQUIRED: For approval

SUMMARY: The Board of Governors is being asked to approve the collection by the University on behalf of the Concordia Student Union of undergraduate student fee levies, following referenda conducted during March and April 2021.

BACKGROUND: The results of the votes have been validated by the Dean of Students.

DRAFT MOTIONS:

CSU Legal Information Clinic (LIC)

That the Board of Governors authorize Concordia University to collect an increased fee levy of \$0.27 per credit (an increase of \$0.10 per credit from \$0.17 per credit) to support the CSU Legal Information Clinic (LIC), from all undergraduate students, annually adjusted to the Consumer Price Index of Canada, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

CSU Housing Job Bank (HOJO)

That the Board of Governors authorize Concordia University to collect an increased fee levy of \$0.26 per credit (an increase of \$0.02 per credit from \$0.24 per credit), from all undergraduate students to support the CSU Housing Job Bank (HOJO), annually adjusted to the Consumer Price Index of Canada, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

FASA fee levy

That the Board of Governors authorize Concordia University to collect an increased fee levy of \$2.16 per credit (an increase of \$0.36 per credit from \$1.80 per credit), from all undergraduate students in the Faculty of Fine Arts to support the FASA fee levy, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

ECA Faculty Association fee levy

That the Board of Governors authorize Concordia University to collect an increased fee levy of \$2.15 per credit (an increase of \$0.15 per credit from \$2.00 per credit), from all undergraduate students in the Gina Cody School of Engineering and Computer Science to fund a new office manager, annually adjusted to the Consumer Price Index of Canada, to be

implemented with registration for the Fall (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

Design Team fee levy

That the Board of Governors authorize Concordia University to collect a new fee levy of \$0.50 per credit from all undergraduate students in the Gina Cody School of Engineering and Computer Science to support GCS Design team projects at recognized engineering competitions, annually adjusted to the Consumer Price Index of Canada, to be implemented with registration for the Fall (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

Competition fee levy

That the Board of Governors authorize Concordia University to collect a new fee levy of \$0.10 per credit from all undergraduate students in the Gina Cody School of Engineering and Computer Science to support GCS Competitions hosted at Concordia by GCS students, annually adjusted to the Consumer Price Index of Canada, to be implemented with registration for the Fall (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

PREPARED BY:

Name: Danielle Tessier

Date: April 29, 2021



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Collection of graduate student fee levies

ACTION REQUIRED: For approval

SUMMARY: The Board of Governors is being asked to approve the collection by the University on behalf of the Graduate Students' Association of graduate student fee levies, following a referendum conducted during April 2021.

BACKGROUND: The results of the votes have been validated by the Dean of Students.

DRAFT MOTIONS:

CSU Legal Information Clinic

That the Board of Governors authorize Concordia University to collect a new fee levy of \$2.50 per term to allow graduate students full access to the services offered by the CSU Legal Information Clinic, from all graduate students, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

CLJO 1690 AM

That the Board of Governors authorize Concordia University to collect a new fee levy of \$1.00 per term in support of CLJO 1690 AM, from all graduate students, annually adjusted to the Consumer Price Index of Canada, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University's tuition, refund and withdrawal policy.

PREPARED BY:

Name: Danielle Tessier

Date: May 4, 2021



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Report on compliance with environmental legislation and health and safety (EH&S) regulations

ACTION REQUIRED: For information

SUMMARY: This report is provided to members of the Board of Governors on a quarterly basis to apprise them of matters concerning EH&S at Concordia.

PREPARED BY:

Name: Danielle Tessier

Date: May 7, 2021



Report on Due Diligence

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

For the Reporting Period
Q1 – 2021
(January, February, March)

Pietro Gasparini, C.I.H.
Director, Environmental Health & Safety
April 27, 2021

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 Safety Key Performance Indicators (KPIs), which measure safety performance and help reflect the safety culture within the university.

Section B presents the traditional Lagging Safety KPIs which are retrospective and include four incident/injury rates.

Section A: Leading Safety Key Performance Indicators

1. Safety & Security Training

For the period of January 1 to March 31, 2021, **23 safety and security training sessions took place with 2226 participants**. COVID-19 safety training represented 75% (1666) of the safety training taken in Q1 – 2021 for employees and students, and 92% of all training was taken online.

Non-COVID-19-related safety training accounted for 528 of the 2226 participants in Q1 – 2021, compared to Q1 – 2020 numbers (627 of the 714 individuals). Excluding COVID-19-related training, safety training has increased in 2021 compared to 2020.

	2020 Q1 <i>Jan., Feb., Mar.</i>	2020 <i>Full Year</i>	2021 Q1 <i>Jan., Feb., Mar.</i>	2021 <i>YTD</i>
Total Safety Training Sessions	62	163	23	23
Total Participants	714	9556	2226	2226

2. Injury & Near-Miss Investigations

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

For the period of January 1 to March 31, 2021, EHS conducted **7 injury investigations** and **no (0)** near-miss investigations.

	2020 Q1 <i>Jan., Feb., Mar.</i>	2020 <i>Full Year</i>	2021 Q1 <i>Jan., Feb., Mar.</i>	2021 <i>YTD</i>
Injury Investigations	13	21	7	7
Near-Miss Investigations	2	5	0	0
TOTAL Investigations	15	26	7	7

3. Preventative Internal Inspections & Assessments

Preventative internal inspections and assessments (total number) 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 workplace (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).

Workplace risk assessments are a more thorough evaluation of the workplace 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 determines if the hazard is adequately controlled.

Workplace inspections are conducted on a more routine basis (annually or bi-annually), whereas risk assessments, which take more time, are conducted once and repeated when there is a major change in the level or area of activity in the workplace.

Workplace inspections and risk assessments are complementary and together 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.

Since the beginning of the pandemic, prior to allowing a work area or academic space to reopen, the space must be assessed. EHS staff worked closely with researchers, faculty, and managers to ensure that their activities could resume safely given the public health directives and the risks associated with COVID-19. Referred to as "return-to-campus safety assessments", these are considered preventative internal inspections since they help ensure that all public health directives are respected in order to prevent the spread of the virus on our campuses.

For the period of January 1 to March 31, 2021, EHS conducted **21 preventative internal inspections and assessments**, of which 18 were return-to-campus safety assessments and 3 were from the Biosafety Program.

Year	Preventative Internal Inspections & Assessments
2021 Q1 <i>Jan., Feb., Mar.</i>	21
2021 <i>Year To Date</i>	21
2020 Q1 <i>Jan., Feb., Mar.</i>	10
2020 <i>Full Year</i>	1384

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.

The majority of internal non-compliance citations result from preventative internal inspections and assessments, as well as 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. Often, a single internal workplace inspection or injury investigation can generate several non-compliance citations.

For the period of January 1 to March 31, 2021, **6 internal non-compliance citations** were assessed from the Biosafety Program inspections. Like most of 2020, internal non-compliance citations are not documented during return-to-campus safety assessments – supervisors are responsible to correct non-compliance issues identified during the assessments that could not be immediately corrected.

Year	Internal Non-Compliance Citations
2021 Q1 <i>Jan., Feb., Mar.</i>	6
2021 <i>Year To Date</i>	6
2020 Q1 <i>Jan., Feb., Mar.</i>	128
2020 <i>Full Year</i>	128

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. Corrective actions are assigned to the supervisor responsible for the area where the citation occurred or for the individuals involved.

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

2014

As of March 31, 2021, **99%** (137) of corrective actions assigned in **2014** (138) were completed with the remaining corrective action in progress.

Year	Corrective Action Completion Rate
2014	99%

2015

As of March 31, 2021, **99.8%** (449) of corrective actions assigned in **2015** (450) were completed, with 0.2% (1) in progress.

Year	Corrective Action Completion Rate
2015	99.6%

2016

As of March 31, 2021, **98%** (213) of corrective actions assigned in **2016** (217) were completed, with 1.5% (3) currently in progress and 0.5% (1) that has not yet begun.

Year	Corrective Action Completion Rate
2016	98%

2017

As of March 31, 2021, **97%** (356) of corrective actions assigned in **2017** (369) were completed, with 2% (8) currently in progress and 1% (5) that has not yet begun.

Year	Corrective Action Completion Rate
2017	97%

2018

As of March 31, 2021, **72%** (541) of Corrective Actions assigned in **2018** (755) were completed, 5% (36) are currently in progress and 23% (178) have yet to begin.

Year	Corrective Action Completion Rate
2018	72%

2019

As of March 31, 2021, **74%** (903) of corrective actions assigned in **2019** (1222) were completed, 3% (35) are currently in progress and 23% (284) have yet to begin.

Year	Corrective Action Completion Rate
2019	74%

2020

As of March 31, 2021, **63%** (174) of corrective actions assigned during **2020** (277) were completed, 17% (47) are currently in progress and 20% (56) have yet to begin.

Year	Corrective Action Completion Rate
2020	63%

2021

As of March 31, 2021, **27%** (6) of corrective actions assigned during **Q1 – 2021** (22) were completed, 9% (2) are currently in progress and 64% (14) have yet to begin.

Year	Corrective Action Completion Rate
2021	27%

6. EHS Research Compliance Reviews

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

For the period of January 1 to March 31, 2021, there were **10 EHS research compliance reviews**.

Year	EHS Research Compliance Reviews
2021 Q1 <i>Jan., Feb., Mar.</i>	10
2021 <i>Year To Date</i>	10
2020 Q1 <i>Jan., Feb., Mar.</i>	4
2020 <i>Full Year</i>	15

Section B: Traditional (Lagging) Safety Key Performance Indicators

7. Total Injuries

An injury refers to the occurrence of a sudden and unforeseen event arising out of, or in the course of, 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 January 1 to March 31, 2021, **11 injuries** were reported, a 71% decrease when compared to Q1 – 2020.

Year	Total Injuries
2021 Q1 <i>Jan., Feb., Mar.</i>	11
2021 <i>Year To Date</i>	11
2020 Q1 <i>Jan., Feb., Mar.</i>	38
2020 <i>Full Year</i>	50

Sports Injuries Included in Total Injuries

Sports injuries are a sub-set of total injuries. Currently the sports injuries that are reported to the university via the Injury/Near-Miss Report Form are those injuries (trauma) or illnesses (repetitive stress) suffered by a member (staff/student) or non-member (visitor) of the university community. These injuries occur during the course of a voluntary activity (personal time), either participating in team or individual sport activities or personal physical conditioning, on Concordia property. Whenever external medical attention is required to treat the injury, the Security Department calls for an ambulance. As a result, the majority of the injuries within this category are reported to EHS by the Security Department.

2021	Sports Injuries
Q1	0

Suspected or Confirmed COVID-19 cases on Campus Q1 – 2021

Concordia continues to have a limited number of reported COVID-19 cases on campus again in Q1 – 2021.

From January 1 to March 31, 2021, there were 13 COVID-19 cases on campus. The university only tracks the number of COVID-19 individuals who were on campus when they developed symptoms or were on campus 48 hours prior to developing symptoms. Of these 13 cases, 1 was a COVID-19 variant and there were no cases of community spread.

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.

For the period of January 1 to March 31, 2021, **10** of the **11 reported injuries** (Section 7) were work-related, a 33% decrease when compared to Q1 – 2020.

Year	Work-Related Injuries
2021 Q1 <i>Jan., Feb., Mar.</i>	10
2021 <i>Year To Date</i>	10
2020 Q1 <i>Jan., Feb., Mar.</i>	15
2020 <i>Full Year</i>	27

Recordable Injury Rate

The Recordable Injury Rate (RIR), also commonly referred to as the recordable incident rate, is calculated by multiplying the number of work-related injuries by 200 000 labour hours, and then dividing that number by the number of labour hours during that period. Furthermore, 200 000 labour hours equates to 100 employees, who work 40 hours per week, and who work 50 weeks per year. The calculated rate is per 100 employees.

Year	Recordable Incident Rate
2021 Q1 <i>Jan., Feb., Mar.</i>	0.00
2021 <i>Year To Date</i>	0.00
2020 Q1 <i>Jan., Feb., Mar.</i>	0.37
2020 <i>Full Year</i>	0.19

9. Worker 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 January 1 to March 31, 2021, there were **no (0) accepted worker compensation claims**.

Year	Accepted Compensation Claims
2021 Q1 <i>Jan., Feb., Mar.</i>	0
2021 <i>Year To Date</i>	0
2020 Q1 <i>Jan., Feb., Mar.</i>	4
2020 <i>Full Year</i>	7

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 refer to the total number of calendar days employees are away from work due to a work-related injury or illness.

For the period of January 1 to March 31, 2021, there were **no (0) lost-time days**.

Year	Lost-Time Days
2021 Q1 <i>Jan., Feb., Mar.</i>	0
2021 <i>Year To Date</i>	0
2020 Q1 <i>Jan., Feb., Mar.</i>	81
2020 <i>Full Year</i>	290

Lost-Time Injury Rate

The Lost-Time Injury Rate (LRIT) measures the occurrence of work-related injuries that resulted in an employee’s inability to work the next workday. It represents the number of lost-time injuries per 100 full-time employees in the stated period. The LTIR is calculated by multiplying the number of lost-time work-related injuries by 200,000 labour hours and then dividing that number by the number of labour hours during that period. Therefore, 200,000 labour hours equate to 100 employees who work 40 hours per week 50 weeks per year. The calculated rate is per 100 employees.

Year	Lost-Time Injury Rate
2021 <i>Year To Date</i>	0.00
2020 <i>Full Year</i>	0.19

Lost-Time Day Rate

The Lost-Time Day Rate (LTDR) is a rate that measures the length of time an employee is away from work due to a work-related injury. It represents the number of lost-time days per 100 full-time employees in the stated period. The LTDR is calculated by multiplying the number of lost-time days by 200,000 labour hours and then dividing that number by the number of labour hours during that period. Therefore, 200, 000 labour hours equates to 100 employees, who work 40 hours per week, 50 weeks per year. The calculated rate is per 100 employees.

Year	Lost-Time Day Rate
2021 <i>Year To Date</i>	0.00
2020 <i>Full Year</i>	7.77

Severity Rate

The Severity Rate provides an average of the number of lost-time days per lost-time work-related injury. The Severity Rate is calculated by dividing the total number of lost-time days by the total number of work-related injuries with lost-time. The Severity Rate is a cumulative rate calculated at the end of each quarter.

Year	Severity Rate
2021 <i>Year To Date</i>	0.00
2020 <i>Full Year</i>	41.4

11. Near Misses

A near miss is the occurrence of an event on university property, arising out of, or in the course of, 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), the 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 January 1 to March 31, 2021, a total of **2 near misses** were reported, a 71% decrease when compared to Q1 – 2020.

Year	Near Misses
2021 Q1 <i>Jan., Feb., Mar.</i>	2
2021 <i>Year To Date</i>	2
2020 Q1 <i>Jan., Feb., Mar.</i>	7
2020 <i>Full Year</i>	12

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 providers). Third-party audits include those performed at the request of Environmental Health & Safety. These inspections and audits ensure that the university’s activities and facilities comply with all applicable legislation and regulations.

For the period of January 1 to March 31, 2021, there were **4 external inspections**.

1. On January 22, 2021, there was a follow-up CNESST inspection in the PS and SP buildings (Facilities Management, Fine Arts, and Arts & Science) related to previous CNESST machine safety inspections. A new non-compliance citation was issued for a piece of equipment belonging to the Department of Theater.
2. On March 16, 2021, there was a follow-up CNESST inspection in the Hall Building, specifically in the Gina Cody School workshops. Two non-compliance citations were closed and there were no new non-compliance citations.
3. On March 22, 2021, the Sûreté du Québec inspected a research laboratory that works with explosives materials for which the university has a permit with the police force. The routine inspection did not uncover any non-compliance issues.
4. On March 30, 2021, a new CNESST inspection occurred in the mechanical rooms of the EV building (Facilities Management). During the inspection, the inspector noted seven (7) non-

compliance issues (see Section 13). The inspection was focused on machine safety, however it also found instances of non-compliance with respect to electrical safety and fire safety regulations.

Year	External Inspections
2021 Q1 <i>Jan., Feb., Mar.</i>	4
2021 <i>Year To Date</i>	4
2020 Q1 <i>Jan., Feb., Mar.</i>	2
2020 <i>Full Year</i>	6

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) 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 January 1 to March 31, 2021, there were **8 regulatory citations** received by the university.

Year	Regulatory Citations
2021 Q1 <i>Jan., Feb., Mar.</i>	8
2021 <i>Year To Date</i>	8
2020 Q1 <i>Jan., Feb., Mar.</i>	27
2020 <i>Full Year</i>	54

14. Regulatory Fines

Regulatory Citations (Section 13) may have associated monetary fines or penalties that are issued to the university.

For the period of January 1 to March 31, 2021, the university received **no (0) regulatory fines**.

Year	Fines Received
2021 Q1 <i>Jan., Feb., Mar.</i>	\$0
2021 <i>Year To Date</i>	\$0
2020 Q1 <i>Jan., Feb., Mar.</i>	\$750
2020 <i>Full Year</i>	\$3450

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 odours. Service providers are called upon to assist when a major spill occurs and additional resources are required.

For the period of January 1 to March 31, 2021, there was **1 hazardous materials emergency response** by the Hazardous Materials Emergency Response Team.

Year	Hazardous Material Spill Responses
2021 Q1 <i>Jan., Feb., Mar.</i>	1
2021 <i>Year To Date</i>	1
2020 Q1 <i>Jan., Feb., Mar.</i>	5
2020 <i>Full Year</i>	11



**HUMAN RESOURCES COMMITTEE
REPORT TO THE BOARD OF GOVERNORS
Jeff Bicher, Chair
May 19, 2021**

At its meeting held on May 7, 2021, the Committee reviewed the tenure recommendations which require Board approval.

In keeping with article 7 b) i of the *Policy on Employment and Remuneration of Senior Administrators, Deputy Provosts, Vice-Provosts and Associate Vice-Presidents (BD-8)*, the Chair of the Board sought input from the Committee with respect to the President's annual confidential performance review, the conclusions of which will be presented for approval by the Executive Committee and reported to the Board in due course.

The Committee discussed and approved other items reportable under various remuneration policies.

An update was provided on the status of the negotiations with groups at the bargaining table as follows:

ACUMAE

(Association of Concordia University Management and Administrative Employees)

The Parties have agreed to extend the current agreement until May 31, 2023.

CARE (PSAC)

(Public Service Alliance of Canada - Research Associates & non-student RAs)

The current collective agreement is in effect until May 31, 2022. This is a first collective agreement.

CUCEPTFU

(Concordia University Continuing Education Part-time Faculty Union)

(Confédération des syndicats nationaux (CSN))

The Parties have agreed to extend the current collective agreement until September 6, 2023.

CUFA

(Concordia University Faculty Association)

The Parties have agreed to extend the current collective agreement until May 31, 2023.

CULEU

(Concordia University Library Employee Union)

(Confédération des syndicats nationaux (CSN))

The Parties have agreed to extend the current collective agreement until May 31, 2023.

CUPEU

*(Concordia University Professional Employees Union)
(Confédération des syndicats nationaux (CSN))*

The Parties have agreed to extend the current collective agreement until May 31, 2023.

CUPFA

(Concordia University Part-time Faculty Association)

The Parties have reached an agreement for the negotiations that began in November of 2020. The collective agreement is in effect until April 30, 2023.

CUSSU

*(Concordia University Support Staff Union)
(Confédération des syndicats nationaux (CSN))*

The Parties have agreed to extend the current collective agreement until May 31, 2023.

CUUSS-TS

*(Concordia University Union of Support Staff – Technical Sector)
(Confédération des syndicats nationaux (CSN))*

The Parties have agreed to extend the current collective agreement until May 31, 2023.

Invigilators (PSAC)

(Public Service Alliance of Canada)

The current collective agreement is in effect until May 31, 2022. This is a first collective agreement.

MÉTALLOS LOCAL 9358 (Trades) LOYOLA

(United Steelworkers – Local 9358 Loyola Campus)

The Parties have agreed to extend the current collective agreement until May 31, 2023.

TRAC TA and RA (students) (PSAC)

(Public Service Alliance of Canada - Teaching Assistants)

The current collective agreement is in effect until May 31, 2021. The Parties are currently in discussions for the renewal of the collective agreement.

Trades (CSN) SGW

(CSN Trades - Sir George Williams Campus)

The Parties have agreed to extend the current collective agreement until May 31, 2023.



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Membership of JMSB Dean Evaluation Committee

ACTION REQUIRED: For information

SUMMARY: Following the establishment by the President of the Evaluation Committee for the Dean of the John Molson School of Business, the committee membership is outlined below, in accordance with the composition set out in article 15 of the *Policy on the Employment and Remuneration of the Academic Deans and the University Librarian* ([BD-17](#)).

This membership does not require Board approval and is being presented for solely for information purposes.

- Anne Whitelaw, Chair
- Ken Brooks, external Board member
- Robert Soroka, part-time faculty member
- Lea Katsanis, Eva Lagou, Rahul Ravi and Ahmet Satir, full-time faculty members
- Colin Long, undergraduate student
- Suryakumar Ramesh, graduate student
- Brooke Welburn, administrative and support staff

- Danielle Tessier, Secretary

PREPARED BY:

Name: Danielle Tessier
Date: May 2, 2021

BG-2021-4-D6



REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR
PRESIDENT AND VICE-CHANCELLOR

MAY 2021



INTRODUCTION

I'm excited to share that our 2021-2022 **Public Scholars** were announced. The aim of the program, a partnership with *The Montreal Gazette*, is to support a cohort of students from various disciplines in order to bridge their expertise with the wider community, be it through social media, blogs, web sites, public lectures, or through traditional scholarly journals and publications. Our new Public Scholars, and their respective disciplines, are: Alexa Ruel (Psychology), Ezgi Ozyonum (Education), Fanny Gravel-Patry (Communication Studies), Felicity T.C. Hamer (Communication Studies), Geneviève Grégoire-Labrecque (Individualized Program), Louis Lazure (Biology), Mojtaba Hasannezhad (Electrical and Computer Engineering), Simon Dubé (Psychology), Tanya Singh (Marketing), and Trish Osler (Art Education).

I'm proud to say that, for the second time, our John Molson School of Business earned a **Parity Certification from Women in Governance**. This Canadian not-for-profit organization supports women in their leadership development, career advancement and access to board seats across the country. In 2019, the John Molson School became the first business school in Canada to receive the certification. Women in Governance reviews three primary drivers, Strategy: Governance and Vision; Actions: Collective Enablers; Results: Equity. Compared to its 2019 certification, the John Molson School developed most significantly in two key areas: Collective Enablers, and Governance and Vision.

In other impressive news, our university placed 62nd in the **Times Higher Education Impact Rankings**. The rankings gauge institutional commitment to the United Nations' Sustainable Development Goals (SDGs). We improved over last year, where we placed in the 101-200 echelon. Concordia is in the top 25 in three SDG categories: Reduced Inequalities; Climate Action; and Sustainable Cities and Communities.

TEACHING, RESEARCH, INNOVATION

GradProSkills and **4TH SPACE** hosted the 10th edition of Concordia's **Three Minute Thesis (3MT)** competition on April 23rd. This milestone event had more than 200 live attendees on Zoom and Facebook, and more than 1,700 impressions on Facebook. Five of the finalists were awarded monetary prizes for their notable presentations. Sixty-four students joined the 3MT coaching workshops that took place over the winter term, though only 13 finalists made it to the final competition, following elimination rounds. The competition challenges graduate students to clearly communicate their research to a non-specialist audience in under three minutes. **Mudabir Abdullah** (Department of Biology) earned first place in the doctoral section of the competition. Mudabir is conducting research that involves swapping human pathways and processes and humanizing the proteasome core in baker's yeast to study the evolution of diseases. **Mahshid Keramatnejad** (Department of Chemistry and Biochemistry) won first place in the master's section. Mahshid is reaching the impact of air pollutants on the oil tear layer (which aids in the blinking

function) of the eye. Doctoral candidate **Marie Lecuyer** will represent Concordia at the French-language version of the competition, *Ma thèse en 180 secondes* (MT180), hosted by Acfas in May.

A virtual **Engagement Awards** celebration was hosted on April 22nd. The event encompasses honours given to students, staff and faculty at the university. Nineteen winners received recognitions in three areas. The first category is The Concordia Council on Student Life Outstanding Contribution Awards, given to Concordia students, staff and faculty who have made an exceptional contribution to student life or services at the university. The LIVE Centre Volunteer Recognition Awards were provided to members of our community who have made a significant contribution as volunteers, sharing their time and talent for the benefit of the Concordia, Montreal or global community. The Sustainability Champion Awards were given to those who are making contributions towards the social, ecological and economic well-being of the university.

The **2021-2022 NSERC Doctoral competition** was a very successful one for Concordia and our doctoral students. Concordia's quota for the 2021-2022 competition was 15, and we are pleased to share that 11 of these 15 nominations were successful in the national competition. This represents a 73.3 per cent success rate, nearly doubling our rates of the past two years. Our **SSHRC results** maintained the same success rate as 2020-2021, with 26 successful students among 53 applicants. This does not include three additional applications from Indigenous students, which were all successful and not factored into the university quota.

Two 2020 public scholars, **Bettina Forget** (PhD candidate in Art Education) and **Erica Pimentel** (PhD candidate in JMSB), received international notice in April. Bettina, who uses lunar topography to inspire young women to consider STEM careers, was featured in *The New York Times* and was interviewed by CTV news. **Erica Pimentel**, who researches the changing nature of work in a digitized environment, was named to the University of Bath's #ThinklistNext 2021 – a list of doctoral researchers on social media who raise awareness about responsible business.

Concordia's Faculty of Fine Arts appointed a new **Assistant Professor of Black Studies in Art Education, Art History and Social Justice**. Black feminist art historian **Joana Joachim** has an academic background in critical museologies and Black diasporic art among other areas of study. Her position is a cross-appointment between the departments of Art History and Art Education.

The **Anti-Racist Pedagogy Project** was recently launched. The initiative federates social justice-focused videos and learning material in an online portal. The Project Manager is **Jamilah Dei-Sharpe**, a PhD candidate in our Department of Sociology and Anthropology.

The very popular **FutureReady** program for undergraduate skills development continues to create new partnerships and develop new programming across the university. **StartupReady**, a new program that initiates students into the world of entrepreneurship and innovation is completing its pilot this April. Offered in partnership with District 3, GradProSkills, FUSION and FutureReady, it is designed for students from all faculties and programs, to help them develop their understanding

of what it takes to be innovative and entrepreneurial while enhancing their employability skills for the startup world and beyond. The program consists of a series of interactive workshops, a four-week facilitated online course and six-week entrepreneurial challenge.

FutureReady partnered with the Faculty of Fine Arts' Art Volt in a recently completed new series of workshops on freelancing to support students interested in exploring opportunities within cultural and creative industries.

The Concordia Institute of Aerospace Design and Innovation (CIADI) also worked with FutureReady on a new series: **Developing Leadership Agility in the Aerospace Industry**. This series was created in response to the unprecedented sanitary crisis that is pushing the industry to evolve and expand in ways that will impact the aerospace ecosystem significantly. Workshops aim to help students cultivate a growth mindset and develop their ability to adapt. The program consisted of three workshops, a panel discussion and a case competition sponsored by CAE.

SHIFT is working in collaboration with Concordia Continuing Education and the Department of Education's Educational Technology program toward integrating a **SHIFT-funded project (Hamidou Horticulture)** into the Concordia Continuing Education course catalog, enabling participants in this community-based training program to receive an official Concordia certificate for completing the program. This work is ongoing with the aim of launching the official course in Spring 2022. In more SHIFT news, its new funding program, the Ongoing Connections Grant (OCG), was officially announced to members of the Centre's Learning Community. Applications for the pilot edition of the OCG will be accepted on a rolling basis until June 2021 and reviewed after two pre-specified selection dates: April 18th and June 20th.

The Office of Community Engagement (OCE) is launching the **Umitemiu** project in collaboration with the McCord Museum, Huron-Wendat Museum and UHU Labos Nomades. The OCE will support the repatriation of Indigenous artwork from McCord's educational collection to the communities they belong to. To facilitate this process, two Concordia students will be offered internship positions for the summer, fall and winter terms.

With one in four artists or culture workers losing their jobs in 2020, Canada's arts industries have been hard hit by the COVID-19 pandemic. The cultural sector in Quebec — home to 22 per cent of all artists in Canada — is no exception. As a response, Concordia's Faculty of Fine Arts has launched two intensive microprograms aimed at retraining people in the arts who want to shift gears into new creative and professional opportunities. Concordia's **Microprogram in Screenwriting and Film Producing** and the **Microprogram in Web Design and User Interface** will equip graduates with the necessary skills to pursue work in these fields. The programs also reflect Concordia's long history of making university education accessible to people throughout their lives, no matter what their background.

Concordia's Department of Education recently launched the **Teaching English as a Second Language (TESL) Resource Centre** — a web-based initiative that provides resources for TESL students to support their studies and transition into the workforce. The centre is run by a team of master's and undergraduate students supervised by undergraduate program director and assistant professor **Teresa Hernandez Gonzalez**. Their goal is to build connection within the TESL community. The centre's official podcast, *Talking TESL*, focuses on different areas of teaching, offers learning experiences and provides advice on how to navigate the courses and internships in order to thrive in the TESL program. Another centre initiative is its mentoring program, which pairs a recent TESL program graduate with a more experienced peer to foster personal and professional growth through collaboration and mutual support.

The **PERFORM Centre** welcomed six international speakers at its seventh annual research conference: **Lifestyle Across the Lifespan**, which was held May 10th to 13th. Topics included: *The effects of age and age of obesity onset on adipocyte size and adipose tissue fibrosis*; *Circadian Rhythms and Sleep: Implications for Neurologic and Metabolic Health*; and *Beyond the medicine cabinet: Non-pharmacological approaches to treat cognitive-motor disorders*.

Lorenza Böttner: Requiem for the Norm, curated by Paul B. Preciado, runs at the Leonard and Bina Ellen Art Gallery from April 29th to June 19th. This first monographic exhibition on this disabled and trans Chilean/German artist will also feature an on-line live lecture and Q&A with the artist on May 22nd. On May 14th, Professor Alexandre Baril (University of Ottawa) lectured on Lorenza and transness, disability and resistance to cisgenderism and ableism.

4TH SPACE marked the end of the winter 2021 session with numerous notable activities featuring graduate student research, an INDI Research Day, and the final 2020-2021 Public Scholars event. Over 500 attendees registered for these online events and almost 2,000 others watched the live streams. Undergraduate research was also celebrated via timely and innovative project competitions in the year-end CityStudio Program showcase, Voilà, and the Innovation Lab's first cohort's prototype presentations. Finally, important community events focused on getting to zero waste at Concordia, Indigenous research methodologies, and bridging the gap between science and journalism, attracted varied audiences. 4TH SPACE continues to visit labs to produce video demonstrations and invites researchers into conversations released as podcasts.

Milieux held the following activities:

- Opera in Le PARC! CLORk / the Concordia Laptop Orchestra presented a premiere of Juanita Marchand Knight's "**Mixed Messages, No Pants**" — a mini opera about pandemic job loss, artificial intelligence, and pyjama bottoms. The live YouTube event was co-hosted by Milieux's Performing Arts Research Cluster (Le PARC) and Concordia's Department of Music, in collaboration with the RISE opera project (supported by SSHRC).
- **Christopher Salter** (Department of Design and Computation Arts) and **Marcelo Wanderley** (McGill University) were co-recipients of one of FRQSC's new PRISME awards. Their project "*Metamorphosis : Nouveaux modes d'interaction expressifs en théâtre basés sur la réalité*"

augmentée" will explore new expressive modes of interaction in theatre based on extended reality. The PRISME exploratory programme aims to encourage researchers working in different sectors and considered remote to jointly develop a project bringing together the arts and sciences. The projects submitted must lead to the realization of works or artistic performances.

- **Fenwick Mckelvey** (Department of Communication Studies) contributed his opinion on the EU's draft AI regulations and Canada's federal budget, featured in an op-ed piece in The Globe and Mail

The following **funding results** were received:

- **NSERC**
 - 32 **Discovery Grants** totalling **\$5,370,000**
 - 4 **Research Tools and Instruments** grants totalling **\$588,738**
 - 2 **Discovery Accelerator Supplements** totalling **\$240,000**
 - 1 **Discovery Grant-Sub-Atomic Physics** award of **\$180,000**
 - 12 **Discovery Launches** (for early career researchers) totalling **\$125,000**
- 13 **SSHRC Insight Grants** totalling **\$1,977,214** were awarded.
- **FRQNT**
 - 8 **Projets de recherche en équipes** totalling **\$1,200,000**
 - 6 **Établissement de la relève professorale** totalling **\$240,000**

SERVICES AND SUSTAINABILITY SECTOR

With regards to COVID-19 management, work has recently been focused on supporting the University's **return to campus** planning. A pilot project for the summer period is underway, and training for managers and employees is being developed. This pilot project is meant to better understand and anticipate main concerns and considerations that will come with additional employees returning to campus in the fall.

A **staffing capacity pilot project** is currently in place. This initiative helps match employees who have additional time available (due to how the virtual transition has affected their work) with departments who have specific needs for help on certain tasks due to new or different demands related to the current context.

The Organizational Development and Benefits teams have developed a **mental health and wellness communication plan** as well as a resource page for employees.

Cybersecurity training for all staff and faculty members now has a 57 per cent completion rate achieved overall. Following Internal Audit’s independent follow-up of higher risk units such as Financial Services and Human Resources, these units’ average completion rate is 95 per cent.

The deployment of the **Next-Generation Anti-Virus and Multi-Factor Authentication (MFA)** is now complete for staff and faculty members.

Work on the implementation of the **Sustainability Action Plan** continues, with panels on Climate, Waste and the Research Plan having been held in March and April.

Environmental Health and Safety is planning health and safety guidelines with regards to a **partial return to campus** in fall 2021, which includes establishing classroom capacity, rules and regulations regarding mask wearing, managing foot traffic in buildings, determining cleaning and disinfection needs and developing parameters for office work, among other areas of intervention.

A proposal for the **reopening of the residences for fall 2021** was approved by the Operations Continuity Coordination Group. The plan was elaborated with consultation from relevant bodies, including Environmental Health and Safety, Facilities Management and Security so that proper measures are taken to ensure the health and safety of students and staff. This reopening will be conducted at reduced capacity (i.e. 400 students out of a total capacity of 900 students). The usual hotelling of the residences during the summer semesters will not take place this year due to COVID-19.

In partnership with colleagues at the University of Laval and the *Institut de tourisme et d’hôtellerie du Québec* (ITHQ), **Concordia Food Services obtained a grant** of nearly \$600,000 from the *Ministère de l’Agriculture, des pêcheries et de l’alimentation du Québec* (MAPAQ) and Aliments du Québec (a non-profit organization whose mission is to promote the Quebec agri-food industry) to develop a web application for public institutions to measure their local, sustainable food purchasing and identify strategies for improvement. The application will seek to consolidate efforts by Quebec public institutions (i.e. post-secondary education, hospitals, casinos, CPEs) to increase spending on local and sustainably produced food, support the provincial government in reaching the objectives set out in MAPAQ’s Strategic Plan, and encourage collaboration among institutions to advocate for food system changes.

UNIVERSITY ADVANCEMENT

Hydro-Québec made a gift of **\$500,000** to support the Hydro-Québec Chair in Smart Grid Security: Detection, Prevention, Mitigation and Recovery from Cyber-Physical Attacks. The Chair will oversee Concordia researchers focused on safeguarding Quebec’s power grid from cyberattacks.

An anonymous donor made a bequest commitment in the amount of **\$500,000** towards the Faculty of Arts and Science.

An alumna made an anonymous bequest of **\$240,000** towards an endowment for multi-year bursaries that benefit women in financial need with preference given to Indigenous students.

Mary Perri, BComm 90, MA 93, PhD 06, three-time graduate and staff member, made a **\$125,000** bequest to support for graduate students in Educational Technology.

Behaviour Interactive Inc., a video game development studio headquartered in Montreal, made a gift of **\$120,000** to support the Next-Generation Cities Institute. The company's employees who graduated from Concordia include Stephen Mulrooney, BCompSc 97, CTO and EVP Behaviour Digital.

A **\$50,000 gift** from **Jean-François Dion**, BComm 02, will establish the Jean-François Dion Undergraduate Bursary in Finance to encourage and reward full-time finance students at the John Molson School of Business. Dion is a partner and portfolio manager at the Bruce Kent Group, the largest discretionary portfolio management group at RBC Dominion Securities in Canada.

Ben H. Szto made a gift of **\$32,302** to support the Steve Hon-Ying Seto Award for undergraduate students in the Department of Chemistry and Biochemistry, established in memory of his brother, Steve Hon-Ying Seto, BSc 78, MSc 82.

Gino Yanire, BA 80, a former Stingers men's hockey player, has made a bequest to support the Friends of Concordia Hockey fund.

Timothy Brady, BFA 78, and his spouse have made a bequest to Concordia: 50 per cent of the remainder of their joint estate to support undergraduate and graduate students in the Department of Music at the Faculty of Fine Arts.

Advancement published the latest issue of **Concordia University Magazine** with features on our Case Competition and a cover story on sustainable food systems.

Alumni Matters: A graduation conference was a major success with a 642 per cent increase in attendance over the previous year. The complimentary professional development conference — held on March 10th and 11th and comprising seven virtual sessions featuring alumni speakers — was open to new and recent graduates. Some 794 alumni attended with 43 guests as first-time attendees.



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Finance Committee recommendation: 2021 Line of Credit Framework

ACTION REQUIRED: For approval

SUMMARY: On recommendation of the Finance Committee, Board approval is being sought to increase the University's global line of credit capacity from \$370 million to \$475 million.

BACKGROUND:

The University currently has a line of credit, last increased on April 15, 2020 from \$330 to \$370 million (the "**2020 Global Threshold**"), which provides a mechanism to allow flexibility regarding the allocation of credit facilities with various approved financial institutions (the "**2020 Line of Credit Framework**").

The 2020 Line of Credit Framework ensures that the University has adequate resources to finance its operational cash flow needs, accumulated deficit, capital investments, temporary financing of maturing capital bonds, payment of outstanding loans to *Financement-Quebec*, funding of working capital due to timing differences between the collection of revenues and disbursement of expenses, financing of restricted funds and to meeting its other short-term financial needs.

Although the maximum capacity of the 2020 Global Threshold has not been attained, in the current context of the COVID-19 pandemic, as a precautionary measure, in line with our integrated financial framework and in anticipation of unexpected additional financial needs which are directly or indirectly attributable to the Pandemic and other external factors, the University requires an increase to its short-term borrowing capacity up to an aggregate amount not to exceed \$475 million CAD (the "**2021 Global Threshold**");

As was the case with the 2020 Line of Credit Framework, concomitant with the depositing of the Capital and Cash Budget with the Finance Committee, a yearly update regarding the 2021 Line of Credit Framework and the use of the 2021 Global Threshold will be provided to the Finance Committee, it being understood that any increase in the 2021 Global Threshold or any exception to the 2021 Line of Credit Framework will be subject to review by the Finance Committee and approval by the Board.

Other than the proposed increase and the inclusion of the change of circumstances resulting from the Pandemic, the material terms and conditions of the 2021 Line of Credit Framework contemplated herein (the "**2021 Line of Credit Framework**") remain the same as those set out in

the 2020 Line of Credit Framework. For sake of clarity and recordkeeping, it is proposed to adopt the same resolution as the one adopted by the Board on April 15, 2020, incorporating the 2021 Global Threshold and otherwise adapted as required.

DRAFT MOTION:

Whereas Concordia University (the “**University**”) currently has a total of \$370 million of available credit facilities (the “**2020 Global Threshold**”), via lines of credit, with several financial institutions (collectively the “**Current Facilities**”) that may be used to finance its operational cash flow needs, accumulated deficit, capital investments, temporary financing of maturing capital bonds, payment of outstanding loans to *Financement-Quebec*, funding of working capital due to timing differences between the collection of revenues and disbursement of expenses, financing of restricted funds and its other short-term financial needs, now including those directly or indirectly attributable to the COVID-19 pandemic (collectively, the “**Short-Term Loan Purposes**”);

Whereas although the maximum capacity of the 2020 Global Threshold has not been attained, in the current context of the COVID-19 pandemic, as a precautionary measure, in line with our integrated financial framework and in anticipation of unexpected additional financial needs which are directly or indirectly attributable to the Pandemic and other external factors, the University requires an increase to its short-term borrowing capacity up to an aggregate amount not to exceed \$475 million CAD (the “**2021 Global Threshold**”);

Whereas approval is being sought to establish a line of credit framework, as more specifically set out in paragraph 1 of the present resolution (the “**2021 Line of Credit Framework**”), that will allow for allocation of the 2021 Global Threshold among any member of the Desjardins Group, including Caisse Centrale Desjardins and the institutions, as at December 31, 2020, listed in Schedule I of the Bank Act, S.C. 1991, c.46 (“**Schedule I of the Bank Act**”), a copy of which is annexed to this resolution as Schedule A (collectively the “**Approved Institutions**” or one “**Approved Institution**”), without the need to seek Board approval on a per credit facility basis;

Whereas pursuant to “SPECIAL BY-LAW “E” REGARDING BORROWING”, the Board of Governors is, among other things, authorized to engage in such borrowing and to delegate such powers and designate directors and officers of the University to sign any contract or instrument on behalf of the University for the purposes of the Borrowing By-Law;

Whereas the Board wishes to increase the 2020 Global Threshold and to delegate by resolution to the two (2) individuals that are described in paragraph 5 below (the “**Agreement Signatories**”) the authority to sign, execute and deliver any agreement to be entered into by the University to obtain short-term borrowing facilities with any Approved Institution (a “**Facility**” or collectively “**Facilities**”) for and on behalf of the University and to do all such other acts as are ancillary to the execution of any such Facility and as are necessary to give effect to any such Facility;

Whereas the Board wishes to delegate by resolution to any two (2) of the individuals that are described in paragraph 6 below (the “**Transaction Signatories**”) the authority for and on behalf of the University to: (i) use any Facility for the benefit of the University in accordance with the

terms and conditions of the relevant Facility; and (ii) conclude with any Approved Institution all such other related, ordinary course transactions;

Whereas the University may only use the Facilities for the Short-Term Loan Purposes; and

Whereas this resolution abrogates and replaces Resolution R-2020-2-7 adopted by the Board of Governors on April 15, 2020.

Be it resolved:

1. That the 2021 Line of Credit Framework is hereby approved and is comprised of the following conditions:
 - a. The aggregate total of all available credit under the Facilities available to the University, including the Current Facilities, cannot exceed the 2021 Global Threshold of \$475 million CAD;
 - b. The University may enter into one or more Facilities with any of the Approved Financial Institutions;
 - c. The University cannot enter into any Facilities with an Approved Financial Institution when the total aggregate value of the available credit under all of the Facilities with the Approved Financial Institution represents more than 45% of the 2021 Global Threshold;
 - d. One or more Facilities may be in US dollars;
 - e. The Facilities can only be used for the Short-Term Loan Purposes; and
 - f. The terms and conditions of any Facility must be submitted to, examined, approved, and executed by the Agreement Signatories.
2. That for any Facility that meets with the 2021 Line of Credit Framework, the University is hereby authorized to enter into any such Facility without any need to seek any further Board approval.
3. That the two Agreement Signatories be and they are hereby authorized and directed for and on behalf of the University to sign, execute and deliver any Facility that complies with the 2021 Line of Credit Framework and all documents in relation thereto, together with such amendments or variations as they may deem necessary, appropriate and expedient (provided that such modifications to any Facility do not have the effect of increasing the 2021 Global Threshold) (collectively referred to as "**Required Modifications**");
4. That the two Agreement Signatories be and they are hereby authorized and directed for and on behalf of the University to sign, execute and deliver all such other documents, instruments or other writings and perform and do all such acts and things as they in their discretion may consider to be necessary, appropriate and expedient, provided that such acts do not have the effect of increasing the 2021 Global Threshold (collectively referred to as "**Required Acts**" and individually referred to as a "**Required Act**");
5. That:

- a) The President and Vice-Chancellor; and
- b) The Chief Financial Officer.

(the “**Agreement Signatories**”)

shall, together, be and they are hereby authorized and directed for and on behalf of the University to sign, execute and deliver: (i) any Facility (with or without any Required Modifications); and (ii) any Required Act and any Facility so executed as well as any other obligation created pursuant to a Required Act shall be binding upon the University;

6. That for all accounts under any Facility, any two of the persons holding the following positions with the University:

- a) The President and Vice-Chancellor;
- b) The Chief Financial Officer;
- c) Any Vice-President;
- d) The Secretary-General;
- e) The Associate Vice-President, Finance and Controller;
- f) The Treasurer and Investment Officer;
- g) The Senior Director, Financial Planning and Budgets;
- h) The Director, Capital and Financing; and
- i) The Director, Investments.

(the “**Transaction Signatories**”)

shall, for any Facility that complies with the Line of Credit Framework, together, be and they are hereby authorized to:

- i) use any such Facility for the benefit of the University (for credit to the University’s account only) in accordance with the terms and conditions of said Facility by executing and delivering all such documentation as may be required by the relevant Approved Financial Institution for this purpose;
- ii) receive from an Approved Financial Institution, and where applicable grant receipt for, all statements of accounts (pass books), cancelled cheques and other debit vouchers, unpaid and unacceptable bills of exchange and other negotiable instruments; and
- iii) negotiate, deposit with or transfer to any relevant Approved Financial Institution (but for the credit of the University’s account only) all or any promissory notes, bills of exchange or other negotiable instruments and orders for the payment of money including drafts, letters of credit, treasury bills and bankers’ acceptances and for the said purpose, to draw, sign, endorse (by rubber stamp or otherwise) all or any of the foregoing, and such signatures or stamping shall be binding upon the University;

7. That a certified copy of this resolution be delivered, as required for any new Facility or otherwise, to any relevant Approved Financial Institution for its guidance and information and that this resolution be valid until a resolution abrogating the same shall have been passed and a certify copy thereof delivered to said Approved Financial Institution.

PREPARED BY:

Name: Danielle Tessier

Date: May 6, 2021

SCHEDULE A
APPROVED INSTITUTIONS

Desjardins Group and any member of the Desjardins group, including Caisse Centrale Desjardins, as well as all of the financial institutions listed in Schedule I of the Bank Act, as at December 31, 2018, being:

Bank
SCHEDULE I

Banques
ANNEXE I

SCHEDULE I

(Section 14)

As at December 31, 2018

Name of Bank	Head Office
ADS Canadian Bank	Ontario
B2B Bank	Ontario
Bank of Montreal	Quebec
Bank of Nova Scotia (The)	Nova Scotia
Bridgewater Bank	Alberta
Caisse populaire acadienne Ltée	New Brunswick
Canadian Imperial Bank of Commerce	Ontario
Canadian Tire Bank	Ontario
Canadian Western Bank	Alberta
Coast Capital Savings Federal Credit Union	British Columbia
Concentra Bank	Saskatchewan
Continental Bank of Canada	Ontario
CS Alterna Bank	Ontario
DirectCash Bank	Alberta
Equitable Bank	Ontario
Exchange Bank of Canada	Ontario
First Nations Bank of Canada	Saskatchewan
General Bank of Canada	Alberta
Haventree Bank	Ontario
Home Bank	Ontario
HomeEquity Bank	Ontario
Laurentian Bank of Canada	Quebec
Manulife Bank of Canada	Ontario
Motus Bank	Ontario
National Bank of Canada	Quebec
President's Choice Bank	Ontario
Rogers Bank	Ontario
Royal Bank of Canada	Quebec
Street Capital Bank of Canada	Ontario
Tangerine Bank	Ontario
Toronto-Dominion Bank (The)	Ontario
Vancity Community Investment Bank	British Columbia
VersaBank	Ontario
Wealth One Bank of Canada	Ontario
Zag Bank	Alberta

1991, c. 46, Sch. I; 2005, c. 54, s. 139; 2007, c. 6, s. 131(F); *Canada Gazette* Part I, Volume 153, page 473.

ANNEXE I

(article 14)

au 31 décembre 2018

Dénomination sociale de la banque	Siège
Banque canadienne ADS	Ontario
B2B Banque	Ontario
Banque de Montréal	Québec
Banque de Nouvelle-Écosse (La)	Nouvelle-Écosse
Banque Bridgewater	Alberta
Caisse populaire acadienne Ltée	Nouveau-Brunswick
Banque Canadienne Impériale de Commerce	Ontario
Banque Canadian Tire	Ontario
Banque canadienne de l'Ouest	Alberta
Coopérative de crédit fédérale Coast Capital Savings	Colombie-Britannique
Banque Concentra	Saskatchewan
Banque Continentale du Canada	Ontario
Banque CS Alterna	Ontario
Banque DirectCash	Alberta
Banque Équitable	Ontario
Banque de change du Canada	Ontario
Banque des Premières Nations du Canada	Saskatchewan
General Bank of Canada	Alberta
Banque Haventree	Ontario
Banque Home	Ontario
Banque HomeEquity	Ontario
Banque Laurentienne du Canada	Québec
Banque Manuvie du Canada	Ontario
Banque Motus	Ontario
Banque Nationale du Canada	Québec
Banque le Choix du Président	Ontario
Banque Rogers	Ontario
Banque Royale du Canada	Québec
Banque Street Capital du Canada	Ontario
Banque Tangerine	Ontario
Banque Toronto-Dominion (La)	Ontario
Banque d'investissement communautaire Vancity	Colombie-Britannique
VersaBank	Ontario
Banque Wealth One du Canada	Ontario
Banque Zag	Alberta

1991, ch. 46, ann. I; 2005, ch. 54, art. 139; 2007, ch. 6, art. 131(F); *Gazette du Canada* Partie I, volume 153, page 473.



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Finance Committee recommendation: Administrative fee

ACTION REQUIRED: For approval

SUMMARY: On recommendation of the Finance Committee, Board approval is being sought to increase the Administrative fee charged to all students.

BACKGROUND: This fee contributes to covering some of the administrative costs in relation to front-line services provided by various units throughout a student's academic career, from the Welcome Center, Birks Student Services Center, Student Accounts, Enrolment Services, Exams Office, etc.

DRAFT MOTION:

Whereas the current Administrative fee being charged to all students is \$11.26 per credit; and

Whereas the government has allowed the University to increase this fee up to 3.9% for 2021/2022;

Be it resolved:

That, on recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Administrative fee of \$11.70 per credit from all students, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University billing, refund and withdrawal policy.

PREPARED BY:

Name: Danielle Tessier

Date: May 6, 2021



**BOARD OF GOVERNORS
OPEN SESSION
Meeting of May 19, 2021**

AGENDA ITEM: Finance Committee recommendation: Technology Infrastructure fee

ACTION REQUIRED: For approval

SUMMARY: On recommendation of the Finance Committee, Board approval is being sought to increase the Technology Infrastructure fee is charged to all students.

BACKGROUND: The funds collected for this fee are used to enhance certain technology services provided to students as well as to provide training and support to students in the use of new technology, including the University's wireless network, and to provide support for remote access and online resources during the COVID-19 pandemic.

DRAFT MOTION:

Whereas the current Technology Infrastructure fee being charged to all students is \$5.39 per credit; and

Whereas the government has allowed the University to increase this fee up to 2.37% for 2021/2022;

Be it resolved:

That, on recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Technology Infrastructure fee of \$5.52 per credit from all students, to be implemented with registration for the Fall 2021 (2212) term, in accordance with the University billing, refund and withdrawal policy.

PREPARED BY:

Name: Danielle Tessier
Date: May 6, 2021

