February 16, 2016

Dear Members of the AUB Community,

Following the historic decision of the AUB Board of Trustees to approve the reinstatement of tenure after 30 years, I have asked Interim Provost Mohamad Harajli to chair the Tenure Implementation Committee (TIC) composed of faculty, administration and Board members to undertake the design and implementation of tenure at AUB.

There is much work to be completed in the design and implementation stages of tenure, and individuals who have graciously agreed to participate in this committee will not be eligible to be among the very first groups of faculty to apply for tenure themselves, as their participation will still be required in an advisory capacity. The need to protect all from the appearance of a conflict of interest requires this. Nonetheless, we feel grateful that we have recruited a group of faculty leaders, trustees and administrators who are deeply committed to the successful implementation of tenure at AUB.

The complete list of committee members is outlined below and I would like to thank each one of them for their willingness to participate as members of this important committee given their complementary expertise and active engagement in the AUB community:

**Faculty:**
- Bizhan Azad (OSB)
- Zaher Dawy (FEA) (co-chair)
- Arne Dietrich (FAS)
- Jocelyn DeJong (FHS)
- Bashshar Haydar (FAS)
- Rabih Jabr (FEA)
- Ammar Olabi (FAFS)
- Fuad Ziyadeh (FM)
- Najat Saliba (FAS)
The Tenure Implementation Committee (TIC) will be studying the various approaches taken to implementing, restoring and modernizing tenure at the world’s finest universities in order to propose an implementation plan that will be thoroughly reviewed by Huda Zoghbi, Chair of the Board’s Academic Affairs Committee, Board Chair Philip Khoury, and myself, prior to presentation to the Board for final approval. The tenure implementation chosen will take advantage of both the work carried out by AUB’s prior tenure task forces as well as availing itself of a number of leading outside experts. The TIC is expected to deliver their final report and recommendations by no later than January 1, 2017.

Sincerely,

Fadlo R. Khuri, MD
President