

June 11, 2021

Dear AUB Community,

On Friday June 4, 2021, the Board of Trustees voted unanimously to allocate \$150 million towards the support of the AUB community over the next three years. While AUB will maintain educational, healthcare, and retirement benefits, the newly allocated resources will be invested to help make what has become a very difficult and challenging life in Lebanon less precarious and more hopeful for our faculty and staff without increasing the financial burdens on students. The administration and I applaud the trustees for their profound commitment to all of our university community.

The investment plan will start on July 1, 2021 and will include base support packages in real (“fresh”) US dollars for AUB full- and part-time faculty and staff, over a period of three years until June 2024. The plan, which is subject to annual review, is consistent with our solemn undertaking throughout the series of political, economic, and social crises that Lebanon is passing through, that we shall expend all efforts within our means to ensure no member of the AUB family or their dependents should be left to suffer the full consequences of the dire situation that the country has reached.

The base support packages will be composed of monthly payments in real US dollars in lieu of salary (calculated at 1508 exchange rate) and evenly divided between academic and non-academic personnel along the following lines:

- Full-time non-academic staff: 20% of the annual salary with a minimum of \$3,000 per year.
- Full-time research associates, post-doctoral fellows, research fellows, and research assistants: 20% of the annual base salary with a minimum of \$3,000 and a maximum of \$6,000 per year. For part-time research assistants, associates and fellows, 15% of the monthly base salary.
- Full-time lecturers, instructors, clinical residents and fellows, and faculty members in residence: 25% of the annual base salary with a minimum of

\$6,000 and a maximum of \$15,000 per year. For part-time faculty members, 20% of the monthly base salary.

- Full-time assistant, associate, and full professors: 25% of the annual base salary with a minimum of \$20,000 and a maximum of \$30,000 per year. Department chairs as well as associate and assistant deans will also receive 50% of their monthly administrative stipend in US dollars for a maximum of \$4,500 per year.
- Full-time clinical professorial faculty members in the Faculty of Medicine: A minimum of \$36,000 and a maximum of \$50,000, with an average of \$40,000 per year, based on a model of clinical service contributions.

The plan also includes modified educational allowances for faculty and staff to accommodate the increases imposed by the educational system. In addition, and after successful negotiations with the AUB Workers and Staff Syndicate, the support package for full-time non-academic staff will incorporate an additional 15% paid in local dollars in lieu of salary, contingent on the availability of funds. Other provisions of the plan include supplemental components for staff in mission-critical administrative, academic, and medical support units, and for the purchase of research and hospital equipment and supplies to maintain the support necessary to deliver on our mission.

The board has also set aside the income from another \$50 million in unrestricted investments for the establishment of approximately 50 board-designated professorships with a total budget of \$2.5 million per year over three years. Our trustees have also committed more than \$1.25 million of their own personal monies toward two newly designated funds—the Medical Heroes Fund and the Staff Heroes Fund—to be utilized to support, reward, and empower our most deserving physicians, nurses, and staff. The mechanisms and criteria for disbursement of these funds will be announced in the coming three months.

We are a committed, principled, and determined community at AUB. In order to safeguard the future sustainability of this matchless, mission-oriented institution of higher education and healthcare, we are actively exploring online education opportunities, novel health and business development platforms, and the possible establishment of twin international campuses. We will be sharing our progress along these avenues in due course when there is more to say. Today is a day to say thank you to our Board of Trustees for stepping up yet again to support the primacy of AUB's mission and the enduring message that it has carried from Lebanon throughout the rest of the world, with particular focus on the Global South. It is a day to say thank you to our faculty and staff for persevering and persisting in these most challenging circumstances. Ultimately, it is all of our sacred charge to ensure that AUB continues

to support our people and the populations they comprise, that they may continue to pursue excellence in service of the greater good.

Best regards,

Fadlo R. Khuri, MD
President