

American University of Beirut  
Office of the President



December 21, 2014

Dear Faculty Colleagues,

With the holidays fast approaching and our thoughts turning to the new year, I'd like to thank you again for the many contributions you have made to AUB in the realms of research, teaching, and university service. In setting before you a new contract that offers employment terms commensurate with faculty of your high caliber, I draw your attention to the second paragraph of section IV, which pledges AUB's commitment to recruiting and retaining the very best scholars and researchers, including benefits and allowances that recognize the particular needs of families living and working in Lebanon.

The new contract includes improvements agreed upon by everyone. We have eliminated a good deal of the jargon from earlier iterations and clarified points with language that is much easier to absorb. References considered by some faculty to be denigrating have been removed. Highlights of the new contract include:

- Housing and educational benefits remain intact and, for the first time, are explicitly guaranteed through the duration of the contract.
- Language in reference to health coverage and retirement planning are unchanged, and these provisions are afforded to all faculty.
- As a reminder, it is a matter of policy ([Section 4, Item 1](#)) that AUB continues to extend health coverage to retiring faculty with 15 or more years of service.

A document comparing the complete language of the older contract with that of the most current version is attached for your review. As mentioned in the correspondence the Board of Deans and I sent to you on Friday, the administration will welcome working with the Senate Committee on Faculty Affairs (SCFA) to further address the wording in reference to the HIP and retirement issues.

A formal plan for implementation of the new contract will be finalized after the first of the year. However, going forward in good faith, I would like to implement the new contract operationally effective immediately, by guaranteeing its benefits to all faculty members, should they so choose. The option is yours to:

- Indicate acceptance of the new terms by sending an email affirming your agreement to the relevant HR officer on [Campus](#) or at the [Medical Center](#), after which a revised contract will be made available for your signature; or

- Accept the terms of the new contract when your existing contract expires.
- Note that new faculty hires will be offered the new contract.

I hope that the provisions of the new contract are clear and recognized by all as a significant improvement over previous contract proposals. We have come a long way, and I appreciate your individual and collective efforts to bring us to this point.

Wishing you a joyous holiday season,

Peter Dorman  
President