

American University of Beirut  
Office of the President



December 2, 2015

Dear Members of the AUB Community,

It is my privilege to inform you that we have decided to form a task force including a diverse, highly insightful and accomplished group of senior and junior women and men faculty members to study the path of success and prominence at AUB, specifically for women faculty. The Task Force will be co-chaired by Dr. Howayda Al-Harithy, Professor in the Department of Architecture and Design in FEA and Dr. Huda Zurayk, former Dean and Professor in FHS. A series of recommendations and an action plan to improve the lives and careers of women faculty at AUB is expected to come up at the end of our 150<sup>th</sup> anniversary year.

AUB is proud that a substantial proportion of its faculty are women and it recognizes the challenges involved in achieving true gender equity among its faculty. The gender gap emerges from many factors including societal values that place the responsibility of child rearing and family care mostly on women, and work frameworks that follow patterns and design expectations that are not consistent with gender equity.

AUB has already made genuine strides in instituting changes to improve gender equity among faculty. It has offered leadership positions to women, including one VP, three female Associate Provosts, two female academic Deans, several female Unit Directors and Associate Deans, and many female Department Chairs. AUB has introduced a one-semester maternity leave allowing women faculty to devote uninterrupted time for early infant care during their family building phase. AUB has recently established a faculty committee to study faculty compensations giving due attention to gender discrepancies. Yet, a lot remains unknown about the level and type of gender inequity and there are real differences between the aspirations and perceptions of women and men on AUB's campus. The key focus of this task force will be female faculty but this is only the initial phase, which will facilitate and pave the way for similar work on the status of female staff and students at AUB.

The complete list of task force members is outlined below and I would like to thank each one of them for their willingness to serve on this important initiative and accepting to undertake this vital service on behalf of AUB:

1. Nayla Al-Akl, FAFS
2. Samar Diab, HR
3. Eveline Hitti, FM
4. Trudi Joyce Hodges, Title IX
5. Diana Jaalouk, FAS
6. Souha Kanj Shararah, FM
7. Charlotte Karam, OSB
8. Petra Khoury, Medical Center
9. Alexis Norman Wick, FAS
10. Assem Safieddine, OSB
11. Darine Salam, FEA
12. Monique Shaya, FHS
13. Alan Louis Shihadeh, FEA
14. Nuhad Yazbik-Dumit, HSON

Best regards,

Fadlo R. Khuri, MD  
President