

**American University of Beirut
Minutes of the University Senate
Meeting of Wednesday, May 27, 2015**

Present: H. Abu Khuzam, T. Amin, G. Araj, J. Chaaban, S. Chahine, M. Clinton, A. Dallal, Z. Dawy, J. DeJong, P. Dorman (chairing till 3:30), I. El Hajj, C. Harb, E. Hitti, H. Huijjer, N. Hwalla, S. Jabbour-Khoury, D. Jaalouk, A. Jaffa (on behalf of M. Sayegh), D. Jamali, S. Kanj, A. Kayssi, V. Khamis, F. Maalouf, P. McGreevy, F. Moukallad (on behalf of M. Suidan), W. Nasr, I. Nuwayhid, M. Salameh, E. Shammas, M. Suidan, S. Zeineldine

Absent: V. Araman, R. Brow, A. Chalak, A. Dietrich, M. Al-Ghoul, H. Diab, N. Farajalla, S. Harb, H. Muller, L. Nasreddine, S. Saleh, A. Taher

(* = regrets notified before meeting or on leave)

The meeting came to order at 2pm.

1) Approval of the minutes of May 12, 2015

The minutes were approved with amendments.

2) Chair's report

The President stated that that the Trustees arrive that day and that an Acting President will be named for the summer months until September 1, and an interim Provost will be appointed for a longer period. The Academic Affairs committee will be discussing faculty appointments and promotions. The President asked the Provost to update the Senate on the work of the tenure and faculty compensation task forces. The Provost stated that there is continuing discussion of tenure. There had been questions from the BoT that had been addressed and there was a decision to seek legal counsel in the US and Lebanon. The legal analysis was completed and no legal impediments in either the US or in Lebanon to tenure were identified, but legal counsel presented some reservations about the phased retirement plan. Further financial analysis was proposed. On the issue of faculty compensation, the Provost reported that the Task-Force had recently completed its work. The members had benchmarked all faculty salaries except FM, which proved difficult because of the complexity of the AUBMC costing model. The members proceeded with the report but did not have time to discuss it in the Senate. He noted that the major features were the same as presented in the Senate earlier. He will give an initial presentation to the Academic Affairs committee. The report needs to be discussed in the Senate and at the BoD. N. Hwalla and H. Huijjer asked when they would see the report and S. Chahine asked why it would be shared with the Academic Affairs Committee before being discussed in the Senate and BoD. The President committed to sharing the report with the Deans. The Provost stated that all faculties were represented on the Task Force and in response to a query confirmed that there was unanimous support for the Task Force's recommendations. A senator who was a member of the Task Force expressed concern that none of its recommendations are reflected in the budget. The Provost stated that follow-up actions are not in his hands, but that instituting a minimum level of salaries is absorbable by the budget, and that deans have been informed about salary discrepancies by gender. The President stated that the charge he gave to the Task Force was to develop a 3-5 year plan, and that outliers within the grade can be adjusted by means of an adjustment pool over and above merit increases, which is included in next

year's budget. A senator asked specifically about Nursing, where salaries were found to be the lowest among the university. The President stated that it had been known for some time that salaries were low in Nursing, and that there is a need to improve the salaries. On another issue, a senator stated that there had been a Senate motion in 2014 to have faculty representation on all committees linked to benefits, yet the Employee Benefits Committee is discussing changes to Plan A/B and only has representative from SCFA, not an elected representative, and the same is true of the HIP and Housing committees. He remarked that parking rates had been increased by 40% by a committee that lacked elected faculty representation. He also stated that in February 2015 the Senate had made a recommendation not to increase tuition and asked if there would be cuts to the administration. The President asked the Provost to respond, given that he has been chairing the budget committee for the last year. The Provost stated that there had been several rounds of cuts – first freezing non-academic hires, and secondly analyzing and cutting back on discretionary expenditures across all units, thirdly analyzing requests for additional funds from two units and a recommendation was made to decrease the budget allocated to these, and finally a decrease in the number of pre-approved faculty lines. In response to a query, the Provost noted that AUBMC is outside the purview of the budget committee. A senator stated that the CFO had stated that AUB is doing well financially, and asked why tuition costs need to be raised. The President responded that there has been a balanced budget every year, but it is an enormous challenge to ensure that research and teaching are not affected by budget limitations. Endowment performance is excellent, with returns of 16 to 18% annually. AUB is doing well in terms of managed debt. A senator asked whether a deal with CISCO had been concluded. The President responded that it is a different agreement than the previous one, and that the CIO can describe its terms in more detail.

3) Voting of degrees, May 2015 graduates

P. McGreevy, H. Huijer, A. Jaffa, F. Moukallad, N. Hwalla, I. Nuwayhid, S. Chahine recommended the awarding of degrees to graduates in their respective Schools (Attached list of expected graduates of May 2014). **A motion was made to approve the graduation of all recommended candidates.**

Vote 2015-30: the motion was passed unanimously.

4) Senate Statement to the Board of Trustees (Senate representative: Waddah Nasr)

[The President and Provost recused themselves for item 4 and P. McGreevy chaired the meeting]

W. Nasr, elected representative to the BoT, briefed the Senate about his proposed presentation and the remaining senate members commented and raised issues for discussion with the BoT.

The meeting was adjourned at 4:05 pm.

Minutes recorded by J. DeJong, Secretary of the Senate