

**American University of Beirut**  
**Final Minutes of the University Senate**  
**Meeting of Wednesday, March 28, 2018**

**Present:** H. Abou Araj, A. Abu-Alfa, C. Aramouny (by invitation), E. Al-Chaer, A. Chalak, A. Chehab, L. Daouk-Oyry, N. Dumit (for H. Huijjer), N. El-Cheikh, W. El-Hajj, M. Harajli, C. Harb, M. Harb (by invitation), S. Harvey, E. Hitti, M. Jurdi, G. Kanazi, S. Kanj-Shararah, A. Kayssi, F. Khuri (chairing), N. Melhem, H. Muller, I. Nuwayhid, A. Olabi (by invitation), S. Sadek, M. Sayegh, E. Shammas, R. Sharara-Chami, A. Shihadeh, J. Touma, S. Zeineldine

**Absent:** M. Abiad, T. Ali, I. Baalbaki, B. Bashour\*, J. Chaaban, H. Diab\*, D. Gubara\*, A. Harutyunyan, S. El Fakhani, H. Huijjer\*, R. Karami\*, P. McGreevy, R. Mohtar, W. Nasr, T. Nizameddin,

(\* = regrets notified before meeting)

The meeting was called to order at 2:05 p.m.

**1) Approval of the minutes of March 2, 2018** A senator asked whether approving the minutes entailed approving all attached documents. Another senator said he had not had time to review the two updated documents pertaining to promotion and tenure. The provost clarified that he is still willing to incorporate updates and revisions to those documents based on the discussion from the March 2, 2018 senate meeting. **The minutes were approved as circulated.**

**2) Announcements and updates**

The president began by noting that a significant number of senators had come to him with concerns about the way senate discussions tend to be dominated by a few vociferous male individuals who frequently speak when they do not have the floor and have a tendency to interrupt their colleagues, especially the female ones. He asked all members of this body to be conscious of the need to respect all senators and to stick to the rule of speaking a maximum of two times on any given topic. Following a request by the Senate Steering Committee, the president commented on the recent BBC event that was moved off campus. He explained that the BBC gave their list of panelists to AUB a very short amount of time before the scheduled event. Because of that, there was insufficient time for AUB to go through the necessary procedures to ensure compliance with US law. In the discussion of this issue, a senator pointed out that it is incorrect to say that US law “bans” certain individuals from coming to AUB or collaborating with AUB faculty. There is a procedure in place for applying for a license to invite any individual one might wish. It is just that the application needs to be approved and that the process can take some time.

**3) Chair’s report on the March 2017 Board of Trustees meetings**

Thirty-six trustees and trustee alumni attended the meeting, so it was a big group and they had an active schedule. The board approved tenure for the deans, which is a positive step towards the tenure review process for the first group of full professors who have applied. Dean Nuwayhid gave a presentation on the vision for the Faculty of Health Sciences (FHS) centered on the idea of being a leader and a research center for the entire Global South, which fit well with one of the themes of this BoT meeting: internationalization in the age of rising anti-globalist sentiment. The BoT approved the new graduate program proposed by FHS: the Global Master’s in Public Health, which is a cooperative venture with Earth University in Costa Rica. There were sessions on several aspects of AUBMC 2020.

**4) Voting on the degree of an MSFEA student**

Dean Shihadeh explained why this case is being brought to the senate. One student's name was inadvertently left off the list of degree recipients due to a computer glitch. MSFEA is simply asking the senate to help correct this oversight. **A motion was made to award the appropriate degree to this candidate from MSFEA. Vote 2018-27. The motion was approved unanimously.**

**5) Proposed admissions procedure change: Department of Architecture and Design in MSFEA**

Professor Mona Harb, Department of Architecture and Design chair, and Professor Carla Aramouny, architecture program coordinator, gave a presentation to the senate on a proposal to incorporate a design aptitude test into the department's undergraduate admissions procedure (**see appendix I**). In the discussion after the presentation, senators had questions about the relatively high weighting of the aptitude test when compared to the composite score; how the workload of assessing the tests will be distributed; and whether or not MSFEA had reached out to their FAS colleagues with expertise in aptitude tests, particularly in the Department of Education and the Department of Psychology. Professors Harb and Aramouny said that the relative weights of the the aptitude test and the composite score had been the subject of much discussion and that the 30% to 70% ratio is where they ended up; the ArD Admissions Committee will assess the portfolios and an effort will be made to not ask them to serve on other committees; and that they would be happy to get input from colleagues in education and psychology on the development, administration, and assessment of aptitude tests. The registrar asked whether it is fair to have some applicants take the test in person here at AUB while others take it online and, if not, whether this could have a negative impact on international diversity in the program. Dean Shihadeh said that tests of this sort are used in architecture programs around the world, so there are bench-marking and best practice policies to which one can appeal in order to facilitate fairness. **A motion was made to approve the proposed change to the admissions procedure in ArD. Vote 2018-28. The motion was approved unanimously.**

**6) Proposal for a new B.Sc. in Food Science and Technology**

Professor Ammar Olabi gave a presentation to the senate on a proposal to introduce a new undergraduate degree in Food Science and Technology (**see appendix II**). During the discussion after the presentation, Dean El-Cheikh noted that all of the classes the students in this new program will take place during their first semester are courses taught and administered by FAS. She said that this is similar to many programs in other faculties and she asked her colleagues to be aware of this when the senate considers approving new programs and when the upper administration thinks about where new faculty lines should go. A senator from FHS highlighted a concern related to leaving a program without remedy as per the external reviewers at the expense of generating a new one (i.e., Food Science and Management vs. Food Science and Technology, respectively). The same senator also asked about the level of interest in the new program on the part of students currently enrolled in the existing program. Dean Nuwayhid asked about the market research done by FAFS into interest by prospective employers. In particular, he asked about interest in this proposed new program in Food Science and Technology, which will begin as an unaccredited program, and the extant program in Food Science and Management, which is already accredited. Professor Olabi said employers in the relevant sectors don't care much about accreditation, as there are interested mainly in what skills and experience graduates have. The president said that on recent trips to Ivory Coast, Sudan, and Jordan he had conversations which gave him confidence that there would interest throughout the region in this new program. **A motion was made to approve the new B.Sc. in Food Science and Technology. Vote 2018-29. The motion was approved by a vote of 26-1-0.**

## 7) Other business

A senator said he thought there should be an institution-wide study of possible inequities in pay across four categories: gender, nationality, faculty affiliation, and hiring year. Senators who had served on the committee on the working conditions for women at AUB said that a good deal of data had been assembled on the relative pay of men and women and that doing a new study again so soon would not be a prudent use of time and effort. The chair of SCFA said that any study of this kind would need to involve the cooperation of HR in order to access financial records and would need to be handled very carefully because of confidentiality issues. The president emphasized the importance of distinguishing between the categories of gender and nationality, on one hand, and the other categories under discussion, on the other hand. Gender and nationality are classes for which pay inequality risks meeting the legal definition of discrimination and would be very serious indeed. The categories of faculty affiliation and hiring year are subject to market and other forces that might lead to differences in levels of pay. The president also said that any study of this kind should look at total compensation as opposed to just the size of monthly paychecks. The provost acknowledged that there are pay discrepancies between faculties and that this is unavoidable given market forces but that he is committed to working toward lessening them wherever possible. He said that he had been working with the dean of FAS on this matter over the past two years, but that this is a problem that takes time to work on. Regarding hiring year, the president said he thought it would be a bad idea to strictly link pay level to number of years in rank. If one does this, there is a risk of making it impossible to adequately reward productive faculty and to allocate resources to recruit faculty of renown who can add to the institution's international profile.

The meeting was adjourned at 4:05 pm.

(Minutes recorded by H. Muller, Secretary of the Senate)

### **Appendix I: Proposed admissions procedure change: Department of Architecture and Design in MSFEA**



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### **Appendix II: Proposal for a new B.Sc. in Food Science and Technology**



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