

**American University of Beirut
Minutes of the University Senate
Meeting of Friday, May 28, 2014**

Present: A. Al-Kutoubi, T. Amin, S. Chahine, N. Dajani, A. Dallal, H. Diab, Z. Dawy, J. DeJong, P. Dorman (chairing), I. Elhajj, J. Ghafari, S. Hout, H. Huijjer, N. Hwalla, A. Jaffa, D. Jaalouk, S. Jabbour-Khoury, D. Jamali, A. Kayssi, V. Khamis, P. May, P. McGreevy, F. Moukalled (representing Dean Suidan), L. Nasreddine, S. Nouredine, I. Nuwayhid, M. Salameh, S. Saleh, E. Shammass, P. Shebaya (on invitation), J. Usta.

Absent: A. Al-Hroub, S. Arnaout, E. Baydoun, R. Brow, J. Chaaban, N. Farajalla*, H. Khoury*, G. Matar, T. Nizameddin, I. Saoud, M. Sayegh, M. Suidan, D. Wrisley, S. Zeineldine, A. Zenger*

(* = regrets notified before meeting or on leave)

The meeting was called to order at 2 pm.

1. Approval of minutes

Minutes of the meeting of May 24, 2014 were approved as amended.

2. Voting of degrees, May 2014 graduates

Dean McGreevy, A. Jaffa (representing Dean Sayegh), H. Huijjer, F. Moukalled (representing Dean Suidan), Dean Hwalla, Dean Nuwayhid, and S. Chahine (A/Dean) presented motions recommending the awarding of degrees to graduates in their respective Schools: (Attached list of expected graduates of May 2014)

Motion: Recommend to Senate and President awarding degrees to FAS graduates and graduates with distinction

Vote 2014-44: Motion approved (unanimous)

Motion: Recommend to Senate and President awarding degrees to FM graduates and graduates with distinction

Vote 2014-45: Motion approved (unanimous)

Motion: Recommend to Senate and President awarding degrees to HSON graduates and graduates with distinction

Vote 2014-46: Motion approved (unanimous)

Motion: Recommend to Senate and President awarding degrees to FEA graduates and graduates with distinction

Vote 2014-47: Motion approved (unanimous)

Motion: Recommend to Senate and President awarding degrees to FAFS graduates and graduates with distinction

Vote 2014-48: Motion approved (unanimous)

Motion: Recommend to Senate and President awarding degrees to FHS graduates and graduates with distinction

Vote 2014-49: Motion approved (unanimous)

Motion: Recommend to Senate and President awarding degrees to OSB graduates and graduates with distinction

Vote 2014-50: Motion approved (unanimous)

3. Proposal from FAS to change the name of CVSP to Civilization Studies Program

P. Shebaya, referring to the attachment, noted that no other institution uses the name Civilization Sequence Program and that the change in name would not mean any change in content of the program. **Vote 2014-51: The motion to change the name of the CVSP program to Civilization Studies Program was approved unanimously.**

4. Faculty Contract

Noting that a lot of time and effort had gone into revising the faculty contract, the President asked if the Senate was ready to endorse the current draft before the end of the academic year. The senators leading the negotiations on the contract on behalf of the SCFA and SSC outlined two main points of contention. The first concerns the revision of policies to which the contract refers – while it was recognized that policies often need to be changed the version of policies to which contracts refer needs to be clear. For example, the faculty manual is under revision and the suggestion was made to “lock” it at a certain date, just as graduation requirements are clear to students, with further revisions being dated subsequently. The President stated that the fact of being under review does not invalidate what is present in any policy. A suggestion made by the SCFA/SSC was to develop an archive of policies with clear revision dates. The Provost noted that policies have been changed through due process, that the vast majority had been considered by the Senate and that the faculty manual refers to procedures as well as policies; the faculty contract is not the appropriate place to address procedures. One senator suggested that there was a need for better categorization of policies to identify which are of most concern to the faculty contract. Acting COO Diab pointed out he is currently studying the role of the Policies and Procedures Review Committee (PPRC) which has existed for some time and he recommends faculty representation on that committee. One senator noted that several of its purported members have left AUB. A. Kayssi made a **motion** (whose wording was subsequently revised in discussion) to read: **The Senate requests the AUB administration to urgently: (i) Reinvigorate the PPRC by updating and increasing its membership to include two elected faculty members; (ii) Ensure that all policies and procedures affecting faculty members have a clear mechanism for change and that changes to them should be brought to the Senate for discussion; and (iii) Augment the online repository at <http://pnp.aub.edu.lb> with a system for time-stamped version and revision tracking, and an offline hard-copy repository for change documentation and archiving purposes to be placed in the Archives and Special Collections section of Jafet Library.** **Vote 2014-52: The motion was approved with 23 in favor of the motion and 1 abstention.**

The second point of contention concerning the faculty contract was the delineation of benefits in section IV(1). Senators expressed the view that it should include “all benefits and allowances” and in fact the four benefits mentioned in the draft are not the most critical. The Provost stated that the faculty representatives working on the contract had agreed to the listing of benefits, and did not request the listing of additional benefits. VP May stated that the listing of particular benefits is to ensure entitlement. President Dorman stated that faculty members signing the contract should know what they expect for the duration of the contract. The Provost stated that in his understanding of the draft document that he was discussing with faculty representatives there are two types of benefits – those specifically enumerated to which faculty members have to agree to any changes, or could be grandfathered into a new policy; and others that could be changed in accordance with University procedures for changing benefits, but are not individually negotiated. Several senators stated that they were unaware that the intention was seemingly to discriminate between different types of benefit – that listing some implicitly means excluding others. Although the trend had been towards improving benefits, concern was expressed that faculty members should have vested rights until retirement. VP May stated that it was agreed not to include the term “vested rights” in the contract. The President asked if there had been benchmarking with other universities in terms of the wording of benefits. It was stated that the LAU contract states that policies “can change without prior notice.” Dean Hwalla noted that the wording of the contract is important for faculty recruitment when prospective candidates are being informed about benefits. A senator concurred, saying that the distinction between benefits would not make sense to new faculty and the fact that essential benefits such as housing are not mentioned creates mistrust which should be avoided. Another senator underscored that there should be no potential for loss of coverage under HIP, but it was pointed out that article V(5) addresses that point. VP May stated that salaries and benefits currently account for 78% of the budget and that no other institution in the country can commit to providing the full range of benefit programs for a duration of contracts. President Dorman stated that at this point he cannot make a commitment on behalf of the university without consulting further. He noted that the outlines of the budget had been presented in an email he had sent.

Items 5 and 6 on the agenda were not addressed due to lack of time.

The meeting was adjourned at 4:10 pm.

Minutes recorded by J. DeJong, Secretary of the Senate