

**American University of Beirut**  
**Final Minutes of the University Senate**  
**Meeting of Friday, June 19, 2020**

**Present:** M. Abiad, Y. Abunnasr, A. Abu-Alfa, M. Alameddine, E. Al-Chaer, T. Amin, T. Bazi, S. Bou Jaoude, I. Baalbaki, G. Burris, R. Chedid, A. Chehab, L. Choueiri, L. Daouk, H. Darwish, N. Dumit, N. El-Cheikh, S. El Fakhani, W. El-Hajj, H. El Rassy, M. Farah, L. Farhoud, C. Harb, A. Harutyunyan, S. Harvey, E. Hitti, S. Isber, H. Jaafar, S. Kanj-Sharara, K. Kabalan, F. Khuri, N. Melhem, R. Mohtar, H. Muller, T. Nizameddin, I. Nuwayhid, G. Saad, N. Saliba, A. Shihadeh, R. Sharara, F. Talih, B. Tucker, G. Zaatari

The meeting was called to order at 2:00 p.m. The meeting was held virtually using “Zoom”.

**1) Approval of Senate minutes of April 30, 2020**

The minutes of April 30, 2020 were unanimously approved.

**2) Voting of Degrees**

Registrar and Vice Provost B. Tucker circulated two lists: 1) expected graduates of the Spring 2019-2020 semester who have completed all requirements and 2) expected graduates of the Spring 2019-2020 semester pending the completion of requirements by July 15, 2020. Dean El Cheikh recommended awarding degrees to the indicated students in the Faculty of Arts and Sciences (FAS). **A motion was made to award degrees to the candidates in FAS. Vote 2019-35. The motion was approved unanimously.** Interim Dean G. Zaatari recommended awarding degrees to the indicated students in the Faculty of Medicine (FM). **A motion was made to award degrees to the candidates in FM. Vote 2019-36. The motion was approved unanimously.** Interim Dean Farhoud recommended awarding degrees to the indicated students in the Rafic Hariri School of Nursing (HSON). **A motion was made to award degrees to the candidates in HSON. Vote 2019-37. The motion was approved unanimously.** Dean Shihadeh recommended awarding degrees to the indicated students in the Maroun Semaan Faculty of Engineering and Architecture (MSFEA). **A motion was made to award degrees to the candidates in MSFEA. Vote 2019-38. The motion was approved unanimously.** Dean Mohtar, recommended awarding degrees to the indicated students in the Faculty of Agricultural and Food Sciences (FAFS). **A motion was made to award degrees to the candidates in FAFS. Vote 2019-39. The motion was approved unanimously.** Dean Nuwayhid recommended awarding degrees to the indicated students in the Faculty of Health Sciences (FHS). **A motion was made to award degrees to the candidates in FHS. Vote 2019-40. The motion was approved unanimously.** Dean Harvey recommended awarding degrees to the indicated students in the Olayan School of Business (OSB). **A motion was made to award degrees to the candidates in OSB. Vote 2019-41. The motion was approved unanimously.**

**3) Update on June 2020 BOT meetings and 20/21 Budget**

President Khuri gave a brief report summarizing the June BOT meeting agenda. The BOT met over 3 days from June 3 to June 5 2020. The BOT approved the following items:

- Minutes of the March BOT meeting
- One additional member of the board of International Advisory Committee was approved
- Modification of the illegibility criteria for serving as a BOT member to disqualify active political leaders
- Several permanent namings were approved
- Emeritus Professor status was given to Professors Asaad Khairallah and Helga Seeden of FAS
- All recommended tenure and promotion appointments
- Operating budget for fiscal year 2020-2021 was unanimously approved
- The VITAL university strategic plan was unanimously approved

CFO Wickens presented the approved budget highlighting that the approved budget is similar to the one presented to the Senate on May 15, 2020. The following are the underlying assumptions of the approved budget:

- Official exchange rate of 4000 LL/\$
- Subsidized tuition rate for students (1500LL/\$ for the Fall 2020-2021 semester)
- 500 fewer students matriculating in Fall 2020 versus Fall 2019
- No dormitory revenues in the Fall
- No salary adjustments, except for academic promotions
- No capital expenditures
- Hiring freeze except for preapproved positions
- Departure of more than 1,000 employees
- Financial assistance to employees for one year only
- Mid-year review and re-evaluation of budget

Based on the above assumptions, the campus will break even while the medical center will suffer a loss of approximately \$20.8M.

It was also stated that the financial assistance to employees will include \$20,000 out of the salary of professorial ranked faculty to be paid in domestic or foreign accounts. The \$20,000 amount will be converted at the official exchange rate. The logistics of this supplement are to be developed by a committee composed of SCFA and SSC members in coordination with the administration. The goal is to iron out the details and timeline for issuing the supplements to the faculty, and conclude these mechanisms by July 2020. It is expected that faculty will be receiving the supplement in either 3 or 4 fractions at different dates, maintaining some flexibility to assist faculty members. Senators expressed the tough financial situation faculty are enduring and the significance of receiving the supplement as early as possible. President Khuri stated that this process has to be well orchestrated so as not to disadvantage faculty who do not have foreign bank accounts, but would wish to open them. A senator expressed concern that the financial assistance package does not cover non-professorial rank faculty members. The BOT approved this assistance package for one year, but could be extended if revenues allow it. It was intended by the Administration and the Board of Trustees to help the university pivot to a more diversified stream of revenues.

President Khuri also proposed implementing a sliding scale voluntary contribution system where high earning senior administrators and faculty give back a certain percentage of their salaries to AUB. The proposal requires people earning \$400,000/yr or more to donate 25% of their salary; those earning more than \$250,000/yr and less than \$400,000/yr to donate 15% of their salary; and those earning more than \$150,000/yr but less than \$250,000 to donate 10% of their salary. A senator expressed that this sliding scale system will mainly target medical doctors; and that some doctors won't be happy with such system and may opt to leave AUB. Others were in support of the proposal, and expressed that in such dire times, all high earners should give back to the community.

President Khuri mentioned that savings resulting from layoffs will total approximately \$17M. There are still ongoing negotiations with the Syndicate of Workers and Non-Academic Staff but it is expected to announce all layoffs around the end of June 2020.

The President also highlighted the importance of generating international revenue streams from extramural grants and online teaching.

**4) Approval of the Calendar Scheme for Academic Years 2021-2022 through 2025-2026**

Registrar and Vice Provost Tucker presented the proposed calendar scheme for academic years 2021-2022 through 2025-2026. A brief discussion followed the presentation. **A motion was made to approve the calendar scheme as presented. Vote 2019-42. The motion was approved unanimously.**

**5) Discussion/Approval of the revised Procedure addressing "Allegations of Discrimination, Discriminatory Harassment, and Sexual Harassment"**

Equity/Title IX Coordinator Mitra Tauk presented the updated policy on addressing "Allegations of Discrimination, Discriminatory Harassment, and Sexual Harassment". She highlighted the development history of the policy and how it aligns with similar policies at major US institutions. Several comments were raised by Senators; some were easily resolvable while others required further discussions. It was proposed to form a subcommittee of senators authorized by the Senate to meet and work out the remaining concerns with Mrs. Tauk. Senators Bazi, Doumit, and Harb volunteered to serve on the subcommittee. They will meet with Mrs. Tauk to iron out conflicting issues and present the final policy for approval by Senate on the June 26, 2020 meeting.

The meeting was adjourned at 4:30 pm.

(Minutes recorded by G. Saad, Secretary of the Senate)