

**American University of Beirut**  
**Final Minutes of the University Senate**  
**Meeting of Wednesday, September 25, 2019**

**Present:** M. Abiad, H. Abou Araj, E. Al-Chaer, T. Amin, G. Burris, A. Chalak, R. Chedid, A. Chehab, L. Daouk, H. Darwish, N. Dumit, S. El Fakhani , H. El Rassy, N. El-Cheikh, W. El-Hajj, A. Olabi (replacing R. Mohtar), L. Farhoud, M. Harajli, C. Harb, A. Harutyunyan, S. Harvey, S. Isber, H. Jaafar, D. Jaalouk , K. Kabalan, S. Kanj-Sharara, F. Khuri, N. Melhem, R. Nakkash, T. Nizameddin, I. Nuwayhid, G. Saad , N. Saliba, A. Shihadeh, F. Talih, G. Zaatari (replacing M. Sayegh)

**Absent:** A. Abu-Alfa\*, I. Baalbaki, T. Bazi\*, H. Diab, M. Farah\*, E. Hitti\*, R. Mohtar\*, M. Sayegh\* (replaced by G. Zaatari), R. Sharara

(\* = regrets notified before meeting)

The meeting was called to order at 2:03 p.m.

**1) Approval of Senate minutes of May 29, 2019**

The minutes of May 29, 2019 were approved as circulated. The senate secretary presented two requests from Dr. Salah Sadek and Mrs. Mitra Tauk to clarify a few items in the minutes of April 24, 2019 and the minutes of May 3, 2019, respectively:

- April 24, 2019 minutes: under item “(7) *Renaming the department of chemical engineering*”, and to clarify the discussion, the following sentence:

*He added that more than two-thirds of the faculty members voted in favor of the name change should have been:*

*He added that more than two-thirds of the faculty members voted in the favor of changing the bylaws of the faculty to reflect the name change.*

The same applies to the motion where:

*The name change was approved by a vote of (18, 4, 2)*

should have been:

*The bylaws of the faculty which reflect the name change from the department of Chemical and Petroleum Engineering to Bahaa and Walid Basatni department of Chemical Engineering and Advanced Energy, were approved by a vote of (18, 4, 2)*

- May 3, 2019 minutes: under item “2) *Revision of Sexual Harassment Policy & Non-Discrimination and Anti-Discrimination Harassment Policy*”, and for the reason of capturing the totality of the discussion, the following sentence should have been added to the discussions:

*The concerns raised by FM senators as well as the feedback of the Title IX Office, ATIXA and the US legal office are summarized in the presentation attached to the minutes and that was projected during the Senate meeting (Appendix I).*

The motion should have stated that both policies have been approved with some amendments and not only one. Hence, the motion:

*A suggestion was made and approved to amend the policy to state that ...*

*should have been:*

*A suggestion was made and approved to amend the two presented policies to state that ...*

The above clarifications were approved unanimously.

**2) Voting of Degrees for Summer 2019 Graduates**

Acting Registrar H. Abou Araj circulated the list of expected graduates of summer 2019. 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 2019-01. The motion was approved unanimously.** Dr. G. Zaatari, on behalf of EVP Sayegh, 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 2019-02. The motion was approved unanimously.** Interim Dean Farhoud recommended awarding degrees to the indicated students in the Rafic Hariri School of Nursing. **A motion was made to award degrees to the candidates in Rafic Hariri School of Nursing. Vote 2019-03. 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 2019-04. The motion was approved unanimously.** Dr. Orabi, on behalf of 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 2019-05. 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 2019-06. 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 2019-07. The motion was approved unanimously.**

### **3) Welcoming new Senate members**

The president welcomed eight new Senators: Interim Dean Leila Farhoud, Asst. Professor Gregory Burris, Assoc. Prof. Diana Jaalouk, Assoc. Professor Tamer Amin, Assoc. Professor Rima Nakkash, Assoc. Professor George Saad, Professor Riad Chedid, and Asst. Professor Hadi Jaafar.

### **4) Annual reports of Senate Committees and Boards, 2018-19**

The written reports of the Senate committees and boards were distributed to all Senators for their review prior to the meeting and the chairs were invited to attend this meeting to answer any questions Senators might have. Those committees and boards are: Senate Admissions Committee, Board of Graduate Studies, University Disciplinary Committee, Library Committee, University Publications Committee, University Research Board, University Committee on Student Affairs, Academic Development Committee, Senate Steering Committee, and the Senate Committee on Faculty Affairs. Every committee chair presented briefly an overview of the committee's work during the previous year. Dr. Orfali, Chair of the University Publications Committee, was asked about the status of the University Press. He noted that the committee put a plan and started implementing it to enhance the AUB press and promote it. He added that the press bylaws will be revisited to decouple the press from the University Publications Committee. Dean Nuwayhid noted that in case these reports are to be published online, confidential information such as the ones found in the University Disciplinary Committee report should be removed.

### **5) Elections to Senate Steering Committee (SSC) and Senate Committee on Faculty Affairs (SCFA)**

The SSC has six elected members, one from each of AUB's six faculties. These six members serve one-year terms, so elections need to be held annually. The other two voting members of the SSC are the Secretary of the Senate and an at-large member, traditionally appointed by the president. The provost serves on the SSC as an ex-officio member. There were no elections, as only one candidate stood for each position. The representatives chosen are: Asst. Professor May Farah will represent FAS, Assoc. Professor Eveline Hitti will represent FM, Professor Ali Chehab will represent MSFEA, Assoc. Professor Nada Melhem will represent FHS, Assoc. Professor Ali Chalak will represent FAFS, Assoc. Professor Lina Daouk will represent OSB. The president appointed Associate Professor Nuhad

Dumit of HSON as the at-large member of the SSC, pending the confirmation of a position on SSC for the Hariri School of Nursing. The Senate Secretary is Associate Professor George Saad from MSFEA.

The SCFA also has one elected member from each of AUB's six faculties, and one Senate at-large member, but members of SCFA serve three-year terms. Two positions became vacant due to end-of-term: the FHS position and the at-large member. These positions were filled by Professor Rima Nakkash from FHS, and Assoc. Professor Houssam Rassi as Senate at-large member. No elections were contested. Continuing members are: Assoc. Professor Anzhela Harutyunyan representing FAS, Assoc. Professor Toni Bazi representing FM, Professor Karim Kabalan representing MSFEA, Assoc. Professor Mohamad Abiad representing FAFS, and Professor Said El Fakhani representing OSB.

#### **6) Election of two faculty members to the PPRC**

Regardless of the faculty affiliation, two faculty members are to be elected to serve on PPRC. The voting rules were as follows: each senator selects one of the candidates. If one candidate gets more than 50%, the candidate wins. If not, qualify for another round the candidates who have 50% majority, then repeat the vote until someone gets more than 50%. Drs. Elie Al-Chaer and Amy Zenger were elected to serve on PPRC.

#### **7) Election of an UPTC member from FM to replace Dr. Souha Kanj Sharara**

Dr. Elie Akl was selected by acclamation.

#### **8) Election of a senator representative to BOT to replace Dr. Salah Sadek**

Four senators were nominated and accepted the nomination. Dr. Najat Saliba was elected as the senate representative to BOT. A suggestion was made to request from the representative to write a report detailing his/her experience in this role.

#### **9) Reports on the BOT meetings of May and September 2019**

The president reported on the BoT meetings of May and September 2019. On May 31, 2019 the BoT met and voted to approve: updated committee assignments, permanent naming and spaces, the appointments of five new faculty members to FM and FAFS, changing the name of the department of Chemical and Petroleum Engineering to Bahaa and Walid Basatni department of Chemical Engineering and Advanced Energy, new Graduate Online Diploma in Buildings Energy Systems, Ph.D. program in Business Administration, 41 tenure appointments, three members to be part of the international advisory council to the president, new trustee Vivian Tabbar for three years term, Non-Discrimination and Anti-Discrimination Harassment Policy, policy and procedures concerning consensual sexual or romantic relationships, and 2019-2020 operating budget. The BoT meetings of September 2019 were committee meetings, not full board. Committees present included medicine and health, audit, compensation, benefits, alumni affairs, development, recruitment, among others. They attended the opening of the new Penrose Hall and the Talal and Madiha Zein AUB Innovation Park (AUB-iPark). They discussed the economy challenges and the plans to be developed in the event of negative changes to the buying power of the faculty and staff, updated the AUB campaign progress to date, and discussed the adjustments in salaries necessary for FAS in addition to the Dean's adjustments. They decided to go ahead and put a bid for compensation analysis for faculty and staff. The company, when selected, is expected to report its finding before the budget of 2020-21 is out in order to do the necessary adjustments. The provost added that the company is expected to look into diversity of every faculty and benchmark with abroad as well as local universities. Equity within specialty will be the major metric of comparison, and the cost of living will be looked at as well.

#### **10) Identity Access Management Policy**

The policy mainly states that access to AUB infrastructure should follow a procedure to ensure the safety and security of the various AUB systems. The policy states that procedure and states the individuals who are eligible to get access and how. A senator asked about the ways accountability is exercised in the item that states "The sponsor is accountable for the proper use of such accounts". Dr. Asfour replied that this is standard procedure and accountability follows the existing AUB policies. A senator asked whether AUB is moving to implement Single sign-on (SSO), and the reply was yes. **Vote 2019-08. Proposal was approved by a vote of (30, 0, 1).**

### **11) Open Faculty Forum**

The president started by saying that the Administration has no willingness to take responsibility for emails circulated on the listserve, especially that more and more complaints are being raised including harassment. He added that the administration is proposing that faculty members opt-in to the listserve with the understanding that the administration does not endorse or sanction anything on the listserve. Dr. Asfour added that what was proposed in the Board of Deans is to continue to have an unmoderated listserve with a disclaimer that the administration does not endorse or sanction what goes on the listserve. Faculty members wanting to be part of the listserve will visit a webpage and opt-in to the listserve after reading/approving the disclaimer.

Several senators supported the proposal by indicating the many times inappropriate emails are circulated including academic/patient cases where names are presented or sending greetings and non-meaningful emails. Other senators opposed the proposal indicating that faculty members bothered from the listserve can easily block the emails coming from it, there are many important topics that circulate on the listserve including the spread of interesting projects/seminars/ideas happening on campus, the opt-in model will cause many faculty members to not join the listserve, and faculty members should be surveyed to hear their opinion since this listserve concerns them. **A motion was made to end the discussions on the subject. Vote 2019-09. Motion was approved by a vote of (28,2,0).**

### **12) Securing the Value of Faculty Salaries**

Many concerns were voiced about losing the purchasing power due to the current economical situations. Some senators suggested to keep the salaries in Lebanese pounds while calculating the remuneration amount on the basis of US dollars with a fixed exchange rate that does not change based on the economic situation. A senator suggested that part of the salary be paid in US dollars and another part in Lebanese pounds. Another senator added that tenure was implemented to ensure faculty security and sustainability, but this issue affects the security greatly and rules the tenure useless. **A motion was made to guarantee the value of faculty salaries and peg them to dollar currency.** Several senators noted that such a situation has happened in the past and we should learn from this experience to come up with a contingency plan in the case of any crisis. Dean Harvey requested from administration to come up with a set of values that will be respected in the case of an economic crisis. A couple of substitute motions were proposed and then all motions were withdrawn. The president closed by saying that this issue is being looked at closely and senate engagement is welcomed to contribute to the strategy that can be adopted in the case of an economic crisis. SCFA was asked to meet with the administration to discuss such plans.

### **13) Other Business**

HIP will be discussed in future senate meetings.

The meeting was adjourned at 5:15 pm.

(Minutes recorded by W. El-Hajj, Secretary of the Senate)