

**American University of Beirut
Minutes of the University Senate
General Meeting of Friday 18 April 2008**

Present: A. Abdelnoor, A. Abdel-Rahman, A. Abdul-Malak, H. Abu Khuzam, A. Al-Kutoubi, G. Araj, K. Bitar, N. Darwiche, M. Darwish, R. Dean, H. Diab, M. El-Sabban, L. Farhood, P. Heath (chairing), K. Hindi, H. Huijjer, N. Hwalla, M. Jurdi, S. Kenney, F. Moukalled (for I. Hajj), A. Mroueh (for N. Cortas), N. Nassif, M. Nimah, I. Osman, J. Radulski, M. Salameh, S. Seikaly, B. Shayya, F. Sleiman, R. Smith, H. Zurayk.

Absent: A. Al-Alaoui, J. Dargham, R. Haddad, S. Jeffrey, R. Khauli, M. Khawaja, M. Kisirwani, A. Lyzzaik, S. Maamari*, L. Musfy*, G. Najjar, M. Obeid, O. Obeid, S. Sadek, J. Waterbury*.
(* = regrets notified before meeting or on leave)

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

1. *Approval of minutes.* The minutes of 28 March 2008 were approved as corrected.

2. *Recommendations of the Senate Committee on Faculty Affairs.*
 - a. *Adjustment of salaries to compensate for inflation.* The chairman of the SCFA presented the first part of the SCFA memo dated 10 April 2008 together with a table showing the annual increase in the consumer price index (CPI) from 1996, according to which the cumulative increase from 1996 to 2008 has been 67%. He proposed the following motion which was seconded: **The senate urges the administration to adjust faculty employees' salaries to compensate for the cumulative inflation of the last ten years.** Vice-President Radulski presented a table showing average salaries of full-time professorial ranks at AUB in 2007-08 compared with average salaries in Master's Institutions in the USA, showing that, after tax deductions and without taking into account educational and other benefits at AUB, salaries at AUB in each rank are around \$5,000 less than those in comparable US universities. VP Radulski added that faculty employees, whose salaries amount to 45% of total salary disbursement, represent only one-sixth of AUB employees; and that there is a limit to increases in student fees. There was discussion on the relation between merit increases in salaries and inflation, on the consequences of belonging to Plan-A, on the possible effects of a general increase in employees' salaries by government, and on what kind of argument should be made to the board of trustees.

Vote 2008-22: The motion was carried (19 for, voting members present 26).

 - b. *Amount of adjustment.* The chairman of the SCFA proposed the following motion, which was seconded: **The amount of adjustment to each faculty employee's salary should be determined by the extent to which the faculty employee's salary has lagged behind the cumulative increases in the Consumer Price Index, during the employee's years of employment.** There was discussion on what should be the baseline for salary adjustment. A substitute motion was seconded, worded exactly like the main motion but with the following additional clause at the end: "... **not using the initial salary but rather using the average salary within each rank as a baseline**". A senator pointed out that calculation of salary adjustments was difficult when merit increases were taken into account, and that the senate should not recommend the actual mechanism of adjustment. Another senator proposed that both motions be tabled.

Vote 2008-23: The tabling motion was defeated (12 for, voting members present 25).

The substitute motion was then voted on.

Vote 2008-24: The substitute motion was defeated (5 for, voting members present 25).

The main motion was then voted on.

Vote 2008-25: The main motion was defeated (2 for, voting members present 25).

- c. *Compensation for administrative work during the summer.* The chairman of the SCFA proposed the following motion which was seconded: **The senate recommends that AUB provides equal compensation equivalent to one month's salary for Chairs/Convenors/Directors of programs on 9 month contracts for their administrative work over the summer period, if their administrative work is required by the AUB administration.** Dean Bitar outlined the compensation presently given for summer teaching and for summer administration within FAS. The wording of the motion was amended to read "**equivalent to one-ninth of the annual salary**" in place of "**equivalent to one month's salary**". There was discussion of differences between faculties. The following substitute motion was seconded: **The senate recommends that AUB provides equal compensation across all faculties for Chairs/Convenors/Directors of programs for their administrative work over the summer period, if their administrative work is required by the AUB administration.**

Vote 2008-26: The substitute motion was defeated (3 for, voting members present 23).

Vote 2008-27: The main motion was defeated (11 for, voting members present 23).

3. *Request for items to be presented by the Senate Representative to the Annual BOT meeting in June 2008.* The Senate Representative said that he would prepare a draft statement on the basis of suggestions made by senators. One senator said that the statement should reflect the two main issues of tenure and salary adjustment for inflation.

4. *Statement by the provost on changes to promotion policy regarding voting.* The provost presented an amended version of the proposed changes from the version circulated, saying that the amended version had been agreed upon by the board of deans. The main issue, he said, was that at the level of departmental review for each case of promotion there should be a minimum of three voting members of the appropriate rank, not including the chair and any member of the dean's advisory committee; where necessary, extra eligible faculty members from related fields would be appointed by the dean. One senator said that there was concern in his faculty on the role of the chair: the extent to which a chair could participate in or should only moderate discussion. Concern was also expressed over the appointment of a presiding chair from outside a department if there were members of the appropriate rank within the department. After further discussion the provost said that he would consult with the deans further on the matter.

The meeting was adjourned at 3:45 p.m.

Richard Smith, secretary