

American University of Beirut
Minutes of the University Senate
General Meeting of Friday 24 April 2009

Present: S. Arnaout, A. Abdel-Rahman, A. Abdul-Malak, G. Araj, K. Bitar, N. Dajani, J. DeJong, H. Diab, P. Dorman (chairing), L. Farhood, J. Ghafari, I. Hajj, K. Hindi, N. Hwalla, M. Jurdi, A. Jurjus, A. Kayssi, S. Kenney, W. Masri, L. Musfy, W. Nasr, W. Nasrallah (by invitation), N. Nassif, M. Nimah, T. Nizameddin (for M. Kisirwani), I. Nuwayhid, M. Obeid, I. Osman, J. Radulski, S. Sadek, M. Salameh, S. Sanjad (for N. Cortas), S. Seikaly, B. Shayya, F. Sleiman, R. Smith, D. Wrisley, F. Ziyadeh, R. Zurayk.

Absent: N. Darwiche, R. Haddad, H. Huijer*, R. Khauli*, S. Maamari, G. Najjar*.

(* = 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 27 March 2009 were approved as corrected.

2. *HIP update.* VP Radulski went through a three-page summary of the present situation dated 24 April entitled "Taking the temperature of HIP". He said that the main change from 2007-08 resulted from NSSF having agreed to repay \$10 million over five years for past outpatient billing arrears, the first instalment having been received in March 2009. He outlined two options in seeking an alternative insurance plan explaining the benefits and drawbacks of each. G. Araj said that neither option took account of AUB's own management failures, and he proposed that a proper study be undertaken within the university using all its varied expertise. I. Osman made three initial comments on VP Radulski's summary: firstly, enrolment in HIP had suffered from a change in policy whereby faculty members recruited after 2004 were no longer entitled to HIP coverage after retirement; secondly, he questioned the benefit of NSSF's capitation repayments; and thirdly he said that for a business of \$14 million a year it was surely necessary to have independent management in order to avoid possible conflict of interest between the different parties. F. Sleiman said that a third possibility, apart from continuation of the existing plan with a different company, and outsourcing the whole management, was in-house management. M. Jurdi said that the experiment of outsourcing had only led to increased bureaucracy and increased costs. A. Abdul-Rahman proposed a motion which was seconded, that **an Ad-Hoc Committee be formed to look into the possibility of in-house policy and management of HIP, reporting to the President.** Dean Bitar said that, keeping in mind the nature of a university, it was essential to clarify questions of policy, and he mentioned three points on which clarification was needed: 1. whether insurance coverage could be extended to travel outside Lebanon; 2. whether insurance coverage could again include those who had retired from the university; and 3. whether medical insurance was a benefit to which all those serving the university were entitled, or simply a matter of management. There was further discussion. The chair of the SCFA, S. Seikaly, said that the SCFA should be consulted about any new initiatives concerning the faculty. President Dorman agreed but added that there were other stakeholders in HIP beside the faculty. After further discussion the motion was called.

The motion was carried unanimously (vote 2009-18).

3. *Designating officers of the Faculty in university catalogues.* F. Sleiman introduced the issue by pointing out existing disparities between those listed in the university catalogue as officers of the different faculties. He said that his understanding of officer was someone accountable for matters of governance, not simply an administrator. He proposed a motion which was seconded, that **those listed in the unified faculty by-laws as officers be listed in the catalogue of each faculty as Officers, while other administrative officers of each faculty be listed in the catalogue separately.** Dean Bitar pointed out that the designation of "Executive Officer" in FAS went back at least 35 years

but he would be happy for the Office of Human Resources to designate proper titles for those doing administrative tasks. Acting Provost W. Nasr said that further issues were whether the university catalogue could be kept up-to-date and whether vacant positions should be listed. The Registrar, M. Salameh, suggested that the online version be continually updated, taking account of new appointments as they were made, whereas the printed version could continue to refer to those serving during the previous year.

The motion was carried (vote 2009-19: 18 for, voting members present 20).

Items 4, 5, 6 and 7 were deferred for lack of a quorum.

The meeting was adjourned at 3:40 p.m.

Richard Smith, secretary