

## SENATE STATEMENT REGARDING TENURE

Among the faculty, the administration and the Board of Trustees, there seems to be general agreement about the desirability, indeed the necessity, for the reintroduction of tenure, now dormant for almost a quarter of a century. That its revival will enhance AUB's scholarly standing, the well-being of its faculty and its academic pull is no longer a matter of contention. At issue, rather, is whether it is possible to reintroduce a tenure system which is regarded by the faculty as being equitable and which does not generate bitterness and gratuitous divisions among them. With such an end in view and in order to facilitate the process of implementation, the Senate Ad-hoc Committee on Tenure submits the following recommendations to the Senate for consideration and adoption:

- 1 Tenure shall be granted upon promotion to the associate-professor level subject to the relevant provisions and criteria included in the Report of the President's Task Force on Tenure.
- 2 When the reinstatement of tenure comes into force, existing associate professors are eligible to apply for tenure at any time but not later than the fifth year in rank. Denial of tenure will result in termination of employment in the professorial track.
- 3 Faculty in the rank of full-professor, who earned the title on the basis of the up-or-out policy enforced across the University as of 1998 will be grandfathered into the system without undergoing a process of review. This measure, while deemed expedient both on moral and pragmatic grounds, will also eradicate the inconvenience, the cost, and the inevitable *reproach* of having an external college of evaluators, as proposed by the Task Force report, ruling on the academic fate of academicians whom they know only by name or, at best, on paper.
- 4 Tenure will be withheld from full-professors who earned the title prior to the implementation of that policy except in extenuating circumstances as explained below. Withholding tenure will not prejudice their continuing employment subject to the provisions that are currently in force. Upon leaving the University they will be granted the title of Professor Emeritus.
- 5 Full professors belonging to the preceding category who have not attained the age of 60 and who are deemed by their department and faculty advisory committee to have attained international scholarly recognition will also be grandfathered into the system.
- 6 Since tenure is not a legal faculty right but a voluntary bestowal of recognition on the part of the University, it is recommended that it be capped to the age of 65 or 70. Capping will not prejudice continuing University employment subject to the provisions that are currently in force, but it will allow for faculty rotation and preempt the likelihood of having a permanent, but ageing, faculty workforce.

The recommendations submitted here above do not constitute a plan; they are merely intended to open the door to a more flexible approach to the issue of tenure consistent with realities as they presently obtain on Campus.

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