

American University of Beirut
Office of the President



April 10, 2014

Dear AUB Faculty,

Yesterday I concluded an initial series of town hall meetings with all six faculties together with members of the senior administration, and last week there have also been separate discussions between deans, faculty, students, and trustees. I would like to thank all those who participated and I am appreciative of the candid discussions.

Many familiar issues were raised, including faculty contracts, data privacy, IT procurement, the budget and tuition fee increases, and changes in the senior leadership. In addition to establishing agreement that these are our priority issues, we also agree that we can only move forward with them in an environment where there is mutual trust, respect, and shared values. Let us acknowledge that the bond of trust has been damaged, and I am committed to the prolonged effort it will take to re-establish that trust, which is so essential to the functioning of any great institution. I would also like to say that in all of these meetings, there were strong expressions of pride and commitment to AUB for all those who work and study here.

I want to update you on the planned progress for each of these issues:

Faculty contracts

- The final template will be shared with the Board of Deans next week.
- Following endorsement by the Senate Committee on Faculty Affairs, it will be provided to the Senate for its consideration and endorsement at its meeting on April 28.
- From May onward, Human Resources will be implement the new template.

AUB Privacy Policy

- The policy will be rolled out to the community this week and published on the policy website under Institutional Integrity.

Budget and tuition fee increases

- Led by the Chief Financial Officer, several budget options for FY 2014-15 are currently being developed using different assumptions for tuition increase
- The feasibility of budget options will be discussed at the Board of Deans on April 17.
- The budget will be approved by the Board of Trustees at the end of May.

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- We have been vetting the request for proposals (RFP), with advice given to us by several faculty members; following thorough vetting by procurement, it will be issued later this week.
- The deadline to receive proposals is early May.
- We expect to award contracts by late May.

Faculty Salaries and Benefits

- A Task Force on Faculty Compensation has been formed, chaired by the Provost and includes members of the faculty and administration.
- It has met three times and is tasked to develop a five-year plan to adjust faculty salaries, benchmarked to comparable peer and aspirational universities.
- The Task Force will establish its own timeline for the delivery of its recommendations.

Implication of changes in the senior administration

- Recruitment is underway for a new Chief Operating Officer, Chief Information Officer, Chief Human Resources Officer, and the OSB Dean.
- The searches are led by VP/Dean Medical Affairs Mohamed Syaegh, Provost Dallal, the Interim Chief Operating Officer Hassan Diab, and Trustee Nemeh Sabbagh, respectively.

We will keep you informed on these and other issues during the weeks ahead.

Sincerely,

Peter Dorman
President