

Senate President Report (November 18, 2003)

Colleagues:

November marks our fourth meeting for this academic year, and I am happy to report that we are on course. With the recent seating of the I.T. and the Handbook and FOP amendment committees, all 14 of the Senate Committees are now up and running. They are working through their various mandates to recommend policies to put before the Faculty Senate.

The Senate Executive Committee has met regularly to discuss issues in their many dimensions that are to also come before the Senate. In this regard, some of the particularly pressing issues are salary discrepancies and ranges, for the various ranks and different disciplines within the four academic units. The SEC entrusted the Welfare Committee with looking into salary ranges of our comparison group of peer institutions. After thorough analysis, this Committee will recommend appropriate policies calibrated to the particular context of AUS.

On another dimension, the SEC has recommended to the Chancellor that an additional step be added to the annual evaluation process so that the faculty be given an opportunity to respond to the evaluation recommendations put forth in their case directly to the Chancellor within a set period of time [at the point in the process after the UCRCP renders its recommendation to the Chancellor]. Chancellor Thompson has agreed to this proposal. The SEC also examined a proposal for faculty once tenured at other institutions to be able to qualify for an early rolling contract decision at AUS. This proposal will be discussed on the Senate floor.

The SEC has also discussed issues of faculty hiring and search committees, and will form an *ad hoc* committee on recruitment to encode procedures for hiring across the Schools and College.

Chancellor Thompson brought to the Senate's attention the absence of adequate procedures that would protect faculty in case of disabilities acquired while under AUS contract. The SEC decided to entrust the Senate Welfare Committee with this pressing matter to alleviate this contingency. The Faculty Welfare committee has critical tasks before it this year, of evaluating salary, and disability, as well as evaluating feedback on housing matters and other policy recommendations.

The SEC also discussed two policy recommendations from the Academic Affairs Committee on salary increments geared to promotion, and evaluation of years of experience acquired in industry. These two documents are part of the Committee Report put before us for discussion today.

Although Chancellor Thompson spoke on the Senate floor about the recommendation from the Board of Trustees to relinquish encashment, certain details need to be worked out such as the airlines to be used, the number of stops that could be allowed or imposed, and other aspects of built-in flexibility. In this regard, Vice President Sahraoui will submit a proposal to the SEC after thorough deliberations with the

finance departments concerned. The proposal will be brought before the full Senate for discussion.

Finally, in conformity with the recently adopted Senate motion, Chancellor Thompson has recently invited the SEC to submit nominees for the Sabbatical Leave Committee. Under announcements, the Faculty Senate is particularly pleased to host a lecture by His Excellency George Zois, Greek ambassador to the UAE on Sunday November 23, in the Senate Chambers.

The Senate Benefit Committee remains very active, and most members of the Committee as well as its co-chairs attended the AAUP seminar on fringe benefit in the UAE to remain attune to all kind of information from all different sources.

The Faculty Handbook is in print and will be distributed to all faculty shortly.

The Senate President was pleased to welcome the 47 colleagues who attended the Senate Iftar in an atmosphere of collegiality.

I now open the floor for questions or comments.