

Dear Colleagues :

I would first like to welcome all the senators-Elect from the Senate session 2004-2005 who responded to the President's invitation to be amongst us today.

I would like to thank each and every one of you for your considerable contributions, both individually and collectively, in accomplishing the multitude of policy recommendations that are being presented by the AUS Faculty Senate session 2003-2004 to Chancellor Thompson today. The tasks, from organizing committees through the myriad of steps to the final step of approved policy, are of course far too numerous to cite individually. However, in our brief time together, I thank you, my fellow senators, as well as the committee chairs/members in the trenches, for bringing these tasks to fruition.

There is, I believe, a certain satisfaction for completing a job well done, and we may collectively bask in this much deserved feeling today. In future weeks, I hope that I will have the opportunity to thank each and every one of you for your contributions to the «team» as we attained new levels of co-governance. I hope that you will agree with me that this was a Senate session worth remembering. I truly enjoyed working with each and every one of you. All I can say is a simple thank you.

Chancellor Thompson:

On behalf of the AUS Faculty Senate session 2003-2004, I am pleased to submit to you for your consideration and final evaluation the following policy recommendations:

1. The revised Grievance Code:

This final code is submitted to you with the additional recommendation that the name of the aggrieved parties, the reason for the grievance and the final decision in a given case not be kept confidential. This would allow the person named in a grievance to be able to clear his or her name of what may have been a frivolous or acrimonious filing without merit.

2. The adopted policy on FPC (Faculty Personnel Committee) Membership:

This policy is submitted with an additional recommendation that transpired from the faculty assembly—namely that the FPC membership in the department be limited, with a ranking of the qualifications of faculty (such as tenure at AUS, or seniority in rank) who may serve on this FPC level.

3. The policy on faculty recruitment procedures across the Schools and College.

4. The AUS Senate Student Merit Award and the mechanisms for distributing the award. This document was recently approved in a virtual session of the Faculty Senate by electronic voting.

5. The Elections procedures across the Schools and College.

6. The policy proposal on eligibility for promotion, which outlines criteria to translate years of experience in industry to equivalent units of academic experience.
7. The policy on relaxing the timelines in the Faculty Handbook for faculty evaluation for promotion and for rolling contract. The policy proposal was approved at the most recent Senate meeting on April 20.
8. A policy recommendation for rebuttal in Faculty Evaluation (as outlined in page 1 of the *Senate Forum*) to have an additional step added to the annual evaluation process so that faculty would be given an opportunity to respond to the evaluation recommendations directly to the Chancellor within a set period of time (at the point in the process after the UCRCP renders its recommendations directly to the Chancellor). Thus faculty will be able to rebut in writing their final evaluations resulting from the multi-stepped evaluation process (from School FPC, Chair, Dean, UCRCP) before the Chancellor renders a final recommendation. In the procedure, the Faculty member is entitled to (i) review his/her file in the Dean's office including the four separate recommendations and, (ii) have photocopied any materials from the file that she or he wishes.
9. A policy for additional Conference Grant (as outlined in page 2 of the *Senate Forum*.) A faculty member may be reimbursed for attending more conferences, although not to exceed the \$ 2000 limit if grant funds are still available at the end of the fiscal year. This would allow faculty whose conferences cost less than \$ 2000 to attend more than one conference if funds remain available at the end of the year. Due to the staggered dispersal of funds, this policy would not take away the rights of faculty who have yet to participate in a conference.
10. A policy recommending that the Chancellor have the discretionary authority to award a two year contract renewal, instead of a four year or a termination (as outlined on page one of the *Senate Forum*.) The policy recommends that after the second two-year contract, a faculty member could only apply for a four-year rolling contract. It was also adopted that the Chancellor could grant a two-year contract to a faculty member who was denied a four-year contract.
11. The policy on allowing early consideration for rolling contract of faculty who join AUS with a tenure at a comparable institution. A corollary recommendation is put forth by the SEC, for the Chancellor to consider individual applications of Faculty who are fairly far along on tenure track at comparable institutions for a rolling contract.
12. The policy recommendation on home travel airline tickets which will allow flexibility in choice of destination, flight plan and choice of vendor. The most recent understanding (as reflected in the guidelines outlined by the VCFA Office) is that faculty can purchase their own tickets with as many stops as they like and

to whichever destination that they wish, provided they do not exceed the amount that they would have been allocated to their home destination had they purchased their ticket from SNTTA.

13. The policy recommendation for amending the AUS Faculty Handbook to include provisions for unfilled vacancies in the central administration.
14. A recommendation for structuring the Sabbatical Leave Committee (as outlined on page 8 of the Faculty Handbook). The Sabbatical Leave Committee is structured like the UCRCP as delineated in p. 9 of the Faculty Handbook. However, it will consist of five members into perpetuity (rather than reverting to nine members after the initial two years of operation).
15. A synopsis of various Senate policy recommendations and SEC interpretations contained within the Senate/SEC minutes that are meant to reduce ambiguity and serve as guidelines for future queries on the same topics.
16. A compilation of all Senate and SEC policies.
17. A leaflet containing the Chancellor's speeches, and the Senate President's reports.

Mr. Chancellor:

The above listed recommendations are put before you having gone through the full process of approval by the Faculty Senate. They await your final evaluation and decision to present them to the Board of Trustees.

Apart from the approved recommendations (above), the following are items that are at the various stages of approval or deliberation by the Senate. These I submit to both yourself and President-Elect Sahraoui for future consideration and appropriate action in the approval process:

1. The Senate Teaching Evaluation Committee Report
2. The Standards of Performance Committee Report
3. The policy proposal on salary increment associated with Promotion
4. The policy proposal on Faculty overload
5. Policy on Work disability
6. Salary ranges for ranks across the four units
7. The Fringe Benefits Committee Letters

8. The Health Insurance Tendering Feedback

9. The Faculty Awards Committee Criteria

I am also remitting to your office the grievance files and I invite President-Elect Sahraoui to remit the grievances that he handled. I offer my regrets to Secretary-Elect Gilbertson, Vice President-Elect Mokhtar and President-Elect Sahraoui for not being able to be among them at the first meeting of the New Senate session 2004-2005, as I will be in Paris as a Visiting Professor. I do wish them every success in this first meeting under their leadership (and I did take care of the catering order for those initial meetings).

It has been my pleasure to participate in the above completed actions and those that are in the process of evaluation.

Sincerely,

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Senate President