

## Lebanese American University

May 4, 2006

**Memo to:** Members of the Accreditation Committee (Standard Five)  
**Subject:** Minutes of the Accreditation Committee Standard Five held on Thursday, May 4, 2006 at 2:00 P.M. in Irwin Conference Room A.  
**Present:** R. Bahous, H. Harmanani, C. Issa (Chair), A. Kabbani, and N. Semaan

- The minutes of April 6 were approved as amended.
- A list of appraisal issues to be addressed in the appraisal part was distributed.

### Appraisal Issues

- Do you think that the university is providing enough funds to attend professional refereed conferences?
- Is the university supporting professional development?
- Are there enough graduate students for research purposes?
- Is the evaluation process fair?
- Do you think merit increase is fair?
- Does the university have transparent procedures? Give details/break up regarding transparency of procedures
- Are the promotion guidelines fair? (Likert scale) (why)
- Should the university have Faculty governance?
- Do you as faculty member have a say in university future?
- Is the university doing its best in recruiting faculty?
- We should question the availability of resources
- We should question the Infrastructure resources
- Using part timers as cost effectiveness
- Peer committee decisions should be discussed
- Are faculty conducting research for research purposes or for promotion purposes?
- Assess academic leadership
- Ask for the following data (articles published in journals, books, chapters in books, etc. i.e. faculty published research) from Chairs
- There is an urgent need to have an office for research
- Graduate programs across the Board to insure graduate students help in research
- No graduate research assistantship
- Peer committee decisions vs. final decisions
- Advertised faculty positions vs. recruited faculty

- Faculty retention rate for the last five years
- No research administration leadership
- Faculty compensation is done haphazardly (inconsistencies) (need to have them done consistently across the Board)
- Hiring faculty without a vision (strategies and vision).
- The Academic officers of the faculty are not as effective as they are supposed to be.
- Cost of living (benefits have been taxed, TVA, etc.)
- How faculty see compensation (fair or not)
- Do you as a faculty have an effective role in the university governance and shaping its future?

Suggested categories for questionnaire:

- Promotion (Peer committee decisions should be discussed; Are faculty conducting research for research purposes or for promotion purposes?)
- Research (Do you think that the university is providing enough funds to attend professional refereed conferences?; Is the university supporting professional development?; Are there enough graduate students for research purposes? We should question the availability of resources; We should question the Infrastructure resources; There is an urgent need to have an office for research)
- Recruitment (Is the university doing its best in recruiting faculty?)
- Salaries (Do you think merit increase is fair?)
- Part timers
- Academic leadership effectiveness

The meeting was adjourned at 3:50 P.M.