

Lebanese American University

November 19, 2005
Approved

Memo to: Members of the Accreditation Committee (Standard Five)
Subject: Minutes of the Accreditation Committee Standard Five minutes held on Tuesday, November 15, 2005 at 2:00 P.M. in Irwin Hall Conference Room A
Present: R. Bahous, Gh. Dibeh, H. Harmanani, C. Issa (Chair), A. Kabbani, N. Samaan

The Committee members were invited to share ideas regarding what information to include under faculty profile (see attached working paper)

The meeting was adjourned at 3:45 P.M.

Suggested information to include under faculty profile:

Full time faculty

- Gender distribution
- Rank distribution (by gender)
- Age
- Ph D Terminal degree percentage
- Nationality
- Ratio of full timer to students to part timers
- Institutional degree (geographical distribution by country: (North America Europe, UK, local, others)
- Scholarly activities (publications; creative) (ask the Deans to contact the Chairs to collect the information of the past five years) (check how many faculty members were given course releases??) (Check how many faculty members attended and presented papers at International conferences? and at Local Conferences?)
- Statistical data for sabbatical professors (in and out) (percentage of faculty benefiting from sabbatical) (for ten years)
- Recommend some changes regarding sabbatical issues pay??
- Part time visiting and adjunct faculty
- Percentage of part timers versus full timers
- Facilities regarding part timers and full timers/ profile in general (in 2005 for instance so many had so so degree) (terminal degree master/ list them)
- History of the number of visiting professors (adding to the university)
- Policy of hiring part timers

It was suggested that the report start with a Preamble, historical background (1997 onwards; a historical background of the URC: stating that the University is committed to research should be added)

The following suggestions were made:

The Lebanese American University is mainly a teaching institution and has been doing its best since the end of the Civil Strife in Lebanon, to recruit highly qualified faculty of dedicated teachers and scholars. During the Civil War years (1975-1990) the University had to depend on Faculty members that were mainly composed of Instructors and part timers. In Fall 2005, the University employed 176 full-time faculty. Of these, X were tenured, Y were on the tenure track, and Z occupied non-tenure track positions. It also employed 314 part-time faculty members, accounting for Q full-time equivalents (FTE). The number of full-time faculty has decreased by X% since 1993, while the part-time faculty headcount has increased by Y%.

The qualifications of the faculty are fully consonant with LAU's mission as mainly a teaching institution. X percent of full-time faculty hold PhDs or the

terminal degree, granted by top-level universities. The most frequently cited doctoral institutions are With rare exceptions, these professors hold appointments and teach in the fields where they received their graduate training.

The regular teaching load of full-time faculty is 12 credits (four sections) per semester. This load is a heavy one, given the expected research and other responsibilities faculty members are expected to meet. Faculty can apply for one course release per semester in order to conduct research. The University strategic planning initiative does recognize the need to reduce the teaching load to 9 credits and the administration is committed to formulate a policy on the teaching load issue starting AY 2006-2007.

Faculty well being

- Benefit schemes
- Load versus rank (think of faculty and their rank)
- Check the standard deviation of the salaries of faculty according to their rank
- Average lecturer and average assistant professor salaries
- Salaries vs. gender (salaries per gender per field)
- Salary increase (what was the highest/ what was the lowest) (cost of living increase)
- Wide spectrum of specialization?!!
- Faculty student ratio (in economics for instance how many faculty per student)
- Number of full time faculty per discipline/ number of students per discipline
- Variety of faculty within the same discipline (diversity of faculty) is almost absent (Which disciplines do we have)
- (problems: salary disadvantage; hot area (not many would accept to come here))
- Apply the promotion properly

Overview and recent accomplishment

- Involvement of faculty in overseas program/ exchange program
- Opening up academic spaces for new changes (forget about bureaucracy)
- Think about processes for all these things