



OFFICE OF THE PRESIDENT

November 11, 2022

Dear faculty and staff,

I am pleased to announce the launch of a new leadership program at the American University of Beirut, designed to help develop our own talented staff and faculty into leaders of tomorrow. The program will be offered within our newly created **AUB Next Generation Leadership Academy** with the objective of ensuring that annually, 20-25 individuals coming from within the campus and medical center have an opportunity to begin a learning journey that exposes them to the foundations of university administration and leadership development in the first year, followed by continued development through work assignments, additional education, mentorship, and coaching where needed. These carefully chosen emerging leaders will be nominated and selected from among faculty and staff across the university and medical center. This program serves as recognition that AUB's success in a volatile environment and fast-changing future is highly dependent on our capacity to sponsor, mentor, and develop leaders who will flourish within and for the institution. This is true for all segments of the university, comprising faculty and staff.

The time span of 18 months, the importance, and the interconnected nature of this program is such that its oversight will be housed directly within the central administration through the Office of the Vice President for Administration and the Human Resources Department - Campus. They will work with all academic and non-academic units of the university to ensure a coordinated program development that is highly responsive to our unified university aims, yet sensitive to the inter-relatedness and diversity we enjoy as a leading university and medical center.

We are committed to developing a program and academy that fully meets our needs and promotes excellence capable of rivaling the best such university-based programs. I am therefore delighted to announce that Dr. Steve Harvey, former dean of the Suliman S. Olayan School of Business, and a widely respected mentor and expert in industrial/organizational psychology, has agreed to lead the development of this

initiative. A highly experienced senior academic leader, Dr. Harvey is recognized as a strong, genuinely empathetic leader, one who came to AUB with an already impressive track record of administrative roles and highly effective leadership qualities. Less known, but vital to our aims for this program, is the benefit we gain from Dr. Harvey's professional expertise in talent and leadership development specifically, backed further with an unparalleled reputation over the years for mentoring dozens of others to go on to achieve exceptional leadership success in both industry and academia.

The AUB Next Generation Leadership Academy will be launched in January 2023. The first year will be an inaugural year with trainees who have high potential for career growth who will be nominated by the senior leadership team. Further information on selection criteria and applications will follow.

Best regards,

Fadlo R. Khuri, MD
President

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