

## **President's Speech at the General Faculty Meeting Spring 2025**

Thank you all for being here

This meeting serves as a venue for us all to share our hopes, aspirations, and challenges and to discuss the future and our future at RHU.

Almost a week ago, our colleagues in the Colleges of Engineering and Arts and Sciences concluded a successful virtual accreditation visit. Hats off to you.

I am here to convey to you the appreciation of our chairperson of the board of trustees, Mrs. Nazek Rafik Al Hariri, to the deans, department chairs, the faculty, University staff, and participating students. You all have represented RHU at the highest level.

The president's office, the provost, and the VPS are delighted to have collaborated with you on this initiative.

**On behalf of Dean Salami, Dean Taha, and Dean Hijazi,** I am glad to report that the RHU will be recommended for ABET accreditation renewal at the commission's meeting in July.

**IBM did a study when they got into trouble in the 19ties.**

They paid \$3,000,000 for a major consulting firm to come in and study IBM

The consulting firm came back and they said

**We found the reason for your problem**

**They said what is it "They said low sales."**

**They said, we know that; what is the solution "They said, high sales."**

They said thank you very much.

This Company is McKinsey and Company, one of the finest management consulting firms in the world.

**McKinsey always has an answer.**

**Though you have a good product,**

**Get out. Get more of your people face-to-face with the customer.**

IBM had 400,000 staff. They took 100,000 engineers

Put them on a crash course in selling and put them out in the market

IBM finds out that 80% of their customers **have never been called upon before.**

IBM turned around in one year, like a great ship in the ocean, and became one of the most successful businesses in the world.

**My dream is for all of us to get out there.  
Face to face. Talk to school faculty and administrators.**

Allow me to share a short story with you. One of the school principals whom I met yesterday. He "said RHU has all that it takes to be on the radar of Lebanese students, but you have a problem."

I said what it is, he said

He asked who is louder:  
A chicken laying an egg or a fish laying an egg.

I said, I hear the chicken when it is laying an egg, but I cannot hear the fish.

He said. We are not hearing you. You have to be louder and audible.

**My Friends, Let us get our story out. Let us talk to people.**

- Curriculum and how it is mapped with WEF 10 skill sets,
- AI is embedded in the curriculum,
- digital proficiencies throughout the curriculum,
- Tuition rate, accreditation, placement, internship, research opportunities, successful alumni)

It is a collective effort.

We have to do that **together.**

Go there, inspire the kids, and let us drum up RHU enrollment.

RHU is counting on you.

I am confident you are all up to the task and will deliver.

**Dr. Marshall Goldsmith:**

**World-renowned business educator, In His Book "Triggers,"  
he said.**

**"What got us here won't get us there."**

**My Friends. We got to experience a paradigm shift.  
We need a new tool, New Strategy**

If we do not get engaged, I would hate to see RHU experience the same fate as the DODO Bird.

**Dodo bird Story.**

RHU **should experience** the fate of the Peppered Moth.

**Peppered moth story.**

**My friends, we are all commissioned to reinvent RHU.**

I am working with the most qualified, competent, and professional men and women

Together, we are going to rewrite history.

I am observing is your heightened sense of loyalty to RHU.

With your help, we want to translate your loyalty into a sense of ownership.

Each of us got to feel like a stakeholder and an owner of RHU.

With this collective sense of ownership and your wisdom, we will ensure RHU's continuity.

**This is what we all want.**

**We want a prosperous university that takes care of its people.**

**We must take care of it, and it takes care of us.**

Taking care of RHU is a complex task.

**RHU is a large organization with many units, subunits, and functions.**

**We must be perfectionists in everything and every task that we do.**

Meanwhile, we must innovate and reinvent ourselves constantly.

**Dear RHU Family:**

Your collective efforts shall enable RHU to become an entrepreneurial University,

We have to:

1. Continuously innovate in our curriculum
2. Offer new areas of study (Specializations)
3. Reach out to our students to educate them (not just instruct) We need to develop well-rounded individuals and independent thinkers.
4. Engage in scholarly research (Got to be visible on the intellectual map)
5. Reach out to corporate recruiters
6. Become a flat organization
7. Engage in participative management
8. Decentralized governance
9. Empowered individuals and business units
10. Multiple channels of communication

**We are one team working together to achieve objectives.**

**It is not us, them, they,**

**Such pronouns shall not exist at RHU**

**We are one team; we have one goal and one objective.**

**Thank you for supporting RHU events.**

**Your attendance and your announcing the events in your classes is a game changer.**

**It is time to recognize our colleagues who have served RHU for over 20 years.**

The men and women whom I will invite to the podium right now,  
Have given of themselves to make sure RHU continues  
They are an inspiration to all the US

They began with a dream, they served with passion, and now they are living the dream.

Along the way, they have retooled, acquired new skill sets, and continue to add value to RHU