

FINANCE, RESOURCES AND AUDIT COMMITTEE (FRAC)

The Finance, Resources, and Audit Committee (FRAC) is subsidiary to the Strategy and Governance Committee and serves in an advisory capacity to the Vice Chancellor, Administration and Finance and the Chancellor. It supports the delivery of the 'Financial Sustainability and Resources' and 'Growth, Quality, and Reputation' themes of the institutional strategy. The Finance, Resources and Audit Committee (FRAC) ensures that the University has in place policies, procedures, strategies, resources and monitoring mechanisms to support the institutional strategy, including administrative and service functions, internal controls, institutional audits, risk management, finance, procurement, human resources, information technology, business support, facilities and the broader infrastructure. In addition, it reviews enrolment and growth plans, forecasts financial data, and reviews monitoring and support mechanisms to help colleges achieve enrolment targets.

Bylaws

1. Finance, Resource and Audit Committee.docx

Reference Number: FRAC/2025 - 03
Date: Tuesday, September 2, 2025
Time: 1:00-2:00PM
To Be Chaired By: Hamad Odhabi, Vice Chancellor for AI and Operational Excellence

Attendees				
Photo	Title	Full Name	Designation	
	Dr.	Hamad Odhabi	VCAFA (Chair)	
	Prof	Ghassan Aouad	Acting Provost (Vice-Chair)	
	Mr.	Stephen D Cunha	Director, Organizational Planning and Strategy	
	Prof.	Montasir Qasymeh	Associate Provost, Research and Academic Development	
	Dr.	Hamdi Sheibani	Dean representative, Dean of Engineering	
	Mr.	Bassam Murra	Executive Director, Marketing, Enrolment and Registration	
	Mr.	Mohammed Abdul Hai	Director, Business Support and Facilities	
	Mr.	Tarek El Araby	Group Director of IT and Digital Transformation	
	Mr.	Nabieh Hussein	Manager, Procurement	
	Mr.	Ibrahim Charles Louka	Director, Finance	
	Dr.	Chakib Farhat	Dean, Student Affairs	
	H.E	Salem Aldhaheeri	Director of Community Relations	
	Ms.	Allison Hamilton	Staff representatives	
	Ms.	Jennifer Samson	Staff representatives	
	Dr.	Galina Preobrazhenskaya	Faculty members	
	Dr.	Hatem Abushammala	Faculty members	
	Ms.	Anabella Briones	Policy and Records officer	
	Ms.	Khulud Abdallah	Office Manager	
	Mr.	Oumar Mah	Student representatives	
	Ms.	Ayah Bassam Said	Student representatives	
	Ms.	Ivy De Jesus	Committee Officer	

Agenda

1 Policy approval

1.2 Staff Performance Evaluation Policy_Reviewed AMH_Ver01092025 (New Business)

Approved by the committee

1.3 Off Boarding Policy Reviewed AMH_Ver01092025 (New Business)

Approved by the committee

1.4 Faculty Grievance and Appeals Policy_ReviewedAMH.Ver01092025 (New Business)

- Committee name need to be updated
- Approved by the committee

1.5 Employee Records and Confidentiality Policy_Ver01092025 (New Business)

Approved by the committee

1.6 Termination Policy_ReviewedAMH_Ver01092025 (New Business)

Approved by the committee

1.7 Leave Policy_ReviewedAMH_Ver01092025 (New Business)

- Gardening leave is unpaid leave, 1 day allowed for searching for a new job
- Approved by the committee

1.8 Code of Honor Policy_ReviewedAMH_Ver01092025 (New Business)

Approved by the committee

1.9 Speak Up Policy_Reviewed_AMH_Ver01092025 (New Business)

- Revise the policy description, consider the 4.5 whistle-blower description
- anonymous to be removed
- To be circulated to the committee members for approval

1.10 Anti-Bullying Policy_FinalReviewed_Ver01092025 (New Business)

Approved by the committee

1.11 Conflict of Interest Policy_FinalReviewed_Ver01092025 (New Business)

- Form to be added
- Include all gifts
- To be circulated to the committee members for approval

1.12 Fraud Policy_Rev.01092025 (New Business)

- Add a channel, hotline or online form to raise concerns but not anonymous emails
- To be circulated to the committee members for approval

1.13 Phd Program Discount Policy for ADU Employees_Ver.AB01092025 (New Business)

- 20% discount for PhD for Fall 2025-2026 only due to the launch of new program. Applicable to all PhD students
- 4.2 Employee who do not want to teach may serve either by research, curriculum development as another option or pay the whole fee.
- Ensure that the eligibility is applied to all as some employees
- Set a quota for employees studying
- Annual performance evaluation must be high in order to be eligible
- Add the word prorated 4.2

1.14 Business Continuity Policy for Succession Planning_Renew_17072025

Approved by the committee

1.15 University Publication Policy_Renewal_17072025 (New Business)

Approved by the committee

1.16 Corporate Social Responsibility Policy_Renew_17072025 (New Business)

Approved by the committee

1.17 Social Media Policy_Renew_08072025 (New Business)

Approved by the committee

1.18 Public Relation Policy_Ver01092025 (New Business)

Approved by the committee

. Strategic Operational and Academic Planning Policy_Ver 21072025 (New Business)

- Annual Assessment enhancement
- Inquire with Prof. Barry 4.6, 4.7.1, (SLT) 4.8.1,
- Colleges to have 5-year strategic initiative and maintained and tracked. To be reviewed annually.
- Bubble app to be created

Inquiries to be send to the provost then circulated back to the committee for approval

. Vision Mission and Values Development Policy_Ver.21072025 (New Business)

Approved by the committee

. DATA Acceptable use of IT and Digital Services Policy_03092025 (New Business)

Approved by the committee

. DATA Asset Replacement Cycle and Management Policy_03092025 (New Business)

Approved by the committee

. DATA Backup Policy_03092025 (New Business)

Approved by the committee

1 Agenda Item

1.1 Approval of the previous MoM (New Business)

Approved by the committee

Policy approval

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