

(I) PERSONAL DETAIL

Professor Albert Lee Male married with one son

Date and Place of Birth: 17th December, 1961, Hong Kong

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(II) ACADEMIC AND PROFESSIONAL QUALIFICATIONS

Academic qualifications

Bachelor of Medicine and Bachelor of Surgery (M.B., B.S. Qualifying Medical Doctor degree in UK), University College London- Middlesex Hospital, University of London, Oct 1979 to Jul, 1984 *With-*:

Certificate of Merit In Final MB Clinical Pharmacology and Therapeutics, 1984.

2nd Frank Scott Prize 1980 (Most Promising 1st Year Student)

2nd Sidney Kaye Prize In Physiology, 1981.

3rd Charlotte Dixon Prize In Neurology, 1981.

Certificate of Merit in Pharmacology 1981, Anatomy 1981, Biochemistry 1980.

The John Hopkins University School of Medicine, Baltimore, Maryland, U.S.A. Aug 83 To Sept 83.(Elective Period In Pulmonary Medicine And Gastroenterology)

Diploma in Child Health (DCH), Royal College of Surgeons and Physicians, Ireland. Sept, 1986 (Refresher course in Aug 1986).

Chinese University of Hong Kong (CUHK), Diploma in Family Medicine, Department of Community and Family Medicine, Sept 1992 to Jul 1993.

CUHK Diploma in Epidemiology & Applied Medical Statistic (Grade A), Jan 1995 to Jul, 1996.

CUHK, Master of Public Health (MPH), Jan 1996 to Dec 1997 degree conferred in 1998

CUHK, Doctor of Medicine (Higher medical doctorate research degree), registered in 2001 and degree conferred in December, 2004 (Higher medical doctorate research degree), *dissertation on Analysis of Level and Reasons of Utilization of Accident and Emergency services by primary patients*

University of Bristol, United Kingdom, Doctor of Education (EdD) part-time from September, 2000 (*Completed all the 8 required modules of taught course* Education Organization and Management, Educational Research, Management of Change, Professionalism, Education Policy and Administration, Human Resource Management, 2 units of Data Entry and Analysis, and *additional unit of Comparative Education*)

Awarded Master of Research and Professional Study in Education in June 2011

Bachelor of Law (LLB) Honours Degree (Second Honours Lower Division) 2012-15 (Graduate entry route) awarded by Law School of University of London, 2015 (*common law reasoning, public law, criminal law, contract law, law of tort, trust and equity, property law, EU law, family law*)

Master of Law with Distinction in Arbitration and Dispute Resolution, City University of Hong Kong (Sept 2015 and expected to complete by Dec 2016). Recognized by Chartered Institute of Arbitrators, United Kingdom for admission to membership and fellowship (Semester A of 2015-16: *Arbitration Law B+*, *Dispute Resolution: Theory and Practice A-*, *Mediation Practice A-*, Semester B of 2015-16: *International Arbitration A*, *Arbitration Practice and Writing B+*, *Proof and Procedure A*, Summer Semester of 2015-16: *Advance Award Writing A-*, *Law of Copy Right, Design and Allied Rights Grade A-*, *Common Law System: Reasoning and Methodology Grade B*

CUHK Diploma in Epidemiology & Applied Medical Statistic (Grade A), Jan 1995 to Jul, 1996.

CUHK, Master of Public Health (MPH), Jan 1996 to Dec 1997 degree conferred in 1998

CUHK, Doctor of Medicine (MD is higher doctoral medical research degree awarded by Universities following British Convention such as UK, Australia, Hong Kong), registered in 2001 and degree conferred in December, 2004, dissertation on *Analysis of Level and Reasons of Utilization of Accident and Emergency services by primary patients*)

Fellow of the Royal Australian College of General Practitioners (FRACGP), 1993 by examination for specialist in Family Medicine **Fellow of the Hong Kong College of Family Physician (FHKCFP)**, (HKCFP previously known as Hong Kong College of General Practitioners), 1993

Fellow of the Hong Kong Academy of Medicine (Family Medicine), FHKAM (FamMed), 1997 by examination for specialist in Family Medicine

Fellow of the Faculty of Public Health of Royal College of Physicians (FFPH), March 2005, United Kingdom by distinction

Fellow of Chartered Institute of Arbitrators (FCI Arb) by examination and peer interview Nov 2017

Fellow of Australian College of Legal Medicine (FACLM) by course attendance and examination Nov 2018

Fellow of American College of Legal Medicine (FCLM) by professional profile Jan 2018

Accredited Mediator, Centre for Effective Dispute Resolution (CEDR-UK), May, 2019

Professional qualifications

FRACGP, FHKCP, FHKAM, FFPH, FCIArb, FACLM, FCLM, CEDR Accredited Mediator

Fellow of the Royal College of Physicians, Ireland (FRCP) by distinction, June 2005.

Fellow of the Royal College of Physicians, UK (FRCP) by distinction, May 2013

Fellow of Royal Society of Public Health (FRSPH) since 1999

Honours and Awards

- Honorary Fellow of UK Faculty of Public Health (*the highest accolade of the Faculty*), June 2018
- International Member (Foreign Associate) of National Academy of Science (previously Institute of Medicine), USA elected 2012 which is considered one of the highest honours in the fields of health and medicine and Albert is the first foreign associate elected from Hong Kong.
- Award for Pioneer in Healthy Cities for Research by Alliance for Healthy Cities (AFHC) in 2014
- 2004 Honours List of Hong Kong Government of Special Administrative Region (HKSAR): Awarded Chief Executive Commendation for Community Services
- Best Practice Tip workshop for Interns 2002-03, 1998-99.
- “*Most Outstanding Capacity Building Award*” in recognition of funded Health Promotion projects in advancing health promotion by Food and Health Bureau (de facto Ministry of Health for Hong Kong), Hong Kong SAR Government, awarded on 18 Nov 2011.

(III) CAREER ACHIEVEMENTS

Current position

Chinese University of Hong Kong (CUHK):

- Professor (Clinical) of JC School of Public Health and Primary Care (formerly the Department of Community and Family Medicine) since Aug 1, 2003 till now (Associate Professor II from Aug 1, 1995 to Jul 31, 2002 and Associate Professor I from Aug 1, 2002 to Jul 2003). Head of Family Medicine Discipline 2002-07 and Health Improvement Discipline 2007-09.
- Founding Director of Centre for Health Education and Health Promotion since Aug 1, 2000.
- Fellow of Wu Yee Sun College (CUHK operates College system and fellow is senior faculty staff with substantial personal profile) and Chairman of Health and Well-being Committee (2016-) and Associate Dean of General Education 2017-
- Director of Master of Science (Health Education) programme (first in Hong Kong) 2001-2014.
- Director of Master of Family Medicine programme 2003-07
- Supervisor for PhD and M.Phil since 1999
- Postgraduate teaching for programmes in Family Medicine since 1995, Health Education and Health Promotion since 1999, Public Health since 1998, Sport Medicine and Health Science since 2005, Sport and Exercise Science since 2005, Education since 2005
- Professor in the Department of Physical Education and Sport Science of Faculty of Education by courtesy appointment since 2007.
- Consultant in Family Medicine since 2002 (concurrent clinical appointment with Hospital Authority- statutory organization funded by the Government to provide hospital care in public sector accounting for around 90% of market share and from 2003 it took over the management of public primary care clinics)
- Member of University Health Services Committee since 2002-14
- Admission tutor for Medical Admission

Nature of the management tasks undertaken in the position as Head of Family Medicine Discipline (2002-07) and Professor since 2003

The complexity of this role was small group of core staff dealing with heavy teaching load covering wide spectrum as well as pressure on research outputs. Unlike UK and Australia, not all doctors need to undergo mandatory vocational training to become general practitioners (GPs)/family physicians so the academic discipline of Family Medicine/GP is not distinct in medical school. A lot of time was needed to spend on lobbying, advocacy and exploring new initiatives for further development. Education

leadership on undergraduate and postgraduate medical education in Family Medicine/General Practice, community partnership and networking with general practitioners (GPs) is needed to build up a strong network of adjunct teaching staff and potential partners in community based research, leading community based research with Professional and/or Non-Government Organisations, and chairing the Organising Committees of major conferences in Community Based Care.

On clinical services, the academic staff provides services at Family Medicine clinics in different localities with the responsibility to develop more integrated services with other professionals in different settings at the existing Family Medicine training centres and evolve a model of integrated primary health care services linking the public and private.

On research development, mapping out the strategic direction to focus on research would provide new knowledge for family physicians and primary care practitioners to deliver high quality cost effective primary health care and minimize the health care burden on the society.

Interpersonal skills

Interaction with senior members of the University and Faculty of Medicine including the University Secretary, Public Relationship Office, Deans of Faculty of Medicine and Graduate Schools, other clinical and non-clinical departments; senior management of health service providers such as Hospital Chief Executives and directors of Nursing and Allied Health Services, and local network of private family physicians; senior management of pharmaceutical companies; Office Bearers of professional and academic associations/colleges local and overseas, and Non-government Organisations local and overseas,

Resolving the constraints of limited resources

With the constraint of resources including manpower, I was faced with a small team of academic staff (all at junior level of assistant professor) coping with an academic discipline which was requested by Medical Council to strengthen further. To resolve the manpower issue, two veteran GPs were appointed with breadth of experience in professional development of the discipline as half time professional consultants developing the postgraduate programmes so more GPs would acquire the fundamental knowledge and skills in Family Medicine. They then became our potential pool of clinical teachers. By providing services to the Family Medicine clinics of Hospital Authority and supervision of Family Medicine residents, the public clinics also became the potential sites for teaching and research. This has evolved a system of adjunct

appointments with practising GPs in both private and public to be involved in medical education and further development for the disciplines.

Examples of achievements

- Development of first Master degree of Family Medicine in Hong Kong
- Co-editor of two textbooks in Family Medicine (one in Chinese widely used in mainland China)
- Commissioned by Macao Department to use CUHK Diploma in Family Medicine as postgraduate training programmes for practicing primary care doctors
- Professional development for GPs in Macao and mainland China
- Many residents trained under my supervision now become clinical directors, consultants, associate consultants
- International recognitions by serving as External Examiner for Malaysian Master of Family Medicine (Exit examination for specialist in Family Medicine) and external assessors for advancement of Family Medicine academic by other academic institutions in Asia, Australia, Europe and North America

Clinical services and Primary Care Development

- Participation in senior management of clinical services in primary care.
- In 1999, appointed as Honorary Consultant in Family Medicine of a regional hospital with over 1,000 beds and one of the oldest public General Out-patient Departments in Hong Kong with attendance over 600 patients daily but the design was very primitive mainly for episodic care. The task was to upgrade the Medical centre as recognized training centre for GPs so the patients would receive comprehensive and holistic care. The Head of the department was trained to become specialist in GP and worked along with her to supervise the new residents in GP vocational training. Professional development programme for the older generation of GPs (with no formal training) was initiated to upgrade them the skills required as competent GPs. Some of them pursued further postgraduate study in Family Medicine with awards of Diploma/Master. The Centre is now well equipped for GP training and professional development. The Centre has also obtained research grants to conduct health services research and one resident was awarded research fellowship of Hong Kong College of Family Physicians.
- In 2004, to become the Consultant i/c of another Medical Centre of similar scale and past history. It was originally managed by the Government and only in 2003

it was transferred to Hospital Authority. At the beginning we only had a group of junior residents and they did not have higher qualification (not even intermediate qualification) in GP. The nurses were deployed from different hospital wards and most of them had no experience working in primary care setting. We were short of well qualified GPs as clinical supervisors. We mobilised support from experienced and well qualified GPs in private sector to provide additional support. More experienced residents were given the opportunity to act as deputy to learn the management skills on rotational basis. This evolved a team of experienced specialist residents in clinic management and some later became associate consultants.

The job required the Consultant in charge not only transferring his clinical skills to the juniors but also skills of interpersonal communication, conflict resolution, team work and dealing with public. It also required the skills of management of change. The position required interaction with different disciplines of health professionals of different ranking from senior level such as nursing officer and pharmacist to attendants, and also needed to interact with lay public and also local District Councillors and community leaders.

- The Family Medicine Discipline has been working with Non-government organisation and School of Nursing in providing integrated model in enhancing self-care and self-management of patients. Journal papers and PhD thesis were published reflecting the success of pilot project of integrated model. Clinical trial was conducted using Traditional Chinese Medicine for lower limb pain.
- In early 90s, participated in establishing a Medical centre in a private hospital to be GP training centre and focal point for GP continuous professional development to gain experience in service and academic development in both public and private sectors.
- In 2019, appointed as Co-chair of District Health Centre (DHC) Executive Committee of Kwai Tsing Safe Community and Healthy City Association (KTSCHC), the first DHC commissioned by Hong Kong SAR Government in 2019 according to 2017 Policy Speech to strengthen primary health care and was instrumental in preparing the proposal and planning the development of DHC for KTSCHC as Board Director. The budget of the Project is over HK\$300 million (US\$1=HK\$7.8).

- Served as co-chair of 60th Anniversary Symposium of Hong Kog Society of Rehabilitation in 2019 on the theme: ‘New Perspectives on Holistic Rehabilitation and Social Inclusion towards 2030’, and also serve as advisor for to develop District Health Centre(s) on other districts of Hong Kong

Directorship of Centre for Health Education and Health Promotion (CHEP) since 2000

- First established the Centre as Unit in 1999 then became a Centre in 2000 entirely on self- finance basis. During early years, I need to raise funding for office accommodation as there were no office space available. I have gained a lot of financial and analytical skills as well as strategic management skills in operating the Centre.

The strategic directions of CHEP can be summarized as followings: -

HHealth services re-orientation for disease prevention and health promotion

Education and **E**mpowerment of individuals and community for better health

Advocacy for health public public policies and ‘healthy setting’ for health improvement

Linking with partners beyond health

Transfer of knowledge and skills in adopting healthy setting approach

HHealth research in child and adolescent health, multi-disciplinary community based care, education development for health promotion

CHEP aims to integrate fundamental medical and health knowledge in education arena, and advocates population health improvement as priority government agenda.

Complexity of the job

The job of Director requires interaction with senior officials locally and overseas at ministerial (e.g., Secretary/Deputy Secretary of Government Departments) and director level at WHO Regional Office. It requires interaction with Chief Executive Officers of Non-Government Organizations for joint venture and professional bodies such as Hong Kong Medical Association, academic Colleges, and service providers. Sometime it involves lobbying of legislators such as Nutritional Labelling, prevention of obesity, Healthy School Policies etc. One would not conduct the job well without interaction with health care consumers and community including patients groups, self-help groups.

The job also involves academic and professional credential as well as skills in human resource and financial management. The job requires high degree of skills in networking and partnership with key stakeholders. The Centre is self-financed basis so the Director needs to secure funding for the sustainable development. Well established strong track record of the academic and professional work is needed to respond to the needs of key stakeholders. The job also requires skills in social marketing.

Examples of achievement

- Grants/sponsorships of HK\$100 million (US\$1=US\$7.8). Publication of over 200 papers in peer reviewed journals and over 180 invited presentations in Australia, Britain, Canada, France, Japan, Korea, Macao, Mainland China, Malaysia, Philippine, Singapore, South Africa, Taiwan, U.S.A., WHO (HQ and Regional).
- Establishment a system of accreditation of Health Promoting School expanding to early childhood education and special schools
- WHO temporary advisors since 2003 on many occasions and invited to participate in WHO Technical meetings on Healthy Cities development, Health Promoting Schools, Prevention of Obesity and Infection Control, Tobacco control
- Commissioned by WHO to conduct international training workshops for school health
- Cross sector collaboration in education and research as well as handling health crisis (Community response to SARS then Flu pandemic then childhood obesity)
- Concept of Health Promoting School has been incorporated in schools to meet the challenge of health crisis such as outbreak of infectious diseases, substance abuse
- Commissioned by 10 districts (total 18 districts in Hong Kong) to conduct community diagnosis for development of Healthy Cities
- Consultancy services for knowledge transfer and helping neighbouring countries to develop the framework of monitoring and evaluation of Health Promoting Schools and Healthy Cities
- Co-organiser for Hong Kong Workshop of Forum on Investing in Children Globally, National Academy of Medicine (previously known as Institute of Medicine changing name from 1 July 2015), USA
- Commissioned by Quality Education Fund of Hong Kong Government to develop the thematic network of Healthy Schools
- Commissioned large scale territory wide research on Nutritional Status and Cardio-vascular risk factors of school children in Macao by Education and Youth Affairs Bureau of Macao SAR Government in 2008-9 and 2014-5

- Commissioned by Education Bureau of Hong Kong SAR Government to develop study guide and training workshops for secondary school teachers on new senior secondary school subject “Health Management and Social Care”
- Consultant to Health Promotion Administration of Ministry of Health and Welfare, Taiwan since 2011 to help Taiwan developing Health Promoting School and system of accreditation
- Consult to Student Health Services of Department of Health of Hong Kong SAR Government to expand HPS territory wider 2018-19
- Chairing the Scientific Committee of AFHC Global Conference in 2014 and 2020

Professional services to Other Universities/Institutions

- Honorary Professor of Faculty of Education of University of Hong Kong (Aug 2011-July 2019)
Joint PhD supervision of student on Health Literacy research
- Adjunct Professor of Applied Health Science, Indiana University, USA (2009-)
- *Author of special issue of Health Education Monograph Series edited by the Department of Applied Health Science, cross cultural study on youth risk behaviours, Dean’s research seminar in 2009, undergraduate and postgraduate special lecture on health and social care, contemporary health issues, school health and international health in 2009 and 2011*
- Adjunct Professor, Centre for Environmental and Population Health of Griffiths University, Australia (2007-)
- *International workshops on Healthy Setting in 2008, 2009 and 2010 with inputs from scholars in Germany and Austria; series of journal papers on healthy setting approach for health improvement*
- External Examiner for Conjoint Master of Family Medicine Examination (Exit Qualification for Family Medicine Specialist), Malaysia 2009, 2012, 2017, 2019
- Visiting Professor, Department of Family Medicine, University Sains Malaysia, 2014
Exit professional examination for specialist in Family Medicine in Malaysia
- External Examiner for Medical Programme, Malaysian International University, July-Aug 2019.
- Honorary Professor of Department of Health and Physical Education, Institute of Education (Nov 2012 to Oct 2014).
Research and professional development in school health
- Visiting Professor, Centre for Health Research, Faculty of Health and Social Science, University of Brighton, UK 1 Nov 2010 to 31 Oct 2016
Postgraduate seminars in global health, impact of urbanisation on health, mixed

- methods for health promotion research, adolescent health, global health research; comparative studies of healthy city development in UK, Hong Kong and Korea*
- Adjunct Professor of Department of Rehabilitation Science of Hong Kong Polytechnic University (2007-16)
Inter-disciplinary Child and Adolescent Health and Development postgraduate programme to enhance the professionalism of school health practitioners; publication of textbook on community health care
 - Visiting Academic, Stellenbosch University, South Africa, 8-11 November, 2011
Planned series of publication on journey to promote school health from developed and developing countries
 - Visiting Scholar to University of Edinburgh General Practice Section, July, 2006
Research study on role of primary care in prevention of childhood obesity: oral presentation in International Union for Health Promotion and Education World Conference in 2007 and two papers are being written
 - Co-Editor for Primary Care Clinic, China
Continuing Medical Education for general practitioners in mainland China since 2008, joint editorship of Handbook of Primary Care Practitioners with Fudan University in Shanghai