

CUTA

NEWSLETTER

中大教協通訊

二零一三年十一月
主編：萬波

第九十二期
執行編輯：周建渝

關注教師權益

直接與校方高層對話

**請出席 11 月 29 日下午 12:30 范克廉樓鹿鳴廳
中大教師協會會員大會**

會務報告

會長：黃熾森

主席：陳竟明

各位會員，本年度的周年會員大會即將召開，謹向各位滙報過去一年的會務，敬請各位會員批評指正。

過去一年本會的代表在不同的委員會和特別約見的場合與大學的管理層接觸，就影響同事及大學行政的事宜反映本會的意見，有一些得到較正面和積極的回應，有一些則仍須努力。首先，今年校方採取新的網上績效評核，引起很多混亂，我們接到許多會員的投訴，內容包括沒有機會看到對自己評核的內容便已作實、評核的標準及用途不清楚、新增的三組別沒有充份說明、各學系和學院的程序和處理方式不一致等等，本會已向大學反映，希望校方盡速檢討、增加透明度及確保和學系和學院都遵從同一的政策和程序，校方初步回應是會檢討和改善。

本會多年前已提出要解決導師(Instructor)的薪津、職稱和地位問題，由去年八月開始，導師職稱改為講師，正式符合在大學條例中教師的定義。我們爭取關於講師職系的同事在系務會、院務會及其他大學委員會的代表資格，關於院務會和教務會，由於其他職稱也有選舉代表加入的機制，因此我們已在去年年底與大學達成共識，用同樣的選舉方法讓講師職系同事參與，系務會方面，校方原來提出講師職系祇能有兩三名代表參與，因為系務會處理的事務祇有約三分一是教學事宜，我們要求如果學系的講師職系同事不超過總體教研人員三分一，便應全數參加，對於極少數講師職系同事超過總體教研人員三分一的學系，可先行以選舉代表形式參加，然後再對這些學系的情況進行檢討，校方已接納，但另一工會至今堅持對這些少數學系也要馬上全數參與，校方以此為由，至今沒有落實講師職系同事參與系務會、院務會及其他大學委員會的代表資格。我們會繼續努力，希望盡快落實讓講師職系同事參與大學不同行政會議的合理安排。

去年大學答應讓為數不多但仍沿用「Teaching Fellow」為職稱的同事選擇改用高級講師為職稱，據了解已經落實。大學今年在講師職系升職申請中加入同儕評估，原意是降低以學生課檢為主要標準，但同儕評估也容易成為決策者另一操控的工具，因此我們提供了一些重要的建議，例如被評同事可挑選一名同儕，校方要向每一位申請升職的同事清楚說明同儕評估的程序、內容和目標，我們會跟進今年實行的情況，如有需要，會與校方商討。

關於校董會改組一事，經接近十年的時間，校方通知本會絕大部分的法律要求已接近完成，改組的方向主要包括：(1)減少整體人數由 50 多名至約 25 名；(2)大學高層行政人員的數目及比例大幅降低；(3)教職員透過選舉代表進入校董會；(4)本科生和研究生各有一名代表。這些方向本會原則是同意的，據了解，本科生的學生會仍有一些訴求，我們希望他們與校方可達成共識，讓校董會的改組可盡快落實。

另外一項本會一貫關注的事項是退休同事的福利問題，大學在退休同事享用大學設施的安排上，同意研究盡量最少與校友看齊。延任方面大學新的政策是較統一的申請程序和標準，例如何時可申請及延任的年期等，但我們收到一些同事的反映，不同學系仍有不同的處理方式及標準訂得太高，這些是我們會繼續跟進的工作。另外，由於大學對在 2005 年及以後入職的同事取消了退休後可回大學保健處看病的醫療福利，使這些同事難以參加現有退休後的醫療保險計劃，本會過去一年來與校方商討這方面的問題，如果較多同事在退休後選擇類似的醫療保險計劃，而校方能資助部分費用，或可成事，但這將是極為困難的，無論如何，我們仍積極爭取，希望各會員能支持我們的工作。

關於本會內部的事宜，我們這一年仍盡量採用電郵的方式讓同事可以把意見直接告知各本會的代表，使我們向大學提出，這方式將會繼續。另外，我們從本會有限的累積盈餘中撥款支持建立網頁，沈祖堯校長為本會題了字，現已正式運作，會員可透過中大網站登入或直接進入：<http://www.cuhk.edu.hk/cuta>。由於大學的人事政策很多時同時影響教員及職員，因此我們計劃與中大職員協會(CUSA)組成一個由雙方幹事為成員的聯席委員會，使我們與校方商討時更有效率。最後，學校過去一直不願意提供全校教師的電郵給本會，使我們難以接觸尚未加入本會的教師，我們仍將繼續爭取，因此希望本會會員，如果認識尚未入會的教師同事，請把本會的資訊告知他們，請他們入會。

和過去一樣，年內我們還為同事做了一些事，提供一些專業意見，協助他們解決難題，這些事涉私隱，這裏不一一說明。此外，在辦公室的電腦應用，如何保護同事的個人資料不會受干擾或外洩，我們仍將繼續與校方磋商。

回顧這一年，我們和校方的關係保持良好，我們認為沈校長仍在不同方面關心前綫教師，霍泰輝副校長接任 JCC(Joint Consultative Committee)主席一職以來，也與本會保持良好溝通。但面對香港高教界整體的環境，對同事的工作環境及薪酬福利，我們不容樂觀。我們呼籲同人們更多的加入教師協會，凝聚更強的力量，為更理想的工作環境、更佳的教學研究成果而努力，同時也期望校方能重視前綫教師的意見，增進了解，互相尊重，如此，中文大學將有更美好的將來。

報名出席會員大會電話：3943-8997，電郵 cuta@cuhk.edu.hk 或填寫回條寄回

CUTA

NEWSLETTER

November 2013
Chief Editor: Wan Bo

No. 92
Executive Editor: Chou Jianyu

Concerning Teachers' Rights
Direct Dialogue with Senior Officers of the University
Please join the CUTA members' meeting at Lu-ming Restaurant,
Benjamin Franklin Centre, November 29, 12:30p.m.

CUTA Annual Report 2012/2013
President: Wong Chi Sum **Chairman: Chan King Ming**

The following is a brief report of the main issues that CUTA faced in the past year. If members have any comments, please discuss during the coming Annual General Meeting (AGM).

During the past year, the representatives of CUTA kept good contacts with the university administration in various committees and special meetings. In those occasions, we reflect members' opinions on issues that have impact on them and the administrative arrangements of the university. Some issues have received positive feedback while others still need our continuous efforts. First of all, the university adopts a new on-line performance evaluation system and creates a lot of confusion. We received complaints about different issues such as colleagues do not have chance to express their opinions on their evaluation, the purpose and standards of evaluation are unclear, the newly created three-band system has little introduction, various departments and faculties use very different policies and procedures, etc. We have conveyed these messages to the university and the administration responded that they would look into the issues and made necessary improvement.

For years, CUTA has been requesting the university to resolve issues related to the salary level, job title and status issues of instructors in order to improve the working environment and career prospects for these colleagues. Starting from August last year, instructors are re-titled to lecturers and they gain the status of university teachers according to the Ordinance. We have

discussed with the university concerning the participation of these colleagues in department and faculty boards, and Senate. As the university has existing mechanism to elect representatives from teachers in the research track for faculty boards and Senate, we had agreed to use similar method for these administrative bodies. However, the university originally proposed that only two or three representatives from the teaching-track staff can be elected into department boards because only about one-third of issues handled by department boards are about teaching. We disagreed and counter-proposed that for departments with less than one-third teaching track colleagues, all of them should be included in the department boards. Election should be necessary only for a very small number of departments that may have more than one-third teaching track colleagues. However, this practice should be reviewed as soon as possible. The university agreed to our proposal. Unfortunately, another union insisted that all teaching track colleagues must be included in department boards at the same time. The university used this as a reason and put everything on hold up to now. We will try our best to come up with agreement so that teaching track colleagues can participate in department boards, faculty boards, Senate and other university administrative committees as soon as possible.

Last year, the university promised to invite colleagues who hold “teaching fellow” to change their job title to “senior lecturer”. As far as we know, this has been done. Starting from this year, the university introduces peer evaluation for teaching track colleagues who apply for promotion. The original purpose is to lower the reliance on using students’ evaluation as the indicator of teaching performance. However, this can also be manipulated by decision makers. We have made several important recommendations such as allowing colleagues to appoint at one of the peer evaluator and the university must explain clearly about the procedure, content and purpose of peer evaluation to colleagues who need to adopt it. We will ask the university to review the experiences of this year and discuss with the university whenever necessary.

After about ten years of discussion and preparation, the university informs CUTA that most of the legal documents and procedures have been completed for the re-organization of the Council of the university. The major directions of re-organization include: (1) reduce the number from more than 50 to about 25; (2) large reduce the number and proportion of top administrative staff in the Council; (3) teachers and other staff can elect representatives to the Council; (4) undergraduate and post-graduate students can have representatives in the Council. In principle, we agree with these directions. As far as we know, the undergraduate student union still has some concerns. We hope that they can reach agreement with the university so that the re-organization can be implemented as soon as possible.

The other issue that CUTA has been discussing with the university is the benefits of retirees. In principle, the university has agreed to study the possibilities of granting similar rights as alumni to retirees in using university facilities. Concerning the extension of services beyond retirement age, the university said it has adopted a more standard set of procedures and standards. However, some colleagues told us that there are variations among departments and the standards are unreasonably high. We will follow up on these issues. Another important issue is that colleagues who are hired on or after 2005 could not enjoy the benefit of using the university clinic. Without this benefit, it is difficult for them to join the existing health insurance scheme for retirees. In the past year, we have been discussing with the university. If the university can sponsor part of the fees and a large number of colleagues will like to join similar insurance

scheme, some health insurance scheme may be arranged for future retirees. This will be extremely difficult but we still want to pursue because it may be really important for retirees. We hope that members can support our work in this regard.

With regard to the internal affairs of CUTA, we have continued to use email to communicate and solicit members' opinions so that we can reflect them to the university more efficiently. We will continue this practice in the coming year. We have used some of our reserve money to build up our webpage and our vice chancellor has provided his calligraphy on the Chinese name of CUTA to be put on our webpage. The webpage is now operational and members can get on it through the university website or directly go into it (<http://www.cuhk.edu.hk/cuta>). As personnel policies of the university will usually affect both teachers and other staff, we are planning to form a joint committee with the Chinese University Staff Association (CUSA). Members of the joint committee will be the office-bearers of the two unions. We hope that this will improve our efficiency when we discuss with the university. Finally, the university does not provide the softcopy of the email address of all the teachers to us because of privacy concern. We will continue to ask for this resource. At the time being, we hope our members can help provide information of CUTA to other teachers and ask them to join us.

Similar to the past, we continue to serve some colleagues by providing professional advices and helping them to resolve some difficulties in this year. We have continued to discuss with the university concerning the access to the data that colleagues may have saved in their office computers.

As an overall summary for this year, we have maintained a fair relationship with the university. Our vice-chancellor, Professor Joseph Sung continues to show his concerns to front-line teachers. We keep good communication with the new JCC (joint Consultative Committee) Chairman, Professor FOK Tai-fai (Pro-VC). However, facing the difficult environment of the higher education sector in Hong Kong, we should not be over optimistic about the working environment and future salary and benefits. We hope that more colleagues can join CUTA and participate in our work to further improve our working environment and obtain better results in teaching and research. We sincerely hope that the university management can understand and respect the opinions of front-line teachers in creating a better future for our university.

Please complete the reply slip or notify us by calling 3943-8997 or email cuta@cuhk.edu.hk if you can attend the Annual General Meeting.