

# CUTA

# NEWSLETTER

# 中大教協通訊

二零一五年十一月  
主編：周立基

第九十四期  
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 27 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：招志明 秘書：陳竟明 司庫：林自強**

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。

和過去幾年一樣，過去一年本會透過不同的方法(例如透過代表會和執委會成員及會員的電郵)收集了會員關心的事項，本會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，盡量與大學反映及討論，有一些得到較正面和積極的回應，有一些則仍須努力。以下是一些承接去年工作及今年開始工作的主要例子。第一，今年是政府三年撥款期的最後一年，校方保持承諾跟隨公務員的薪酬調整幅度和生效日期(即 2015 年 4 月 1 日)。下一個三年撥款期，我們希望校方能繼續這做法，根據校方過往的說法，祇要政府對大學的撥款方式沒有重大改變，大學是願意繼續跟隨公務員的薪酬調整，本會的立場也是延續這做法，以避免爭執及不公平。

第二，關於網上績效評核的一些問題，本會一直向大學反映，我們看到今年有一些改進，例如在增加透明度方面，今年校方更主動地公佈 DAPC 和 FAPC 的成員，但在容許同事在落實評核結果前可提出補充資料和意見方面校方仍沒有答應。

第三，關於職稱問題，講師和「Teaching Fellow」似乎已沒有太大問題，但今年我們收一些「Professional Consultant」職稱的同事查詢，根據我們的了解，校方視這職系同事的主要職責是教學和與業界的專業聯繫，因不同學系的情況，布有些同事比較喜歡「Professional Consultant」的職稱。但有些同事較喜歡「Associate Professor (或 Professor) in Practice」的職稱，不過，不同學院在處理同事要求更改職稱方面似乎有很不一樣的方式。本會的立場是既然更改職稱並不牽涉薪酬福利的改變，校方不應該附加條件，而是讓同事選擇，很可惜，校方仍未答應。

第四，由於政府今年決定新入職公務員的退休年齡改為 65，校方也決定跟隨，根據校方向的說明，會盡快請校董會通過讓新入職同事的退休年齡為 65。關於現職同事，本會的立場是希望容許他們可以選擇把退休年齡改為 65，不過，校方認為有一定的困難，祇答應會繼續探討。

第五，關於校董會改組，由於香港大學改組後最近發生的一些事件，令校方在這方面的動力更低了，本會的立場仍希望在校董會裡有由教職員選出來的代表，因此會繼續向校方反映。第六，去年我們向校方了解校園內尚有讓同事租住的教職員宿舍單位，校方已採取了一些措施以避免一些誤會，例如把租金水平逐步與市值看齊，讓同事確實此等租住的宿舍不是福利的一部分。

第七，去年經本會反映同事的一些要求，例如增加教職員舉辦活動的場所、另找一個更大的地方搬遷超級市場、及設立哺乳室等，這些都在已有具體計劃及在積極進行當中。第八，由於富爾敦樓的辦公用地的重置，大學答應把現時幾個工會所在的地方重新規劃，未來的設計已差不多完成，將來應更為方便和實用。

最後，我們過去一直關注校方很多的人事的政策，往往在不同的部門都不完全遵守，例如講師職系的長約處理在不同的學系有很大的差異，過去一年，似乎這方面仍是一個常見的現象，需要繼續改善。

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。本會的網頁運作正常，會員可透過中大網站登入或直接進入：<http://www.cuhk.edu.hk/cuta>。關於以上第七和第八點提到的設施，雖然大學會承擔絕大部分的費用，但各工會也要分擔一些，但由於祇是很少的一部分，本會的財政不會有影響。

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，有一些個案我們對最後的結果感到欣慰，但有一些則未盡人意，這些事涉私隱，這裏不一一說明。

回顧這一年，我們和校方的關係保持良好，尤其是 JCC(Joint Consultative Committee) 的主席霍泰輝副校長，與本會保持良好的溝通。但校方仍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，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。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](mailto:cuta@cuhk.edu.hk) 或填寫回條寄回**

# CUTA

# NEWSLETTER

November 2015  
Chief Editor: Chow Lap Kei

No. 94  
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 27, 12:30p.m.**

**CUTA Annual Report 201/2015**  
**President: Wong Chi Sum    Chairman: Lawrence Chiu**  
**Secretary: Chan King Ming    Treasurer: Kevin Lam**

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).

Similar to past years, this year CUTA uses various means such as direct contact by Council and Executive Committee members, and email to collect opinions from members. Our representatives keep good contacts with the university administration in various committees and special meetings to reflect opinions collected. Some issues have received positive feedback while others still need our continuous efforts. The following are examples of issues that we had communicated with the university administration. First, this year is the last year of the UGC triennium and the University follows the civil servant pay adjustment both in percentage and effective date (i.e., April 1, 2015). According to the University, this practice will be effective so far as the funding policy of UGC does not have significant changes. CUTA position is that this practice should be followed to avoid conflicts and ensure fairness.

Second, we have continuously discussed with the university concerning issues of the on-line performance evaluation system. We see some improvement such as announcing the members of DAPC and FAPC in a more proactive way. However, the university does not promise to allow

colleagues to provide their comments and opinions before the performance evaluation is finalized. We will follow up related issues.

Third, concerning job title, lecturer and “teaching fellow” ranks appear to have been resolved. However, we get some enquires from colleagues holding “professional consultant” title. According to our understanding, the university regards teaching and industrial connection as the major duties of professional consultants. Due to differences among disciplines, some colleagues prefer the “professional consultant” title while some preferred the title of “Associate Professor (or Professor) in Practice”. However, practices of allowing professional consultant colleagues to retitle vary among faculties. As no changes in salary and benefits are involved, CUTA’s position is that professional consultant colleagues should be allowed to choose their job title with no preconditions. Unfortunately, the university does not respond positively to our request.

Fourth, the government has changed the retirement age to 65 for civil servants recruited this year. The university has informed CUTA that CUHK will follow this policy to newly recruited colleagues. It will be effective once the Council approve this new policy. As for existing colleagues, CUTA hope that the university can allow them to choose whether to change their retirement age to 65. However, the university says that there are difficulties to do so. They only promise to continue to discuss this issue.

Fifth, HKU has reorganized her Council but some unhappy events happened recently. This reduces the momentum of the university in reorganizing the Council. However, CUTA still hopes that the Council should have elected representatives from teaching and non-teaching colleagues. We will continue to urge the university in this direction. Sixth, las year we get information from the university concerning staff quarters on campus that are rented to colleagues. The university has taken some measures such as deciding to gradually raise the rent to the market level. We wish this would make it clear to colleagues that the quarters are not part of the benefits offered by the university.

Seventh, we have continuously reflected some colleagues’ requests on various matters and some of them may be put into practices by the university. These include providing more spaces for staff associations to organize staff activities, finding a larger place for the supermarket to improve its services, and setting up of breast-feeding rooms. More concrete plans have been developed in this year and they are being implemented. Eighth, as the office spaces of Fulton Center are being rearranged, the university has promised to rearrange the office spaces allocated to the unions. Concrete plan is at its final stage and it will be more convenient to the unions and their members.

Finally, CUTA always concern that fact that a lot of personnel policies of the university have been distorted at department or faculty level. For example, the arrangement of continuous appointment for teaching track colleagues varies across departments. This appears to remain a common phenomenon and certainly needs improvement.

With regard to the internal affairs of CUTA, we continue to use email to communicate and solicit members’ opinions so that we can reflect them to the university more efficiently. The operation of our webpage is smooth and colleagues can get on it through the university website

or directly go into it (<http://www.cuhk.edu.hk/cuta>). Concerning the facilities mentioned in the above points seven and eight, the university will take up the most of the costs. CUTA and other unions have to take up a very small portion of the fees. As the amount is not large, the financial position of CUTA will not be affected.

Similar to the past, we continue to serve some colleagues by providing professional advices and helping them to resolve some difficulties in this year. Some of the results are satisfactory but some of them are suboptimal. As these cases involve personal privacy, we will not report them in details here.

As an overall summary for this year, we have maintained a fair relationship with the university. We keep good communication with the Chairman of JCC (joint Consultative Committee), Professor FOK Tai-fai (Pro-VC). However, the university still does not provide the softcopy of the email address of all the teachers to us. We hope our members can help provide information of CUTA to other teachers and ask them to join us. 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](mailto:cuta@cuhk.edu.hk) if you can attend the Annual General Meeting.**