

CUTA

NEWSLETTER

中大教協通訊

二〇一二年十一月
主編：萬波

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執行編輯：周建渝

關注教師權益

直接與校長及高層對話

**請出席 11 月 30 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，有一些取得進展及成果，有一些則仍須努力。首先，本會對每年薪酬調整的立場一貫是與公務員一致，這樣可提供一個較長遠穩定的工作環境，免去同事的擔憂及不必要的勞資糾紛。今年學校管理層接納我們的建議，在未來的一個三年(2013-2015)撥款期中，大學教職員的薪酬調整會與公務員一致。

本會多年前已提出要解決導師(Instructor)的薪津、職稱和地位問題，希望導師的工作環境及事業前途能夠得到改善，大學最終作出了積極的措施。由今年八月開始，導師職稱改為講師，正

式符合在大學條例中教師的定義。現時我們正積極與大學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，大學方面正在制定具體的方案。此外，去年大學已有機制，容許職稱為「Professional Consultant」的同事申請轉為「Associate Professor in Practice」或「Professor in Practice」，我們仍將繼續與大學討論，希望相關機制能真的做到公平和公正。大學也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。

另外一項本會一貫關注的事項是退休年齡、延任及退休同事享用大學設施的安排。香港的一些大學已把退休年齡延長，大學以財政負擔為理由，認為中大很難作出同樣的安排，雖然我們理解財務的限制，但仍會繼續要求大學繼續留意是否有可能改變。此外，根據本會的觀察，大學在同事的延任安排上有極大的差異，因此在幾年前已要求大學制定較統一的政策及增加透明度，這一年來大學較積極回應，已制定了初步的政策文件，我們會繼續提供意見，希望相關的政策能早日完成並予以執行。關於退休同事享用大學設施的安排，我們一貫的立場是要比校友好，也應該在同事退休前把相關資訊清楚地告訴同事，這方面的工作仍需繼續。

關於本會內部的事宜，我們這一年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，目前進度良好，網頁應可在不久的未來完成及正式運作。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，今年我們得到一點資助，聘請了一位學生把 2011 大學通訊錄裡的教師電郵地址輸入電腦，作了一次入會宣傳。但每年同事名錄都有所變更，不能長久使用，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，我們和校方多方磋商，希望能尋求出一套合理的政策，使同事們能安心在電腦上工作，校方在這方面已有積極的回應，希望在不久將來便有具體的政策文件。

回顧這一年去，我們和校方的關係可稱良好，沈校長仍在不同方面關心前綫教師，今年高等程度(中七學生，入讀三年制大學)及中學文憑試(入讀四年制大學)兩批學生同時入學，中大沒有出現太大的問題，但許多同事已反映班內學生人數增加及其他相關的問題。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

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NEWSLETTER

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Chief Editor: Wan Bo

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

CUTA Annual Report 2011/2012
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 important progresses while others still need our continuous efforts. First of all, CUTA's position on annual salary adjustment is to follow the civil servants. This can provide a stable working environment in the long run and avoid unnecessary anxiety and conflicts. This year the university has accepted our suggestion. In the next triennium (2013-2015), the salary adjustment will be the same as the civil servants.

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. The university has taken active steps in this year. Starting from August this year, instructors are re-titled to lecturers and they gain the status of university teachers according to the Ordinance. We are now in discussion with the university concerning the participation of these colleagues in department and faculty boards, and other university administrative committees. The university is preparing concrete arrangements in this regard.

Starting from last year, the university allows colleagues holding the title of professional consultant to apply for changing their job titles to “Associate Professor in Practice” or “Professor in Practice. We will continue to discuss with the university to make sure that the application will be handled fairly. The university also invites colleagues who hold “teaching fellow” to change their job title to “senior lecturer”.

The other issue that CUTA has been discussing with the university is the retirement age, extension and the benefits of retirees. Some universities in Hong Kong has extended their retirement age. The administrators of our university tell CUTA that it will be difficult for our university because of financial constraints. While we understand there are financial constraints, we still urge the university to study whether it is feasible to relax the retirement age. In past years, we observe great variations in handling extension cases and so we have been discussing with the university to make the mechanism more uniform and increase its transparency. This year the university has come up with a draft policy document. We will continue to provide our opinions and hope that it can be finalized and implemented soon. As for retirees to use university facilities, CUTA’s position is that it should be better than the alumni and the information should be communicated clearly to colleagues who are going to be retired. We need to continue this line of requests.

We have taken several measures concerning the internal affairs of CUTA. This year we used 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. We hope it can be operational in the near future. Finally, the university does not provide the softcopy of the email address of all the teachers to us because of privacy concern. This makes us difficult to contact colleagues who haven’t joined CUTA yet. This year we get a small donation to hire a student helper to type the email addresses of all teachers in the 2011 directory. We used this to send an email to all colleagues. However, as the name list changes from year to year, we probably cannot use it for long. Thus, 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. As these services are related to privacy of the colleagues, we will not reveal them in details here. We have also discussed with the university concerning the access to the data that colleagues may have saved in their office computers. The key direction is to push the university to have a reasonable policy so that colleagues can feel secure and save when they use their office computers. The university has responded actively and a draft document on related policy may come out soon.

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. It went relatively smoothly this year at the beginning of the semester although we admitted two batches of new students. However, some members have already told us that there are important impact on larger class size and other issues. The coming challenges will be significant. To tackle these challenges, both the university management and staff need to work

together. 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.