

**PUSA ALERT**  
**Issue No. 16 (April 2018)**

**Item 1 Concerns on Teaching/Clinical Staff — The AMA Incident**

In the previous two issues of PUSA Alert, we raised our grave concerns on the future of academic staff on the Teaching/Clinical track, including their work situation and future career prospects. While we got assurance from Senior Management in mid-February through the Management/PUSA Consultative Meeting that the University recognized the importance of TT staff and that there was no policy in place to restrict contract periods of TT staff to one year, we were shocked to learn on March 22 that six out of ten TT staff members whose contracts were up for renewal this year from the Department of Applied Mathematics were asked to leave the University after 30 June 2018. The following are some of our actions to help those six colleagues.

1. A special meeting for academic staff was called to gather information on 6<sup>th</sup> April. It was attended by over 60 colleagues on spot. Furthermore, nearly 20 more colleagues sent in their views via emails or telephone messages in the previous two weeks. These 80 colleagues came from 19 different Departments/Schools of the University. An email via Outlook was sent to all PolyU staff, requesting Senior Management to, among other things, re-engage those six AMA staff for at least one more year because they were victims of mis-management at the Faculty/Departmental level. We also requested more openness and transparency in the running of the Department. Some long-term suggestions were also proposed in the same communication.
2. PUSA Chairman M.Y. Chan and Vice-chairman Rodney Chu met with the President and the Director of Human Resources on 16<sup>th</sup> April. PUSA pointed out to the President that it would be hard to convince others that having known there would be a drop in the number of HD programmes in 2018/19, there was still a recommendation from the Departmental Staffing Committee of AMA to grant two-year contracts to concerned staff members in November 2017, just four months before termination letters were issued. The whole process just did not make sense. We also provided the President with figures capturing the change on student quota of HD programmes with mathematics subjects. It was obvious that the reduction could hardly justify the cut of six TT staff with immediate effect. PUSA also emphasized that TT staff are important to the University and that they should be treated with respect and dignity.

3. Some big character posters by alumni of AMA were posted on the Democracy Wall in support of those teaching staff who were forced to leave their jobs. They were extremely unhappy that large amount of fund was used by the University to recruit senior professorial staff in order to get higher ranking, while humble TT staff who have devoted so much of their time and energy to teach their students were unable to retain their jobs. Quite a few past students of AMA wrote in Facebook in support of their teachers, and PUSA has just received a letter signed by more than 70 students currently studying in AMA to voice out concerns on this issue.
4. Staff elected members on Council also expressed the stance and views of PUSA in this matter during the Council Meeting held on 17<sup>th</sup> April. As a matter of fact, dated back to February, the Council Chairman did share his view in responding to the written concern from the two elected staff members from Council on Senior Management policy on TT staff. He stated that TT staff were indispensable and crucial to the long-term success of an institution like PolyU, and that TT staff should feel that they were appreciated and valued by the University. The Council Chairman expected that Senior Management and PUSA would continue the dialog and work out the remaining issues on a sensible and mutually-acceptable basis for the resolution of the dispute.

## **Item 2 PUSA's 3rd Survey Sharing Session postponed**

The sharing session for PUSA's 3rd survey, originally scheduled on Thursday 19<sup>th</sup> April 2018, was postponed until Thursday 3<sup>rd</sup> May 2018. More details, including time and venue of the gathering, will be announced in due course.

## **Item 3 PUSA Vice-chairman Rodney Chu elected as member of the Search Committee for the new President of the University**

We are very pleased to note that Dr. Rodney Chu, PUSA Vice-chairman and a Staff Elected member on Council, was elected a member of the Search Committee for the new President. Rodney will bring to the Committee staff's expectation on the new President, for the betterment of PolyU and its staff and students.

Executive Council

The Hong Kong Polytechnic University Staff Association

23 April 2018