

PUSA ALERT
Issue No. 5 (September 2015)

Item 1 Major Review / Contract Renewal Concerns

In the past few months, PUSA has been coming up with enquiries related with different conditions of academic staff members (from both research and teaching tracks) facing Major Review and Contract Renewal Exercises. PUSA has tried to group the concerns together and after clarifying with HRO, we work out the following scenarios and hope this may provide a clearer picture for all those who have to be involved in related exercises. You are welcome to contact us if you have further enquiries:

1. For Assistant Professors employed under contract terms on or after 2/1/2008, they have only two chances of submission for Major Review over a six-year period. If they do not submit anything in the first five years, then the sixth year - which is the final year - is the time they have to submit with no choice; if this submission fails, then one enters into the termination year contract, when in that year, they have one more chance for second submission.
2. For Assistant Professors of same contract background as above, if they have submitted once within the first five years but failed in that time, and in the sixth year they think it is not ready for the second submission, one may ask for a delay of the second submission (which is allowed) to the termination year (which is the 7th year), and if they still fail in this second attempt this time, they have to leave the university when the termination year period ends.
3. For Assistant Professors employed under contract terms before 2/1/2008, they are supposed to have Major Review by 13/14 academic year. If the concerned staff members have not been using any of the two chances hitherto, and apparently they have been approved an extended period of 1-3 year(s) before they have to face the Major Review, but in the end, fail in that submission, these cases will enter the termination year, where they have one more chance for submission.
4. All teaching track staff members who undergo their first contract renewal process in 2015/16 (this academic year) will be subject to peer review (i.e. with two reviewers who have received training from EDC for the purpose of classroom observation) as set out in the proposed Teaching Evaluation Practices.

5. For teaching track staff members at TF grade or below, if they are facing a contract renewal assessment, (for all teaching/clinical staff members under the six faculties and at TF grade or below, the FSC is the approving authority; for teaching/clinical staff members under the two independent Schools at TF grade or below, the USC is the approving authority), and if the decision is that no contract is to be granted further, one's employment status will be terminated by the end of the current contract.
6. For research track staff members employed either before or after 2/1/2008 and who have to go through Major Review this year, they DO NOT need to go through the peer review mechanism as stipulated in the Teaching and Evaluation Practices paper. But starting from next academic year (16/17), all research track colleagues are required to go through the peer review mechanism.

Item 2 PUSA Survey Report

In April 2015, as a continuation of the First Survey which was launched in January 2014 on work-life balance, PUSA launched the Second Survey in order to capture the work situation of staff members. The data analysis has come to the final stage, and PUSA is tentatively planning to host two report back sessions (one conducted in English and the other in Cantonese) in October 2015, in the form of Open Forum. All staff members will be informed on the date and time of the event. Please come and learn about the findings. We welcome comments and feedback on what you are concerned about.

Item 3 PUSA meeting with Senior Management

PUSA officers had a meeting with SM on 17th September. Apart from exchange of views on the Major Review exercises and the Framework for Career Development and Promotion for Non-academic staff, other covered major topics included the catering arrangement in the Phase 8 campus as well as the Key Performance Indicators (KPI) for departmental performance evaluation that is going to launch in due course on all academic departments. PUSA would like to urge all staff members working in academic departments to learn more on the details of the indicators from the departmental management if you have not been informed of this KPI mechanism that is going to have much impact on departmental resources.

Item 4 The departure of PUSA Officers

PUSA is happy to announce that two of her long-time supporters and officers of the EXCO have left the University to start a new page of their lives. Ms. Linda LIU of the School of Optometry has retired after her long service for more than twenty years in the University. Linda has served in the EXCO of PUSA for a long period of time, and she has been PUSA Secretary since 2012. Justin LAW of the Faculty of Business has moved to a new job for career advancement after serving PolyU for thirteen years. By the time of his departure in August, he had already served as the Vice-chair of PUSA for four years and was an Elected Council Member of the University for three years respectively. PUSA would like to wish Linda and Justin all the best in their future endeavours.

Item 5 Interim arrangement of Officer Posts of PUSA

According to the Constitution of PUSA, the election of Officers and departmental/unit representatives takes place in alternate years. The upcoming officer election will take place this December. Due to the retirement and departure of officers, the interim arrangement of Officer Posts of PUSA before the election will be as follows:

Dr. Ming-yin CHAN (BSE) as Acting Vice Chairman

Dr. Jimmy CHANG (ITC) as Acting Secretary

Ms. Christine YEUNG (BRE) as Acting Assistant Secretary

Ms. Nora MAN (AMA) as Acting Information Officer

Item 6 PUSA Office hours

Starting from this academic year, PUSA Office (VA204) [next to the Convenient Shop] will be opened from 1300-1700 every Monday, Wednesday and Friday (except for public holidays or University holidays). All colleagues are welcome to visit our office and make appointment with Officers via our Part-time Staff, Ms. Irene TANG, who will station in office during the period. You can also make your appointment through email (pusa@polyu.edu.hk) or call us at extension 6990.

PUSA EXCO

29th September 2015