

4 December 2013

From: Carsten Holz, Professor, Social Science Division, HKUST, socholz@ust.hk

To: Professor Kalok Chan, Dean, Business School, HKUST, kachan@ust.hk

Re: Grievance Procedure against the Department of Economics in the Business School, HKUST

Dear Professor Chan,

I herewith initiate grievance procedures against the Department of Economics (ECON).

For the academic year 2012/2013, my department (the Social Science Division, SOSC) asked me to teach an undergraduate course.

I am an economics PhD.

I proposed to teach Introductory Macroeconomics, a first-year UG course, as common-core course in 2013/14. ECON blocked the course on 27 June 2013. I attempted to resolve the issue by then proposing to teach the course as **non-**common-core course, and ECON blocked that course on 8 October 2013.

The UASC in my full professor review of 2007/2008 denied full professorship with the statement “his research record would be improved, if he had chosen to publish some manuscripts in better-ranked economics journals.”

HKUST evaluates my performance as economist but prevents me from teaching economics courses. I think this constitutes a double standard and meets the criterion for lodging a grievance specified in the Staff Grievance Procedures:

“For the purpose of these procedures, “grievance” is defined to be an expression of feeling of injustice and unfairness *by* staff members *about* the treatment received from the management of other University staff members *which* adversely affects their general welfare at the workplace and/or their terms and conditions of employment at the University.”

Both my general welfare at the workplace and my terms and conditions of employment at the University are severely affected.

This particular instance, when a course I proposed was blocked by ECON, and this particular evidence of I being evaluated as economist, are representative of many such instances, for me (over 18 years) and for others in SOSC. ECON has instituted a virtual blanket veto against economics courses proposed by economics faculty in SOSC and the damage to the general welfare and to the career of economists in SOSC is very substantial.

I request that ECON and the Business School be categorically denied a veto right over course offerings by SOSC faculty members.

I address this grievance, in the first instance, to you in your function as Dean of the Business School, as required by the Staff Grievance Procedures:

“If a grievance is directed against a staff member in another unit, the grievance may be addressed to the Head of Department of that unit or, if a Head of Department in another unit is the source of the grievance, to the Dean or the Branch Head of that unit.”

The source of the grievance is the Head of ECON.

Sincerely,
Carsten Holz
[transmitted electronically]

Appended: two emails from ECON vetoing my two course proposals.

>-----Original Message-----

>From: Leonna Tong [mailto:leonna@ust.hk]

>Sent: Tuesday, October 08, 2013 11:23 AM

>To: Dora Lee

>Cc: fnfntlui@ust.hk; yanyu@ust.hk

>Subject: Re: FW: SOSC New UG NON-Common-Core course proposal/ Solicit

>ECON's

>concurrence

>

>

>Dear Dora,

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>As our Department is offering macroeconomics and welcome Global China

>students to take it, we do not see any need for concurrence a same

>course.

>

>Regards,

>

>Leonna

-----Original Message-----

From: Leonna Tong [mailto:leonna@ust.hk]

Sent: Thursday, June 27, 2013 6:32 PM

To: Dora Lee

Cc: michelle.yik@ust.hk; sosn@ust.hk; yanyu@ust.hk; sfleung@ust.hk

Subject: Re: Solicit ECON's concurrence on a new SOSC UG common core course proposal

Dear Dora,

Our Dept does not concur the new SOSC course as it overlaps with one of the Dept's common core course, ECON 2123, Macroeconomics.

Regards,

Leonna