



Carsten Holz <carstenholz@gmail.com>

Re: No-pay leave 2012/13

Carsten A. Holz <socholz@ust.hk> Sun, Mar 25, 2012 at 1:58 PM

To: [Division head] Cc: [Dean]

Dear [Division head and Dean],

things with Stanford finally got sorted out and I am now good to be there from September 2012 through May 2013.

My no-pay leave application is attached. I am grateful that you are willing to grant continued no-pay leave.

--- I keep coming back to my sabbatical leave application and in the following make my case one more time.

For SOSOC, my sabbatical leave application was one of only two applications for 2012/13. The other one was approved for a full year. Mine is simply for one long semester.

I have taught for eight years non-stop. Three of these eight years were away from HKUST; HKUST benefits from all my publications in that period and had to pay nothing for it, no salary, no benefits, no pension (and it never has to pay any family benefits). In the long run, HKUST enjoys my publication record and experience, and I come several years cheaper than any other faculty member.

For me, the dean's suggestion of sabbatical leave after returning to HKUST for two years, under condition of having been a "good citizen," implies a 6-year planning framework and comes with a tinge of blackmail. I don't work with a 6-year plan (and I think most people don't): 2012/13 no-pay leave, 2013-15 back at HKUST, 2015/16 sabbatical leave, 2016-18 back at HKUST to make up for sabbatical leave. The undefined condition of "good citizen" is not something I can work with. There is also no basis for this in the sabbatical leave regulation. While the sabbatical leave regulation states, quite unprofessionally in contrast to the practice elsewhere, that sabbatical leave is not a right, the rest of that first item is forward looking, with no mentioning of any conditions such as meeting a particular manager's prior requests.

The last four years of teaching have been extremely heavy (I can argue this in detail, if desired) and I want research time, so much so that I am putting in a no-pay leave application that leaves me for 9.5 months without any pay.

I don't know what happened at HR with my sabbatical leave application. I prefer a formal 'no' in response to my application to the disappearance of my application.

Best,
Carsten