



30 October 2014

Prof Carsten A Holz  
Professor  
Division of Social Sciences  
HKUST

Dear Prof Holz,

I refer to your email message dated 24 October 2014, attached with a letter dated 23 October 2014 of the same content, lodging a grievance “against the EVPP/Provost and the Dean of Humanities and Social Sciences for system design failures in the merit salary review system” under the Staff Grievance Procedures.

I note the merit review system issues that you have raised, and, after review, conclude that they are matters of academic policy which fall under the domain of academic systems review rather than within the scope of the Staff Grievance Procedures.

In this connection, the EVPP is leading an on-going discussion process with schools, departments and faculty on the merit review system. I have forwarded to EVPP the “system issues” in the merit salary review that you have raised. EVPP has agreed to take such issues into consideration in the ongoing review. You are also welcome to submit to EVPP any other observations or suggestions after you have shared and exchanged your viewpoints with Division Head, Dean, and the Division’s merit review committee.

Given the above, and in accordance with the Staff Grievance Procedures, I therefore dismiss your grievance against the EVPP/Provost and the Dean of Humanities and Social Sciences.

Yours sincerely,

Tony F Chan

President

c.c. Prof Wei Shyy (EVPP), Prof James Lee, Prof Kellee Tsai, Ms Yvonne Ho