



23 December 2014

Professor Carsten Holz
Professor
Division of Social Science
HKUST

Dear Professor Holz,

I am writing with reference to your letter dated 20 November 2014, first received by the Secretary to the Council as an attachment to your email message dated 26 November 2014 to her. In the letter, you lodged a grievance in accordance with Clause 36 of the HKUST Staff Grievance Procedures (the "SPG") against the President for "violation of the HKUST Staff Grievance Procedures" by dismissing your grievance lodged with him by your letter of 24 October 2014 under the Procedures (the "**Relevant Grievance**").

I have now reviewed your said email and attachments as well as the SPG, and heard a report from the President. I have come to the same conclusion that the issues about the faculty merit salary review system raised in your letter of 24 October 2014 to the President fall within the ambit of the Senate as policies in the academic domain, and lie under separate University procedures being implemented by the Office of the Executive Vice-President and Provost ("EVPP") and the Deans. It will not be appropriate to address the issues under the SPG. As such I do not see any case of the President violating the SPG by dismissing the Relevant Grievance.

While Council is not involved in the University's academic policies, I am given to understand that there is an ongoing review of the performance assessment guidelines for the faculty merit salary review being conducted by the Office of the EVPP, and that your concerns raised, along with other faculty inputs received, will be given holistic consideration in the review. I am copying this to the President who will work with the EVPP for assurance of the consultation channel.

Given the above, and in accordance with the SPG, I therefore dismiss your grievance against the President of HKUST.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Martin Y Tang'.

Martin Y Tang
Acting Chairman of the Council