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**Welcome to HKUST (final installment on salary)**

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To: [SOSC faculty]

Dear colleagues,

when I received a letter from HRO re salary adjustment earlier this fall and then a related email from the EVPP [Executive Vice-President and Provost] more recently, I thought the following text would have been more appropriate.

Best,  
Carsten

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Dear SOSC faculty,

thank you for your ever-lasting tolerance of our screwing you, again, and again, and again.

As you are aware, we have set the guaranteed salary adjustment at half the civil servant pay adjustments. This way we guarantee you a salary cut in real terms every year. If you are at HKUST for another 25 years, we expect to have successfully cut your salary in half.

We tell you that the “other half” of the civil servant pay adjustment will be distributed according to performance, but obviously this is crap. We do whatever we want. You have no idea, and you will never have, because why would we share any information about what we do with you??? We shuffle money to other schools and add and subtract ad libitum. There is no X%. Just how naïve can you be? When we create positions or take positions away, where do you think the money comes from or goes to? We do what we want and you can just go to hell.

We have made most of you second-class citizens while we hired our friends as first class citizens. What do their salaries look like? Well, we gave a careful hint 5 years ago in the South China Morning Post (see jpg attached), which must have escaped you. But we knew you are idiots. How you could ever get a PhD is beyond us.

We successfully impoverish you relative to your peer group. Take a look at the civil servant pay adjustments, which are based on the private sector pay adjustments. In 2015, civil servants in your salary band get a 3.96% salary increase \*guaranteed\* and most of them get an \*extra\* approximately 3%—as long as their performance is “satisfactory” they move along/up annual pay increments until, after many years, they hit a ceiling. (Right, that’s not “excellent,” that’s “satisfactory.”) Once at the ceiling, it takes a promotion to continue climbing the ladder. After 10 years, with you getting 1.98% and civil servants getting 6.96% annual salary adjustments, somebody in the civil service who started out at the same salary level as you will get 48.8% more salary than you do. Isn’t that cool! (For

details on the civil servant treatment, please see the attached pdf file. Please keep that information confidential as I have not explicitly asked for approval to share the response to what was my personal inquiry.)

Obviously, with the civil servant pay adjustments following economy-wide practices, we are cutting your salary in comparison to everyone in your peer group across the economy. Congratulations. (We are not even mentioning salaries at U.S. research universities).

Your willingness to pretend that our nefarious schemes represent a professional performance evaluation is unprecedented in our experience of university faculty outside HKUST. We always get a good many chuckles when we tell the story of how you sincerely conduct merit reviews believing and trusting that performance will be remunerated. You guys are just funny.

You are our heroes!

You are a great faculty to work with!


One university, infinite possibilities!

We look forward to screwing you for many years to come.

Sincerely,  
the Master Screwers

**2 attachments**

**News1-2010-ApproxOct.jpg**  
2632K

 **Civil servant pay increase 2015-CH-11Oct15.pdf**  
20K