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Carsten's 2016 salary update (and more)

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To: CarstenChina2016 <carstenholz@gmail.com>

Cc: [School faculty]

Dear colleagues in SOSC (and HUMA, following the dean's coverage of the whole school in his email re merit review),

(1) My this year's nominal salary increase is 2.095% (i.e., the across-the-board 2.095% raise), bringing my salary to HKD 107,460 per month. The spreadsheet with my historical salary data and more is attached.

(2) In December 2015 I gave James Lee a written request for a salary increase, to which, until today, I have not received a response (nor seen any action). This, my written request, probably makes for an interesting (if not fascinating) read. Attached.

Further observations:

At Hong Kong's official year-on-year March 2016 CPI of 3.0%, my real salary declines again, this time by 0.9%. (My 2.095% nominal salary increase is a real salary cut of 0.9%. Recall: my last year's email I included some considerations that suggest the true CPI that we are facing is significantly higher than the official one, which makes the real salary cut even higher.) This is the third time I have had a real salary cut in the four years since James Lee started withholding the economy-wide same-qualification non-merit-based salary adjustment from some/many of us. Compared to the economy-wide same-qualification non-merit based salary increases over the past four years, the dean has by now withheld a total of just short of HKD 100,000 from me (and that is without accounting for potential merit-based upward adjustments).

I don't know what to make of the outcome of the "merit review." This is the message that James Lee's letter sends me:

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(1) Your Annual Activities Report (AAR) shows publications and we cut your salary by the maximum possible. Why do you still want to publish??? There is no difference between publishing and not publishing, we cut your salary by the maximum possible no matter whether you publish or not.

(2) Your AAR shows rather good teaching (especially given the type of course) and we cut your salary by the maximum possible. Why do you still want to put any effort into teaching??? There is no difference between rather good teaching and crappy teaching, we cut your salary by the maximum possible no matter whether your teaching is good or bad.

(3) We know you spent a lot of effort on committee work, and we cut your salary by the maximum possible. Why do you still want to do any committee work??? We cut your salary by the maximum possible no matter what kind of effort you put into committee work.

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What to make of this dean's message to me?

(i) It perfectly fits a dean's objective of destroying academia in HSS.

(ii) If the dean weren't out to destroy academia in HSS, then it perfectly fits characteristics such as cronyism, unprofessionalism, or some kind of mental sickness.

-- What am I missing? Please let me know.

With the dean telling me that he is indifferent between

(a) I doing research, presenting at conferences, publishing, giving seminars, getting very good teaching evaluations, and spending a whole lot of time thinking about and laying out the issues of the fake merit review process, i.e., leading a normal academic life being a perfectly good professor(!), and

(b) I going surfing day in day out except for an occasional, poor stunt in a classroom, what am I to do???

Best,

Carsten

PS: As usual, I attach my Annual Activities Report and the CV that I submitted at that time.

PPS: For HUMA's benefit, I attach the Divisions Merit Salary Review Committee's draft guidelines for merit review evaluation of earlier this year, which in the beginning and in the end sections throw more light on the "merit review."

5 attachments

 **CarstenSalarySince2002-30Oct16.xlsx**
66K

 **Carsten-to-Dean-AskForRaise-7Dec15.pdf**
16K

 **Carsten-AnnualReport2015-HKUST Faculty Online Reporting System -
27Apr16.pdf**
129K

 **CarstenHolz-CV-27Apr16.pdf**
124K

 **Attach 3b_Merit Review Guidelines_Full Version.pdf**
62K