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Sick leave??

Carsten Holz <carstenholz@gmail.com> Thu, Nov 30, 2017 at 12:45 PM

To: [Staff in Human Resources office]

Cc: [Secretary to division head, dean School of Humanities and Social Science]

Hi [omitted],

-- I couldn't find the sick leave rules among the HRO circulars regarding leave (<https://www.ab.ust.hk/hro/AdminDoc/circulars.html#70>).

-- Thanks for your explanation to [secretary to division head] regarding sick leave, implying that for Provost Shyy Wei (who I take is responsible for the leave directives), seeing a doctor is a vacation, unless the doctor is located in Hong Kong. Provost Shyy Wei penalizes me for not wasting my time, for spending my own money, and for getting the dental and medical care that serves me. I am outraged by Shyy Wei's discrimination.

This is part of a bigger picture. HKUST has exceptional leave rules that one doesn't find in academia anywhere except in Hong Kong. HKUST's rules are in direct violation of President Tony Chan's public statement that HKUST follows the North American model—is Tony Chan a liar or should I ignore Shyy Wei's instructions that violate the President's public declarations? The only way that I can imagine to make sense of the HKUST leave rules is by reference to Hong Kong civil servant rules, but as we all know (see, for example, Dean James Lee's salary adjustment letter to me, or 3 November 2017), HKUST faculty are **not** civil servants.

The HKUST leave regulations do not state the rationale for their existence. (I.e., the regulations do not meet minimum requirements for being technically acceptable regulations.) Please let me know Shyy Wei's rationale for his leave directives.

-- The matter at hand is that I am attending a conference in Germany this Friday/Saturday 1/2Dec, followed by a dentist and two doctor visits in Germany on Monday, Tuesday, flying back to HK late Wednesday. I put in a special leave request online and it came back with a request to modify.

The following questions arise:

(1) If a conference happens on Friday and Saturday, i.e., if I work on Saturday which is not a work day by HKUST rules, do I get compensated with a day off at another time? -- Or does Provost Shyy Wei incentive faculty not to attend conferences, i.e., not to pursue professional advancement?

(2) If a conference happens on Friday and Saturday and the return to Hong Kong could happen on Sunday, does Provost Shyy Wei require faculty to return on Sunday, a day off by HKUST rules? – I.e., does Provost Shyy Wei further require faculty to travel on holidays and thus further incentivize faculty **not** to pursue professional advancement?

(2a) Or can faculty then offset the Sunday spent traveling for professional advancement with another day off?

(2b) Or can faculty then choose to fly back to Hong Kong on Monday, on continued conference leave? (If so, who pays for the extra night of accommodation?)

(3) If I spend Monday and Tuesday with dental and medical appointments in *Hong Kong,* what kind of leave do I need to apply for? Or are such appointments part of a normal work day and one doesn't have to ask for approval/leave?

(4) How do I deal with Wednesday? What kind of leave is that, a day to return to Hong Kong that I would have spent on the same purpose anyway, given the conference?

I am looking forward to clear answers to my questions that I can also share with others.

Sorry that this lands on your desk. I am not responsible for the unprofessional, abnormal and bizarre, geographically if not ethnically discriminatory, unexplained, and incomprehensible directives of Provost Shyy Wei.

Best,
Carsten

No answer was ever received.

The dean of the School of Humanities and Social Science stepped in and decided on the leave arrangements for my specific case.