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**Ongoing searches in SOSC**

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Mon, Sep 10, 2018

To: [School faculty]

Dear colleagues,

A. Provost Shyy Wei says: The School salary budget is in deficit. Social Science Division, please hire 4+ new faculty.

It takes a lot of mental masturbation to get an inkling of how someone who is supposed to be an academic can come up with such perplexing statements.

For example:

- \* There is a pot for new hires.
- \* There is a pot for gender discrimination (hire only females).
- \* There is a pot for hires for special themes (as identified by the Provost).
- \* There is a pot for “window of opportunity” hiring. (Whatever that means, and whoever decides.)
- \* Oh, and there is a pot for \*existing\* faculty. -> The existing faculty, I have decided, owe me a cool \$15mio, or 20, or 500. It doesn't matter, beat them up! Harder! I want to turn them into slaves and destroy their livelihood.

There is a pot for this and a pot for that, but no chamber pot for the Provost so he doesn't have to dump his bs on faculty.

B. Shyy Wei says:

- \* The size of the sky depends on the number of cockroaches at HKUST.
- \* The number of food outlets at HKUST depends on the color of my underwear.
- \* The salary budget of a HKUST school depends on student credits and some other stuff.

Take a step back: A company hires staff and signs a labor contract.

If you are a sales person and you are paid by the number of sales you clinch, then that's the deal: number of sales -> your income. Income is directly and unambiguously linked to one (or more) causal factor(s).

For others, there is a contractually agreed-upon salary, and then there are annual changes to the salary. For civil servants, the annual changes are GPA [government pay adjustment] (100%! GPA, obviously) + potential additional salary increases that come with promotion. It is one hire = one particular salary, and then the annual changes. The salary budget is the sum of individual salaries. Nobody in the government has yet come up with a new rule that says that the salary budget depends on the number of 'Long Live the Chinese Communist Party' hails per day.

We are university faculty with labor contracts and clearly identified salaries per person. The sum of these salaries = the salary budget.

Shyy Wei “logic,” however, dictates that in the case of salaries at HKUST,  $1+1 = 0.5$ . (Just as in the case of retirement funding, Shyy Wei “logic” dictates that  $1+1 = 5$ . You’ll need to find another job at Shyy Wei’s mandatory retirement age because there is by far not enough money in your HKUST pension fund to retire at age 65.)

So is Shyy Wei just plain insane?

Or does he think that HKUST faculty are so stupid that he is going to have some fun with them -> Today the temperature is 32 degrees and therefore you’ve got to stand on your head, say ‘Hail Wei,’ teach 500 students, and we cut your salary. As it turns out, the faculty are indeed stupid enough to take him seriously!

You may say: Shyy Wei didn’t decide these things. The deans did.

My response: (i) If Shyy Wei doesn’t take responsibility for telling schools that they owe him X dollars salary budget, if he doesn’t cop to his crap, then there is no such thing as schools owing him X dollars. End of story. (ii) That’s great. We have a dean, too. Our dean vetoes the decision. End of story.

No need for “Study Xi Jinping thought and Shyy Wei farts” sessions, wasting faculty time and brain power, and no need for self-flagellation, extra classes, extra this and that, and the transformation of HKUST into a mental institution.

Oh, and if you really just wanted more student credits, then you would end the rampant discrimination against economists in SHSS: 1/3 of the university student body is prohibited from taken my classes (and I am denied the benefit of a course bonus for a mega course because my prime clientele is prohibited from taking my class).

Best,  
Carsten

----- Forwarded message -----

From: [Division head] Date: Wed, Sep 5, 2018 at 2:43 PM

Subject: Ongoing searches in SOSC

To: [SOSC faculty]

Dear colleagues,

Over the next few months you will be receiving announcements of talks related to the various searches we have ongoing. I will recap them here. I hope that you will attend as many talks as possible, meet with the candidates, and share your feedback. Right now I expect we will be very busy in October and November with visits by candidates for the first two searches listed below, while we may have occasional visits over the course of the year by candidates in the third search.

Junior quantitative sociologist ([Job 4056](#))

This is a resumption of our search from last spring for a quantitative sociologist at the junior level to replenish capacity in quantitative methods and research after Raymond's departure. We have received a number of applications and the committee chaired by Yi-min will begin reviewing them soon.

Division head ([Job 4088](#))

Our search for a permanent Division head is ongoing. The committee is chaired by Jaideep Sengupta in the Marketing Department. Applications have begun to come in.

Full professor, open discipline ([Job 4095](#))

The administration has indicated willingness to fund positions for full professors who fit specific university priorities on a target of opportunity basis. That refers to a candidate who may not be a direct fit for an existing search, but who may be amenable to relocating. At many universities such candidates are recruited outside of normal procedures, for example at some institutions a department can obtain a 'search waiver' from the provost when an unusual opportunity to hire someone arises. At many universities much senior hiring is done in this fashion, not through advertised searches. Here at HKUST such candidates must apply through an advertised search. We encourage potential 'targets of opportunity' to apply to 4095. Humanities has done something similar (see [4065](#)). CK Lee will be visiting us as a candidate for this position. We may have additional candidates later in the year as well. Such candidates are not in competition with each other or candidates in other searches or future potential hires since they are expected to meet a standard specified by the provost, and would be funded separately.

If you are aware of any outstanding full professors who you think might be open to relocating to HK and who are not a direct fit for one of our other searches, before encouraging them to apply please come see me and we can discuss the prospect in detail and assess whether they are a fit for the administration's priorities.

regards [Division head]