

HKUST faculty performance reviews' 67% failure quota

(1) I am up for contract renewal in fall 1997 (two years after joining HKUST). I have two published book chapters, a book manuscript and working papers, but no journal publication. (In every year since joining HKUST I taught a graduate level sociology course on research methods and two home-made, textbook-free courses on the Chinese economy and money and banking in China, having been told by the division head that economists in the Social Science Division are not allowed to teach economics courses.) I am denied a second 3-year Assistant Professor contract and given a one-year "probation." In 1998, one of my papers is accepted at a journal and I receive a second contract in 1999.

In the years since I was denied a second contract, no new economist hire in the Social Science Division *has ever been denied a second contract* (as of 2020), *even if s/he did not have any publication*. New hires enjoy a reduced course load, and new economist hires typically teach economics courses, at the graduate level in their field of expertise.

(2) In 2002, I am promoted to substantiated Associate Professor.

(3) In 2008, my application for full professorship is denied ([here](#)). Two years later, *with the identical publication record* (and teaching and service have never been an issue), my application for full professorship is successful.