

Mon, Mar 1, 2021  
[From staff, Social Science Division]

Dear Prof Holz,

Your attached application for sabbatical leave during 21 Sept 2021 to 26 August 2022 is well received.

As Division Head may recommend a sabbatical leave application if the faculty taking leave could make up his/her normal teaching duties before or after the leave, kindly let us have your teaching plan (including the course relief you entitled) for the application.

Thanks and best regards,

Staff

**From:** Carsten Holz <[carstenholz@gmail.com](mailto:carstenholz@gmail.com)>  
**Sent:** Wednesday, March 2, 2021  
**To:** [Director, Human Resources; Division head, Social Science Division]  
**Cc:** [Staff]  
**Subject:** Re: Sabbatical leave application Re: Course Planning (AY21-22)

Dear [Director, Human Resources; Division head, Social Science Division],

(1) HRO's "Application for Sabbatical Leave" form states in the first lines that "1. Applicant should study the regulations on Sabbatical Leave available on Human Resources Office's homepage (<http://www.ab.ust.hk/hro>) carefully before submitting this application."

I went to that url, was redirected to <https://hro.hkust.edu.hk/>, and then clicked on "For HKUST Staff." The only relevant item that follows is the Staff Manual, in which the only relevant item is "Leave," , then "For Full-Time Staff, Regular Terms of Service," "Sabbatical Leave." As requested by HRO on the sabbatical leave application form, I carefully studied the regulation and I have fulfilled all the requirements to apply for, and be granted sabbatical leave.

These are the rules, and I have followed them. My contract is with a university and not a gangster organization. I expect the administration to abide by university rules.

[Staff's] email would seem to imply that HRO publishes false information and thereby deceives HKUST faculty. I request a statement from Mrs. Ng as to whether the information HRO posts on its website is accurate or not, and whether HRO in documentation that it presents as complete (on the sabbatical leave form) actually withholds highly relevant information from faculty members.

If HRO publishes false or incomplete or irrelevant information, then I will conclude that HRO's webpages do not reflect the true rules (whatever those may be) applied by power holders at HKUST and thus can be safely ignored, taking my lead from the division head (and possibly dean, provost, and president).

I would also like to see an argument as to why I should 'pay' for the failure of HRO (as the formal institution of the university to handle all personnel matters) to make available to faculty members the rules of personnel matters that apply to faculty members.

(2) Given that I have no immediate means to address what appears to be rampant gangsterism, and therefore have to proceed along nefarious non-HKUST rules:

(a) I have one course credit banked from the past

(b) I can teach SOSC 1440 Introduction to Economics in the summer of 2020, on Zoom only, with a 400 student quota, counting for two courses. (Whether the 400-student quota fills or not, is not my responsibility. The prime clientele for this course, students in the Business School, is prevented by the Business School from taking this course and division head (SOSC) and dean (SHSS) have in the past consciously chosen to accept this discrimination

against economics faculty in SOSC. The course typically fills well, but not always to 400 students.)

Alternatively, I can do the extra teaching after I return, whether that is in 2022/23 or in 2022-2024.

I want to make explicit that what I am being asked to do, “As Division Head may recommend a sabbatical leave application if the faculty taking leave could make up his/her normal teaching duties before or after the leave” means that what HRO certifies as “sabbatical leave” does not meet the English language definition of sabbatical leave. See, for example, <https://www.collinsdictionary.com/dictionary/english/sabbatical-leave> or <https://www.britannica.com/topic/sabbatical-leave>. HKUST’s fake “sabbatical leave” is a re-scheduling of classes to create a teaching-free period.

With this piece of hard evidence provided by Wenfang that at HKUST the English language has been intentionally robbed of its meaning, I cannot take for granted that other English language utterances by HKUST administrators are not perversions of English language, either. Any or all HKUST administrator statements may be empty of the meaning that their English language formulation would carry in a non-Orwellian world, and therefore become irrelevant in an academic context (though they may be highly relevant, for example, to others inside a loony bin).

I am grateful to Wenfang for favorably considering (or having favorably considered) my application for sabbatical leave, whether real or fake sabbatical leave.

Sincerely,  
Carsten

Carsten Holz  
Prof., SOSC  
[carstenholz@gmail.com](mailto:carstenholz@gmail.com), [socholz@ust.hk](mailto:socholz@ust.hk)

**Re: Sabbatical leave application**

[Staff, Human Resources]

Thu, Mar 4, 2021

To: "carstenholz@gmail.com" <carstenholz@gmail.com>

Cc: [Division head, Social Science Division; Director, Human Resources; staff]

Dear Prof Holz,

This refers to your email of 2 March 2021 to [Division head, Social Science Division; Director, Human Resources]. [Director, Human Resources] has asked me to reply on her behalf.

The regulations on Sabbatical Leave posted on HRO' s website were approved by the Standing Committee of the University Council. The posted Regulations are accurate and include all relevant information.

Under paragraph (14) of the Sabbatical Leave Regulations for Academic Staff other than Full-time Academic Administrators, the Approving Authority for sabbatical leave applications from Professor/Associate Professor/Assistant Professor is the Provost via Dean via Head of Department. If you have any questions on the approval or otherwise of your sabbatical leave application, please discuss with the respective approving authority.

Best Regards,

[Staff, Human Resources]