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**Carsten's salary update 2020**

**Carsten Holz** <carstenholz@gmail.com>

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To: Carsten Holz <carstenholz@gmail.com>

Bcc: [Colleagues in the School of Humanities and Social Science]

Dear colleagues in the School of Humanities and Social Sciences,

I am sorry to report that the April 2020 salary adjustment saw none of the usual redistribution from me to you. It's only the second time in 8 years that I am getting exactly the civil servant general pay adjustment (and never above, and never any of the other civil servant salary adjustments based on performance, seniority or promotion). In real terms, my salary fell 2.3% (and probably so did yours).

The good news is that with SHYY Wei as our role model and he enjoying—"in line with civil servants' wages"—an increase in "remuneration package" of 9.8% in April 2020 (<https://www.scmp.com/news/hong-kong/education/article/3114271/protests-dont-affect-pocketbooks-three-hong-kong>), we can look forward to a whopping 9.8% increase in our "remuneration packages" in April 2020. I am also glad to see SHYY Wei act in line with his HKUST 5-Year Strategic Plan of 2020, which, in the first of five objectives, includes "the remuneration package for new and existing faculty will be refined and strengthened."

I attach the "personal statement" that I included in my Annual Activities Report of April 2021. Of interest to you may be the chart on the second page, which shows the extent to which my—and possibly your—salary has been diverging from relevant economy-wide wage developments in the SHYY Wei / James Lee / Kellee Tsai era.

I have compiled a book-length documentation of HKUST management practices as experienced by me over the past 15 years, at <https://carstenholz.people.ust.hk/Initiative.html>. Check out, for example, my recent experience applying for sabbatical leave ([2021/3](#)).

A recent piece of mine on academic freedom is here:

<https://www.universityworldnews.com/post.php?story=20210413131504585> .

Best,  
Carsten

 **PersonalStatement-CarstenHOLZ-2021.pdf**  
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