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University Task Force on Faculty Salaries and Compensation

Office of the Provost <provost@ust.hk>

Wed, Oct 12, 2022 at 12:17 PM

Reply-To: Office of the Provost <provost@ust.hk>

To: "allstaff@ust.hk" <allstaff@ust.hk>

Dear Colleagues,

Recruiting and retaining world-class faculty is key for the continuous success of HKUST. Hence, it is imperative that we continue to aggressively pursue the highest-caliber talent throughout the world, as well as remain vigilant in retaining outstanding faculty, including providing relevant funding support and salary compensation.

So far HKUST has been doing quite well and we are very proud of our achievements. Nonetheless, it is time to review the current faculty salaries and compensation, as well as conduct an analysis of the faculty salaries in order to identify and address salary inequities, if any, and recommend any improvement in order to come-up with a competitive, sustainable, and equitable compensation system to attract and retain exceptional faculty.

Accordingly, and in consultation with the President-Designate, a University Task Force on Faculty Salaries and Compensation is chartered. The task force shall review and make specific recommendations on potential improvements to the faculty salaries and compensation. Its charge shall be to:

- Review the current merit review, annual adjustments, compensation policies and practices, and salary scale levels for faculty.
- Conduct an analysis of faculty salaries, measuring the extent of demographic differences including gender, discipline/field of study, experience, and rank.
- Examine salary data to the extent possible from local institutions and non-local institutions against which HKUST usually benchmarks itself, both in terms of “peer” and “aspirant” universities.
- Examine benefits and compensation packages offered by peer institutions and local institutions, including HKUST (GZ).
- Conduct an open process for obtaining input from the faculty and shareholders as appropriate.
- Identify if any enhancements are needed to drive a culture of academic excellence by offering a flexible, objective, and sustainable compensation that can retain and attract first-class faculty, as well as enhance HKUST stature while maintaining its competitive position among its academic peers.
- Make appropriate recommendations *within one month* from the task force establishment. These recommendations should include specific proposed policy changes, a proposed timeline for implementation, and the associated pros/cons (risks/benefits) for implementation.

The task force membership is as follows:

Chair

[omitted]

Chair Professor and Dean, School of Business and Management

Members

[omitted] [omitted] Professor of Science and Associate Vice-President for
Research and Development (Research)
[omitted] Chair Professor and Associate Provost (Teaching & Learning)
[omitted] [omitted] Professor of Sustainability and Dean, HKUST Fok Ying
Tung Graduate School
[omitted] Chair Professor and Director, Interdisciplinary Programs Office
[omitted] Associate Dean of Humanities and Social Science and Director,
Center for Language Education

We would like to take this opportunity to thank the committee members for agreeing to take on these additional duties. Please render your generous support to the committee members.

Best Regards,

[omitted]
Acting Provost