

**FACULTY CONSULTATION on Prof [omitted] for Professor with substantiation position in SOSC**

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To: [secretary, Social Science Division]

Dear [secretary], If not too late, please pass on my below comments to the committee.  
Thanks, Carsten

Having in the meantime received answers to my questions, I can offer more detailed comments on Prof. [omitted]'s appointment on substantiation terms in SOSC.

There is obviously something absolutely fishy about this supposed "Target Hire." Nothing about the candidate, all about the HKUST hiring process.

(1) Linguistics is not a social science. We don't hire marine biologists or rocket scientists in the division, either, never have. We are missing an explanation by Provost Guo Yike, who nominated Professor [omitted], as to why Professor [omitted] is a good fit for a social science division.

(2) Looking at Professor [omitted]'s research and his current position as Dean of the Faculty of Humanities, we are missing an explanation as to why Professor [omitted] is not hired by the Division of Humanities at HKUST.

(3) Professor [omitted] is a chair professor and dean at [another university in Hong Kong]. and is targeted by Provost Guo Yike to be hired as a plain, disenfranchised HKUST professor, no chair, no deanship, nothing. We are missing an explanation as to why Professor [omitted] wants to downgrade his status so severely.

(4) Professor [omitted] will be a one-man operation in our division, with no seminars in his field, nobody or hardly anybody to talk to, and, given that the provost has reduced our post-graduate research program to near-zero, no post-graduate students to work with. That does not rhyme with, for example, his google citation numbers. We are missing an explanation as to why Professor [omitted] would like to become less research-productive.

I can also turn this around: The HKUST provost, along with the subservient committee members he appoints to rubber-stamp his decisions, is then simply taking our division faculty for a ride. Formal procedures may require that Professor [omitted] delivers a seminar and that faculty members be invited to provide feedback on the candidate. Once these niceties are over, the provost has a free hand. (To the best of my knowledge, neither committee nor committee composition has ever been announced, also nicely illustrating the relevance of faculty members' "participation" in this hiring.)

I am intrigued to, in due time (within a couple of months of Professor [omitted]'s start at HKUST?), find out what the scheming has been all about. (I refrain from sharing my guesses.) The disregard and disrespect for HKUST faculty members that this hiring process has shown by not addressing up front the most glaring issues (listed above) and by not openly acknowledging the necessary next steps to make this hiring even remotely a plausible hire, I find unprofessional, personally aggravating and plain disgusting. Again, this is not about the candidate. This is about HKUST's feudal system and its treatment of faculty members (the only asset of a university).

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