



香港城市大學
City University
of Hong Kong

27 March 2002

Honourable Yeung Yiu-chung
Chairman
Panel on Education
Legislative Council
Legislative Council Building
8 Jackson Road
Central
Hong Kong

張信剛
校長及大學講座教授
H. K. Chang
President and University Professor

Dear Mr Yeung,

Thank you for your letter dated 20 March 2002 inviting representatives from the City University of Hong Kong (CityU) to attend the special meeting of the Panel on Education scheduled for 2 April 2002. As a tertiary institution accountable to the Hong Kong community, CityU is pleased to provide any assistance conducive to enhancing the understanding of Members of the Panel about the University.

As advised by the invitation letter to the meeting, the Panel would like to follow up on the review and appeal mechanism for non-renewal of contract at CityU. The University has also been strongly urged to conduct a dialogue with its staff and students over staffing cases in the School of Law before the special meeting.

On the subject of review and appeal mechanism for staffing matters, I can assure the Panel that we do have a structured and effective review system in place. In fact, the independent appeal mechanism which is part and parcel of the system, guarantees that appeals from staff regarding their appraisals receive fair and equitable treatment.

The recent findings of the independent Appeal Committee established for the consideration of appeals lodged by staff members of the School of Law have confirmed the soundness of the system, in particular the appeal process, which provides an effective safeguard to address imperfections.

When we publicly announced the report of the Appeal Committee last Thursday, 21 March 2002, Members were sent on the same day documents including our Press Releases, the English and Chinese versions of the report, together with information which detailed the University's timely communication with both internal and external members while the appeal process was in progress. The one thing which the University had refrained from doing until then was to comment or answer questions on the appeal cases for entirely legitimate reasons. However, members would know from our documents sent to you last week that immediate communication with all parties concerned had taken place on the same day of the announcement of the report.

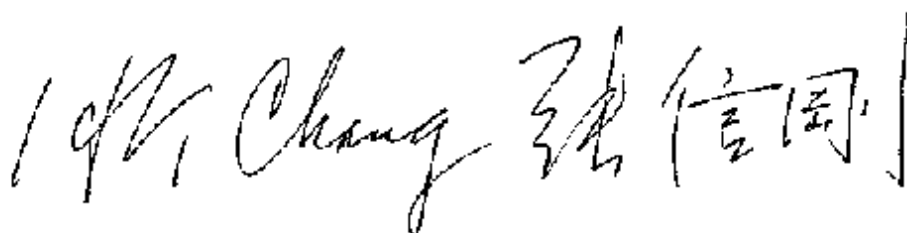
/P. 2

The role of the UGC, as stated in its official document, is to act as a buffer safeguarding the academic freedom and institutional autonomy of the institutions while at the same time ensuring value for money for the Government and the taxpayer. It is for this reason that we wish to respect the longstanding practice of the UGC representing the tertiary institutions under its supervision. Nonetheless, two senior staff members of the University, namely Mr John Dockerill, Vice-President (Planning and Information Services) and Secretary to Council, and Dr Ellen Ko, Acting Director of Human Resources will attend the special meeting on 2 April as members of the UGC team. Their role will be as resource persons, providing information to UGC representatives if necessary, in answering the Panel's questions.

In addition, the attached written submission documents in full information on our Reappointment and Appeal Procedures for Academic Staff. (To facilitate Members' ease of understanding, an outline of the system is also provided in Chinese.) Our written submission further covers the succinct points concerning the appeal cases in the School of Law. Both the Chinese and English versions of the report of the Appeal Committee, and a clarification list of various issues are also included.

I can assure you that we will work closely with UGC representatives to provide all assistance to enhance the Panel's understanding of our University.

Yours sincerely,

Handwritten signature of H K Chang in black ink, including the Chinese characters '張信國'.

H K Chang
President and University Professor

Encl

c.c. Members of the Panel on Education
Clerk to Panel
Secretary, UGC
Council Chairman
Dean (SLW)
VP(P1) & Secretary to Council
Ag DHR