



香港中文大學 THE CHINESE UNIVERSITY OF HONG KONG

大學秘書處 University Secretariat

Our Ref.: SEC018/12

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BY FAX ONLY (2869 6794)

Clerk to Panel  
Panel on Education  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong

(Attention: Ms. Catherina Yu)

Dear Ms. Yu,

Panel on Education  
List of Follow-up Actions

With reference to your fax message of April 27, 2011, I enclose the University's response to the list of follow-up actions on the issues of

- (a) Inclusion of instructor in the definition of "teacher"; and
- (b) Election of student members to the reorganized Senate,

arising from The Chinese University of Hong Kong (Amendment) Statutes 2010.

Yours sincerely,

Eric S.P. Ng  
Registrar and Secretary

EN/AW/mm

Enc.

c.c.

Ms. Michelle Li, Deputy Secretary for Education, Education Bureau  
Dr. Vincent H.C. Cheng, Chairman of the Council, CUHK  
Professor Joseph J.Y. Sung, Vice-Chancellor, CUHK

Panel on Education  
List of follow-up actions

Subject	Date of meeting	Follow-up action required	Administration's response
<p>2. <u>The Chinese University of Hong Kong (Amendment) Statutes 2010</u></p> <p>2.1 Inclusion of instructor in the definition of 'teacher'</p>	<p>9.11.2009</p>	<p>The Chinese University of Hong Kong ("CUHK") was requested to provide written information on –</p> <p>(a) the resource implications and impact on academic development should instructor be included in the definition of teacher;</p> <p>(b) the terms and conditions of service, scope of work and responsibilities, remuneration, etc. of teachers and instructors;</p> <p>(c) experiences of overseas universities in handling the different titles of teaching and research staff; and</p>	<p>The University has set up an Ad Hoc Working Group on Instructional Grades to examine issues related to the subject. After conducting extensive consultation among appointees in the instructional and related grades and the Heads of Faculties / Departments / Units concerned, the University decides to award the titles of "Assistant Lecturer/Lecturer" for Instructors/Senior Instructors so they can be regarded as "teachers" under the CUHK Ordinance and Statutes. There is no resource implication and impact on academic development.</p> <p>The University has initiated statutory amendment arising from the proposed inclusion of instructional staff as "teachers" thereby enabling them to serve as members of the Department Board and Faculty Board, as well as other consequential amendments. The aforesaid statutory amendment has been passed by the University Council in the form of a special resolution at two meetings and the</p>

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			<p>University is looking forward to receiving the "blue" from the Education Bureau for the amendment statutes to take effect as soon as possible.</p> <p>The University has also reviewed the terms and conditions of service, scope of work and responsibilities, remuneration of teachers and instructors. It has been clarified and affirmed that instructional staff members' core responsibilities are in teaching and service. Research is not an inherent job requirement for the instructional grades, and a doctoral degree is not a requirement for appointment, whether by open recruitment or in-service promotion. Nonetheless, Faculties and Departments should make room for instructional staff members for continuing development in the teaching profession. Support should be considered for instructional staff to contribute to their continuous development in teaching and service role. The University has also provided career advancement opportunities for Senior Instructors' taking on expanded responsibilities in teaching and service, and introduced a rank above Senior Instructor as</p>

Subject	Date of meeting	Follow-up action required	Administration's response
			<p>Principal Instructor.</p> <p>To this end, the University considers it irrelevant to conduct in-depth search for experiences of overseas universities in handling the different titles of teaching and research staff, especially since preliminary enquiries suggest that such comparisons would not be particularly helpful.</p>
2.2 Election of student members to the reorganized Senate	11.1.2010	(d) a chronology of events relating to the proposal for reorganizing the Senate, in particular concerning student members in the reorganized Senate.	Please refer to the Attachment.

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**Chronology of events relating to the proposal for reorganizing the Senate**  
(in particular concerning student members in the reorganized Senate)

<i>Date</i>	<i>Chronology of Events</i>
21.5.2008	<p>In 2006, the Task Force on University Governance of the Council invited a Panel of External Experts to offer suggestions on university governance. The panel was of the view that Senate membership should stand at around 50. The Council believed that it should be left to the Senate itself to propose a plan for reorganization.</p> <p>An Extraordinary Meeting of the Senate was convened for the purpose of deciding how the Senate should proceed in the matter of its own reorganization. At the meeting, with four student members of the Senate present, the Ad Hoc Committee on Reorganization of the Senate was established, with over 30 members from within the Senate.</p> <p>The Senate recommended that two student members be on the Ad Hoc Committee and that they be elected from among the President of The Student Union of The Chinese University of Hong Kong (CUSU), the student representatives of the Colleges and the student representatives of the Faculties. In the event, one of the two elected students was the President of CUSU.</p>
19.6.2008	<p>At the Ad Hoc Committee's first meeting, members of the Committee recognized at the outset that all categories of the Senate's existing membership needed to reduce its size.</p>
26.6.2008	<p>At the Ad Hoc Committee's second meeting, a number of proposals were put forward regarding student membership on the Senate, which was to be discussed and decided upon at the third meeting.</p>
3.7.2008	<p>At the Ad Hoc Committee's third meeting, in the absence of both student members, it was agreed to defer to the following meeting any decision on the student membership in the reorganized Senate.</p>
31.7.2008	<p>At the Ad Hoc Committee's fourth meeting, when both student members were present, a consensus was reached over the number of student members on the reorganized Senate and the manner of their selection. It is worth noting that the manner in which student members should be selected, as finally adopted, was in fact proposed by one of the student members and accepted by the other student member who was herself the President of CUSU.</p> <p>According to the proposal, the Senate will consist of three student members (a number similar to those of other local universities), including one to be elected by and from among the student members of the Boards of Faculties, a second to be elected by and from among all</p>

<i>Date</i>	<i>Chronology of Events</i>
	full-time undergraduate students, and a third to be elected by and from among all full-time postgraduate students. The proposal was supported by the Ad Hoc Committee.
4.9.2008	At the fifth (and final) meeting, the Ad Hoc Committee approved without dissent its final report, which included the said proposal.
24.9.2008	The recommendations of the Ad Hoc Committee were considered by the Senate. Two student members were present at the meeting, including the President of CUSU. The Senate endorsed the recommendations put forward by the Ad Hoc Committee without any dissenting vote by the Senate, and agreed to submit them through the Task Force on University Governance to the University Council. The minutes of that meeting were confirmed at the following meeting held on 17.12.2008.
14.10.2008	The University Council approved the Report of the Ad Hoc Committee on Reorganization of the Senate and the recommendations contained therein, as endorsed by the Senate and the Task Force on University Governance.
May 2009	Several student members of the Senate, including the new President of CUSU, expressed concern and reservation regarding student representation in the reorganized Senate. They also disagreed with the decision that the undergraduate student member should be elected by and from among all full-time undergraduate students of the University using one-student-one-vote.
10.6.2009	The Chairman of the Senate announced at the meeting of the Senate that an Extraordinary Meeting be convened to review the procedure of the Ad Hoc Committee and of the Senate itself, as well as the recommendation of the Ad Hoc Committee regarding student representation in the reorganized Senate.
25.6.2009	<p>At the Extraordinary Meeting of the Senate, views of these students and other members of the Senate were heard. In view of the fact that the approval of the recommendations of the Ad Hoc Committee had followed due process, the composition of the Senate had to be a compromise for each constituency of the present Senate given the reduction in size, and that the Senate might consider reviewing the structure in a few years' time, the Senate then resolved, on a motion proposed by the President of CUSU, that the Senate should review its own composition and the effectiveness of the membership thereof five years after the reorganized Senate became operational.</p> <p>The matter has been put in abeyance since the Extraordinary Meeting of the Senate on 25.6.2009, as no agreement can be reached with the student bodies on implementing the decisions to reorganize the Senate.</p>

<i>Date</i>	<i>Chronology of Events</i>
	<p>In view of the presence of some unresolved issues related to the reorganization of the Senate, the University decides not to proceed with the Amendment Statutes related to the Senate reorganization. The University will continue to consult the stakeholders in its further review of the matter.</p>

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