Academic Staff Association of The University of Hong Kong

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The Chairman’s Report for 2019/2020

The Year 2019 will certainly go down in history of Hong Kong and history of Hong Kong universities. It is sad and frightening for the Hong Kong academia to witness that the freedom in Hong Kong and the academic freedom in Hong Kong universities are under severe threats and ashamed to witness that some leaders seemed to have worn invisible gowns or disappeared and did not come out to protect students in all the critical moments.

In last year Annual General Meeting (AGM), I reported that HKU suddenly announced on 29 January 2019 that the Council had received from Professor Tam the notification of resignation from the position of Interim Provost & Deputy Vice Chancellor (DVC), and the Council appointed Prof Richard YC Wong as another Interim Provost & DVC from April 1, 2019 until the arrival of the new Provost & DVC (Appendix 1).


Richard YC Wong has been the DVC for over a year since. I wonder if the defence of academic freedom has been stronger or weaker. Perhaps, here, I would share the following incident with colleagues about Richard Wong, the current Interim DVC of HKU. In June 2009, Dr CW Chan, the then Faculty Board (FB) Chairman of Engineering and ASA Chairman, conducted an official survey to collect views from Faculty Board members on the Dean of Engineering, Prof Wen Cho CHEW. Dr Chan conducted the survey (collecting many views from FB members) in his capacity as the FB Chairman of Engineering. The survey was conducted in accordance with the “role and responsibilities of the Faculty Board Chairman” laid down by the Council. The survey results and findings were immediately sent to the Senior Management for possible follow-up actions, but no action was taken. At that time, Prof LC Tsui was then Vice-Chancellor (VC) of HKU, Richard YC Wong was then DVC. On 6 January 2010, Prof LC Tsui and Richard Wong came to visit the Faculty of Engineering and then had a meeting with FB members in Knowles Building. In that meeting, I asked the VC and DVC a) for the comments from the Senior Management on the survey results sent from the ASA Chairman, and b) what the follow-up actions from the Senior Management were.

Richard YC Wong replied that he noted the survey results and he had no comment on it, and there was no follow-up action.

It was most disappointed to see that the views from the Faculty were completely ignored by Richard YC Wong and the Senior Management.

Then I raised another issue and told then VC and DVC that in July 2009, I noticed some irregularities in an email circular by the Secretary of Engineering Faculty on appointing then Acting FB Chairman. As a FB member, I made inquiry to the Faculty Secretary for clarification. The Faculty Secretary failed to response to my inquiry, so I followed up with a few reminders for reply. However, WC Chew, the then Dean of Engineering, complained and accused me of harassing the Faculty Secretary for following up my inquiry, but without giving any valid reason to substantiate his claim. I felt WC Chew was interfering with and suppressing my academic freedom. I asked VC and DVC their views on this.

Richard YC Wong replied that he had no answer for it and told me to pray and ask the Almighty One up there. While he was saying this, he pointed his finger up at the ceiling. His suggestion was not in any Hong Kong University Policy nor Codes of any professional society. Then I further asked VC and DVC what I should do if it happened again and whether I should keep my mouth shut. Richard YC Wong again replied that he did not know the answer and told me to pray and ask the Almighty One up there and he again pointed his finger up at the ceiling. I reckon that he collected salaries but shed his duties and responsibilities by pointing fingers at the ceiling.
After the meeting, I sent him and copied to VC a Meeting Notes (Appendix 2) for record.

Academic freedom and institutional autonomy are core values of HKU. With these replies from Richard YC Wong about academic freedom, I had/have never expected much from him regarding protecting or defending academic freedom and institutional autonomy.

The future of Hong Kong belongs to the Hong Kong youngsters who should have a much better say on their future. In many years later, I wonder how many of us, including CY2.0, will still exist in this world. If we have a chance to look back by then, I hope many of us will say “I am glad we did that”.

The main activities of the ASA in the session 2019/20 are as follows.

1. **Jointly organized an assembly on “procedural justice”**
   On 15 January, the HKU Alumni Concern Group and University Affair Committee and the ASA jointly organized an assembly on “procedural justice” in Chater Garden, Central District, Hong Kong. The major theme of the assembly was the importance of procedural justice against a wider background of mainland Chinese Government’s formal/informal encroachment on institutional autonomy of universities in Hong Kong.

2. **Prof Norman Tien (田之楠), Prof Victor On Kwok Li (李安國), and HKU sued in Small Claims Tribunal**
   In last year AGM, I reported that HKU was charged with TWO summons on 1 February 2018 for its following criminal violations of HKSAR Employment Ordinance (HKEO):
   
   1. Violation of sections 41D (1) and 63 (4) (e) and (7) of the HKEO, Chapter 57 of the Laws of Hong Kong
   2. Violation of sections 41D (2) and 63 (4) (e) and (7) of the HKEO, Chapter 57 of the Laws of Hong Kong.

   Unfortunately, I like to report that HKU has not learned from mistakes. In March last year, three Defendants, **Prof Norman Tien (田之楠), Vice-President and Pro-Vice-Chancellor (Institutional Advancement) and the past Dean of Engineering, and Prof Victor On Kwok Li (李安國), the past Head of Department of Electrical & Electronic Engineering, and HKU** were being sued in Small Claims Tribunal due to negligence/maladministration in handling a staff’s application for extension beyond retirement age. The subject matter of this said case was simple and straightforward, and should not take long for the Court to make a decision on who is right and who is wrong. Unfortunately, in order to prolong the time for the case to be heard, the three Defendants, Norman Tien, Victor On Kwok Li and HKU resorted to tactics with the use of various excuses such as their own interpreted jurisdiction claim instead of presenting facts/evidences to defend the charges against them. As a result, both Defendants and claimant had to appear in Court for several times to hear their excuses. The Defendants’ excuses were dismissed in June 2019. A Court Order for hearing the case was issued in June 2019.

   Having their excuses dismissed by the Court, the three Defendants, Norman Tien, Victor On Kwok Li and HKU used almost same excuses in July 2019 to make an application for a review of standing Order. In September 2019, the Court heard their arguments and examined the merit of the Defendants’ excuses, and once again the Court dismissed their excuses in the hearing. As a result, the Court issue an Order for the Defendants to pay for the court costs of the review application. At the conclusion of that hearing, the Court decided to proceed with the case (Appendix 3) and fixed the Court day on 13 December 2019.

   However, this was not the end of their tactics to prolong the time for the case to be heard. On October 2019, the three Defendants, Norman Tien, Victor On Kwok Li and HKU told the Court
that they were considering to apply for permission to appeal against the decision. With this excuse, the three Defendants requested the Court to defer their deadline to file their defending witness statements to a later date to be decided after the final determination of the appeal, or if no application for permission to appeal is made, until 15 November 2019.

The Court granted for the Defendants to defer their deadline to file and serve witness statements on 24 October 2019.

The Defendants did not apply for permission to appeal against the decision on their excuses. However, on 7 November 2019, they again requested the Court to transfer the Proceedings to the District Court despite the Court had ruled and reviewed against them on Jurisdiction ground multiple times. They also sought the permission from the Court to defer their deadline to file their defending witness statements to a date to be decided after the final determination of their new requests. As a result, the Court used the court day of 13 December 2019 to deal with their request to transfer the Proceedings to the District Court and could not deal with the case on that day. On 13 December 2019, the Court ruled to decline their requests again which was expected! However, their tactic had served the purpose for a further delay of few months.

I wonder if colleagues understand why the three Defendants, Norman Tien, Victor On Kwok Li and HKU are doing all these to prolong the case to be heard.

The ASA wishes to advise colleagues who had/have been ill-treated by HKU due to maladministration/negligence to sue those offending individuals who shall be personally responsible for the misdeeds to recover any damages of entitled benefits.

3. Proposed measures for colleagues’ safety
In February, The HKUEU and ASA received numerous complaints from colleagues about their supervisors forcing them to return to work even they had difficulties in getting surgical masks. They concerned very much about their safety as they were not provided with surgical masks as basic protection and could be easily infected by asymptomatic carriers on their ways to work. On 7 February 2020, the HKUEU and ASA wrote to the Task Force, chaired by Prof Norman Tien (田之楠), Pro-Vice-Chancellor (Institutional Advancement), requesting a meeting with the Task Force to discuss the safety and health concerns of colleagues (Appendix 4). However, in their reply, our request was ignored, so on 10 February 2020, the HKUEU and ASA wrote Norman Tien to propose a list of measures to provide a safe and healthy work environment for colleagues to carry out their duties. Norman Tien replied, but only for sake of making a reply and without addressing our proposed measures. Ironically, in his reply, he even suggested “colleagues who have any concerns about their work arrangement should discuss with their Heads in the first instance.” What a wise suggestion! Does it mean he is saying to the HKUEU and ASA that the Heads are doing a better job than him? He is well paid but the Heads do the job for him!

As we did not get any constructive reply from Norman Tien, on 13 February 2019, we decided to write to VC and draw his attention to our proposed safety and health measures as colleagues’ worries were escalating with the sharp rising of confirmed cases and death toll reported on each day. The email was copied to all staff (Appendix 5).

4. Reflecting colleague’s worry to VC
Following our email to VC on 13 February 2020, concerning about the Work Arrangements on the Infectious Disease, we received several responses from colleagues. Among these responses, one colleague raised serious concerns about colleagues’ health and safety issues. We immediately asked VC, as the top leader of HKU, to address as it soon as possible (Appendix 5). After that, the HKUEU and ASA had a meeting with the Task Force to discuss the safety and health concerns of colleagues.
5. **Grievances from members**

In the past year, the ASA has received a number of complaints from staff on staffing matters. It is important that members should keep a full account of relevant information leading to their complaints so as to build a strong case to protect their interest.

Finally, I am delighted to learn from news reports that Roland TH Chin, the VC of Baptist University, is retiring. Before working at Baptist University, Roland Chin was the DVC of HKU. While he was with HKU, Norman Tien was the Dean of Engineering Faculty who initiated a Robotics Team of HKU (called Team HKU and not HKU Team) which participated in the competition, the DARPA Robotics Challenge (DRC) (Appendix 6). The Faculty bought a robot, ATLAS, costing about $15 million.

Team HKU participated in Phase 1 of the competition in Florida. Amongst the 16 teams, Team HKU scored 3 points out of a total 32 points and ranked 9th in the overall 10 positions and ranked 6th and last in track B in the actual competed track. However, it was shocking to learn that Team HKU was in fact a **merge of two teams**, Team K from Japan and Case Western University, which **adopted** the name Team HKU and used the ATLAS robot generously donated by HKU to participate in the competition. In that case, what role did HKU play in that competition? The donated ATLAS robot had cost a lot of HKU money, about $15 million, to purchase, but the justifications of donation were never discussed in the Faculty. This large amount of money was also the HK tax payers’ money. This incident occurred in year 2013 while Roland Chin, as the then DVC, was the reporting manager of all deans of faculties and before Professor Peter Mathieson resumed his duty as VC of HKU in April 2014. In view of the actual responsibility and accountability, ASA emailed and asked Roland Chin the following questions:

1. Had this large donation follow HKU proper procedure?
2. Why would you approve such a large amount of donation to the two foreign teams in the competition and what were your justifications?
3. What was the role of HKU in the competition, as most public links of the event only report, indicate and recognize HKU as a generous donor of an ATLAS robot to the two foreign teams so that the two teams did not need to purchase an ATLAS robot for themselves? These public links do not report any recognition of HKU’s participation or involvement with Team HKU in the competition.
4. Why would you approve Prof Norman Tien, Dean of Engineering, to use the Faculty CBA account in this project? The CBA account is supposed for use to recruit teaching staff for departments.

Roland Chin failed to reply. ASA sent him several emails and email reminders for explanations before he moved to Baptist University, but he was unable to answer even after he left (Appendix 6). I am glad to see that Roland Chin has put a full stop on himself to do similar things ever again.

SW Cheung
15 April 2020
Message from The President and Vice-Chancellor

Dear Colleagues and Students,

The Council of the University at its meeting earlier today received from Professor Paul Tam his notification of resignation from the position of Interim Provost and Deputy Vice-Chancellor (Provost & DVC). Professor Tam would return to teaching, research and clinical work in the Department of Surgery and steer the development of the Dr Li Dak-Sum Research Center as its Director with effect from April 1, 2019.

Since the search for the next Provost & DVC will take time, on my recommendation and after consultation with the Senate, the Council approved that Professor Richard Wong, Philip Wong Kennedy Wong Professor in Political Economy, and Professor: Chair of Economics, be appointed as Interim Provost & Deputy VC from April 1, 2019 until the arrival of the new Provost & DVC.

I would like to thank Professor Paul Tam for his contribution to the University over the past years, during which he worked tirelessly to uphold and elevate the academic profile of the University. I look forward to his equally important contributions to our academic endeavors when he returns to his academic position.

I would also like to take the opportunity to thank Professor Richard Wong for graciously agreeing to take up the position while the University launches a new search. Professor Wong was the University’s DVC during 2004 to 2010. I am sure the University will benefit from his deep knowledge of HKU and rich management experience during the interim period.

Best regards,
Professor Xiang Zhang
President and Vice-Chancellor

Note from HKU Bulk Email Delivery System
This is a General Notice delivered by the Bulk Email Delivery System.

**To Unsubscribe**
If you do not wish to receive General Notice from a department, please click here to unsubscribe. (You will be prompted to login HKU Portal if you have not done so.)
9 February 2010

Professor R.Y.C. Wong
The Deputy Vice-Chancellor/Provost
The University of Hong Kong

Dear Prof. Wong,

Thank you very much giving us the opportunity to meet with you, to talk to you directly and to air out our concerns of the Faculty on the Vice-Chancellor’s visit to the Faculty of Engineering at K223, Knowles Building on Wednesday, 6 January 2010, from 2:30pm to 5:30pm. Here please find enclosed my meeting note concerning about the questions I raised in the meeting for your reference and record.

Thank you for your attention.

Yours Sincerely,

S. W. Cheung (Associate Professor)
Dept of EEE

Cc Vice-Chancellor
Chairman, Faculty Board of Engineering
Dr. S.W. Cheung's meeting notes on the Vice-Chancellor's Visit to the Faculty of Engineering on Wednesday, 6 January 2010

HEARD Dr. S.W. Cheung say

that, in June last year, our former FB Chairman, Dr. C.W. Chan, conducted an official survey to collect views from FB members on the Dean. Dr Chan conducted the survey in his capacity as our FB Chairman. The survey was conducted in accordance with the "role and responsibilities of the Faculty Board Chairman" laid down by the Council. HEARD Dr. S.W. Cheung ask the Vice-Chancellor and Deputy Vice-Chancellor

i) the comments from the Senior Management on the survey results; and
ii) what the follow-up actions from the Senior Management were.

HEARD Professor Richard Wong answer that

(i) he noted the survey results and he had no comment on it; and
(ii) there was no follow-up action.

HEARD Dr. S.W. Cheung say:

that, in July last year (2009), he noticed some irregularities in a email circular by the Faculty Secretary on appointing the Acting FB Chairman. As a FB member, Dr. Cheung made inquiry to the Faculty Secretary for clarification. The Faculty Secretary failed to response to his inquiry, so he followed up with a few reminders for reply; further HEARD Dr. S.W. Cheung find that the Dean was complained him of harassing the Faculty Secretary because of this and Dr. S.W. Cheung feel the Dean was interfering with his academic freedom**. HEARD Dr. S.W. Cheung ask the VC and DVC the views on this.

HEARD Professor Richard Wong say he had no answer for it and **tell Dr. S.W. Cheung to pray and ask the Almighty One up there** and SAW Professor Wong explicitly point his finger up at the ceiling.

HEARD Dr. S.W. Cheung further ask what he should do if it happened again, whether he should keep his mouth shut.

HEARD Professor Richard Wong say he did not know the answer and **tell Dr. S.W. Cheung to pray and ask the Almighty One up there** and SAW Professor Wong explicitly point his finger up at the ceiling.

**Academic freedom is the belief that the freedom of inquiry by students and faculty members is essential to the mission of the academy, and that scholars should have freedom to teach or communicate ideas or facts (including those that are inconvenient to external political groups or to authorities) without being targeted for repression, job loss, or imprisonment.
Subject: Prof Norman Tien (田之楠), Prof Victor On Kwok Li (李安國), and HKU sued in Small Claims Tribunal

From: asahku <asahku@hku.hk>
Date: 10/10/2019, 5:16 AM
To: undisclosed-recipients:;

Dear Colleagues,

In the AGM 2018, I reported that HKU was charged with TWO summons on 1 February 2018 for its following criminal violations of HKSAR Employment Ordinance (HKEO):

1. Violation of sections 41D (1) and 63 (4) (e) and (7) of the HKEO, Chapter 57 of the Laws of Hong Kong
2. Violation of sections 41D (2) and 63 (4) (e) and (7) of the HKEO, Chapter 57 of the Laws of Hong Kong.

After exhausted all excuses to defer the trial twice, HKU had to instruct a barrister on behalf of HKU to plead guilty as charge on 17 July 2018. Subsequently, HKU was fined $10,000. HKU would not have committed this criminal offence and wasted taxpayers’ money to employ a barrister to plead guilty for such criminal violations, if the then Director of Human Resource, Ms Jennie Wong, the Head of Personnel, Ms Eva Fung, and the EVP, Dr. Steven J Cannon, had taken prudent and proper action(s) to comply with HKEO. The reputation of HKU as a good employer has been seriously and badly damaged for being guilty as charge for committing the said criminal offence.

Further to this, I like to inform colleagues about another court case. In March this year, three defendants, Prof Norman Tien (田之楠), Vice-President and Pro-Vice-Chancellor (Institutional Advancement) and the past Dean of Engineering, and Prof Victor On Kwok Li (李安國), the past Head of Department of Electrical & Electronic Engineering, and HKU were being sued in Small Claims Tribunal due to negligence/maladministration in handling a staff’s application for extension beyond retirement age. The subject matter of this said case was simple and straightforward, and should not take long for the Court to make a decision on who is right and who is wrong. Unfortunately, the three defendants, Prof Norman Tien, Prof Victor On Kwok Li and HKU resorted to use various excuses on jurisdiction claim instead of presenting facts in order to prolong the time for the case to be heard. As a result, both defendants and claimant had to appear in Court for a few times to hear the excuses. The defendants’ excuses were first dismissed in June 2019. A Court Order for hearing the case was issued in June 2019.

Having their excuses dismissed by the Court, the three defendants, Prof Norman Tien, Prof Victor On Kwok Li and HKU used almost same excuses in July 2019 to make an application for a review of standing Order. In September 2019, the Court heard their arguments and examined the merit of the defendants’ excuses, and once again the Court dismissed their excuses in the hearing. As a result, the Court issue an Order for the defendants to pay for the court costs of the review application. At the conclusion of that hearing, the Court decided to proceed with the case.
The ASA wishes to advise colleagues who had/have been ill-treated by HKU due to maladministration/negligence to sue those offending individuals who shall be personally responsible for the misdeeds to recover any damages of entitled benefits.

Yours sincerely

SW Cheung

ASA Chairman
Subject: Re: Work Arrangements on Infectious Disease
From: hkueu <hkueu@hku.hk>
Date: 2/10/2020, 2:07 AM
To: undisclosed-recipients:;
c.c. All Staff

------------------------
Dear Professor Tien,

Thank you for your reply of February 7. Unfortunately, the Task Force has ignored our request for a meeting to discuss the safety and health concerns for our colleagues. To ease the worries from colleagues, we propose the followings:

**To reduce the burden of the University to issue surgical masks,**
1. the University should keep the work from home policy until teaching is resumed; and
2. the Task Force should clearly define the essential services and the staff involved in departments, as we have received complaints that this is not clearly defined by the Task Force.

**To reduce the risk of returning staff being infected,**
3. all returning staff must be provided with surgical masks on daily basis, which are formally recorded by departments (staff not provided with surgical masks due to shortage must work from home);
4. returning staff are mandatory to wear surgical masks at all times;
5. departments must keep records of returning staff their daily body temperatures when entering their offices, and the records are submitted to HR for records and monitoring;
6. staff with body temperatures over 37.5C must be sent home and continue self-monitoring;
7. all toilets must be sanitized twice daily (morning and afternoon); and
8. lift buttons should be sanitized at 2 hours interval from 8 am to 6 pm.

We would be grateful if these essential safety and health procedures could be implemented as soon as possible.

Felix Ng
Chairman of HKU Employees Union

S W Cheung
Chairman of the Academic Staff Association

c.c. All Staff

------------------------
bethchan 於 2020/2/7 下午 07:57 寫道:

*Message from the Chairman of the Task Force on Infectious Diseases in reply to your e-mail below*

Dear Chairman of the HKU Employees Union and Chairman of the Academic Staff Association,

It is important for me to make it clear that the 50,000 surgical masks given recently to
senior citizens belonged to, and were given out by, the HKU-Shenzhen Hospital and not the University.

The Hospital, however, has at the same time provided 10,000 masks to the University for its staff and students. It is also helping the University to obtain new supplies.

The University is fully aware of the masks problem, and is making very hard efforts to source new supplies. We are hoping to receive some new supplies soon so that we can arrange for further rounds of distribution to departments for their staff members.

Regards,
Professor Norman Tien
Chairman, Task Force on Infectious Diseases

From: Felix Ng <kyng@hku.hk>
Sent: 07 February 2020 10:41
To: covstaff
Cc: hkueu; asahku; henrywai; Yvonne Ho; ekmhau
Subject: Re: Work Arrangements on Infectious Disease

Dear Chairman of the Task Force on Infectious Disease,

It is reported in the news that HKU has given out 50,000 surgical masks to senior citizens recently. Ironically, the unions have received numerous complaints from HKU staff about their supervisors forcing them to return to work even they have expressed extreme difficulties in getting surgical masks. The unions have written to the Task Force a few times requesting the University to provide surgical masks to colleagues returning to office as basic protection and also to reduce the possibility of getting infected by asymptomatic carriers. We, therefore, would like to request a meeting with the Task Force to discuss the safety and health concerns of staff. Your earliest reply is much appreciated.

Regards,
Felix Ng
Chairman of HKU Employees Union

William Cheung
Chairman of the Academic Staff Association

c.c. Registrar
    Director, Human Resource Section
    Director, Safety Office
Subject: Re: Work Arrangements on Infectious Disease
From: asahku <asahku@hku.hk>
Date: 2/19/2020, 1:50 AM
To: undisclosed-recipients;;
c.c. All Staff

Professor Xiang Zhang
President and Vice-Chancellor
The University of Hong Kong
Pokfulam Road
Hong Kong

18 February 2020

Dear Prof Zhang

Following our email to you on 13 February 2020, concerning about the captioned subject, we have received several responses from colleagues. Among these responses, we would like you to address the following one:

“Thank you for following up with the University on the safety and health concerns of employees during the outbreak of the Coronavirus. It is a responsibility of the University to provide a safe place for the employees to work.

While we understand that VP (T&L) has announced that all UG courses will have online teaching in March, and the tentative date for on-campus teaching will be on March 30, a flexible approach has been given to individual taught postgraduate programs. As far as I have learned, some TPG program will commence on-campus teaching starting March 2.

While the actual infection pathway of the new coronavirus is yet to be clearly known, there has been continuous outbreaks of local infections in the community, the virus seems to be highly infectious. In this respect, the University has yet to announce how we are to deal with on-campus teaching. Once a large number of students gather inside a small classroom, the risk of infection becomes high, especially when the ventilation of our classrooms are not equipped with suitable filtering equipment, and the air is mostly circulated air in the air conditioning system. If unfortunately one of the staff or students is diagnosed with the disease, the outcome may be quite disastrous. Therefore, I do not know if this is too risky to allow individual courses to start on-campus teaching two weeks later when the campus may not be ready and we are so uncertain if any additional safety measures would be provided to protect the staff and students. I would be most grateful if you may convey my concern to the senior management for their consideration.”

Please note that the matter concerns with the health and safety of colleagues and you, as the leader of HKU, are expected to address it as soon as possible.

We look forward to receiving your reply.

Best regards,

SW Cheung               Felix Ng
Chairman of HKUASA       Chairman of HKUEU

c.c. All Staff

>  
>  > Professor Xiang Zhang  
>  > President and Vice-Chancellor  
>  > The University of Hong Kong  
>  > Pokfulam Road  
>  > Hong Kong  
>  > 13 February 2020  
>  >  
>  > Dear Professor Zhang,  
>  >  
>  > In response to the safety and health concerns from our colleagues, the  
>  > Academic Staff Association of the University of Hong Kong (HKUASA) and  
>  > the Hong Kong University Employees Union (HKUEU) raised their concerns  
>  > to Professor Tien, Chairman of the Task Force on Infectious Disease,  
>  > in an email on February 10, 2020 (please see email exchange below). We  
>  > proposed implementation of essential safety and health procedures to  
>  > reduce the possibility of colleagues being infected by the covid-19 virus.  
>  >  
>  > It is regretted that, in Professor Tien’s reply email, he failed to  
>  > address our proposed suggestions without explanations. We, therefore,  
>  > would like to draw your attention to our proposed safety and health  
>  > procedures as colleagues’ worries are escalating with the sharp rising  
>  > of confirmed cases and death totals reported on each day.  
>  >  
>  > We would much appreciate it if our proposed essential safety and  
>  > health procedures can be implemented as early as possible to prove  
>  > that you sincerely concern the health and safety of colleagues.  
>  >  
>  > Best regards,  
>  >  
>  > SW Cheung
>  > Felix Ng
>  > Chairman of HKUASA
>  > Chairman of HKUEU
>  >  
>  > c.c. All Staff
>  >  
>  > bethchan 於 2020/2/12 下午 03:23 寫道:
>  >  
>  > Message from the Chairman of the Task Force on Infectious Diseases in  
>  > reply to your email of February 10, 2020  
>  >  
>  > Dear Chairman of the HKU Employees Union and Chairman of the Academic  
>  > Staff Association,
The University is very concerned about the health and safety of our colleagues and is making the best efforts in providing a safe and healthy work environment for colleagues to carry out their duties. Heads and Deans are charged with the responsibilities to make appropriate work arrangements for their staff (including adjusting operating hours of service, allowing flexible office hours and arranging staff to work in rotation in office and from home) in order to maintain their basic operation and to provide emergency support and essential services for the University community. Arrangements are being made to ensure adequate surgical masks are provided to colleagues at the workplace.

Colleagues who have any concerns about their work arrangement should discuss with their Heads in the first instance. They may also seek advice from the Human Resources Managers.

The Estates Office will ensure all the common areas and washrooms are kept clean and properly sanitized.

As advised by the University Health Service, students and staff are advised to check their temperature before coming to the campus every day. Those with respiratory illnesses or fever (oral temperature higher than 37.5°C, or ear temperature higher than 38°C) should refrain from coming to the campus. They should wear a surgical mask, consult doctor promptly, and inform the doctor of their travel and exposure history.

We should all stay vigilant and continue to make personal health our top priority.

Regards,
Professor Norman Tien
Chairman, Task Force on Infectious Diseases

hkueu 於 2020/2/10 上午 09:46 寫道:

Dear Professor Tien,

Thank you for your reply of February 7. Unfortunately, the Task Force has ignored our request for a meeting to discuss the safety and health concerns for our colleagues. To ease the worries from colleagues, we propose the followings:

To reduce the burden of the University to issue surgical masks, 1. the University should keep the work from home policy until teaching is resumed; and 2. the Task Force should clearly define the essential services and the staff involved in departments, as we have received complaints that this is not clearly defined by the Task Force.
To reduce the risk of returning staff being infected, all returning staff must be provided with surgical masks on daily basis, which are formally recorded by departments (staff not provided with surgical masks due to shortage must work from home); returning staff are mandatory to wear surgical masks at all times; departments must keep records of returning staff their daily body temperatures when entering their offices, and the records are submitted to HR for records and monitoring; staff with body temperatures over 37.5°C must be sent home and continue self-monitoring; all toilets must be sanitized twice daily (morning and afternoon); and lift buttons should be sanitized at 2 hours interval from 8 am to 6 pm.

We would be grateful if these essential safety and health procedures could be implemented as soon as possible.

Felix Ng
Chairman of HKU Employees Union

S W Cheung
Chairman of the Academic Staff Association
c.c. All Staff
Subject: Re: Lack of transparency and communications in Engineering Faculty  
From: Dr S W Cheung <swcheung@eee.hku.hk>  
Date: 6/30/2015, 3:17 AM  
To: Roland Chin <rchin@hku.hk>  
CC: Peter Mathieson <president@hku.hk>, asahku <asahku@hku.hk>, Council Chairman <chleong@chleong.com.hk>, paultam <paultam@hku.hk>

Professor Roland Chin  
Deputy Vice-Chancellor  
30 June 2015

Dear Prof Chin

This is a final reminder of my email of 9 June 2015 before you step down from the post of DVC. For reasons of accountability and responsibility, the ASA urges you to answer these questions in the email as soon as possible. Since it is your responsibility to answer these questions, so even after you leave HKU and take up the appointment of Vice Chancellor of Baptist University, the ASA still will chase you the answers for these questions.

We look forward to your urgent reply. Thank you for your attention!

Yours sincerely

SW Cheung  
ASA Chairman

Cc  Council Chairman  
   Vice-Chancellor  
   Pro-Vice-Chancellor  
   ASA members

On 6/22/2015 2:18 PM, Dr. S.W. Cheung wrote:

Professor Roland Chin  
Deputy Vice-Chancellor  
22 June 2015

Dear Prof Chin

This is just another gentle reminder of my email of 9 June 2015 for you. For reasons of accountability and responsibility, the ASA urges you to answer these questions in the email as soon as possible since you are still the DVC of HKU and drawing high salary as DVC.

We look forward to your urgent reply. Thank you for your attention!

Yours sincerely
On 15/6/2015 15:00, Dr. S.W. Cheung wrote:

Professor Roland Chin  
Deputy Vice-Chancellor  
15 June 2015

Dear Prof Chin

This is just a gentle reminder of my email of 9 June 2015 for you. For reasons of accountability and responsibility, the ASA urges you to answer these questions in our previous email as soon as possible since you are still the DVC of HKU and drawing high salary as DVC.

We look forward to your urgent reply. Thank you for your attention!

SW Cheung  
ASA Chairman

Cc Council Chairman  
Vice-Chancellor  
Pro-Vice-Chancellor  
ASA members

On 9/6/2015 19:22, Dr S W Cheung wrote:

Professor Roland Chin  
Deputy Vice-Chancellor  
9 June 2015

Dear Prof Chin

I am writing in reference to my email to Vice-Chancellor on 8 June 2015, regarding the donation of the ATLAS robot from The University of Hong Kong to two foreign teams, Team K from Japan and Case Western University. As a result, the two foreign teams did not need to use their own money to purchase an ATLAS robot to participate in the DARPA Robotics Challenge (DRC) [2-11] competition. The robot cost about $15 million of Hong Kong Tax Payer’s money.
For the record, this incident occurred in year 2013 during the time when you, as the Deputy Vice-Chancellor and Provost, were the reporting manager of all deans of faculties and before Professor Peter Mathieson resumed his duty as Vice-Chancellor of HKU in April 2014. Therefore, in view of the actual responsibility and accountability, it is more appropriate to seek answers from you to the following questions:-

1. Had this large donation follow HKU proper procedure?
2. Why would you approve such a large amount of donation to the two foreign teams in the competition and what were your justifications?
3. What was the role of HKU in the competition, as most public links of the event only report, indicate and recognize HKU as a generous donor of an ATLAS robot to the two foreign teams so that the two teams did not need to purchase an ATLAS robot for themselves [2-11]? These public links do not report any recognition of HKU’s participation or involvement with Team HKU in the competition.
4. Why would you approve Prof Norman Tien, Dean of Engineering, to use the Faculty CBA account in this project? The CBA account is supposed for use to recruit teaching staff for departments.

Since you are leaving HKU soon for good, we look forward to receiving your urgent reply.

Yours sincerely

SW Cheung
ASA Chairman

Cc Council Chairman
Vice-Chancellor
Pro-Vice-Chancellor
ASA members

On 6/8/2015 12:48 PM, Dr. S.W. Cheung wrote:

Professor Peter Mathieson
Vice-Chancellor
8 June 2015

Dear Prof Mathieson

Following my email of 9 March 2015, concerning about the lack of transparency and communications in Engineering Faculty, the ASA has been brought to the attention of another event incident of the lack of transparency
and communications in Engineering Faculty.

It is known that, Prof Norman Tien, Dean of Engineering, the Faculty of Engineering, initiated the Robotics Team of The University of Hong Kong (HKU) which participated in the competition, the DARPA Robotics Challenge (DRC) [1]. Yesterday, Team KAIST of Daejeon, Republic of Korea, eventually won the final [2].

On 20 and 21 December 2013, Team HKU participated in Phase 1 of the competition in Florida. Amongst the 16 teams, HKU Team scored 3 points out of a total 32 points and ranked 9th in the overall 10 positions and ranked 6th or last in track B in the actual competed track [1]. However, it is shockingly to learn that Team HKU was a merge of two teams, Team K from Japan and Case Western University, which adopted the name Team HKU and used the ATLAS robot generously donated by The Hong Kong University to participate in the competition [3-11]. The donated ATLAS robot had cost a lot of HKU money, about $15 million, to purchase. The justifications of donation were never discussed in the Faculty. This large amount of money is also the HK tax payers’ money. We would like to know

1. whether the donation had followed HKU proper procedure;
2. the justifications behind such a large amount of donation to some foreign entities; and
3. the role of HKU in the competition, as most public links of the events only report, indicate and recognize HKU as a generous donor of an ATLAS robot to two foreign teams who did not use their own money to purchase an ATLAS robot for themselves [7-11]; these public links do not report any recognition of HKU’s participation or involvement with the Team HKU in the competition.

We look forward to receiving your prompt reply.

Yours sincerely

SW Cheung
ASA Chairman

Cc Council Chairman
    Pro-Vice-Chancellor
    ASA members

On 9/3/2015 10:56, asahku wrote:

Professor Peter Mathieson  
Vice-Chancellor  
9 March 2015

Dear Professor Mathieson,

Thank you for your reply.

Your reply brings even more concerns and worries to the colleagues in the Faculty of Engineering. It appears that Prof Norman Tien, Dean of Engineering, has the view that there had been “extensive consultation” within the Faculty of Engineering about the robotics initiative. However, many colleagues in the Faculty of Engineering hold a different view on this. Clearly, there are serious management and communication problems in the Faculty of Engineering. Colleagues have also pointed out that meaningful discussion and serious consultation would happen only when sufficient background information was made available to participants beforehand. Brainstorm in a retreat or the Dean’s brief report in a Faculty meeting could not constitute as extensive discussion or extensive consultation. Since Prof Tien has documents to prove that the project has been extensively discussed and consulted within the Faculty, many colleagues would request Prof Tien, Dean of Engineering, to produce documentary proofs of the followings:

1. The Dean, Prof Tien, has spent so much money on the Robotic Project. Many colleagues in the Faculty of Engineering have the view that the Dean has never discussed with Faculty members regarding how much money should be spent on the project. Colleagues would like to see documentary proof that past, present and future funding requirements of the Robotic Project have been extensively discussed and consulted in the Faculty.

2. Prof Tien has allegedly never disclosed to the Faculty how much money has already been spent on the Robotic Project and how much more money will be spent on it. To many colleagues, the Robotic Project is like a black hole sucking a lot faculty funds. This has caused great concerns to the members of Engineering Faculty. Colleagues would like to see documents proving the budget of the project has been informed to the Faculty.

3. It is told that since Prof Tien took up the Deanship of Engineering Faculty few years ago, he has never disclosed to the Faculty the faculty finance budget. It is told that even heads of departments do not get the full picture of it, but
just their shares of the budget. Colleagues would like to see the documentary proof of transparency of such within the Faculty.

4. It is learned that the Faculty of Engineering spent more than $15 million to purchase a robot from the US and large sums to recruit new Chair Professors to work on this new project. Colleagues would like to see the documentary proof of these arrangements were well discussed and consulted extensively.

Furthermore, many colleagues have also complained another incidence of lack of transparency and communications in the Engineering Faculty. The office of Engineering Faculty was renovated not long ago by the previous Dean, Prof WC Chew. Suddenly, on 19 August 2014, the Faculty sent out an email saying that the Faculty General Office of Engineering would be temporarily accommodated in the Main Building during renovation of the existing office. The size of the new Faculty General Office is much bigger than the old one. It is told that this was never discussed in the Faculty, so colleagues do not know the reasons for such expansion in terms of office size and manpower and the budget of the renovation. Colleagues would also like to see documentary proof of this having been discussed/consulted in the Faculty.

look forward to receiving your reply.

Yours sincerely

S W Cheung
ASA Chairman

Cc Council Chairman
   Pro-Vice-Chancellor
   ASA members

Academic Staff Association
Rm. 104, Pao Siu Loong Building
The University of Hong Kong
Pokfulam Road, Hong Kong
Tel: 3917 1073
Fax: 3007 0673
Email: asahku@hku.hk
Web: http://www.asahku.hku.hk

On 2/18/2015 10:41 AM, swcheung wrote:

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From: Peter Mathieson
Sent: Wednesday, February 18, 2015 10:41:27 AM
To: asahku; swcheung
Cc: Council Chairman; paultam; Roland Chin; Norman Tien
Subject: RE: Lack of transparency and communications In Engineering Faculty

SW
My apologies for the delay in my reply, which arose because I asked colleagues to look into your concerns. I have now received replies that reassure me that there was indeed extensive consultation within the Faculty of Engineering about the robotics initiative, including at the Engineering Retreat and in the Faculty Board. Documentary proof of this is available including attendance records.
May I take this opportunity to wish you and all your members the very best for the New Year of the Goat.
Peter Mathieson
Dear Professor Mathieson,

We have received numerous complaints about the ways that Prof Norman Tien, Dean of Engineering, manages the Faculty of Engineering. In particular, there is a lack of transparency and communications to the faculty members.

As an Appointed Executive Dean, Prof Tien initiated a project called “Advanced Robotics Initiative” and spent more than $15 million to purchase a robot from the US and large sums to recruit new Chair Professors to work on this new project and ship the robot to the US for competition. This is a totally new area in the Faculty in terms of research and teaching. Staff of the Faculty were not aware of Prof Tien’s specialism in the robotics arena. However, this project was never discussed with the Faculty members. This is a clear indication of lack of transparency and poor communications. With so much Faculty fund spent on this project, departments’ teaching and research resources are surely affected as a result.

The Dean has never disclosed to the Faculty how much has been spent on the project. Since there is no check-and-balance on how the Dean spends the Faculty money (i.e. tax payers’ money) on this project, many colleagues of the Faculty are worrying about how much more money will be spent on this project.

Bad practice, poor communication and poor transparency like this hurt staff’s morale. The University should have policy to ensure that transparency be upheld in departments, faculties and the University. The ASA urges the University to look into this urgent matter.

I look forward to receiving your prompt reply.

Yours sincerely

S W Cheung
ASA Chairman

Cc Council Chairman
   Pro-Vice-Chancellor
   ASA members
Academic Staff Association of The University of Hong Kong

Minutes of the 12th Annual General Meeting held on Saturday, 18 April 2020 at 12:00 p.m. at Room 108 Pao Siu Loong Building, The University of Hong Kong.

Due to insufficient number of voting Members to constitute a quorum within one hour from the time appointed for a General Meeting, the Executive Committee decided to adjourn the 12th Annual General Meeting to 25 April 2020 at 12:00 p.m. at Room 108 Pao Siu Loong Building, The University of Hong Kong.

Present: Dr Yeung, Tak Chung Albert (Secretary)
          Mr Ng, Kwok Yan (EC member)

Apologies: Dr S W Cheung (Chairman)
          Dr Wong, Hoi Fung Roger (Treasurer)

1 Secretary to chair the meeting
   For personal reasons, the Chairman and Treasurer were unable to attend the Annual General Meeting (AGM). The Secretary was invited to chair the AGM and presented the Chairman’s report and audited financial report. Confirmation of Minutes for 2019.

2 The 2019 Annual General Meeting Minutes were tabled before the meeting. No comment was received. A motion to accept the minutes as presented was moved by Dr Albert TK Yeung and seconded by Mr KY Ng. All members were in favour. The motion to confirm and accept the Minutes was passed unanimously.

3 Report from Chairman
   2.1 The Chairman presented the Chairman’s Report 2019/2020.

   2.2 Dr Albert TK Yeung moved to accept the Chairman’s Report as presented and Mr KY Ng seconded it. All members were in favour. The motion to accept the Report was passed unanimously.

4 Financial Report from the Treasurer
   3.1 The Chairman presented the Audited Financial Statement for 2019.

   3.2 A motion to accept the Financial Statement was moved by Dr Albert TK Yeung seconded by Mr KY Ng. The motion was passed unanimously.

4 Appointment of Hon. Auditor
   A motion for Re-appointment of the Hon. Auditor, YH Lai & Co, Certified Public Accountants (Practising), until the conclusion of the next Annual General Meeting, was moved by Dr Albert TK Yeung and seconded by Mr KY Ng. The motion was passed unanimously.

5 Election of Executive Committee Members
   5.1 Ipso facto - Automatically elected.
5.2 Without prejudice to the validity of the offices of the existing executive committee members, it was noted that the full list of the executive committee members was as follows:

<table>
<thead>
<tr>
<th>Post</th>
<th>Name</th>
<th>Remaining Terms/ expiring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman</td>
<td>Dr Cheung, Sing Wai William</td>
<td>2 year /2022</td>
</tr>
<tr>
<td>Vice-Chairman</td>
<td>Dr Yeung, Tak Chung Albert</td>
<td>1 year /2021</td>
</tr>
<tr>
<td>Secretary</td>
<td>Mr Ng, Kwok Yan</td>
<td>2 year /2022</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Dr Wong, Hoi Fung Roger</td>
<td>1 years/2021</td>
</tr>
</tbody>
</table>

The meeting was adjourned at 1:00 p.m.

Chairman …………………………………. Date: ..........................................................