

Academic Affairs Newsletter

(Issue No. 5/96 12 September 1996)

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Message from the Vice-President for Academic Affairs

Simplified Faculty Titles and Implementation Guidelines



The University introduced its current internal promotion system upon Senate's endorsement (in February 1994) and Council's approval (in March 1994) on a new range of academic ranks and titles. With experience gained since then, we intend to formulate appropriate implementation guidelines on appointment, promotion, and substantiation so that faculty members can have a clearer understanding on how their careers may advance at HKUST.

Main features proposed

- faculty titles will be simplified to become a three-rank title of:

Assistant Professor
Associate Professor
Professor
- substantiation and promotion to Associate Professor will be coupled and decided in a single academic review
- salary scale of Associate Professor will be from B11 to B15 and from A1 to A7
- internally, Associate Professors on B-scale will be known as Associate Professor(B) and those on A-scale salary will be known as Associate Professor(A); a "promotion" review is required for Associate Professors to advance from the B-scale to A-scale salary
- there will not be any new Reader appointments
- salary scale of Professor will be from A5 to A10 and "professorial minimum" or above; a promotion review is required for Associate Professor to advance to Professor on A-scale salary and similarly, a "promotion" review is

required for Professor on A-scale salary to advance to salary on "professorial minimum" or above

- there will be no quota for the advancement of Assistant Professors to Associate Professors(B), or for Associate Professors(A) to Professors(A-scale)

Details of these proposals are in the paper on the "Implementation Guidelines" which has been circulated to all faculty members.

Forum

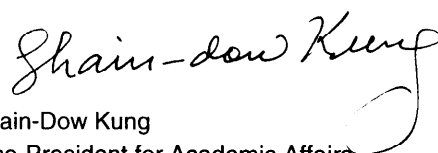
The guidelines were drawn up based on several rounds of meetings and discussions involving the President, myself, the four Deans, AVP-AAAs, and the Chairman of UASC. A faculty forum will be held on Saturday morning of 14 September from 9:30 a.m. to 11:30 a.m. in Lam Woo Lecture Theatre (LTB). Please come to the forum if you have any questions on the document.

Implementation

We intend to implement the guidelines as soon as Senate's advice on the administration to implement the proposals (9 October 1996) and Council's agreement (end of October) have been sought.

Application deadline for substantiation review

To implement the guideline that substantiation and promotion to Associate Professor(B) is to be determined in a single review, the University deadline for substantiation application previously announced in the No.4/96 issue of this newsletter will be deferred by a month to 1 November 1996 so that faculty members who intend to apply for substantiation can have more time in preparing any necessary additional documentation for promotion.



Shain-Dow Kung
Vice-President for Academic Affairs
September 1996

University Appointments and Substantiation Committee (UASC)

Between 1 July 1996 and 31 August 1996, the UASC had reviewed 8 senior appointments, 1 academic review case, and 2 cases for qualification to serve on substantiation review committees.

Appointments of Department Heads

Prof. Roland CHIN has been appointed **Head of Computer Science**, concurrent with his appointment as Professor of Computer Science, with effect from 1 July 1996.

Professor Chin received both his B.S. and Ph.D. degrees from the University of Missouri-Columbia. Before he joined HKUST in March 1993, he was Professor of Electrical and Computer Engineering at the University of Wisconsin, Madison, and Visiting Professor at HKUST. He was the Acting Head of the Department of Computer Science since January 1996. He has served on a number of important University committees. His research interests include image processing, machine vision, digital signal processing, pattern recognition, and related applications.

Other Administrative Appointments

Prof. Michael M. LOY has been reappointed **Associate Dean of Science** for the period from 1 September 1996 to 31 August 1997.

Prof. Ming L. YU has been appointed **Director of Materials Characterisation and Preparation Centre**, concurrent with his appointment as Professor of Physics, from 1 October 1996 to 30 September 1997.

Reconstituted Search Committee for the Headship of Department of Electrical and Electronic Engineering

The following faculty members have been appointed by the Dean of Engineering, in consultation with VP-AA, to serve on the reconstituted Search Committee for the Headship of Electrical and Electronic Engineering:

Chairman: Professor Ming LIOU,
Professor of Electrical and Electronic Engineering

Members: Professor Xiren CAO,
Professor of Electrical and Electronic Engineering

Dr. Zexiang LI,
Associate Professor in Electrical and Electronic Engineering

Professor Michael LOY,
Professor of Physics

Dr. Chi-Ying TSUI,
Assistant Professor in Electrical and Electronic Engineering

Professor Po-Lock YUE,
Head and Professor of Chemical Engineering

Academic Appointments

From 1 July 1996 to 31 August 1996, the University had extended 39 academic appointment offers. As of 31 August 1996, 25 appointees accepted, 2 declined, and 12 had not replied.

Faculty Members (19) on board in July and August 1996

School of Science (3)

Department of Mathematics

Professor Shiu Yuen CHENG, Head and Professor, PhD *Univ of California, Berkeley*

[A brief introduction on Professor Cheng can be found in *Academic Affairs Newsletter Issue No.4/96*]

Dr. Kun XU, Lecturer, PhD *Columbia Univ*

Department of Physics

Professor Ming L. YU, Professor, PhD *California Institute of Technology*

School of Engineering (5)

Department of Chemical Engineering

Dr. King Lun YEUNG, Assistant Professor, PhD *Univ of Notre Dame*

Department of Civil and Structural Engineering

Dr. Hong K. LO, Assistant Professor, PhD *Ohio State Univ*

Professor Yeou-Koung TUNG, Professor, PhD *Univ of Texas at Austin*

Department of Computer Science

Dr. Fangzhen LIN, Assistant Professor, PhD *Stanford Univ*

Department of Industrial Engineering and Engineering Management

Dr. Raymond Ka-Man CHEUNG, Assistant Professor, PhD Princeton Univ

[joint appointment of Industrial Engineering & Engineering Management and Civil & Structural Engineering]

School of Business and Management (9)**Department of Accounting**

Professor Gary C. BIDDLE, Head and Professor, PhD Univ of Chicago

[A brief introduction on Professor Biddle can be found in Academic Affairs Newsletter Issue No. 4/96]

Dr. Sabrina Y.S. KWAN, Assistant Professor, PhD London Business School

Dr. Suil PAE, Assistant Professor, PhD Univ of British Columbia

Department of Economics

Dr. David COOK, Assistant Professor, PhD Univ of Wisconsin, Madison

Dr. Yi WEN, Assistant Professor, PhD Univ of Iowa

Department of Finance

Dr. Jin-Chuan DUAN, Associate Professor, PhD Univ of Wisconsin, Madison

Dr. Chuan Yang HWANG, Associate Professor, PhD Univ of California, Los Angeles

Department of Information and Systems Management

Dr. Bruce A. REINIG, Assistant Professor, PhD Univ of Arizona

Department of Marketing

Dr. Jaideep SENGUPTA, Assistant Professor, PhD Univ of California, Los Angeles

School of Humanities and Social Science(2)**Division of Social Science**

Dr. Robert G. FERGUSON, Assistant Professor, PhD Univ of Minnesota

Dr. David ZWEIG, Associate Professor, PhD Univ of Michigan

Visiting Faculty Members (27) on board in July and August 1996**School of Science (5)****Department of Chemistry**

Professor Chi Kwong CHANG, Vis Professor, PhD Univ of California, San Diego

Dr. Weitao YANG, Vis Associate Professor, PhD Univ of North Carolina

Department of Mathematics

Professor Wu-yi HSIANG, Vis Professor, PhD Princeton Univ

Department of Physics

Dr. Supapan SERAPHIN, Vis Associate Professor, PhD Arizona State Univ

[joint appointment of Physics and Chemistry]

Professor Ruibao TAO, Vis Professor, PhD Fudan Univ

School of Engineering (5)**Department of Chemical Engineering**

Dr. David Shan-Hill WONG, Vis Reader, PhD Univ of Delaware

Department of Civil and Structural Engineering

Dr. Ali JAAFARI, Vis Associate Professor, PhD Univ of Surrey

Dr. Akira MITA, Vis Associate Professor, PhD Univ of California, San Diego

Department of Computer Science

Professor Su-Shing CHEN, Vis Professor, PhD Univ of Maryland

Department of Electrical and Electronic Engineering

Professor Ruqi HAN, Vis Scholar, Graduate Beijing Univ

School of Business and Management (17)**Department of Accounting**

Dr. Kevin C.W. CHEN, Vis Associate Professor, PhD Univ of Illinois at Urbana-Champaign

Mr. Jerry X. LU, Temporary Assistant Lecturer, MA Univ of Toledo

Miss Wendy Shuk Wan WONG, Vis Scholar, LLM Univ of London

Department of Economics

Dr. Emily T. CREMERS, Vis Assistant Professor, PhD Univ of Minnesota

Dr. Huagang (Hugh) LI, Vis Assistant Professor, PhD Univ of California, Los Angeles

Professor John Graham RILEY, Vis Professor, PhD MIT

Dr. Guofu TAN, Vis Associate Professor, PhD California Institute of Technology

Dr. Wei ZHANG, Vis Assistant Professor, PhD Univ of Pittsburgh

Department of Information and Systems Management

Professor Viatcheslav V. SAZONOV, Vis Professor, PhD
Graduate School of the Steklov Mathematical Institute

Dr. Kishore SENGUPTA, Vis Scholar, PhD Case Western
Reserve Univ

Mr. Mike Ka Pui SO, Vis Assistant Lecturer, Bsc Univ of Hong
Kong

Professor Christopher S. TANG, Vis Professor, PhD Yale Univ

Dr. Zehai ZHOU, Vis Assistant Professor, PhD Univ of Arizona

Department of Management of Organisations

Professor Glenn R. CARROLL, Vis Professor, PhD Stanford
Univ

Dr. Geoffrey WARING, Vis Assistant Professor, PhD Univ of
California, Los Angeles

Dr. Elizabeth J. WELDON, Vis Associate Professor, PhD Ohio
State Univ

Department of Marketing

Dr. Jeongwen CHIANG, Vis Assistant Professor, PhD Univ of
Minnesota

Note: From time to time, short-term visitors are appointed by the University to help keeping the academic community updated on current developments in the academic arena and maintain a constant flow of talents. This small pool of visitors is at about 10% of our faculty strength.

Substantiation

The following faculty members have been granted substantiation and appointment on superannuation terms:

Dr. Tai-Kai NG, Associate Professor in Physics

Dr. Wing-Yim TAM, Lecturer in Physics

Appointments to Higher Ranks

Congratulations to the following faculty members who have been appointed to a higher academic rank by open competition:

Dr. Yue-Kuen KWOK, Senior Lecturer in Mathematics

Dr. Jing-Song HUANG, Associate Professor in Mathematics

Dr. Tai-Kai NG, Associate Professor in Physics

Dr. Shuming NG, Associate Professor in Information and Systems Management

Dr. Kenneth S. LAW, Associate Professor in Management of Organisations

Internal Promotion in Title

Congratulations to the following faculty members who have been promoted in title with effect from 1 July 1996:

Internal promotion to the title of Professor:

Professor Xiren CAO,
Department of Electrical and Electronic Engineering

Internal promotion to the title of Senior Lecturer/Associate Professor:

Dr. Xiao-Yuan LI,
Department of Chemistry

Dr. Khaled BEN LETAIEF,
Department of Electrical and Electronic Engineering

Honors Roll

Congratulations to Professor Ping Cheng, Head and Professor of Mechanical Engineering, who has been selected by the American Society of Mechanical Engineers (ASME) to be the recipient of the 1996 Heat Transfer Memorial Award in the Science category. This is considered to be the most prestigious award given annually by ASME to recognise an individual who has made outstanding research contributions in the field of heat transfer.

Report on Consulting Activities

The University Administrative Committee has recently endorsed the implementation of the guidelines on the "Report of Consulting Activities". According to the guidelines, faculty members are requested to submit a report at the beginning of each semester on consulting activities engaged in the past 6 months and any planned consulting activities known at the time of reporting. The reporting system was implemented with effect from Fall 1996. A copy of the guidelines together with the 'report form' for Fall 1996 has been sent to all faculty members via the Department/Division Heads. Please complete and return the report to your Department Head on or before **21 September 1996**, who will collate and send your report to the VP-AA Office via the Dean. ■