City University of Hong Kong

(1)   The number of part-time academic staff in the last 5 years shows a decreasing trend, ranging from 39 (4.1% of total number of academic staff) in 2013/14 to 23 (2.5% of total number of academic staff) in 2016/17.

(2)   The ratio of contract academic staff, long-term contract academic staff, and substantive academic staff has been relatively stable in the last 5 years. The ratio of contract academic staff: long-term contract academic staff : substantive academic staff was 58.8% (634) : 0.4% (4) : 40.9% (441) in 2013/14 and 55.1% (566) : 1 (0.1%) : 44.8% (461) in 2016/17.

> Note 1: Contract academic staff refers to those with offer of appointment for three years or less per contract.
> Note 2: Long-term contract academic staff refers to those with offer of appointment for more than three years per contract.
> Note 3: Figures include all full-time regular and temporary/term academic staff, and exclude non-academic staff, research, honorary and part-time staff.

(4)   The number of academic faculty converted from contract terms to substantive terms was 15 in 2013/14 and 23 in 2016/17 respectively.

> Note: Only faculty members at Associate Professor, Professor and Chair Professors are eligible for appointment on substantive terms (i.e. substantiation).

(5)   The turnover rate for academic staff resignation and contract non-renewal by staff in the last 5 years has been relatively stable, ranging from 3.7% to 4.1%.

(6)   CityU implements a salary band system for various faculty grades. Currently, the mid-point salaries in the salary bands for Assistant Professor, Associate Professor and Professor are $93,400, $107,050 and $133,850. The minimum salary for Chair Professor is $124,300.

(7) & (8)   The University provides a competitive remuneration package to academic staff, including gratuity, annual leave, medical and dental benefits, etc. There is no separate housing provision in the remuneration package for newly recruited academic faculty.

Note: Figures above are as at 30 June, each year (unless otherwise indicated).