

香港能仁專上學院的回覆Reply of Hong Kong Nang Yan College of Higher Education

(一) 學術人員職責明細表 Table of Academic Staff by Duties

學年 Academic Year	2014/15		2015/16		2016/17		2017/18	
	人數 No.	百分比 %	人數 No.	百分比 %	人數 No.	百分比 %	人數 No.	百分比 %
非全職人員 Part-time Staff								
a 研究及教學 Research & Teaching	-	-	-	-	-	-	-	-
b Research only 專責研究	-	-	-	-	-	-	-	-
c 專責教學 Teaching								
i. 講師 Lecturer (等同全職人數 Full Time Equivalent) **	1.93	14%	2.80	18%	2.42	15%	2.01	11%
** 實際人數 Actual Headcount	12		17		15		15	

(二) 學術人員按聘用形式明細表

Table of Academic Staff by Employment Mode

學年 Academic Year	2014/15		2015/16		2016/17		2017/18	
	人數 No.	百分比 %	人數 No.	百分比 %	人數 No.	百分比 %	人數 No.	百分比 %
1 固定形式合約 Fixed Term Contract								
a 研究及教學 Research & Teaching	9	65%	10	63%	12	73%	14	74%
b Research only 專責研究	-	-	-	-	-	-	-	-
c 專責教學 Teaching	3	22%	3	19%	2	12%	3	16%
小計 Subtotal	12	86%	13	82%	14	85%	17	89%
2 臨時合約 Temporary Contract								
a 研究及教學 Research & Teaching	-	-	-	-	-	-	-	-
b Research only 專責研究	-	-	-	-	-	-	-	-
c 專責教學 Teaching (等同全職人數 Full Time Equivalent) **	1.93	14%	2.80	18%	2.42	15%	2.01	11%
總計 Total	13.93	100%	15.80	100%	16.42	100%	19.01	100%

(三) 學院並無長期聘用合約及終身聘任制的形式。

The College does not have any employment contract in long-term or employment on tenure.

(四) 學院並沒有終身聘任制。

The College does not have any employment on tenure.

(五) 學院的學術人員離職明細表 Table of Departure of College's Academic Staff

學年 Academic Year	2014/15	2015/16	2016/17	2017/18
a 教授 Professor	-	-	-	-
b 副教授 Associate Professor	-	-	-	1
c 助理教授 Assistant Professor	-	1	2	2
d 高級講師 Senior Lecturer	-	1	-	-
總計 Total	-	2	2	3

(六) 全職學術人員的中位和平均每月薪酬明細表

Table of Median and Average Monthly Salary of Full-time Academic Staff

學年 Academic Year	2014/15		2015/16		2016/17		2017/18	
	中位薪金 Median	平均薪金 Average	中位薪金 Median	平均薪金 Average	中位薪金 Median	平均薪金 Average	中位薪金 Median	平均薪金 Average
a 教授 Professor	96,350	106,467	75,000	88,850	75,000	87,340	75,000	90,543
b 副教授 Associate Professor	74,100	86,800	60,000	86,800	60,000	50,000	60,000	60,000
c 助理教授 Assistant Professor	50,950	43,480	42,500	48,617	40,000	46,486	40,000	43,543
d 高級講師 Senior Lecturer	50,950	44,733	37,500	48,450	37,500	64,100	37,500	40,000

(七) 學院的福利包括團體醫療保險、團體人壽保險、侍產假、進修津貼及假期、學術及專業會議津貼。

The welfares of College include group medical insurance, group life insurance, paternity leave, academic study grant and leave, academic & professional conference grant

(八) 學院並無提供宿舍或房屋津貼。

The College does not provide quarters or housing allowances.

(九) 學院並不提供校外機制給學術人員在不獲續聘時提出申訴。

The College does not provide any external mechanism for academic staff to appeal if they are not offered contract renewal.