

## 香港浸會大學 (浸大)

## Hong Kong Baptist University (HKBU)

(一)	<p>現時浸大的教學人員退休年齡為 60。浸會大學教授職級或以上的教員，可以在達退休年齡日期的前三年內，提出在退休年齡後續聘的要求。退休年齡後續聘年期最長為五年，特殊情況下，年期可再延長。</p> <p>The prevailing retirement age for academic staff is 60. At HKBU, academic staff at or above the professor rank can indicate his/her wish to be considered for re-appointment beyond contractual retirement age as early as three years before he/she reaches contractual retirement age. Re-appointment beyond the contractual retirement age can be up to five years. The period can be further extended under special circumstances.</p>			
(二)	<b>2017/18 學年 academic year</b>			
	<b>學院 Faculty/School</b>	<b>最高退休年齡 Highest retirement age</b>	<b>退休年齡中位數 Median age at retirement</b>	<b>最低退休年齡 Lowest retirement age</b>
文學院 Faculty of Arts	男 Male: 65 女 Female: 61 (only 1 只有一位)	男 Male: 63 女 Female: --	男 Male: 61 女 Female: --	男 Male: 61 女 Female: --
工商管理學院 School of Business	男 Male: 71 女 Female: --	男 Male: 67 女 Female: --	男 Male: 63 女 Female: --	男 Male: 63 女 Female: --
中醫藥學院 School of Chinese Medicine	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
傳理學院 School of Communication	男 Male: 66 女 Female: 61 (only 1 只有一位)	男 Male: 63 女 Female: --	男 Male: 61 女 Female: --	男 Male: 61 女 Female: --
理學院 Faculty of Science	男 Male: 64 女 Female: --	男 Male: 62.5 女 Female: --	男 Male: 61 女 Female: --	男 Male: 61 女 Female: --
社會科學院 Faculty of Social Sciences	男 Male: 66 (only 1 只有一位) 女 Female: 61 (only 1 只有一位)	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
視覺藝術院 Academy of Visual Arts	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --

**2016/17 學年 academic year**

<b>學院 Faculty/School</b>	<b>最高退休年齡 Highest retirement age</b>	<b>退休年齡中位數 Median age at retirement</b>	<b>最低退休年齡 Lowest retirement age</b>
文學院 Faculty of Arts	男 Male: 66 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
工商管理學院 School of Business	男 Male: 61 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
中醫藥學院 School of Chinese Medicine	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
傳理學院 School of Communication	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
理學院 Faculty of Science	男 Male: 61 女 Female: --	男 Male: 61 女 Female: --	男 Male: 61 女 Female: --
社會科學院 Faculty of Social Sciences	男 Male: 68 女 Female: --	男 Male: 67 女 Female: --	男 Male: 57 女 Female: --
視覺藝術院 Academy of Visual Arts	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --

**2015/16 學年 academic year**

<b>學院 Faculty/School</b>	<b>最高退休年齡 Highest retirement age</b>	<b>退休年齡中位數 Median age at retirement</b>	<b>最低退休年齡 Lowest retirement age</b>
文學院 Faculty of Arts	男 Male: 66 (only 1 只有一位) 女 Female: 65	男 Male: -- 女 Female: 63	男 Male: -- 女 Female: 61
工商管理學院 School of Business	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
中醫藥學院 School of Chinese Medicine	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
傳理學院 School of Communication	男 Male: 69 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
理學院 Faculty of Science	男 Male: 64 女 Female: --	男 Male: 62 女 Female: --	男 Male: 60 女 Female: --
社會科學院	男 Male: --	男 Male: --	男 Male: --

Faculty of Social Sciences	女 Female: 60	女 Female: 58.5	女 Female: 57
視覺藝術院 Academy of Visual Arts	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --

**2014/15 學年 academic year**

學院 Faculty/School	最高退休年齡 Highest retirement age	退休年齡中位數 Median age at retirement	最低退休年齡 Lowest retirement age
文學院 Faculty of Arts	男 Male: 61 (only 1 只有一位) 女 Female: 65 (only 1 只有一位)	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
工商管理學院 School of Business	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
中醫藥學院 School of Chinese Medicine	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
傳理學院 School of Communication	男 Male: 66 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
理學院 Faculty of Science	男 Male: 66 (only 1 只有一位) 女 Female: 60 (only 1 只有一位)	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
社會科學院 Faculty of Social Sciences	男 Male: 65 (only 1 只有一位) 女 Female: 63	男 Male: -- 女 Female: 63	男 Male: -- 女 Female: 63
視覺藝術院 Academy of Visual Arts	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --

**2013/14 學年 academic year**

學院 Faculty/School	最高退休年齡 Highest retirement age	退休年齡中位數 Median age at retirement	最低退休年齡 Lowest retirement age
文學院 Faculty of Arts	男 Male: 61 (only 1 只有一位) 女 Female: 60 (only 1 只有一位)	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --

工商管理學院 School of Business	男 Male: 60 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
中醫藥學院 School of Chinese Medicine	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
傳理學院 School of Communication	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
理學院 Faculty of Science	男 Male: 61 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
社會科學院 Faculty of Social Sciences	男 Male: 65 (only 1 只有一位) 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --
視覺藝術院 Academy of Visual Arts	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --	男 Male: -- 女 Female: --

註 Notes:

In recent few years, the highest and median ages at retirement are higher than the contractual retirement age because there were some senior academic staff among the small number of retirees. These applications for re-appointment beyond contractual retirement age were approved taking into account the special circumstances (such as meeting the specific staffing need of the university) in accordance with the university's retirement policy.

近幾年，因為在少數的退休人員中包括一些高級學術人員，令教學人員的最高退休年齡和退休年齡中位數高於一般退休年齡。這些退休年齡後續聘的申請是根據大學的退休政策並考慮到特殊情況（如滿足大學的具體人才需求）而獲批准。

(三)

學院 Faculty/ School	2017/18	2016/17	2015/16	2014/15	2013/14
文學院 Faculty of Arts	男 Male: 3 (2.3%) 女 Female: 1 (2%)	男 Male: 1 (0.8%) 女 Female: 1 (2%)	男 Male: 1 (0.8%) 女 Female: 2 (4.3%)	男 Male: 1 (0.8%) 女 Female: 1 (2%)	男 Male: 0 (0%) 女 Female: 2 (4.3%)
工商管理學院 School of Business	男 Male: 5 (3.9%) 女 Female: 2 (4.1%)	男 Male: 2 (1.6%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 0 (0%)

中醫藥學院 School of Chinese Medicine	男 Male: 1 (0.8%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)
傳理學院 School of Communica- tion	男 Male: 3 (2.3%) 女 Female: 2 (4.1%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)
理學院 Faculty of Science	男 Male: 5 (3.9%) 女 Female: 0 (0%)	男 Male: 4 (3.3%) 女 Female: 0 (0%)	男 Male: 2 (1.6%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 1 (2.2%)	男 Male: 2 (1.6%) 女 Female: 0 (0%)
社會科學院 Faculty of Social Sciences	男 Male: 1 (0.8%) 女 Female: 1 (2%)	男 Male: 2 (1.6%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 2 (4.3%)	男 Male: 2 (1.7%) 女 Female: 1 (2.2%)	男 Male: 0 (0%) 女 Female: 0 (0%)
視覺藝術院 Academy of Visual Arts	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (0.8%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)

註 Note:

只計算終身聘任教學人員。

Only tenured academic staff are accounted.

(四)

學院 Faculty/ School	2017/18	2016/17	2015/16	2014/15	2013/14
文學院 Faculty of Arts	男 Male: 1 (0.4%) 女 Female: 1 (0.9%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 1 (1%)	男 Male: 2 (0.9%) 女 Female: 1 (1%)	男 Male: 0 (0%) 女 Female: 0 (0%)
工商管理學 院 School of Business	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 4 (1.7%) 女 Female: 1 (1%)	男 Male: 1 (0.4%) 女 Female: 0 (0%)	男 Male: 2 (0.9%) 女 Female: 1 (1%)	男 Male: 0 (0%) 女 Female: 0 (0%)
中醫藥學院 School of Chinese Medicine	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (0.4%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)
傳理學院 School of Communica- tion	男 Male: 0 (0%) 女 Female: 2 (1.9%)	男 Male: 2 (0.9%) 女 Female: 0 (0%)	男 Male: 1 (0.4%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 1 (1%)	男 Male: 1 (0.4%) 女 Female: 0 (0%)

理學院 Faculty of Science	男 Male: 1 (0.4%) 女 Female: 1 (0.9%)	男 Male: 2 (0.9%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (0.4%) 女 Female: 0 (0%)
社會科學院 Faculty of Social Sciences	男 Male: 1 (0.4%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)
視覺藝術院 Academy of Visual Arts	男 Male: 1 (0.4%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)
(五)	<p>教學人員的晉升及續聘已屆退休年齡同事，均按照大學既定的程序及機制。大學在考慮是否晉升同事時，需視乎其工作表現，校外評審的意見以及學院的建議。在考慮是否續聘已屆退休年齡同事時，大學會視乎同事的工作表現以及學院的建議決定。</p> <p>HKBU has put in place established procedures for considering promotion of academic staff and reappointment beyond contractual retirement age. Promotion is considered on the basis of performance, external assessment and recommendation of the relevant Faculty/School. Consideration for reappointment beyond contractual retirement age is based on performance and recommendation of the relevant Faculty/School.</p>				