

嶺南大學 (嶺大)
Lingnan University (LU)

- (一) 現時嶺大的教學人員退休年齡為 65 歲。大學聘用退休教學人員的合約一般每一次續約最多為期三年，根據個別情況可以延長至合共最多共五年。

The prevailing retirement age for academic staff is 65. The University can normally appoint a retired academic staff member for up to three years at a time, depending on the merit of the case. Post-retirement appointments shall not be extended for a period exceeding five years in aggregation.

- (二) 2017/18 學年 academic year

學院 Faculty	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
商學院 Faculty of Business	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -
文學院 Faculty of Arts	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -
社會科學院 Faculty of Social Sciences	男 Male: - 女 Female: -	男 Male: - 女 Female: -	男 Male: - 女 Female: -

2016/17 學年 academic year

學院 Faculty	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
商學院 Faculty of Business	男 Male: - 女 Female: -	男 Male: - 女 Female: -	男 Male: - 女 Female: -
文學院 Faculty of Arts	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -
社會科學院 Faculty of Social Sciences	男 Male: 70 女 Female: -	男 Male: 67.5 女 Female: -	男 Male: 65 女 Female: -

2015/16 學年 academic year

學院 Faculty	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
商學院 Faculty of Business	男 Male: 70 女 Female: -	男 Male: 70 女 Female: -	男 Male: 70 女 Female: -
文學院 Faculty of Arts	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -
社會科學院 Faculty of Social Sciences	男 Male: - 女 Female: -	男 Male: - 女 Female: -	男 Male: - 女 Female: -

2014/15 學年 academic year

學院 Faculty	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
商學院 Faculty of Business	男 Male: 70 女 Female: -	男 Male: 67.5 女 Female: -	男 Male: 65 女 Female: -
文學院 Faculty of Arts	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -
社會科學院 Faculty of Social Sciences	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -

2013/14 學年 academic year

學院 Faculty	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
商學院 Faculty of Business	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -
文學院 Faculty of Arts	男 Male: - 女 Female: -	男 Male: - 女 Female: -	男 Male: - 女 Female: -
社會科學院 Faculty of Social Sciences	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -	男 Male: 65 女 Female: -

(三)

學院 Faculty	2017/18	2016/17	2015/16	2014/15	2013/14
商學院 Faculty of Business	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: 1 (9.09%) 女 Female: 0 (0%)	男 Male: 1 (8.33%) 女 Female: 0 (0%)
文學院 Faculty of Arts	男 Male: 2 (10.53%) 女 Female: 0 (0%)	男 Male: 2 (11.76%) 女 Female: 1 (12.50%)	男 Male: 1 (5.88%) 女 Female: 1 (12.50%)	男 Male: 2 (11.11%) 女 Female: 0 (0%)	男 Male: 1 (6.25%) 女 Female: 0 (0%)
社會科學院 Faculty of Social Sciences	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (10.00%) 女 Female: 0 (0%)	男 Male: 2 (16.67%) 女 Female: 0 (0%)	男 Male: 1 (7.69%) 女 Female: 0 (0%)

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學院 Faculty	2017/18	2016/17	2015/16	2014/15	2013/14
商學院 Faculty of Business	男 Male: 1 (2.86%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 3 (13.04%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 1 (4.00%)
文學院 Faculty of Arts	男 Male: 2 (3.45%) 女 Female: 0 (0%)	男 Male: 2 (2.82%) 女 Female: 2 (3.45%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (1.72%) 女 Female: 1 (2.08%)	男 Male: 1 (1.39%) 女 Female: 0 (0%)
社會科學院 Faculty of Social Sciences	男 Male: 3 (9.09%) 女 Female: 0 (0%)	男 Male: 0 (0%) 女 Female: 0 (0%)	男 Male: 1 (2.86%) 女 Female: 0 (0%)	男 Male: 1 (3.45%) 女 Female: 0 (0%)	男 Male: 1 (2.70%) 女 Female: 0 (0%)

(五) 教學人員的人事決策是根據員工的學術成就，以及基於實證和制衡機制的評核制度。大學採用了多層次的學術評核程序，相關申請需要進行外部評估。大學就員工的升遷申請設有上訴機制。在所有情況下，個人的年齡、性別、種族、家庭崗位並不會成為升遷和申請延長退休年齡的考慮因素。

The decision of personnel actions of academic staff is based on academic merits and evidence-based review system with built-in checks and balances. The University has adopted a multi-level academic review process, and external assessments are required for relevant cases. There is an appeal mechanism for promotion cases. Under all circumstances, the individual's age, gender, race and family status would not be taken into account in handling the issues of promotion and application for employment beyond retirement.