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香港科技大學 (科大)

The Hong Kong University of Science and Technology (HKUST)

- (一) 現時科大的學術人員退休年齡為 65 歲。根據大學的退休政策，學術人員屆滿 65 歲退休之齡，可服務至其 65 歲生日後的 6 月 30 日。退休後延任的申請並不常見，而且所有申請必須具備充分的理由及呈交至大學校董會審批。就每宗延任申請，大學會衡量有關因素，如學系的實際需要和人手安排、學術人員的資歷及對大學的貢獻、大學的整體利益等。由於每宗申請均須按其特殊個別情況作出考慮，大學現時沒有具體列明最多可以延長多少年。

The prevailing HKUST's retirement age for academic staff is 65. In accordance with HKUST's retirement policy, staff members should normally retire at the age of 65, serving up to the June 30 which comes after their 65th birthday. Requests for extension of appointment beyond the University's retirement age are rare and such requests must have strong justifications and are subject to approval by the University Council. In considering such requests, the University would take into account relevant factors which may include the operational and manpower needs, the expertise and professional qualifications of the faculty concerned, the academic staff member's past and future contributions, and the overall interests of the University. There is currently no prescribed maximum number of years of extension allowed as each case is to be considered on its individual merits.

- (二) 科大的學術人員的最高退休年齡、退休年齡中位數、最低退休年齡（按性別列出）於 2013/14 學年至 2017/18 學年分別為：

From 2013/14 to 2017/18 academic years, the highest/median/lowest retirement age by gender are tabulated below.

學年 Academic year	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
2017/18	男 Male: 66 女 Female: 66	男 Male: 66 女 Female: 66	男 Male: 66 女 Female: 66
2016/17	男 Male: 66 女 Female: -	男 Male: 66 女 Female: -	男 Male: 65 女 Female: -
2015/16	男 Male: 71 女 Female: -	男 Male: 66 女 Female: -	男 Male: 66 女 Female: -

2014/15	男 Male: 69 女 Female: 65	男 Male: 66 女 Female: 65	男 Male: 65 女 Female: 65
2013/14	男 Male: 67 女 Female: -	男 Male: 66 女 Female: -	男 Male: 65 女 Female: -

註 Note:

上列數據包含實任制學術人員。

Figures provided cover tenured faculty.

- (三) 科大的實任制學術人員的離職數字和佔實任制學術人員總數的百份比由 2013/14 學年至 2017/18 學年（按性別列出）分別為：

From 2013/14 to 2017/18 academic years, the outflow number of tenured academic staff and the percentage to the total number of tenured academic staff by gender are tabulated below.

學年 Academic year	
2017/18	男 Male: 14 (3.6%); 女 Female: 4 (4.7%)
2016/17	男 Male: 21 (5.5%); 女 Female: 0 (0%)
2015/16	男 Male: 18 (4.7%); 女 Female: 1 (1.4%)
2014/15	男 Male: 16 (4.2%); 女 Female: 2 (2.9%)
2013/14	男 Male: 12 (3.1%); 女 Female: 0 (0%)

- (四) 科大的新聘用的高級學術人員（副教授或以上職級）的數字和佔實任制學術人員總數的百份比由 2013/14 學年至 2017/18 學年（按性別列出）分別為：

From 2013/14 to 2017/18 academic years, the intake number of senior academic staff (associate professor or above) and the percentage to the total number of academic staff by gender are tabulated below.

學年 Academic year	
2017/18	男 Male: 5 (1.3%); 女 Female: 0 (0%)
2016/17	男 Male: 3 (0.8%); 女 Female: 3 (4.1%)
2015/16	男 Male: 8 (2.1%); 女 Female: 0 (0%)
2014/15	男 Male: 8 (2.1%); 女 Female: 1 (1.5%)
2013/14	男 Male: 3 (0.8%); 女 Female: 1 (1.6%)

註 Note:

上列數據包含實任制學術人員。

Figures provided cover tenured faculty.

- (五) 大學有一套嚴謹的學術評核程序，經由學系、學院以及大學三個層面去審視和處理學術人員的聘任事宜。大學會衡量有關因素，例如學術人員的資歷及其對大學教育的貢獻、研究及學術成就、以及對大學、專業及

社會的服務等。大學亦會參考校外學術評論作為聘用／晉升評核程序的一部分。聘用已逾退休年齡的學術人員的申請必須呈交大學校董會審批。此外，大學設有上訴機制。學術人員如認為學術評核出現程序上的問題，可透過教務委員會設立的常務委員會提出上訴。

作為平等機會僱主，大學致力建造一個和諧和包容的校園環境。在學術人員的聘任事宜上，大學會按一套既定的標準（教學表現，研究貢獻及學術成就，大學、專業及社會服務），不論性別、婚姻狀況、殘疾、家庭崗位或種族，一視同仁地審視他們的資歷和工作表現是否符合既定要求及是否配合大學的發展方向。

HKUST has a set of rigorous academic review procedures in place which involve a three-tier level review, viz. at Departmental, School and University levels. Academic review will take into consideration the appointee's teaching and education, research and scholarship, and services. As part of the review procedure, external references would also be solicited for faculty appointments/promotion. For cases of appointment beyond the University's normal retirement age, approval from the University Council would need to be sought. The University has an appeal system in place for faculty reviews. A Standing Committee as approved by the Senate has been established to consider appeals from faculty members on procedural irregularities of academic reviews.

As an equal opportunity employer, HKUST strives to build a harmonious and inclusive campus environment. Academic reviews will be based on an established set of criteria (i.e. teaching, research, service) and will take into consideration the appointee's qualifications and the University's development priorities, irrespective of gender, marital status, disability, family status or race.