

附件十

[以下資料由明德學院提供]

Annex 10

[The following information was provided by Centennial College]

**明德學院
Centennial College**

1.	<p>現時明德學院的教學人員退休年齡為 60。</p> <p>如教學人員具有特殊專才以助學院發展，學院會考慮其超過六十歲之任命。聘用六十歲以上人士可在任何時候透過簽訂新的僱傭合約或延長現有僱傭合約進行，合約期為一年至三年不等。超過六十五歲之聘用會就個別情況按年考慮。</p> <p>The prevailing retirement age for academic staff in Centennial College is 60.</p> <p>Appointment beyond 60 may be considered where a staff member has special expertise that supports an area of College development. Post-60 appointment may either be made on contracts or extension of contracts of one to three years at any one time. Post-65 appointment may be considered on a yearly and case-by-case basis.</p>												
2.	<table border="1"> <thead> <tr> <th data-bbox="229 1070 432 1308">學年 Academic year</th> <th data-bbox="432 1070 1458 1308">教學人員的最高退休年齡、退休年齡中位數、最低退休年齡 (在架構上本院校沒有不同學系之區分。) The highest retirement age, median age at retirement and the lowest retirement age (The College does not have a faculty/school structure).</th> </tr> </thead> <tbody> <tr> <td data-bbox="229 1308 432 1675">2017/18</td> <td data-bbox="432 1308 1458 1675"> <p>最高退休年齡 Highest retirement age 男 Male: 64; 女 Female: -</p> <p>退休年齡中位數 Median age at retirement 男 Male: 63.5; 女 Female: -</p> <p>最低退休年齡 Lowest retirement age 男 Male: 63; 女 Female: -</p> <p>[註 1 Note 1]</p> </td> </tr> <tr> <td data-bbox="229 1675 432 1727">2016/17</td> <td data-bbox="432 1675 1458 1727">沒有 Nil</td> </tr> <tr> <td data-bbox="229 1727 432 1778">2015/16</td> <td data-bbox="432 1727 1458 1778">沒有 Nil</td> </tr> <tr> <td data-bbox="229 1778 432 1830">2014/15</td> <td data-bbox="432 1778 1458 1830">沒有 Nil</td> </tr> <tr> <td data-bbox="229 1830 432 1881">2013/14</td> <td data-bbox="432 1830 1458 1881">沒有 Nil</td> </tr> </tbody> </table> <p>Note 1: The above figures do not include one faculty member who was already beyond retirement age when he was first appointed.</p> <p>註 1：以上數字不包括一名在聘用時已逾退休年齡的教學人員。</p>	學年 Academic year	教學人員的最高退休年齡、退休年齡中位數、最低退休年齡 (在架構上本院校沒有不同學系之區分。) The highest retirement age, median age at retirement and the lowest retirement age (The College does not have a faculty/school structure).	2017/18	<p>最高退休年齡 Highest retirement age 男 Male: 64; 女 Female: -</p> <p>退休年齡中位數 Median age at retirement 男 Male: 63.5; 女 Female: -</p> <p>最低退休年齡 Lowest retirement age 男 Male: 63; 女 Female: -</p> <p>[註 1 Note 1]</p>	2016/17	沒有 Nil	2015/16	沒有 Nil	2014/15	沒有 Nil	2013/14	沒有 Nil
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3.	<p>明德學院的教學人員通常按定期合約聘用，所以學院以往並沒有以終身聘任制聘用教學人員。因此沒有相關之數字可以提供。</p> <p>Academic staff in Centennial College are normally appointed on contract basis. The College has therefore not appointed any academic staff on substantive terms. No relevant figures can be provided.</p>													
4.	<table border="1" data-bbox="231 445 1460 981"> <thead> <tr> <th data-bbox="231 445 470 734">學年 Academic year</th> <th data-bbox="477 445 1460 734">新聘用的高級教學人員(副教授或以上)人數和佔教學人員總數的百份比 (在架構上本院校沒有不同學系之區分。) The intake number of senior academic staff (associate professor or above) and the percentage to the total number of tenured academic staff (The College does not have a faculty/school structure.)</th> </tr> </thead> <tbody> <tr> <td data-bbox="231 743 470 779">2017/18</td> <td data-bbox="477 743 1460 779">男 Male: 0 (0%); 女 Female: 0 (0%)</td> </tr> <tr> <td data-bbox="231 788 470 824">2016/17</td> <td data-bbox="477 788 1460 824">男 Male: 0 (0%); 女 Female: 0 (0%)</td> </tr> <tr> <td data-bbox="231 833 470 869">2015/16</td> <td data-bbox="477 833 1460 869">男 Male: 0 (0%); 女 Female: 0 (0%)</td> </tr> <tr> <td data-bbox="231 878 470 913">2014/15</td> <td data-bbox="477 878 1460 913">男 Male: 0 (0%); 女 Female: 1 (0%) [註 2 Note 2]</td> </tr> <tr> <td data-bbox="231 922 470 981">2013/14</td> <td data-bbox="477 922 1460 981">男 Male: 1 (0%) [註 2 Note 2]; 女 Female: 0 (0%)</td> </tr> </tbody> </table> <p data-bbox="225 990 1476 1070">Note 2: As mentioned in our response to question 4 above, the College has not appointed any academic staff on substantive terms, i.e. the College does not have any tenured academic staff.</p> <p data-bbox="225 1079 1476 1122">註 2：如第四題之回覆，本學院並沒有以終身聘任制聘用教學人員。</p>		學年 Academic year	新聘用的高級教學人員(副教授或以上)人數和佔教學人員總數的百份比 (在架構上本院校沒有不同學系之區分。) The intake number of senior academic staff (associate professor or above) and the percentage to the total number of tenured academic staff (The College does not have a faculty/school structure.)	2017/18	男 Male: 0 (0%); 女 Female: 0 (0%)	2016/17	男 Male: 0 (0%); 女 Female: 0 (0%)	2015/16	男 Male: 0 (0%); 女 Female: 0 (0%)	2014/15	男 Male: 0 (0%); 女 Female: 1 (0%) [註 2 Note 2]	2013/14	男 Male: 1 (0%) [註 2 Note 2]; 女 Female: 0 (0%)
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5.	<p>明德學院就教學人員晉升教授、副教授之事宜，制定了一套院校及學術準則，有關準則亦已通告所有教學人員。教學人員的晉升基於其學術成就，對學院於教學、研究、服務以及行政等各方面的貢獻作考慮。晉升委員會由學院高級教學人員成立，有需要時會委任其他校外成員（如香港大學及香港大學專業進修學院的高級教學人員）。學院教授的聘任，則必須邀請校外評審委員。</p> <p>Centennial College has a set of guidelines specifying the institutional and academic criteria for the promotion of academic staff to full professor and associate professor positions. These criteria are made known to all academic staff of the College. Consideration for promotion to higher academic positions will be made on the candidates' academic excellence and contribution to such areas as teaching, research, services and administration. The selection panel is comprised of senior academic members of the College and may also include a lay member (e.g. senior academic member of the University of Hong Kong (HKU) or HKU SPACE). In the case of appointment to full professor, external assessors must be appointed.</p>													