



The Teachers' Association of The Chinese University of Hong Kong



Annual Report 2023

Introduction

As the President of the Teachers' Association of the Chinese University of Hong Kong (CUTA), I am honoured to present our comprehensive annual report, showcasing the remarkable progress and achievements we have made over the past year. I am delighted to share these significant accomplishments with you, which are a result of the unwavering dedication of our team and the invaluable contributions of our esteemed members.

Restoration of Bidirectional Traffic on Bridge No.2

One of our notable achievements was our contributions in promoting successful restoration of bidirectional traffic on Bridge No.2. This longstanding bottleneck had severely disrupted the daily commute of our members. Recognizing the urgency of the situation, we prioritized resolving this issue.

Through robust dialogue, we emphasized to the University's senior management about the adverse effects of the bridge restriction on our members, highlighting the unnecessary hardships they faced in fulfilling their duties promptly and efficiently. This reopening is expected to streamline the daily commute for our members, enhancing their comfort, convenience, and ultimately contributing to their overall productivity and job satisfaction.

Enhanced SMBS Reimbursement for Psychiatric Expenses

At CUTA, we place a high priority on the mental health of our members. Recognizing the challenges posed by the pandemic and the inherent stressors of academic life, our faculty members have faced significant mental strain.

Through persistent lobbying, we secured an agreement with the administration to double the SMBS reimbursement for psychiatric expenses from HK\$15,000 to HK\$30,000 annually for members who joined our university after 1999. This substantial increase demonstrates our unwavering commitment to the well-being of our members. We firmly believe that this raise will provide crucial support, enabling our members to seek necessary mental health care without financial barriers.

Revamping of our Website

To enhance communication with our members, we have undertaken a comprehensive revamp and modernization of our website at <https://www.cuhk.edu.hk/cuta/>. The website

serves as a vital platform for sharing information, updates, and resources. We are committed to ensuring that it remains user-friendly, informative, and accessible to all.

Delay in the Implementation and Reduction of Charge of Parking Permits

We have consistently opposed the new policy of charging for parking permits, firmly believing it to be unfair to our members. Through our collective efforts, we successfully achieved a one-year delay in the implementation of charged parking permits, along with a reduction in charges from the initial \$2,000 to \$1,500. We will also closely monitor the promised use of the collected funds for increased installation of charging facilities for electric vehicles and other sustainability development on our campus.

Active Involvement in Grading and Salary Review Exercise

When the university administration introduced a grading and salary review exercise in May, we promptly recognized its potential implications for our members. We ensured active participation in the review process by closely monitoring its progress, providing insightful recommendations to the review committee, and advocating for consultation before final decisions were made.

Establishment of Regular Communication with the Council

To strengthen our relationships with key stakeholders, we initiated a dialogue with the Council Chairman on June 19th. The aim was to establish a consistent communication channel with the council, fostering a better understanding and collaboration on matters of mutual interest in the future. This initiative is particularly crucial as our University's Council is undergoing restructuring with more non-CUHK members joining the council.

Planned Surveys for 2024-2025: Collaboration with the Chinese University Staff Association (CUSA)

Over the years, we have received inquiries and complaints about different services and supporting units in our university. These units play a crucial role in our members' daily experiences at the university, directly impacting their working morale and conditions. To understand whether these are isolated cases or indicative of broader issues, we will conduct surveys to assess our members' satisfaction levels regarding these units.

In the upcoming year, we are excited to announce a collaborative effort with the Chinese University Staff Association (CUSA). Together, we aim to establish regular biennial surveys of our members' satisfaction levels with different services and supporting units, as well as the overall teaching, research, and administrative performances of our university. Through these comprehensive surveys, we seek to evaluate our members' satisfaction with various aspects of the university. The reports generated from these surveys will be submitted to their corresponding PVCs and Directors, enabling them to understand their responsible units' performance and identify areas for enhancement.

We strongly encourage all our members to actively participate in these upcoming surveys. The value of these surveys lies in the genuine feedback and perspectives they provide. By sharing your experiences and insights, you contribute to shaping the future of our university and creating a conducive environment for teaching, research, and administration.

Conclusion

In conclusion, I express my deepest gratitude to all our members for their unwavering support and dedication. The accomplishments we have achieved over the past year reflect the collective strength and commitment of our association. I am confident that together, we will continue to achieve even greater milestones in the future.

Let us forge ahead with determination and enthusiasm, united in our pursuit of excellence in academia and the betterment of our members' lives. Thank you once again for your invaluable contributions, and I look forward to our continued success.

"Bridging, Listening, Advancing Together - The Path of Great Learning with a Beacon of Unity."

Sincerely,

Lawrence Chiu
President, CUTA