

# Investigation and Study Group presents recommendations to HKU Council on personnel arrangements for HKU senior positions

The following is issued on behalf of the Investigation and Study Group on the Internal Operational Affairs of the University of Hong Kong:

At a meeting of the Council of the University of Hong Kong (HKU) held today (September 3), the Investigation and Study Group (ISG) on the Internal Operational Affairs of the University of Hong Kong presented its findings and recommendations on the personnel arrangements for senior positions of the HKU. The ISG is pleased to note that the HKU Council has fully accepted the recommendations. This outcome is the result of more than two months of relentless efforts by the ISG, which can help the HKU resume normal operations as soon as possible in its fundamental interest.

The recommendations were formulated after the ISG held more than 60 meetings with relevant parties, including the Chairman and members of the HKU Council, and the President and Vice-Chancellor, and senior management staff of the HKU, and examined relevant documents. They sought to provide practical solutions to ensure clarity and certainty regarding the personnel arrangements for senior positions of the HKU.

The guiding principles for the ISG were:

- (a) taking the interest of the HKU as the overriding priority;
- (b) making early resolution of differences as much as possible to facilitate the smooth and effective operations of the HKU;
- (c) making continuous efforts in facilitating communication and co-ordination among parties concerned to strive for the overall interest of the HKU; and
- (d) sharing good practices and experiences in the process to ensure that the HKU operates in accordance with the requirements of the University Accountability Agreement and uses funds properly.

The ISG also took into account various factors, including the practicality of the Council Resolutions as well as the willingness of officers concerned in taking up the appointments.

The ISG also notes that the HKU has been conducting various search exercises, some of which are related to senior positions such as the Provost, Vice-Presidents, the Registrar and Deans. The ISG urges the Council and the management to work expeditiously on these searches with a view to filling such vacancies.

The findings and recommendations are the ISG's first deliverable, and the ISG will continue to pursue its work goals.

The Government announced the establishment of the ISG on June 11. The goals of the ISG are: (1) to clarify facts and understand issues of all parties; (2) to facilitate internal co-ordination, assist various parties to work together and strengthen mutual co-operation; and (3) to provide advice based on the investigations and studies, and propose recommendations regarding the improvement measures and good practices to ensure that the HKU operates in accordance with the requirements of the University Accountability Agreement and uses public funds properly.

The ISG is composed of the Permanent Secretary for Education, Ms Michelle Li, and the Chairman of the University Grants Committee (UGC), Mr Tim Lui, supported by a team formed by the Education Bureau and the UGC Secretariat.