

HKUST Staff Association Annual General Meeting
香港科技大學教職員協會週年會員大會
Chairman's Report for the Session 2016 – 2018 年度主席報告



Dear Members of the HKUST Staff Association,

First of all, thank you for being members of the HKUST Staff Association. Your engagement with the Association in many ways has been the most powerful source of power in support of the Executive Committee which helps run the Association on behalf of her members.

Having served in the HKUST Staff Association for 27 years and having prepared many Annual Reports in the capacity of Hon. Treasurer and Chairman, I found it a bit difficult to prepare this Chairman's Report on behalf of the current Executive Committee. Over the many years, even after evolving from the original "HKUST Social Club" to the current "HKUST Staff Association", the main focus of the Association has been enriching members' social and work lives on top of being an effective communication bridge between members and the university.

Challenge 1: Expectations of Staff Association

Colleagues, be they members or not, have been enjoying the very well-established working partnership with each other in the open platform that the Association is providing. The many developments and challenges arisen in recent years led to growing expectations for the roles and responsibilities of the Association from different colleagues, again be they members or non-members. It has been a challenge for the Association and her Executive Members in serving the staff community while going through the evolution. In order to ensure a smooth and constructive process, it demands for high degree of mutual understanding, mutual trust, mutual support and mutual respect. All these important factors should co-exist or there would be high chance of failure.

Having said that, I believe that despite of the diversifying expectations, internally and externally, the Association's Executive Committee has been able to hold ourselves responsible collectively in reflecting, representing and communicating on behalf of the staff community at large while ensuring a healthy, positive and constructive evolution. This has been exemplified all along the process associated with the "Non-Academic Staffing Review" 「非教學人員體制檢討」 that is still undergoing and developing. We believe that we have walked through the process very attentively and also believe that the matter will be closely followed up by the next cabinet with equal if not closer attention.

Challenge 2: Sustainability and Succession

Another challenge facing the Association is the shortage of manpower coupled by increasing workload and diversified scope of services. Executive members are devoting their extra time to serve in the Association and often face difficulties in finding time to meet and serve. It has also been my personal wish for many years to develop a smooth succession when new and younger members could gradually take over the leadership of the Association and bring new synergies and energy to the community. It

would be operationally advantageous if the university could give more support and tolerance to staff who are willing to offer service to the staff community. It will also be beneficial in terms of healthy succession and long-term development of the Association. *[We have already started conversation with the university senior management with promising feedback in recognizing staff members' volunteering effort. It is expected the next cabinet will follow up this with the university management.]*

Challenge 3: Representation of the Association

The Association has to further strengthen her role in representing staff at large in matters relating to staff (such as dental, catering staff bus services). We have heard of situation where decision was made after meeting without appropriate staff representative from the Association. This is a very essential role which the Association must play if the Association can serve as an effective bridge for communication. Again, we have already started conversation with the university senior management which has given promising feedback to materialize this.

Use of Resources

Despite the many challenges, the Executive Committee has tried her best in organizing many events, supporting staff interest teams, offering benefits and developing new services hoping to maintain the good spirit and well-being of the members and community. For examples, after setting up endowment funds for SA Scholarships and Awards, and the SA Welfare Fund, we have been trying hard to revive our financial situation by carefully spending our reserves while exploring new sources of income. Thanks to our Honorary Treasurer and Executive Members' collective effort, we have a very good financial situation and I will later invite our Honorary Treasurer to give you more details in her report. In relation to the use of the Funds, we have granted Welfare Fund to a number of staff members who or whose families had immediate financial need to express our concern and to help ease the financial burden of the families during the difficult time.

Looking Forward

After serving the community for 27 years, HKUST Staff Association needs to prepare for a new page in her life. While independent and should remain independent, the Association needs friends to help her grow and develop further, needs mentors to give her guidance for her future, needs everyone to make her healthier and stronger. It would be undesirable and unfair for her to live alone in the beautiful part of Sai Kung. I would like to invite members, young or senior, to serve in the Association. So that she can continue serving her members and the surrounding community. Any kind of support to her will not only be useful but beneficial to the overall development of the Association and the entire community in which she lives and serves.

I always have a mixed feeling in June every year not only because of having SA AGMs but seeing growing number of good and close colleagues retiring and leaving the university and her community. It is a collective wish of Executive Members that the Association could have bandwidth in extending her services to retirees who can return to offer their time, interests and experience in serving the Association and her members. Could the Association have a more proper venue / facility where retirees could simply

come back for simply a causal meet up with serving or ex-colleagues over a cup of tea at the Association's facility? While the university treasures so much our alumni, the Association should also treasure the importance and contribution made by retirees.

Acknowledgement

I'd like to thank all the executive committee members (serving and out-going), team coordinators, interest class instructors and many staff members who have contributed their personal time in planning, organizing, supporting and participating in all the activities for the staff and HKUST community. Without their unselfish devotion and contribution, we could not have done and made so much.

I wish also to thank all members of the Association for your understanding to the deficiency of the Association because of our limited manpower.

I also wish to thank the supervisors of our executive committee members for supporting their volunteer services in the Association and for tolerating possible occasional disruption in their office works.

I'd like to thank department heads and directors for your great support to the operation of the Association especially when use of facilities and university resources is needed.

I must also thank the university senior management for their understanding and continuous support towards the operation and development of the Association including subsidy for major events and administration of the two SA endowment funds.

Last but not the least, I must thank my beloved executive committee members who have not only devoted much of their time and effort working together but also their understanding and support among themselves.

Many thanks for having extended the opportunity to me to take part in the work of SA for 27 years. Much appreciated! I hope all of us can continue to work with the Association to make our community a united and harmonious place to work in.



Donny Siu

Chairman, HKUST Staff Association (Session 2016 - 2018)

14 June 2018