

香港浸會大學教職員工會  
**Hong Kong Baptist University Faculty and Staff Union**

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NEWSLETTER (215)

**ADP 2012-15: Cutting and Re-directing Student Quota**

November 3, 2010

Dear Colleagues,

School and Faculty Deans will meet this week to discuss about the so-called Academic Development Plan (ADP), which may serve as the blueprint for a programme overhaul across the University.

The ADP for each School/Faculty is “confidential” and only a selected few have direct access to the documents.

But the ADP papers contain subjects such as “risk profiles”, “elimination of expensive courses and activities”, and “cutting and re-directing student quotas.”

Though no details are released for comment, ADP constitutes the groundwork for (a) some programmes to be given more resources at the expense of others, (b) new programmes to be created at the expense of existing programmes and (c) a small number of programmes / departments to have to face cuts of up to one-third of the existing quota.

Resource (re) allocation is always a serious matter where one’s gains and losses are highly visible but not always justified properly.

We therefore demand all Deans to release their ADP in full for the sake of healthier, more transparent and reasoned deliberations in our academic community.

We would like to urge colleagues to ask their Deans and Heads some basic questions:

1. Have the Deans explained what has gone wrong in the School / Faculty? Who is responsible and why?
2. How do they explore alternative courses of action, or alternative strategies to solve or mitigate the problem?
3. Are the criteria for weighing different options clearly spelt out and properly justified? Are the selection criteria coherent and logical, or mostly an outcome of favouritism and personal bias?

4. Have they projected the outcomes of their preferred strategy properly? Have they ducked the issue altogether?
5. What if they are wrong? Who would pay for their mistakes?

We urge colleagues to get involved to enhance better policy-making at the departmental and faculty / school levels.

Thank you for your attention.

Yours faithfully,

Executive Committee  
Hong Kong Baptist University Faculty And Staff Union