

Lingnan University

Search for New President

Fact Sheet

Setup of the Search Committee

1. The Council at its meeting of 15 October 2012 resolved to set up a Search Committee for New President (the Search Committee).
2. The membership of the Search Committee, represented by different categories of Council membership, is as follows:

Chairman : The Hon CHAN Bernard Charnwut (Chairman of the Council)

Members : Mr AUYEUNG Pak-kuen, Rex (Deputy Chairman of the Council)

Mrs SHUEN LEUNG Lai-sheung, Loretta (Treasurer of the Council)

Dr LAW Sai-kit, Frank (Chairman of the Court)

Mr YUEN Kwong-ming, Roger (Deputy Chairman of the Court)

Dr CHAN Pun, David (Chairman of the Lingnan Education Organization Ltd)

Prof IP Yuk-keung, Albert (Lay Council member)

Dr LI Pang-kwong (Council member elected among all eligible staff)

Prof CHAN Koon-hung (Council member elected by the Senate)

Observer : Mr CHAN Shu-fai (until 28 February 2013) } (Student Council member)
Ms YIP Wing-lam, Vivian (from 1 March 2013) }

3. At its first meeting on 14 November 2012, the Search Committee agreed that a confidentiality undertaking form should be signed by the Chairman, Members, Observer, Secretary and staff in attendance so as to safeguard the interests of all candidates as well as that of the University. Members also received a copy of the rule of conflict of interests and rule of confidentiality. In accordance with the University Rules of Procedures, the Search Committee matters are designated as confidential. In other words, matters must not be discussed with nor disclosed to any person outside the membership of the Search Committee.

Student involvement in the Search Process

Consultations

4. At the Council meeting of 15 October 2012, the Council decided that staff and students would be engaged in providing their views and suggestions on the criteria for the appointment of the new President **before the start of the search process**.
5. Four consultation sessions (2 for students* & 1 each for staff and alumni) have been held in November/December 2012 to invite comments on the appointment of new President before the indicative criteria for the position was finalised. Upon consideration of feedback, the student-orientedness aspect was added in the subsequent finalised indicative criteria.

*originally 1 session was scheduled for student consultation. Upon the request of the Student Council Member at the 1st Search Committee meeting on 14 November 2012,

an additional student consultation session was scheduled in early December to invite views from fellow students.

Student observers

6. In accordance with the Lingnan University Ordinance (Paragraph 7 of Schedule 2), President of Students' Union (SU) is not entitled to participate in considering the appointment, promotion or personal affairs of individual officers, teachers and other staff members or the admission or academic assessment of individual students. The Council, as soon as setting up the Search Committee on 15 October 2012, in considering that student is one of the major stakeholders, specially approved that the Student Council Member (i.e. President of SU) be invited to participate in the discussion of the search exercise at that meeting, and to take part in the Search Committee as an observer. Due to the completion of term of office of SU Presidency, there are respectively 2 student observers, namely one up to end February 2013, and the current one from 1 March 2013 onwards. All along, the student observer is part of the Search Committee and the 2 student observers have actively participated in the meetings and the current student observer had been fully involved in the interview sessions of Search Committee, noting that the detailed documents of the Search Committee have not been shared with the 2 student observers. Nevertheless, the student observers had full participation at the meetings and interview sessions at which the individual names of candidates were mentioned. For the 21 May 2013 meeting at which the student observer did not attend, update was given to her soon after the meeting so as to keep her apprised of the situation.
7. The 2 student observers have shared their views respectively on the indicative criteria for the appointment of new President and observations of all the interviewed candidates. For these, the Search Committee is very grateful to the constructive feedback from the 2 student observers.
8. To address the student observer's concern that it would be better to inform students before 23 May 2013 (the deadline of moving out from student hostels) if meeting with students would be arranged during summer break, an announcement on the progress update of the search process was issued to all staff and students on 22 May 2013 alerting them that the candidate recommended by the Search Committee would be arranged to meet with colleagues and students, hopefully in this summer (likely around June/July) and as early as practicable.
9. At the Council and Court meetings to be held after the town hall meeting on 17 June 2013, the student observer has been invited to share her views at the Council and Court meeting too, **similar to the arrangements practiced in the search committee meetings and interview sessions** in the past few months.
10. The University Council has in fact afforded maximum flexibility in the involvement of student in the search exercise, viz. through the engagement of the Student Council Member as an observer. It should be highlighted that under the current LU Ordinance, Student Council Member cannot be a voting member in the search exercise. Otherwise, it would contravene the Ordinance. If it is deemed necessary to make changes to the LU Ordinance regarding student participation in the appointment of President and Vice-President, proposal and recommendation from the University Council would need to be arranged for presentation to the

Education Bureau for consideration by the Legislative Council before implementation.

Political Inclination

11. In the draft indicative criteria for the appointment of President disseminated for consultation in November 2012 to Lingnan community, there is no aspect on political stand. In the subsequent consultation sessions, **no** comments have been received for inclusion of such criteria. Following the finalised 9 criteria by the Search Committee and announced in early February 2013, **no views on the inclusion of political stance** have ever been received too.
12. The Search Committee assessed the suitability of the potential candidates, taking reference to the 9 indicative criteria with a clear understanding on their priorities as agreed in its meeting, though no numerical weighting had been assigned to each; “political inclination” never got it on the list after various rounds of discussions by the Search Committee.
13. The Search Committee clarified that it had **never** discussed whether political stand be considered at all.

Search Committee Process – held 5 meetings and 3 interview sessions

14. The Search Committee, with a good mix of membership, was established with proper authority by the Council and having consulted the stakeholders, decided on a list of key indicative selection criteria for the search. The list of selection criteria was given to the appointed recruitment service provider, who was selected through a tender exercise in accordance with approved University Purchasing and Tendering Regulations, out of the total 5 tenderers which submitted their bids.
15. The professional search firm used its professional knowledge and followed the prescribed mandate provided to search and present a long list of candidates to the Search Committee.
16. At the first meeting of the Search Committee held on 14 November 2012, it was clearly discussed that “The Search Committee could help to source suitable candidates and referred them to get in touch with the service provider to be engaged for the recruitment exercise.” This has been discussed again at the Search Committee meeting on 6 February 2013. Such practice, in fact, is a usual practice for the Search Committee members to refer/suggest names of potential or suitable candidates to the professional search firm for follow up.
17. Impartiality – In accordance with the University Committee Meeting Rules, **all Search Committee members and student observer have made declaration of interests as appropriate in the search exercise.**
18. The finalised candidate was referred by the professional search firm, **not from anyone of the Search Committee.**
19. The Search Committee, with full attendance of Members for all the meetings and interview sessions, discussed the long list of candidates with additional input from

the professional search firm. All Search Committee members were given the same information on the candidates.

20. The Search Committee selected a short-list for interview from the long-list after considerable discussions.
21. The full Search Committee interviewed all 5 short-listed candidates with the presence of the student observer (except one as she was unavailable). During the interviews, members, including the student observer, were given the chance to pose questions to the candidates.
22. Taking into account the information available from the professional search firm on all candidates and from the interview and judging them in the full context of the agreed selection criteria (with no reference to political inclination) with further discussion at the meeting, the Search Committee made a collective decision to recommend to the University Council the best available candidate among all candidates.

17 June 2013