

(v) Re-employment of Teachers.

Prof. A K Baruah, Deptt. of Political Science, NEHU, Shillong has submitted a representation expressing his views regarding re-employment of NEHU teachers. He has pointed out that re-employment of **University** teachers involves considerable amount of public funds. It also becomes an instrument of encouraging or discouraging adherence to academic commitments and standard. He has also taken into consideration other relevant points and has opined that no teacher should be re-employed if there are complaints about his regularity in teaching and research supervision and such complained must be investigated before taking any decision on such cases. The representation of Prof. Baruah is placed at Annexure 'A' which is self explanatory.

The matter is placed before the Council for consideration.

No. PSC. 1026

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Apurba K Baruah  
 Professor of Political Science  
 793022  
 Member of the Court and the Academic Council  
 North Eastern Hill University  
 Shillong 793022

Add. For Communication  
 Qr. 9, NEHU, Mawlai, Shillong  
 Ph. 0364. 561484 (R) 250773 (O)  
 Fax 0364-250076  
 E-mail: akbaruah@hotmail.com

To

The Chairman Executive  
 Council, NEHU, Shillong.

November 22, 2000

Sub:- Re-employment of NEHU Teachers

Sir,

Before expressing my views on the above matter I would like to clearly state my locus standi. As a member of the University's Court and the Academic Council and also as a Conscientious teacher of the University I am duty bound to help the highest executive body of the University to avoid decisions which may have serious repercussions for the academic standards of the University. Moreover the University is run with funds from the public exchequer. Therefore, as a citizen of the country it is my duty to advise it in situations where there is a possibility of its taking decisions, may be as a result of pressures built by conflicting values and interests, which may not be in public interest. The Honourable Supreme Court's decisions on PILS have increased responsibilities of average citizens and particularly of informed sections. I must also add that principles of transparency and accountability are now in my view two absolutes of our contemporary reality overriding all conventional ideas of autonomy and confidentiality.

Sir, re-employment of University teachers involves considerable amount of public funds. It also becomes an instrument of encouraging or discouraging adherence to academic commitments and standard. Re-employment of teachers whose academic commitments, particularly in the areas of teaching and research supervision, are not above doubts sends wrong signals to teachers. Sincere teachers conclude that sincerity is of no value and insincere teachers conclude that being irregular in classes do not affect their careers adversely. After having seen that the National Accreditation Council has asked students to fill the Proforma about their assessment of regularity of classes and teaching standards I realise that irregular teacher must be cautioned so that the University does not suffer in the matter of accreditation

Sir, I understand that the executive Council will have to take a decision on the reemployment of a teacher about whom there are serious complaints. I also understand that some members of the University faculty are of the view that at the time of retirement we should forget the omissions and commissions of senior faculty members in view of their seniority. Others argue that we should re-employ teachers on humanitarian grounds. **It must be kept in mind that in a recent Judgement the Supreme Court of India has advised that all dead wood must be removed from public appointments.** In a world of Professionalism and competition compassionate grounds for privileged sections Like University Professors drawing good salaries from Public funds have no meaning, except in situations where a person has suffered because of reasons beyond his/her control or

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is visited by unanticipated misery. I therefore suggest that no teacher should be re-employed if there are complaints about his regularity in teaching and research supervision. All such complaints must be investigated before taking any decision on such cases. I also suggest that if necessary a guideline from the Academic Council should be sought because it is a matter which involves academic standards in the University. Re-employing an insincere teacher implies encouraging irregular teaching. I must also state that even undertakings from teachers with lack of commitment are of no use.

I am sure you and the Executive Council will consider these arguments before taking any decision in relevant cases.

Yours sincerely  
Sd/-  
( Apurba K Baruah )

Before expressing my views on the above matter I would like to clearly state my own stand. As a member of the University's Court and the Academic Council I am bound to help the highest executive body of the University in its decisions which may have serious repercussions on the standards of the University. Moreover the University is run with funds from the public exchequer. Therefore, as a citizen of the country it is my duty to advise it in situations where there is a possibility of its taking decisions, may be as a result of pressures built by conflicting values and interests which may not be in public interest. The Honourable Supreme Court's decisions on PILs have increased responsibilities of average citizens and particularly of informed sections. I must also add that principles of transparency and accountability are now in vogue. Two absolutes of our contemporary reality are: (i) transparency and accountability and (ii) accountability.

Re-employment of University teachers involves considerable amount of public funds. It also becomes an instrument of controlling or discouraging adherence to academic commitments and standards. Re-employment of teachers whose academic commitments, particularly in the areas of teaching and research supervision, are not above doubts sends wrong signals to teachers. Sincere teachers conclude that sincerity is of no value and that insincere teachers conclude that being irregular in classes do not affect their careers adversely. After having seen that the National Accreditation Council has asked students to fill the form about their assessment of regularity of classes and teaching standards I realize that irregular teacher must be cautioned so that the University does not suffer in the matter of accreditation.

I understand that the Executive Council will have to take a decision on the re-employment of a teacher about whom there are serious complaints. I also understand that some members of the University faculty are of the view that at the time of retirement we should forget the omissions and commissions of senior faculty members in view of their seniority. Other view is that we should penalize teachers on humanitarian grounds. It is my view that in a recent judgement the Supreme Court of India has advised that all dead wood must be removed from public appointments. In a world of professionalism and competition compassionate grounds for privileged sections like University professors drawing good salaries from Public Funds have no meaning, except in situations where a person has suffered because of reasons beyond his/her control or

## (v) Re-employment of teachers.

EC:108:2000:6:2:(v): The Council considered the letter of Prof. AK Baruah on the re-employment of teachers and RESOLVED that his letter may be placed before the Academic Council.

## (vi) Confirmation of service in respect of Dr.(Mrs) Suman Kumaria, Lecturer, Department of Botany, NEHU, Shillong.

EC:108:2000:6:2:(vi): The Council considered the confirmation of service in respect of Dr. (Ms) Suman Kumaria, Lecturer in Botany w.e.f. 27.3.1997 and RESOLVED to approve the same subject to final disposal of the Writ Petition pending in the High Court.

## (vii) Confirmation in respect of Dr. (Mrs) M. Marwein, Medical Officer.

EC:108:2000:6:2:(vii): The Council considered the confirmation of service in respect of Dr.(Ms) M. Marwein, Medical Officer, w.e.f 24.1.1991 and RESOLVED to approve the same.

## (viii) Confirmation of service in respect of Dr. H. Kayang, Lecturer, Department of Botany, NEHU, Shillong.

EC:108:2000:6:2:(viii): The Council considered the confirmation of service in respect of Dr. H. Kayang, Lecturer in Botany, w.e.f. 26.3.1997 and RESOLVED to approve the same subject to final disposal of the Writ Petition pending in the High Court.

## (ix) Appointment of Head, Department of Hindi.

EC:108:2000:6:2:(ix): The Council considered the appointment of a Head, for the Department of Hindi and RESOLVED that since there is neither a Professor or Reader in the Department of Hindi, Dr. MP Pandey may continue as Teacher In-charge of the Department till a regular Head is appointed.

## (x) Reinstatement of Shri SL Marbaniang as Lecturer, Department of Mathematics.

EC:108:2000:6:2:(x): The Council considered the rejoining of Shri SL Marbaniang Lecturer in Mathematics and also the legal advice on the matter given by the University's Standing Counsel at Guwahati High Court and RESOLVED that in view of the fact that Clause -3 (iii) of Regulation RE - 6 has been repealed and also