

A Weekly Journal of Higher Education
 Published by the Association of Indian
 Universities

In This Issue

ITEMS	PAGE
Articles	
Selection and Appointment of Vice Chancellors in India: Some Reflections	3
Challenges for Generating Employment in Future: The Role of Education in Job Growth	14
Modern Predicament and Relevance of Rabindranath's Thoughts and Wisdom	19
National Institutional Ranking Framework: An Analysis	25
Convocation	
University of Petroleum & Energy, Dehradun	33
Campus News	36
Theses of the Month (Social Sciences)	39
Advertisements	43

The Subscription Tariff

	Inland		Foreign	
	Institutions	Academies/ Students	Airmail	Surface Mail
	<i>(at residential address only)</i>			
	Rs.	Rs.	US \$	US \$
1 year	950.00	375.00	210.00	170.00
2 years	1700.00	700.00	490.00	300.00

Subscription is payable in advance by Bank Draft/MO only in favour of Association of Indian Universities, New Delhi.

Opinions expressed in the articles are those of the contributors and do not necessarily reflect the views and policies of the Association.

Editorial Committee Chairman:

Prof Furqan Qamar

Editorial Committee :

Mr Sampson David

Dr Youd Vir Singh

Dr Sistla Rama Devi Pani

Editor :

Dr Amarendra Pani

Selection and Appointment of Vice Chancellors in India: Some Reflections

Ramesh B Kasetwar*

Prelude

With due respect to the existing Vice Chancellors appointed in various universities in India, efforts have been made to share some worrying thoughts on the subject. We are deliberating on the 'system disorder' and not against any individual. The mentions of few examples in general is to depict the existence of incompetence in the system of higher education.

Let me begin with a quote by Richard Burke on the importance of an effective System for selection and appointment as Vice Chancellor, "Aspiring and applying Professionals (academicians as well as from industry) must have confidence in the system existing for identification, selection and appointment as Vice Chancellor or otherwise the spirit of appointment will be jeopardized."

Unless the best and competent professionals are identified, selected and appointed, faith of all the other stakeholders including the most important one i.e. students will be shaken. It is essential that professionals be selected and appointed who will be best qualified to lead the system to its logical purpose with most desirable results.

They must have desired qualifications, such as good administrative and academic ability and a wide array of knowledge, but most of the other stakeholders must also have absolute confidence in the competence of those selected and appointed. Should the less 'competent' personnel be selected, there will be a time during the subsequent part of tenure when the system of higher education will fail because of its leadership. The degeneration in the system during the tenure will be of irreparable nature.

Like begets like (e.g., ducks pick ducks), and inadequate personnel, once they have moved up sufficiently to be on a selection board, will themselves be apt to select other inadequate personnel.

It is observed that now-a-days a lot is discussed against the effective functioning of Vice Chancellors of universities located at places across India. This invariably happens in various congregations and gatherings and during formal and informal discussions with stakeholders of various levels from the system of higher education, say faculty, students, non-teaching staff, parents, educationists, academic research scholars and other active or passive stakeholders and also the vice chancellors themselves.

During such meetings and discussions, one gets a feeling that many problems and issues being faced by active stakeholders of system of higher education is due to incompetency and total submissive academic leadership,

*Former Vice Chancellor, Carrer Point University, Kota; Founder Trustee and CEO of Quality Plus, C-37 Gulmohar Habitat (Phase 1), Off. Sahmhe Vihar Road, Wanawadi Road, Pune 411 040 (MS) Pune-411040 (Maharashtra) ramesh@qualityplus.in