

## Newspaper Clips February 18, 2015

Hindustan ND 18/02/2015 P-8

# बिना पीएचडी आईआईटी में प्रोफेसर बन सकेंगे

**नई दिल्ली | विशेष संवाददाता**

केंद्र सरकार के उच्च तकनीकी शिक्षण संस्थानों आईआईटी, एनआईटी, ट्रिपल आईटी आदि में उद्योग जगत के लोगों को बतौर प्रोफेसर नियुक्त करने की अनुमति दे दी है। इसके लिए पीएचडी की अनिवार्यता नहीं होगी। तकनीकी शिक्षण संस्थानों में बड़े पैमाने पर शिक्षकों के रिक्त पड़े पदों को भरने के लिए यह कदम उठाया गया है।

मंत्रालय के शीर्ष अधिकारी के अनुसार मानव संसाधन विकास मंत्री स्मृति ईरानी की अध्यक्षता में सोमवार को हुई बैठक में यह फैसला लिया गया। बुधवार को इसकी अधिसूचना जारी की जाएगी। फैसले के तहत उद्योग जगत की हस्तियों को अधिकतम तीन साल तक के लिए बतौर शिक्षक नियुक्त किया जा सकेगा। उन्हें अधिकतम 1.20 लाख रुपये मासिक वेतन दिया जाएगा।

नियुक्ति के लिए प्रत्येक संस्थान के निदेशक की अध्यक्षता में एक कमेटी गठित की जाएगी, जो हर मामले का गुणदोष के आधार पर फैसले लेगी।

### सरकार की पहल

- शिक्षकों की कमी से निपटने के लिए केंद्र की पहल, मानव संसाधन मंत्री ने दी योजना को मंजूरी
- अधिकतम 1.20 लाख रुपये मासिक वेतन पर तीन साल के लिए नियुक्त हो सकेंगे उद्योग जगत में कार्य कर रहे पेशेवर
- शिक्षकों की 30-35 फीसदी की कमी से जूझ रहे सौ केंद्रीय तकनीकी संस्थानों को होगा इस योजना का लाभ

### सौ संस्थानों को होगा फायदा

देश में केंद्र सरकार के तकनीकी शिक्षण संस्थानों की संख्या सौ से भी ज्यादा है। इनमें आईआईटी, एनआईटी, आईआईएम, ट्रिपल आईटी, आर्कियोलॉजिकल ट्रेनिंग इंस्टीट्यूट, इंडियन इंस्टीट्यूट ऑफ एजुकेशन एंड साइंस आदि प्रमुख हैं।

### विवि में भी इस व्यवस्था पर अमल

अगले चरण में इस योजना को केंद्रीय विश्वविद्यालयों के लिए भी लागू किया जाएगा। वहां भी 35 फीसदी शिक्षकों के पद रिक्त पड़े हैं।

**निजी संस्थानों को भी मिलेगी अनुमति**

शिक्षकों की कमी से निजी शिक्षण संस्थान भी जूझ रहे हैं। केंद्रीय संस्थानों में इसके आरंभिक प्रभाव देखने के बाद इसे निजी क्षेत्र के संस्थानों के लिए भी लागू किया जाएगा।

## Smriti bins IIT heads shortlist

[http://www.telegraphindia.com/1150218/jsp/nation/story\\_4052.jsp#.VORGQeGhWU](http://www.telegraphindia.com/1150218/jsp/nation/story_4052.jsp#.VORGQeGhWU)

**New Delhi, Feb. 17:** The long wait for regular directors may have just got longer for three IITs.

Human resource development minister Smriti Irani has rejected recommendations by government-appointed search panels, which had shortlisted candidates who could head the tech schools located in Patna, Bhubaneswar and Ropar, according to two panel members associated with the selection process.

The three IITs, started in 2008-09, have been functioning without regular directors for over six months now.

The panel members said the minister, who yesterday interacted with five candidates shortlisted by three panels, decided they weren't the "right" persons to head the technology institutes.

Smriti, the panel members said, has asked for the selection process to start afresh.

The NDA government-appointed panels, made up of eminent scientists like Anil Kakodkar, M.S. Ananth and Ashok Mishra, apart from chairpersons of the three IITs, had earlier interacted with around 35 possible candidates and shortlisted 13. Five of the shortlisted candidates had declined to be interviewed.

The remaining candidates were called for the interaction with the minister yesterday. Five of them turned up.

The process for selecting the directors of the three Indian Institutes of Technology had started when the UPA government was still in power. According to norms, incumbent directors get a chance to present before a panel a vision plan for the institutions concerned. If found suitable, they can be appointed for a second term.

However, none of the incumbent directors of these IITs was given a second term, since two of them were facing corruption cases while one was not found suitable.

In May last year, after the results of the national elections were out but no HRD minister had formally taken charge, the ministry had advertised the posts seeking fresh applications.

The NDA government later set up the search panels for scrutinising applications.

The committees invited the applicants for group discussions and decided to video-record the interaction. But some of the applicants found the process embarrassing and later - when called for the interview with the HRD minister - opted out.

It is not clear if the search panels have been disbanded. Since the recommendations have been rejected, the posts may be re-advertised, which means the appointments could be delayed by another six months.

An IIT faculty member said acting directors avoid taking any major decisions on financial and administrative matters.

Since these institutions have also been functioning from temporary campuses, appointment of regular directors, the IIT source added, would help monitor the ongoing work on constructing permanent campuses.

The three IITs are, however, not the only institutes that need a regular head. Some ten central universities have been functioning without vice-chancellors for about a year, while three Indian Institutes of Management - IIM Kozhikode, IIM Lucknow and IIM Ranchi - don't have directors.

Search panels set up by the UPA government had submitted recommendations for directors for IIM Ranchi and IIM Lucknow in May last year. But Smriti has rejected the suggestions on the ground that some meetings conducted by these committees took place when the model code of conduct for the summer elections was already in force.

Smriti said that amounted to a violation of the code of conduct and suggested that the panels, as well as their recommendations, be scrapped.

The recommendations by a panel for IIM Kozhikode are still pending.

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# आईआईटी में 510, आईआईएम में 300 सीटें बढ़ेगी

नई दिल्ली | विशेष संवाददाता

आईआईटी में प्रवेश की तैयारियों में जुटे छात्रों के लिए अच्छी खबर है। इस बार आईआईटी में बीटेक सीटों में बढ़ोत्तरी हो रही है। पांच नए आईआईटी में इसी सत्र से प्रवेश देने का फैसला किया गया है।

इनके लिए 510 सीटें स्वीकृत की गई हैं। जबकि पांच नए आईआईएम भी इसी सत्र से शुरू किए जाएंगे। जिससे 300 सीटें बढ़ जाएंगी।

मानव संसाधन विकास मंत्रालय ने ज्वाइंट एंट्रेंस बोर्ड को इस बाबत सूचित कर दिया है। पहले से चले रहे 16

आईआईटी में करीब नौ हजार बीटेक सीटें हैं। इस साल से इसमें 510 नई सीटें और जुड़ जाएंगी।

पांच आईआईटी के संचालन के लिए अस्थाई कैम्पस का चयन कर लिया गया है। नजदीकी पुराने आईआईटी द्वारा इनका संचालन किया जाएगा।

मंत्रालय के अनुसार आईआईएम में पांच नए आईआईएम भी इसी सत्र से शुरू हो जाएंगे। प्रत्येक नए आईआईएम में 60 पीजीडीएम सीटें होंगी। आईआईएम में कैट के जरिये एडमिशन होते हैं जिसका आयोजन इस बार आईआईएम उदयपुर कर रहा है।

Business Line ND 18/02/2015 P-6

## Banks open to hiring IIT, IIM graduates

Keen to place them at mid-management levels on higher pay scale

SATYANARAYAN IYER  
Mumbai, February 17

If public sector banks are allowed to recruit talent from premier institutes like the Indian Institute of Technology and Indian Institute of Management, will they find enough takers? Apparently, the answer is yes!

Public sector banks will, however, have to think out-of-the-box to recruit candidates who think likewise.

According to Mohak Mehta, Placement Manager, IIT, Bombay, "There are a lot of gaps in the public sector's understanding of recruitment at IITs...if they reach out to us at the campus there will surely be at least some takers."

State Bank of India Chairperson Arundhati Bhattacharya first mooted the idea of public sector banks hiring from IITs/IIMs at the two-day banker's conference (Gyan Sangam) in Pune in early January this year.

Bhattacharya said that if the

country spends so much money in educating candidates at such institutes, why should public sector banks not be allowed to hire from IITs and IIMs.

### Hiring process

Currently, public sector banks have to advertise for the vacancies and hire talent after a written test followed by an interview. The idea is to give every individual in the country a level-playing field to work with these banks.

Incidentally, in 2013, State Bank of India, in reply to its advertisement for bank probationary officers, ended up receiving 17 lakh applications for a mere 1,500 vacancies.

In other words, such a rigorous selection process would ensure, at least theoretically, that only the crème-de-la-crème land up jobs with public sector banks.

However, public sector bankers argue that by keeping them from recruiting from IITs and



**Level playing field** Public sector bankers argue that by keeping them from recruiting from IITs and IIMs places them at a disadvantage compared to private sector peers and foreign banks.

IIMs places them at a disadvantage compared to private sector peers and foreign banks.

Vijayalakshmi R Iyer, Chairperson and Managing Director, Bank of India, said, "I don't get the level playing field as compared to the private players (when I am not allowed to hire from these institutions)."

However, the question is will students be interested if public sector banks come knocking giv-

en that the pay scales offered by these banks are lower than what is offered to the students graduating out of these institutions.

### Pay package

According to IIT-Bombay's Mehta, "Pay packages are overhyped in IITs. The median annual salary packages last year was around ₹8.3 lakh."

Incidentally, State Bank of India in its advertisement says that

the annual package of a probationary officer joining the bank will be about ₹8 lakh in Mumbai. This includes the expenses incurred by the banks towards housing and the bank has estimated the market value of its accommodation at upwards of ₹3.4 lakh annually.

Other banks pay slightly lower, but according to Mehta the thinking in PSBs to recruit from IITs/IIMs is a "welcome move" as there are some students at the institute, who are looking at such opportunities.

An official from IIM-Calcutta said that they do have students who are willing to work in the public sector at some point in their career.

Vignesh Ramachandran, a second year student at IIM Calcutta, added, "Yes, many students at the IIMs would definitely look forward to working in public sector banks, if the salaries provided by them are on par with average salaries provided by the private sector."

"However, retention of talent might be a problem as the appraisal and promotion norms

followed by the government banks are not likely to be similar to private sector firms in the industry. The working environment and peer group inside the government banks might also be something that students want to look at."

Bankers seem to be seized of some of these issues. So, they might look to place these students in middle-management roles straight out of college.

### Higher scale

Bank of India's Iyer said, "I cannot pay as much as private sector banks, but I can place such candidates at a higher level. For example, we can place candidates at scale - III, where there are four increments in that level...I can place them at a higher scale."

Bhattacharya, who mooted this first, said, "Should we be allowed to recruit from such institutions, we will take a call at which level we can fit them in. At PO level, it may not be possible on account of compensation."

(With inputs from Beena Parmar)



PUSHKAR

# Some fresh GIAN

## Can India support a global network of academics to teach in its universities?

**F**OLLOWING US President Barack Obama's recent visit to India, the governments of the United States and India have "pledged to collaborate through India's Global Initiative of Academic Networks (GIAN) to facilitate short-term teaching and research programmes by up to 1,000 visiting US academics in Indian universities". This joint statement followed an earlier one by the leaders of the two countries during Prime Minister Narendra Modi's visit to the US last year, when the American president "welcomed India's proposal to establish GIAN under which India would invite and host up to 1,000 American academics each year to teach in Centrally recognised Indian universities, at their convenience".

GIAN is an ambitious initiative and promises to connect "Centrally recognised" institutions, notably Central universities, IITs and IIMs with the best scholars and institutions in the US. The government's position is that, among other things, GIAN will be beneficial for the adoption of new methods of pedagogy, boosting research in cutting-edge technologies and building stronger academic networks between both countries.

Fields medalist Manjul Bhargava, the first person of Indian origin to win the prestigious award in mathematics, has been recruited to be the face and facilitator of GIAN.

The Princeton professor is optimistic about roping in US-based academics to participate in the initiative.

As is the case with nearly all new initiatives or policies, GIAN has elicited praise in some quarters and scepticism in others. However, in all fairness, at this stage, we can only make some preliminary observations about it.

There is no doubt that as an idea and a plan for action, GIAN holds great promise. Once implemented, provided its execution is carried out with a fair degree of competence, it will, over time, connect knowledge communities in the US and India as

### Will the government allow US-based academics who are critical of the Hindu right's cultural agenda to be associated with GIAN?

well as deepen existing networks to the benefit of our higher education and knowledge sector. For the time being, however, the details and modalities are still being worked out, sometimes at the very last moment. For example, the ministry of human resource development (MHRD) got working on the issue of salaries and benefits for visiting US faculty only a week before Obama's visit, reportedly at the insistence of the prime minister.

There also seem to be doubts or perhaps just a lack of clarity about the purpose and scope of GIAN. Higher education observers would have noticed an important difference in the joint

statements of September 2014 and January 2015. The first identified "teaching" as the purpose of GIAN, whereas the second joint statement included both "teaching" and "research".

Another important difference, which has been revealed not by the joint statements but the reports on the Modi-Obama meetings, is to do with the disciplines GIAN will cover. In its earlier version, GIAN was conceived of as a way to create a channel for US academics in science, technology, engineering and mathematics to spend time at higher education institutions across India. Six months later, humanities has been

added to the list of disciplines. It is possible that the Indian side woke up to include "research" and "humanities" as relevant to GIAN or maybe the Americans suggested their inclusion. We should perhaps not read too much into these changes. It is likely that they only reflect the fact that GIAN is in the early stages of design.

There are several other areas of concern but many may well become irrelevant over time and other, less anticipated issues will come to the fore. However, there are three points worth bringing up. First, it is clear that the success of GIAN will depend substantially on the coordination and management capacities of

the MHRD and the concerned higher education institutions. Can they deliver effectively?

Second, in the near future, perhaps fewer than half of the higher education institutions linked to GIAN would be in a position to utilise it fully. Many Central universities, IITs and IIMs have either not been built or are still under construction. Several others have inadequate infrastructure or are situated in "difficult" locations. Finally, there are those institutions that, for different reasons, do not attract a sufficient number of good faculty and/or students.

Third, with the inclusion of humanities, there is potential for controversy. The task of identifying the names of established US scholars and recruiting them for GIAN will involve Indian institutions and the MHRD. It is not known whether American academics can "volunteer" for GIAN, directly or via the US government, and if so, whether the Indian side will welcome known and possible critics of the current government and its policies. For example, will the government allow US-based academics who are critical of the Hindu right's cultural agenda to be associated with GIAN?

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HT EDUCATION IMPACT

# At last! BTech colleges to get AICTE approval

**GREEN LIGHT** After HT Education highlighted the plight of 6,000 BTech students, the HRD minister has asked DU and UGC to expedite the process for AICTE approval

Jeevan Prakash Sharma

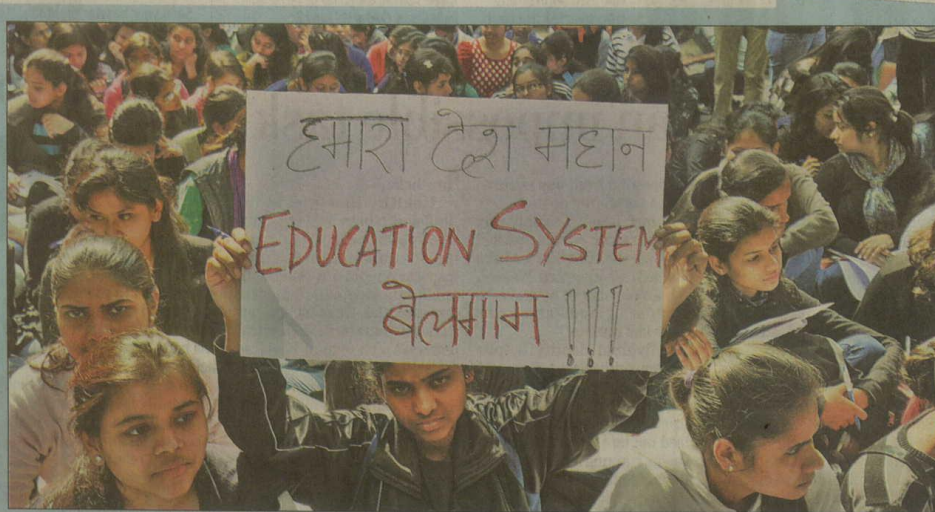
jeevan.sharma@hindustantimes.com

It can mean an end to their trials and tribulations. Following an intense campaign by HT Education, highlighting the plight of BTech students in various colleges of Delhi University, who faced an uncertain future as their courses did not have All India Council for Technical Education (AICTE) approval (mandatory for all technical institutes), a DU pro-vice chancellor circular recently directed all institutes concerned to get the approvals. This has to be done within one week from the issuance of the letter, ie, February 19, 2015.

The DU order brings relief to 6,000 students who have been pursuing five branches of four-year BTech courses, namely computer science, electronics, food technology, instrumentation electronics and polymer science – from 17 DU affiliated colleges, without AICTE approval.

On February 4, 2014, HT Education's story on the BTech programmes led to a number of protests by hundreds of students impacted by the story. They first demonstrated on February 9, 2015 outside the office of the vice chancellor followed by a massive rally at Jantar Mantar on February 12, 2015.

Realising the gravity of the situation, the SHO of Parliament Street police station asked the agitating students to select a group of five students who would represent them before the HRD ministry. Loveneet Narula, Dev Saluja, Nikita Khanna from Keshav Mahavidyalaya, Prerna Kaul from Maitreyi College and Shantanu Pandey from Sukhdev College of Business Studies were then accompanied by the SHO to the MHRD. They first met Satyanarayan Mohanty, secretary, higher education, and later in the evening, HRD minister



Students protesting at Jantar Mantar on February 12, 2015, demanding AICTE approval for DU's BTech courses.

Smriti Irani.

"Satyanarayan Mohanty told us that he would hold a meeting with Prof Ved Prakash, chairman UGC and Avinash Pan, chairman (acting) AICTE, to deliberate on the issue," says Nikita Khanna.

Irani's response was positive. "When we met Smriti Irani, she was visibly upset with the DU administration for keeping quiet on the matter for so long. She said that she had told the DU vice chancellor last year in June to ask all the colleges to apply for the AICTE approval, but the VC did not do anything. Irani was very humble and approachable when the students met her and assured us that the matter would be sorted out within a week," adds Khanna.

"The HRD minister immediately called the secretary, higher education, putting her headline

phone on speaker mode for us and directed him to resolve the issue within a week," adds Prerna Kaul.

Soon after Irani's assurances to the students that their problems would be sorted out, the same day, at around 6 in the evening, a letter was issued by the pro-vice chancellor for all the colleges which had offered BTech courses in 2013.

The letter read, "The University of Delhi is earnestly seized of the matter of seeking AICTE recognition for the BTech course that is being offered in your college at present."

Directing the colleges to apply for AICTE approval by February 19, 2015, the letter added, "The process to be followed for seeking this approval shall be initiated by your office with the submission of the online form by printing it and filing a hard copy of

the form. It must be submitted offline (hard copy) in the office of the AICTE with all necessary documents. Please note that you may ignore the requirement of admission through an entrance test for this special approval that is being sought."

"A copy of the form along with all documents shall also be submitted to the office of the pro-vice chancellor by February 20, 2015," concludes the letter, which bears the signature of Sudhish Pachauri, pro-vice chancellor. College principals say that after DU's clarification, they would apply for AICTE approval within the given time frame.

HT Education had also reported in its story on BTech colleges that if DU colleges did not apply for AICTE approvals within February 20, 2015, they would have to wait for a year for the same.

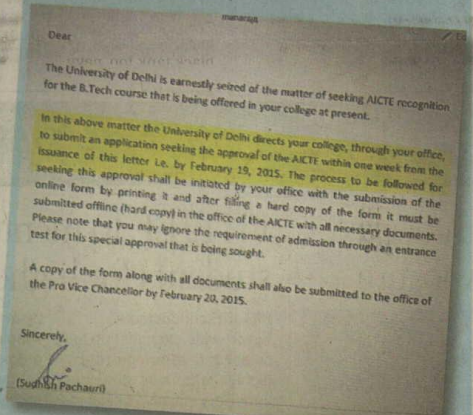


On Feb 4, HT Education had clarified why AICTE's nod for BTech courses was mandatory.



THE COLLEGES HAD BEEN WAITING FOR THE LAST SIX MONTHS FOR CLEAR INSTRUCTIONS FROM DU ON GETTING AICTE APPROVAL. NOW THE CONFUSION IS OVER

DR SK GARG, principal, deen dayal upadhyaya college



A letter from DU's pro-vice chancellor directing colleges to apply for AICTE's approval latest by February 19, 2015.

COMPETITIVE SALARIES ON OFFER

# Global Offers Shrink Across Top B-Schools

With India growing at 7.5%, opportunities to scale up or join start-ups is more in the country

## Comfortable At Home

Increased excitement around India and reduced US/Europe profiles have led to students opting to stay within the home turf

In one of the prominent IIMs, Bank of America did not hire for their global postings this year.



"The global economy is yet to pick up and those that hired last year would have realised that the market has not grown as fast as they had expected, so there is no aggressive hiring from India this time"

**Rohin Kapoor**, senior manager at Deloitte India

**Devina Sengupta & Sreeradha D Basu**

**Mumbai/Kolkata:** The placement report card of top B schools in India shows them scoring poorly in one subject: international placements. Offers for foreign posts have dipped by 35% in IIM Bangalore and 40% in IIM Kozhikode. Placement teams say the increased excitement around India and reduced US/Europe profiles have led to students opting to stay within the home turf.

"India is becoming a nerve centre for many companies. There were some cases where a student had a choice of 2 job locations; one abroad, and the student chose a domestic option," said Sankarshan Basu, chairperson, Career Development Services. "Also, no job offers have come in from Europe and that has also led to a decline," he added.

At IIM Bangalore, international offers have dropped from a high of 41 last year to 25 this time.

In one of the prominent IIMs, Bank of America did not hire for global postings this year. Two international firms-Kadence International and NMC Healthcare that recruited 9 students last year didn't participate this year, said another IIM placement team member. They informed the campus that they did not have suitable requirements.

"The global economy is yet to pick up and those that hired last year would have realised that the market has not grown as fast as they had expected, so there is no aggressive hiring from India this time," said Rohin Kapoor, senior

manager at Deloitte India who tracks the education sector.

Also, with India growing at 7.5%, opportunities to scale up or join start-ups is more here. And with competitive salary offered, students will let go of global posts, added Kapoor.

At IIM Kozhikode, international offers have gone down from 25 to 15. Prof AF Mathew, chairperson, placements, said that there were firms which had decided not to recruit. "A couple of others showed interest but by the time they came, everybody was already placed."

**At IIM Bangalore, international offers have dropped from a high of 41 last year to 25 this time**

"Global teams prefer to hire locally or have a job transfer from India than come to college campus for that one odd student," a placement team member of IIM Indore said. "Getting visa clearances and costs incurred are not worth all the trouble."

The college managed to get five international offers, the same as last year. Others including IIM Lucknow, XLRI, IIM Indore and MDI have managed to maintain status quo. Companies that have offered foreign placements in top B schools include Aditya Birla Group, Godrej Industries limited and Allied Companies, Avnash Group & Dott Test for roles in general management, HR and operations.

IIM Calcutta is on its final leg of placements and IIM Ahmedabad has just started. Offers for foreign posts are likely to come down here too.

B-SCHOOL	2015	2014	STATUS
IIM-Bangalore	25	41	35% fall
IIM Kozhikode	15	25	40% fall
IIM Lucknow	11	11	flat
XLRI	2	2	flat
IIM Indore	5	5	flat
MDI	2	2	flat

Note: Numbers may change marginally when colleges collate final data.