

From
C. Selvaraj
Financial Controller
Federation of Anti-Corruption Teams India
West Mambala
Chennai – 600033

Dt: 5-10-2010

To

Hon'ble Justice Thiru. K.M.Natarajan
(Convener, Search Committee for Vice-Chancellor appointment,
Tamil Nadu Veterinary and Animal Sciences University)
136, L.B.Road, Kamaraj Nagar
Thiruvannamiyur
Chennai - 600 041

Dr.S.Shanmugasundaram
(Member, Search Committee for Vice-Chancellor appointment,
Tamil Nadu Veterinary and Animal Sciences University)
“Sankara Raja Kudil”
No.13/57, Priya Nagar, Perur Main Road
Thelungupalayam Post
Coimbatore - 641 039
E-mail: shanmugasundaram1940@yahoo.com

Dr. KML Pathak
(Member, Search Committee for Vice-Chancellor appointment,
Tamil Nadu Veterinary and Animal Sciences University)
Deputy Director General (Animal Science) Division of Animal Science
Krishi Bhavan, New Delhi - 110 114
E-mail: ddgas.icar@nic.in

Sir,

Sub: Nomination of new Vice-Chancellor for Tamil
Nadu Veterinary and Animal Sciences
University- appointing persons of eminence through
a transparent process requesting-regarding.

- Ref:
1. FACT India letter dated 18-6-10 addressed to the Governor of Tamil Nadu.
 2. Times of India dated June 29, 2010 page 4.
 3. Letter of FACT dated 18-6-10 addressed to the Vice- Chancellor, TANUVAS
 4. Times of India dated March 11, 2010 page 4.
 5. Times of India dated August 04, 2010, front page

At the outset, the Federation of Anti-Corruption Teams India (FACT) congratulates you on being appointed to the search committee to nominate the Vice-Chancellor for the Tamil Nadu Veterinary and Animal Sciences University (TANUVAS). It is no doubt a job of paramount importance, as selecting the head of a unique institution like TANUVAS, which is one of its kind in Tamil Nadu, will determine the course the institution will take up in the future years. As the premier institution that decides the animal Husbandry related activities of the state, it is imperative that a person of academic and moral eminence is selected to head the University. In this context, we wish to place before you certain facts for consideration.

1. Hitherto, the selection of Vice-Chancellors for TANUVAS has mostly been based on 'casteist' and nepotistic considerations. Academicians who can boast of a brilliant career by way of research credentials or exemplary administrative skills have been far and few. By and large, the appointments have been political or influenced by money power wielded by the likes of rich educational institutions, to further their ends
2. This has resulted in a culture of secretive, decadent administration, which totally lacks transparency and is, in many ways, unaccountable to the public. The succession of corrupt Vice-chancellors has eroded the faith of not only the teaching staff of the institution, but also the public at large, who are the ultimate beneficiaries of the functioning of the University. The fallout of this malady that has been afflicting the institution can be listed as below.
 - TANUVAS is the only University that has a thoroughly corrupt recruitment and promotion process. The selection criteria of the recruitment/promotion process is not known to any of the stake holders and is subject to change at the time of the interview!!! This is contrary to the guidelines of the University Grants Commission, which clearly indicates that a 'transparent and credible selection guideline' should be made available. This also violates many of the rulings of the honorable courts, that 'the rules of a game must not be changed once the game has started'. The entire procedure is designed at the whims and fancies of the Vice-chancellors who change the rules in the last minute to favour or ruin the chances of certain candidates. The FACT India, based on information obtained from certified documents collected through the Right to Information (RTI) Act, had submitted a petition to the Governor to rectify this gross violation. As a result, the administration hastily put up

the guidelines a day before the actual interview. The episode also reflected as a news item in Times of India (Ref.2). However, the process that is in existence now is far from ideal, as the teachers are not aware as to the basis on which they are evaluated and promoted.

- The smooth and efficient functioning of any academic institution is dependent on many factors, the most important one being the selection of teachers of merit. The selection and promotion process adopted by TANUVAS suffers from arbitrariness and rabid casteism. There are numerous instances of the records of highly qualified candidates being manipulated to accommodate lesser qualified kith and kin of the administration. The FACT India had represented this matter to the Vice-chancellor and the Secretary, Animal Husbandry Department (Ref. 3), supported by irrefutable evidence obtained through the RTI Act. Despite the papers reporting the incidence (Ref.4), no remedial action was forthcoming from both the incumbents and the institution continues to suffer. Even recently, an Assistant Professor (belonging to the same caste of the Vice-chancellor Dr. P.Thangaraju) was directly appointed as Professor and Head, superseding three senior Associate Professors, who were more meritorious than the former. The current going rate for a post of Assistant Professor hovers between 4 to 10 lakhs, depending on the caste and political affiliation of the candidates. This does not augur well for the institution.
3. The only remedy that could be conceived to correct these persistent violations is to have a person of impeccable integrity and honesty to lead the institution. It is in the hands of the search committee to make this a possibility. We humbly request the search committee to use its high office to select a person of eminence who will make the institution proud.

This can be achieved by following a transparent process that makes known the merits of potential candidates to the public and the stake holders at large. Recently, Dr. M. Anandakrishnan as Chairman of the search committee to nominate the Vice-chancellor for Periyar University had made the entire process transparent by hosting the credentials of the candidates on to a website (Ref. 5). We urge you follow the same process so that the selection of the Vice-Chancellor for TANUVAS too can happen in the same way. The Committee can direct that the candidates submit an electronic copy of their resume so that it can be uploaded on to the TANUVAS website (or any other website hosted for that purpose) for everybody's perusal. We are sure that such a transparent selection process will exclude undesirable candidates and ensure that the right candidate is selected. As they say, sunlight is the best disinfectant.

In this context, FACT India like to request the kind attention of the search committee to the various sub-sections of sec. 4 of the Right to Information Act 2005, such as 4(1) b (iii), b(vii), 4(1)(c), which provides for transparent and accountable selection process along with publication of all the details of the

candidates in compliance with the requirements of the RTI Act. It is needless to mention that transparent selection process will avoid aftermath problems in not abiding the RTI Act.

We are hopeful that our request would be acceded to in the larger interest and the needful done. Thank you.

Yours truly,

Enclosed:
Copies of documents 2,4,5 cited in reference

C. Selvaraj