

The teaching service at the government-run universities is faced with a growing dissatisfaction due to the rigid promotion rules which provide a weak chance for upward mobility. Structurally and functionally, they find the university service less supportive for the pursuit of timely promotion and incentives. A large number of them, despite higher qualification and experience, are unable to be promoted to next grade due to the non-availability of a seat in the concerned teaching department.

A university is an autonomous body, its financial, academic and administrative affairs fall under three establishments. The Higher Education Commission (HEC) previously called University Grants Commission (UGC), the Ministry of Education and the Governor's Office of the province in which the university exists.

The chief executive of a university is the Vice Chancellor exercising important administrative and financial powers. The office of the Vice Chancellor supported by his supporting administrative staff such as the Registrar, his Staff Officer, Treasurer and Controller, is the establishment of a university. The Registrar Office plays an important role in the adjustment of academic as well as the administrative matters but they all are subject to the final approval of the Vice Chancellor. A Vice-Chancellor being appointed by the Governor (in capacity of Chancellor) comes under his direct command (except the Quaid-e-Azam and Allama Iqbal University).

He can remove him. The major regular funding source for a university is HEC. The university receives an irregular grant from the Governor's Office. The Governor exerts an impor-

University Service

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tant jurisdiction in the affairs of the university as he is the final court against any decision by the Syndicate, the highest executive body regarding the academic and administrative decisions of a university. The Syndicate approves all the important decisions made by the Vice Chancellor, Selection Board and Committee/Board of advanced study and research. A Vice Chancellor can appoint a person in BPS-20 for six months without advertisement. For a period more than that he needs the approval of the Syndicate. Every post in a university is advertised and applied in general through the Selection Board. Every vacancy is taken as a fresh selection.

The presence of teachers in the Syndicate can mobilize interests in favour of the community against the university administration/establishment. According to the rules of the university, Syndicate is also represented by a number of the elected representatives of the Academic Staff Association (ASA) of the concerned university. Under the present Education Ordinance, which is not implemented fully, the teachers are represented in Syndicate. The Ordinance seem to have strengthened the powers of the Vice Chancellors.

The appointment of someone in a grade and promotion to a higher grade is possible through the selection board for which there is a fixed criterion of requirements duly advertised and implemented. The selection of ap-

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pointments vary from a university to university. In some universities there is no physical interview for the selection of Associate Professors and Professors, and a decision is made on the basis of his research work and qualification as graded by the evaluators. In the universities where physical interview is held for the above two cadres, a candidate beside his research work is also required to satisfy the selection board. This is embarrassing for one who took pains of completing his research and was rejected in the selection board. According to a case study of the Punjab University, an Assistant Professor waited for ten years after the completion of his required experience to apply for the post of an Associate Professor. His promotion could not become possible as the selection board did not select him. He served in that capacity until retirement. Such cases are numerous.

The UGC (now HEC) fixed a rule, not to be violated by the universities, not to promote a person to the rank of Associate Professor and Professor de-

spite his required teaching and research experience if the candidate was not a PhD. Previously, non-PhD could be promoted to Associate and Professorship but now there is a bar. The requirement may sound innovative for the selection of highly qualified people but it has dismayed those who are unable to do PhD in the concerned subjects due to one or the other reason. It is true in case of those who are aged or those in whose discipline it is not easy to get a doctorate such as English literature or MBA. Many non-PhDs are debarred from applying for the post.

In universities the promotion of a teacher to the next grade with rank is subject to the availability of the post available. There are a number of cases where there is a bottleneck of promotion due to the non-availability of the post. In the Education Department of the Balochistan University a lady with PhD from Columbia was appointed as Associate Professor in 1977. She became qualified for the post in 1981 but due to the non-availability of post remained as Associate until her retirement in 1995. There were only two posts of Professors and both were filled. Her chances of promotion to the Professorship was only possible in case of the vacation of one or if the university authorities could shift or demand another vacancy for her. She was not favoured either way. The Registrar or the department chairman did not come to her help, the latter stood to lose his

job if he did. The bottlenecks exists specially in the promotion to Associate and Professors, many have suffered due to the fact.

In case of no vacancies the person with all the required qualification/experience is unable to be promoted. In the past the vacancies were approved by the UGC for which the request/demand was sent by the university concerned. The creation of new posts is however not an easy nut to crack. "A long debate may go vain. It needs specific efforts by a Vice Chancellor on behalf of someone very important or favourable provided the things go well in finance committee," said a Professor who had been on a finance committee for a long period. The procedure adds to the bottleneck in promotion.

Likewise and disliking or differentiation at universities are also accountable for a number of grievances among the teachers especially for promotion to next rank. The differentiation can be personal, ideological and ethnic. They can impede someone's promotion in different ways. For example, by not advertising the post, not favouring the candidate in full in the selection board, the unjust selection of the referees which can delay the arrival of evaluation reports (in case of Associate and Professors) or interference in ranking in favour or against someone.

The teaching service in Pakistani government-run universities is faced with a sheer dissatisfaction of promotion. Unlike the other service cadres, in universities, promotion to next grade experiences many structural bottlenecks and functional handicaps. The writer is Professor of Political Science in Balochistan University, Quetta