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Title: Regarding shortage of faculty in Indian Universities and Institutes of higher education.

SHRIMATI PRATIMA MONDAL (JAYANAGAR): A huge shortage of faculty in Indian universities is crippling the growth and quality of higher education India. Central universities face a vacancy rate of more than 35% of teaching positions. Even our leading institutions such as the IITs and IIMs face huge faculty shortages, as high as 46% in some cases- especially in new institutes. The situation has not improved over the years- even in 2013, more than 38% of teaching positions in the IITs were vacant.

The process of appointing directors and heads of these institutions is also flawed. Increasingly, we are seeing more reports of the Government appointing unqualified people to head our leading institutions, with little consultation with experts and unheeding of students protests. Increasing pressure and control by the Government had often led to resignations of institute directors thereby worsening an already critical situation.

This inadequacy of our faculty appointments and selection systems is gravely affecting the quality of higher education. Teacher-student ratio is rising, the attention and support to students are falling, and the research capabilities and reputation of our institutions have been seriously affected.

The Government must take immediate steps to enhance availability of qualified faculty by encouraging students to take up PhD and M Phil programmes by attracting more students with research grants and scholarships. Academic and industry experts must be consulted in the appointment of institution directors and chairperson. The Government should also increase funding of educational institutions at the Central and State levels to allow them to hire and retain the best faculty.