

केवल कुमार शर्मा, भा.प्र.से.
K. K. Sharma, I.A.S.
सचिव
Secretary



भारत सरकार
मानव संसाधन विकास मंत्रालय
उच्चतर शिक्षा विभाग
Government of India
Ministry of Human Resource Development
Department of Higher Education
D.O. No. 8/18/2014-TS.V
19th April, 2017

Dear Prof. Nanda,

You are aware that the issue of reservation in the teaching posts in IIMs has been under examination for some time in the Government. It has even led to questions in Parliament and adverse media coverage. It is seen that in some of the Institutions, there is not even a correct assessment of number of teachers from SC/ST/OBC categories in the Faculty.

2. To correct the situation of SC/ST/OBC categories being under-represented in the teaching posts, the then Secretary, Department of Higher Education, Government of India, had written a letter on 4th February 2013, to all Directors requesting them to appreciate the sensitivity and the constitutional obligation cast upon all of us with regard to SC/ST reservation and take appropriate action after placing the matter before the BoG. Subsequently, Joint Secretary of Department of Higher Education had addressed letters on 5th April, 2016 and 3rd June, 2016 on the subject. However, it has been seen that there has been no appreciable progress in getting more members as Faculty from SC/ST/OBC categories. Moreover, there appears to have been, with few exceptions, no concerted efforts in trying to set right this aberration.

3. I would like you to take up this issue in all earnest and take steps to see that SC/ST/OBC categories are adequately represented in the teaching posts. Some of the steps you can think of taking are:

- i) As a first step, get an accurate assessment of number of Faculty members from SC/ST/OBC categories.
- ii) To fill up the posts from these categories, have Special Recruitment Drive at least once a year.
- iii) Have a rolling advertisement on your website for selecting persons from the SC/ST/OBCs.
- iv) Actively solicit applications from fellows from SC/ST/OBCs in IIMs/other Business Schools.
- v) As a medium term measure, you may focus on having more Fellows from SC/ST/OBC categories so that they can become prospective faculty members in your institute.

4. I request you to earnestly take steps to set the things right and send a reply in a month's time detailing your plan on how you are going to move towards achieving the desired results.

with regards,

Yours sincerely,

K. K. Sharma

(K. K. Sharma)

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