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Older IIMs lag behind newer ones in enforcing quota rule

Less than 10% faculty from reserved groups, reveal RTI data

PRISCILLA JEBARAJ
NEW DELHI

Although some of the newer Indian Institutes of Management (IIMs) have made some progress in hiring faculty members from the Scheduled Castes, the Scheduled Tribes and the Other Backward Classes over the past year, these communities make up less than 10% of the faculty at the older, more prestigious IIMs, according to data obtained through RTI requests by a Ph.D. graduate from IIM-Bengaluru.

Members of the Global Alumni Network, a group of

about 300 alumni of the IITs and the IIMs fighting for social justice in these elite institutions, welcomed the limited progress but asked why the older IIMs were being allowed to break the law "with impunity".

No data from IIM-A

At the very top of the prestige list, IIM-Kolkata has no SC or ST faculty member, but it does have two OBC faculty members, who make up less than 3% of its total strength of 77.

IIM-Bengaluru has 6% of its 103 faculty members from the reserved categories: 3 SC, 1 ST and 2 OBC community members.

IIM-Ahmedabad said it "does not maintain category wise information for faculty" and failed to provide any information to the RTI plea filed by Siddharth Joshi.

Of the other first generation IIMs, Lucknow has less than 5% of faculty members from the reserved categories, while Kozhikode has less than 10%.

Indore echoed IIM-A and said no information was available. All data is for December 2020.

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Older IIMs lag behind newer ones

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Unfilled quota

Less than 10% of the faculty were from the SC, ST or OBC communities in nine out of the 16 IIMs for which category-wise breakup was available.



IIM	SC	ST	OBC	GEN
Nagpur	0%	0%	0%	100%
Kolkata	0%	0%	3%	97%
Lucknow	1%	0%	2%	95%
Amritsar	0%	0%	5%	95%
Udaipur	0%	3%	3%	95%
Bengaluru	3%	1%	2%	94%
Sambalpur	0%	0%	7%	93%
Vizag	0%	0%	9%	91%
Kozhikode	4%	0%	6%	90%
Kashipur	10%	0%	3%	88%
Ranchi	0%	0%	13%	87%
Tiruchi	0%	0%	16%	84%
Sirmaur	10%	0%	10%	80%
Raipur	0%	0%	21%	75%
Jammu	9%	0%	14%	77%
Shillong	15%	4%	12%	69%

"The key is to implement reservation in the doctoral programmes, so that the pool of diverse candidates available for faculty hires increases. But most of these Ph.D. graduates [from the reserved categories] are now filling up positions at the newer IIMs as the older IIMs are still resistant," Dr. Joshi said.

Some of the second generation IIMs have done better. The institute at Shillong has more than 30% of faculty members from the reserved categories, while Raipur has 25% and Jammu more than 22%. At the other extreme is IIM-Nagpur, which does not have a single faculty member from any of the reserved categories.

To understand the faculty recruitment process, Dr. Joshi's RTI queries also asked for a breakdown of the number of candidates who applied from each category, were interviewed, offered jobs, and accepted employment at each IIM

between January 2019 and December 2020.

The response showed that in some cases, hundreds of applicants were listed but none made it through the hiring process.

At IIM-Lucknow, for example, there were 888 applicants for faculty positions over the two year period, including 197 from reserved categories. Only seven were shortlisted for interviews, and none were offered jobs. Of the 691 applicants from the general category, 59 were shortlisted and 12 were offered jobs. "The IIMs cannot continue to use the excuse of unavailability of qualified candidates. They need to be intentional, and scout for applicants, as done in affirmative action programmes by the world's top universities," said Anil Wagde, an alumnus of IIM Kolkata. "They also need to ensure that biases are not allowed to play out through the shortlisting and interview process."