

place to new universities. The biggest barrier in attracting faculty to the new institutions is the ban on portability of pension despite the DOPT clarification of 2005 and 2009, which provides pension benefit for the employees covered under GPF-cum-Pension Rules of 1972, even if they change their organization. But, the faculty members joining the new Central Universities and institutions like IITs, IIMs and IISERs are being denied the benefit on the ground that these institutions were not in existence as on 31 December 2003. Further, the Cabinet decision that faculty members in the new institutions may be taken on deputation for a period of up to 10 years and during the period of deputation, these institutions may contribute their leave salary and pension contribution to their parent organization, is not helping the new Central Universities in attracting quality faculty because the rule of giving 10 years

of deputation to their teachers has not been adopted by many universities and institutions.

Brain drain within India: Earlier it was said that there was brain drain from India due to better job prospects. Now it has been started within India. It has been seen that due to the autocratic and arrogant nature of the heads of various Government institutions, many excellent faculty members are resigning from these institutions to join private universities because they have academic freedom there and also get better perks.

Location of the new institutions: Many newly established universities and institutions have been set up in remote areas keeping in mind the overall development of that area. But in reality, talented people do not want to work in these areas due to lack of basic facilities like transportation, education of their wards, medical facilities, etc. Also, those who

joined there at the level of say, Assistant Professor, would want to settle down in the bigger metros after working for a short period.

The main reason for the degrading quality of teaching and research in our universities is the poor quality of teachers. However, in many institutions, the dearth of new faculty is an outcome of a non-serious and dismissive attitude of the authorities themselves. It is time to rectify our recruitment process before it is too late to get qualified teachers. Otherwise, how we can get a place in the world global rankings.

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Is terrific curriculum vitae congruent to being a good scientist?

At the age of 32 Dr X, Ph D, appeared to have it all, enthusiasm, passion and confident brashness. Five years before, he had given up a comfortable yet unpredictable and somewhat challenging postdoctoral position abroad to become a senior scientist in a research institution in India, proposing to bring in firing new ideas, papers for the research institute and to take the academic world by storm.

The decision to switch jobs was not easy for Dr X, but his growing need for a stable life and a chance to make it big made him take the decision. Remarkably, everything had gone according to the plan, but why was this creative genius failing gradually then?

Today approximately, hundreds of Indian postdocs all over the world with the best of curriculum vitae (CVs) in hand come back to their homeland for good. Their publications in the most reputed journals fetch them the best possible positions in India. With a good credit history in terms of publications, experience and position in hand, what actually holds them back from making it big in India is a mystery? The reason may be the following.

Nowadays science is done in teams. Therefore, many functional laboratories abroad are doing cutting-edge science

and producing good papers, but with the contribution of the group as a whole rather than any individual. These papers no doubt add to the CVs of the postdocs, but this does not make them good scientists.

Authorities hiring such postdocs in India for R&D positions get carried away by the brilliant CVs and the presentations made by them of the work done in foreign laboratories. However, after acquiring positions in India, these postdocs are unable to do good work and produce excellent publications as independent investigators. Information about Indian researchers/scientists and who have published in top journals while working and staying in the country and not because of a mere carry over of their tenure-track or postdoctoral work abroad, supports the above findings. The scenario in India reveals that postdocs with good CVs are not preferred for higher positions in the industry compared to postgraduates or even graduates from the country. This is because though positions in the industry are no doubt lucrative, the research is mostly product-oriented and delivery is of paramount importance. In contrast, research in academia is much more open and independent. However, the problem surfaces because we joyfully embrace

publication bias. Novel and eye-catching science is the only virtue that is applauded. Promotion policies call for early and immediate action if one publishes in any of the top journals. Hence many scientists are eager to publish in such journals to get quick promotions. The increasing number of papers that are retracted from top journals raises questions about such policies.

Therefore, if CVs help in short-listing candidates for positions, interviewing should entail basis of experiments, that did not produce expected results for the theory that was conceptualized, and failed the postdoc's theory or hypothesis. This would encourage students pursuing their Ph Ds at present in understanding that knowledge in science is more important than acquiring research papers for the sake of good CVs. Thus, there is a need to redefine postdoctoral recruitments, especially for high-level positions in academia.

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