

Interaction-cum-Brain Storming Session

Suggestions of
Re-organization Committee

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RE-ORGANISATION COMMITTEE

1. **Prof. F. A. Bandy** **Chairman**
2. **Prof. T. A. S. Ganai** **Member**
3. **Prof. N. A. Ganai** **Member**
4. **Dr. M. K. Sharma** **Member**
5. **Mr. Gh. Jeelani Kanth** **Member**
6. **Mr Aslam Parvez** **Member Secretary**



*New Mantra for
Development*

Knowledge - the currency of 21st century

So build

Knowledge Society

to create

Knowledge Economy

*How to create
Knowledge Economy?*

Innovate

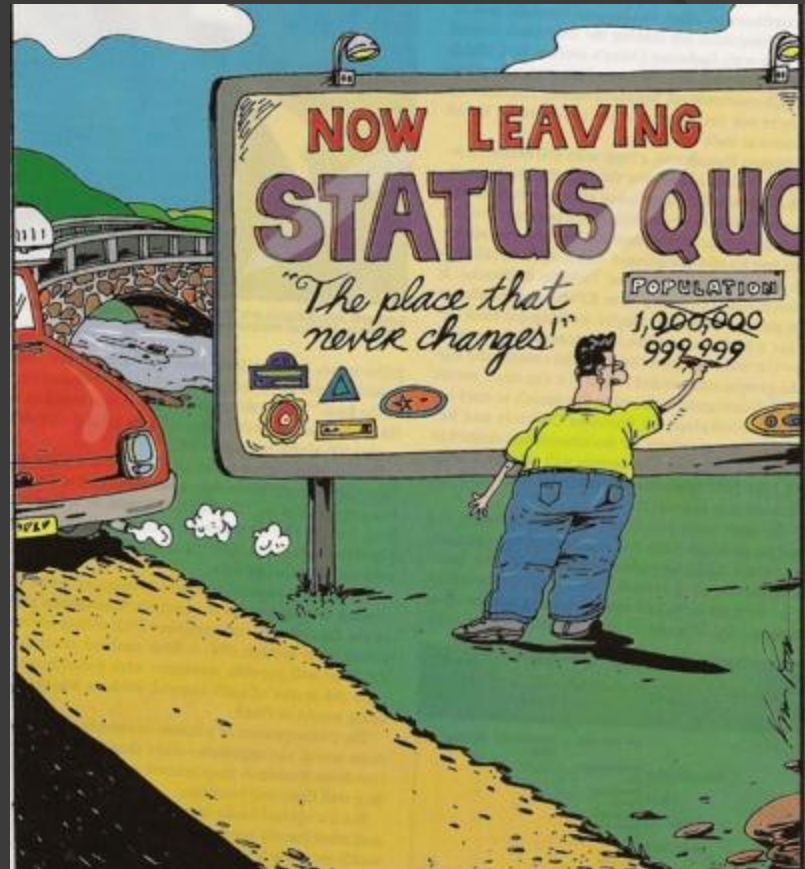
or else

Stagnate

Involve *to*

evolve ●

- Dynamism and growth manifest health of institution
- Staus Quo results in decline & decay



To break

Status Quo

Re-organise

to

Reform

Vision of Hon'ble Vice -Chancellor

RE-ORGANISE TO REFORM

Reform?	Change of an organization for the better
Why reform?	<p>To meet the expectations of society through</p> <ul style="list-style-type: none">• Result oriented Governance• through improved service quality• higher internal efficiency• transparency and• Accountability
Degree of reform expected?	Radical change or transformation
What do we intend to change in re-organisation?	Improvement in work culture with inclusive growth

THE PARADIGM SHIFTS NEEDED ARE :

- **Production revolution to Quality revolution.**
- **Commodity to Integrated commodity.**
- **Mono-disciplinary to Multi-and Inter-disciplinary.**
- **General technology to Precision technology.**
- **Supply driven to Market driven.**
- **Production security to Quality security**
- **Food security to Nutritional Security**

REPORT ON RE-ORGANISATION

- ▶ Re-structuring of Different units of SKUASTK
- ▶ Academics
- ▶ Administrative
- ▶ E-governance
- ▶ Accountability
- ▶ Transparency



A. RESTRUCTURING OF DIFFERENT UNITS

Activity	Changes suggested	Justification
Consolidation of UG & PG faculties at one place	<p>The UG & PG departments of all faculties should be at one place viz</p> <ul style="list-style-type: none">• Veterinary sciences at Shuhama• Fisheries at Rangil• Agriculture & Horticulture at Wadura• Division of Environmental Sciences should be part of the Faculty of Forestry / Agriculture / Basic Science	<ul style="list-style-type: none">• Saving of funds to reduce the burden on university exchequer.• To avoid creation of similar facilities at different location.• Judicious use of resources like libraries, laboratories and expertise of the faculty.• To meet the modern trends of science Forestry and Environmental Sciences are largely inter-related. It will help for judicious use of human resources and demand of society.

CONTINUED.....

Activity	Changes suggested	Justification
Division of Estates	<ul style="list-style-type: none">• Out-sourcing of major civil works viz auditorium, new faculty buildings• Strengthening of the Estates Division through induction of more technical manpower for timely execution of works etc.	<ul style="list-style-type: none">• It will help timely completion of works, reduce cost escalation, reduce burden on Estates division.• The works programme of the university is spread at different locations and no sufficient supervisory staff is made available which results in poor quality work.
SKUAST Press	Strengthening Press to make it self sustaining and revenue generating unit.	<ul style="list-style-type: none">• It will save a huge expenditure being incurred by the University on publication outside State, which otherwise is audit objectionable.• The facility will help to generate revenue in case services extended/offered to other government concerns /agencies.

CONT.....

Transport Section /Automobile Workshop	<ul style="list-style-type: none">• Strengthening of automobile workshop through induction of expert/experienced manpower, and machinery on modern lines for repairs and maintenance of the university vehicle.	<ul style="list-style-type: none">• The university has considerable number of large and medium size vehicle.• The workshop established at the main campus is deficient of experienced staff and adequate facilities.• To make the workshop more vibrant and workable.
	<ul style="list-style-type: none">• All the vehicles (except officers vehicles) should be pooled at one place (Transport section) for day-to-day deployment.	
	<ul style="list-style-type: none">• The services of staff concerned (Drivers) to be manned by the Head of the section.	
	<ul style="list-style-type: none">• More Staff buses should ply as per requirement in each faculty	

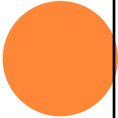
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Medical Facility	<ul style="list-style-type: none">• Up-gradation of medical facilities at all the faculties.• Adequate staff to be provided in the dispensaries.• One ambulance at each faculty be made available to meet the exigency.• Availability of the staff for 24 x 7 and special allowance as in hospitals should be considered for the staff concerned.	
Residential facilities	Residential facilities for staff	The university has resident instructions program and the facilities available in the campus are insufficient. The residential quarters should come up as per the requirement for teaching/non-teaching staff at each faculty.
Guest House	<ul style="list-style-type: none">• Construction of more Guest House• One post of Manager Guest house should be created.• Adequate staff should be provided for running and maintenance• The Guest House at the main campus is short of space.• A few more Guest Houses with different nomenclatures viz International Guest House, should come up in the campus which will accommodate a sizeable number of guests visiting the university at different occasions.• .	

REORGANIZATION OF RESEARCH FARMS

<p>In-charge Farms</p>	<p>Associate Research Director (equivalent to Professor-cum-Chief Scientist) should be in-charge of farm/station. If post is not available, one post of Assoc. Professor need to be upgraded.</p>	<p>For efficient research management to address the need based problems in agriculture.</p>
<p>Evaluation of Farm activities</p>	<ul style="list-style-type: none"> • Constitution of Evaluation & Monitoring Committee, and • Farm Advisory Committee for each station / Farm 	<ul style="list-style-type: none"> • To identify priority areas for research and extension for the respective farm/station and monitor their progress.
<p>Strengthening of farms</p>	<p>Resource mobilization for Modernization of farms and Infrastructural development</p>	<ul style="list-style-type: none"> • Farms are the real seats to develop, demonstrate and disseminate technologies / germplasms

(B) ACADEMICS

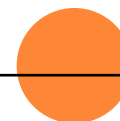
<p>Directorate of Resident Instructions</p>	<ul style="list-style-type: none">• Re-structuring at par with Directorate of Research.• Creation of post of Associate Director Resident Instructions for improving efficiency and speedy disposal of academic affairs concerning the Directorate	<ul style="list-style-type: none">• The enrolment of students over the period of time has increased manifold and new faculties have also come up. The staff strength is not sufficient to cope up with the workload.• Non-availability of such technical position delays the approval of Resident requirements, thereby delaying completion of degrees.
<p>Digitization of records</p>	<p>Digitization of academic records (grades, results through development of dynamic content management system (CMS) as part of the e-governance system.</p>	<ul style="list-style-type: none">• To improve efficiency and transparency• Less paper work• As an interface between faculties and DRI Office 

CONTI....

<h2>Academic Audit</h2>	<p>Creation of faculty-wise Expert Academic Audit Committee, with expert members of national and international repute</p>	<ul style="list-style-type: none">• For regular review the quality of education,• recommend the changes to bring world-class standards,• establish links with reputed academia and industry.
<h2>Centre of Excellences</h2>	<ul style="list-style-type: none">• Creation of Centres of Excellence in areas to be identified by the university on basis of:<ul style="list-style-type: none">•Niche area•Facilities and expertise available	<p>To build infrastructure and facilities for</p> <ul style="list-style-type: none">• HRD• Capacity Building• Address need based research challenges
<h2>Entrepreneurship Development Courses</h2>	<ul style="list-style-type: none">• Initiation of Structured Entrepreneurship Development Courses in different agricultural sectors	<ul style="list-style-type: none">• Prepare next generation to identify and maximise new opportunities in agriculture industry.• To attract the youth for agricultural (small and medium size) business units• To address the unemployment in the state.

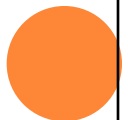
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ICT Education in	<ul style="list-style-type: none">• Introduction of e-learning for a real-time change in education technology.• Necessary resources (ICT infrastructure and human resource) to be created for the purpose.	<ul style="list-style-type: none">• FVSc has already hosted the first e-learning portal in veterinary sciences in the country under domain name www.starelearning.org• The expertise available can be extended to other faculties.
Faculty each discipline in	Annual Declaration of faculty for each discipline out of scientists / teachers available at different units/stations/KVKs of the university.	<ul style="list-style-type: none">• Help identifying resource personnel for each discipline• Help in course allotment• Help in Guide allotment

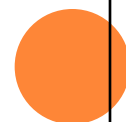


D) APPOINTMENT OF OFFICERS

<p>Directors</p>	<p>Appointment as per SKUAST Statutes on Tenure basis (not more than 05 years)</p>	<ul style="list-style-type: none"> • It stands adopted in this university which has been appreciated by one and all. • This will help to inculcate a sense of competitiveness and diversity of wisdom for improvement of the system.
<p>Dean</p>	<ul style="list-style-type: none"> • Associate Dean (Agril) should be upgraded to full-fledged Dean as in case of other faculties. • Appointment of Deans for all the faculties on tenure basis (not more than 03 years) 	<p>The selection/appointment of the Dean on tenure basis will help to provide more competitiveness and improvement of the system.</p>
<p>PP&MO</p>	<ul style="list-style-type: none"> • Criteria to be fixed for appointment • Tenure based appointment (3 years) • If a qualified person is not available, then University may prefer a depute from the Govt 	<p>Help in efficient planning and fund arrangements.</p>



Registrar	Appointment as per SKUAST Statutes on Tenure basis (not more than 05 years)	To increase efficiency, transparency and accountability of the system.
Comptroller	Criteria be laid for appointment from SKUASTK candidates (tenure based 3 years) viz. Qualified audit and accounts exams (required for the post of financial advisor / Chief accounts officer) Or A depute of the level of Director or equivalent from Finance department (tenure based 3 years).	The arrangement on deputation (period of stay to be specified) will help to make Finance of the university improved and more attractive besides getting it executed smoothly.
Head of the Division	<ul style="list-style-type: none"> • On rotation basis through selection within the discipline (3-5 years) • Selection to be made by local selection committee comprising of Directors and Hon'ble Vice chancellor 	<p>Help to identify the candidates with leadership and management qualities.</p> <p>Help in determining the suitability of the person as laid down in the statutes.</p>
Associate Director Research (AS)	<ul style="list-style-type: none"> • Re-designation as Additional Director Research (Animal Science) 	A move to decentralize for more effective research management in animal sciences and fisheries



(E) DELEGATION OF POWERS

Directors

Administrative powers:

- Trainings / Deputations of scientists within the country
- Appointment of Supporting staff in divisions /KVKs/ Stations by a Committee of 3 Directors, HoD, representative of Registry.

Financial Powers

- To be enhanced from Rs 40K to 1 lac
- **DRI:** Special budget at disposal of DRI for PG research.
- **DEE:** Presently divisions donot get any funding for extension activities,
- A suitable size of funds should be at disposal of DEE for effective implementation of Extension activities by Divisions.
- **DR:** A buffer amount of 20% out of ROC at the disposal of DR, in order to meet additional requirements of Divisions if any.

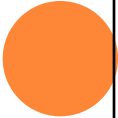
<p>Dean</p>	<p>Administrative</p> <ul style="list-style-type: none"> • Full administrative and financial powers with respect to UG & PG teaching • Co-ordinate the PG programme at the respective faculty 	<p>Financial powers To be enhanced from Rs 40 k to Rs 1.0 lac</p>
<p>Head of the Division</p>	<p>Financial powers to be revised substantially in view of the price escalation etc. for smooth functioning of the Divisional affairs.</p>	<p>Financial powers To be enhanced from Rs 20 k to Rs 50 k</p>
<p>Comptroller</p>	<p>Financial Management System in the university to manage the salaries of the staff at respective campus on the pattern of SKIMS.</p>	<p>To improve efficiency, reduce work load on accounts section,</p>



(F) RECRUITMENT POLICY

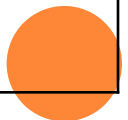
Directors, Deans, teaching/scientific staff	As per ICAR recruitment rules.	<ul style="list-style-type: none">• The rules governing this university for direct appointment are at variance with ICAR set up while as the rules for CAS are the same as per ICAR.• To encourage the scientists to compete at national level.
Non-teaching	As per SKUAST-K Statutes	■
Promotions/CAS	Within six months from the date of eligibility/implementation	<ul style="list-style-type: none">• To address the grievance of the employees (Teaching/Non-teaching).• To encourage the efficiency in the working.
Transfers	<ul style="list-style-type: none">• Uniform Transfers policy may be adopted.• Unwarranted deployments to be discouraged.	The change will improve the working efficiency

(G) E-GOVERNANCE

<p>e-governance</p>	<p>Introduce e-governance in the university.</p> <ul style="list-style-type: none">• Establish WAN to connect different units of the university through a common portal.• Establish WIFI at each campus.• Develop a dynamic CMS (Content Management System) for management of academic, research, financial affairs of the university.• Provide high support internet connectivity.• Support cyber extension of the university to reach the farmers.	<ul style="list-style-type: none">• To be a part of national e-governance plan.• Make all Public Services accessible.• Ensure efficiency, transparency and reliability of such services.• Help real time decision making. 
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(H) ACCOUNTABILITY

<p>Performance Evaluation of teaching/scientific staff</p>	<p>Benchmark for performance evaluation: Innovation and creativity in:</p> <ul style="list-style-type: none">• Teaching, research and extension• Teachers/scientists contributing significantly in the university development should be encouraged and rewarded suitably	<ul style="list-style-type: none">• Changes for the sake of reorganization and empowerment will be relevant and meaningful only if accountability is put in place.• Rewarding shall increase competitiveness among the employees.
<p>Non-teaching staff</p>	<ul style="list-style-type: none">• Timely file disposal.• Effective accounting and auditing.	



o **Thanks**

