

ROLE OF PARENT TEACHER ASSOCIATION (PTA) IN FACULTY RECRUITMENT AND ENRICHMENT

Objective: It is difficult to find guest faculty and inspire them to come and work in an institution as the salary paid is too poor. Owing to the financial crunch, the government has placed a full ban on the recruitment of human resources. Out of a total of 60 lecturer posts, 37 are empty, posing a challenge to academics. The Parent Teacher Association (PTA) decided to employ the temporary faculty on a contractual basis to ensure the continuity of the academic process and to retain the glory of the 'State of the Art' institution. Moreover UGC has deployed various terms and conditions for recruitment of guest faculty.

The Context: At the government level, the financial crunch depleted facilities in terms of labs, human capital and teaching aids. The state higher education directed the colleges to employ human capital on a contractual basis. Permanent lecturers share the workload in some of the departments. PTA proposed hiring lecturers to benefit students wherever the strength of students is more or no teacher is present. In various subjects, the qualified guest faculty is hard to get and more so if they are, they are not eligible. Being a govt. institution our college cater to vast rural area around so student strength is also not a problem. The guest faculty teachers are given full workload of a regular post are also expected to do all other academic as well as co-curricular duties.

The Practice: The College hires retired teachers or freshers on Contractual guidelines to teach either a full-fledged course or few selected add-on subjects. Extension lectures and seminars for which the payment is made out of PTA funds are given to the visiting faculty. Only with the PTA fund, the maintenance of labs, public services, teaching-learning aids, college campuses, buildings etc. carried out. The record is properly maintained and the records are audited and presented at the annual general assembly on a half-yearly basis. At the PTA-executive Meeting, the new projects with the recommendation of HOD / In charge are addressed in terms of their validity and then confirmed. The overall spending is carried out according to the government Instructions by forming an executing committee. A correct record is maintained by the committee and the entries are made in the stock registers., Any revenue generated is deposited in the PTA fund.

Evidence of success: Annual academic outcomes are an indicator of success. A significant number of students excelled, bagged top positions, succeeded in competitive examinations, made their mark in Professional Colleges and received admission to various institutions in PG courses. Being a govt. institution ,due to PTA we are able to provide education at nominal govt. fees to a wide variety of students. In Youth Festivals, the students excelled at state / national / international and at university and intervarsity level in cultural and heritage events and in sports

Problems faced and services required: Over the years, the disgruntled guest faculty tried to contact the court for an order to be permanently absorbed as Regular lecturers. But the decision was promptly made that the guest faculty could not be made permanent in this way. . How far can PTA-fund bear the burden of salaries of guest faculty teachers as the regular staff is retiring and staff crunch is there in colleges. Even the guest faculty are not mentally involved in other institutions' projects. It has been found that students are being unfairly taxed. The Govt should not take this arrangement for granted, which is in fact a prerogative of the government, should be looked after by the public. It is mainly intended to act as an adjunct, though. In order to make them feel part of the regular team, the serving guest faculty members should be rewarded and honoured at annual award-distribution functions.

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