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## Outline Of A Medical University-II

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A few suggestions are forwarded at this point to ensure quality of the envisaged medical university. First of all, to pick out the best academicians we have, to entrust and employ best agents who will have sufficient knowledge in the discipline for which the academicians are to be selected. Could we suggest that if no highly trained agents are found in a particular subject in this country, foreign experts, such as senior professors of the said subjects from prestigious universities are brought in for a short period to interview the prospective aspirants. As a short cut method a rule may be enforced which will make it sure that only highest-degree holders in a concerned subject gets the job of teaching that subject. Employing a person as a substitute if no such person is found may be done with a limited scope of promotion for that substitute up to a certain level but never to the highest position, which should be left vacant for an appropriate person. Universities abroad follow this rule.

As has already been said, unless an effort is made to improvise, spending decades without a sound knowledge in a discipline will not turn out one as an expert of that discipline merely with age. To seek out a good researcher we must see that the incumbent has good background knowledge of the subject matter of one's own published research work and also (s/he) has a certain number of publications in international journals of repute. There should be a reward

system for quality. Employment should be temporary for a certain number of years; for each faculty member and periodic evaluation of the quality of employed teachers (also by students) should be followed with tenure track to the teacher when appropriate. To accommodate and attract useful teachers in every department should be kept open, so that there could be more than one full professor if necessary.

Good laboratories with the latest equipment but which are only indispensable (avoiding redundancy) and good libraries with latest issues of at least a few prestigious journals are sine qua non for the prestige of an institution. Best but limited number of equipment which money can buy are also necessary for ensuring quality service to the largest number of recipients and for curative services. In all this, our aim should be the best buy, the best with the least expenditure. Those logistics, specially when costly but useful to only few should be left to donors when monetary strength is limited.

Facilities for national and international exchange of information and expertise should also be kept open.

A co-ordination committee should be developed to see that no duplication of offered courses occurs and the courses offered are commensurate to the objectives of diploma. A Co-ordination Committee should also be formed for each degree offered. These tasks should not be left to individuals. A rotatory departmental

chairmanship should be established. A competent body of faculty members should be formed for certifying eligibility of a degree to a student. The certifiers should have a higher or at least similar degrees to be the member of that body which is certifying the eligibility of that degree to a

student. To increase the number of such teachers the proposed university could select most brilliant of its students and arrange for higher degrees for them. Selection of which should be done on a competitive basis (we must remember that a blind cannot lead a blind).