

Dr.RathiraneeYogendrarajah
Head,
Dept. of Financial Management
University of Jaffna.
18.07.2018

The Vice Chancellor & Chairman of the Council
University of Jaffna.

Dear Sir,

Selection Interview for the Post of Lecturer (Probationary) in Financial Management:

I, Dr. RathiraneeYogendrarajah, Senior Lecturer & Head, Department of Financial Management wish to inform you that I got the information through 'right to information' that Prof.T.Velnampy, Dean/ Faculty of Management Studies & Commerce had given a wrong statement about me in the University Council meeting held in May 2018 regarding the selection interview for the Post of Lecturer (Probationary) in Financial Management which was held on 10.11.2017.The information given by him has been recorded in the minutes (the extracted page is annexed(Annexure I)).

I would like to bring the following to your kind attention because I have no voice in the Council.

1. The above selection interview was held on 10.11.2017, eleven candidates attended for the interview. The selection panel consists of six members who were Chairman (Vice Chancellor), Dean/Management Studies & Commerce (Prof.T.Velnampy), Senate Nominee (Prof. B. Nimalathan), Prof. V. Tharmaratnam and Prof. S. K. Sittampalam (Council members) and myself (Head/Financial Management). In addition to these members, the Deputy Registrar, Academic Establishment, Mr. Rajavisakan served as a convener of the interview. The final decision was not taken on that day since the Council nominees, Prof.V.Tharmaratnam and Prof.S.K.Sittampalam informed that they need time to study the documents which were dispensed them on the same day (10.11.2017). However, it was mentioned in the council minutes that Council nominees dissented. (it has been highlighted in the minutes). On that day Dean/Faculty of Management Studies

& Commerce decided to select the candidate who is in the 7th rank in the interview schedule. The candidate is in the 5th rank in the respective batch. I agreed to that decision without any counter argument with the panel members. The Council nominees observed and questioned “why did you call us if the faculty members can take decision yourself; why we are here?” And the Council nominees asked “don’t you want to develop your department?” Further, they emphasized that there was an outstanding candidate who passed out from Sri Jeyawardanapura University with 1st class honours with 3.83 GPA with professional qualifications (Completed CIMA and CFA). Prof. T. Velnamby said, that this candidate has no researches and the candidate No. 7 has adequate research papers. I also agreed with his decision because he published some research papers. The final decision was not taken and the panel decided to meet in another date to take final decision as the Council nominees expressed that they need sufficient time to study the applicants’ qualifications and suitability. Ultimately, I also looked for sufficient time to study the documents which were not given to me in time. I received the interview schedule on the previous day evening and I didn’t have opportunity to study the background of the applicants before interview which was held next day morning.

2. Usually, the files of applicants are sent to the Heads of the departments for their observation before calling for an interview. This practice was not followed properly for the above appointment and Dean/Management Studies & Commerce called me and requested to put my signature saying that the file must be sent to the establishment branch on that day itself. He compelled me to sign in the document in front of him and didn’t permit me to take the file to study the applicants’ suitability and educational background. As there were visitors including students at the Dean’s office, I didn’t like to dispute with him; I had to put my signature in the file at Dean’s office with the idea that I have another opportunity to study the details of the applicants when the interview schedule is sent before the selection interview. But the schedule also was sent to me in the last moment. This wrong practice was pointed out to the panel members by me when we met for the second time in the board room on 12.12.2017 and I thanked to the Chairman and the panel members to give the time to study the documents carefully and I was able to take a correct decision regarding this selection. Then, I informed to the panel that I agree with the decision of the two Council nominees, Prof. V. Tharmaratnam and Prof. S.K. Sittampalam. Therefore, Mr. Rajavisakan, Deputy Registrar /Academic Establishment

inculcated me and provided the mark sheet to change the rank and marks because my decision was changed. Prof.B.Nimalathan and Prof.T.Velnamby told that marks can't be changed, while the council members emphasized that the final decision was not taken on the first day, so panel members are able to change the decision which is best as per the careful study of the applicants' qualifications. So, I could change the marks and rank in my evaluation sheet returned by Deputy Registrar during the discussion of the panel. This practice is normally followed by the selection panel members when taking a final decision, marks are adjusted in their individual marks sheet after getting a consensus decision by the panel. **The same action had been done by me to take a fair and good decision in the selection panel.** I did not adjust the marks which were given by other panel members. If I made mistake in the selection panel, the Chairman, Council nominees and other panel members would have been pointed out it, because I followed the same practice which has been done in the past. You can diagnose the actual situation by observing the previous evaluation sheets and the relevant documents from the Academic Establishment. **I would like to get across my feeling that I had made this alteration to make a fair and good decision.**

3. After studying the selection interview documents I understood that a candidate (candidate no. 6 in the interview schedule) had research experience and was a professional researcher, working at USA based research institute providing research and consultancy service to the finance sector. She worked on special project which cover high yield investments and distress companies. These were the researches of the outstanding candidate and her researches are not published as they are confidential reports. On the first day interview, I didn't give marks for her research interest (part of performance in the interview criteria), but after studying the documents my impression changed and thus I had to alter the marks which were given for the criteria on research interest, on which was not considered on the first day. Further, the council nominees criticized the quality of the research papers which have been published by the candidate no. 7 (who was pushed to 1st rank by the Dean and the Senate nominee in the selection interview), but the Dean and senate nominee did not respond to them about this matter. The alteration was made by me in front of the Chairman and the chairman did not oppose for this. After studying the documents as per my point of view, I have changed only my marks on my marks sheet which was given by DR/Establishment. **The Council nominees, Prof.V.Tharmaratnam and Prof.S.K.Sittampalam are aware that the Chairman of the selection panel didn't**

oppose changing marks in the second panel. (You may verify the information from the above Council nominees)

3. Then, for a long time they did not call the panel and thus I requested the Vice Chancellor to make arrangement to meet the panel for making a final decision.
4. Third time, the panel met on 15.2.2018 and I submitted a letter to the panel members to take a final decision on that day itself (letter is annexed (Annexure II)). After a lengthy discussion the decision was not taken even in the third time. Further, the panel decided to call all the candidates who presented themselves at the interview on very first day (10.11.2017) with the same panel members.
5. The candidates were called to be present for an interview on 9th March 2018. Unfortunately the interview was not held on that day due to the strike of non-academic staff.
6. Meanwhile the term of the above council members lapsed and I have received a letter for the selection committee to meet on 24th May 2018. Since, no final decision had been taken by the selection committee; it has to be reported to the council for getting approval for conducting re-interview. But without council approval the re-interview was scheduled and I received a letter without previous information about the selection interview for the same candidates who appeared for the interview earlier. I was disappointed about this wrong practice, thus I wrote a letter to the Vice Chancellor through the Dean/ Management Studies & Commerce to take action on this regard that is procedurally correct (letter is annexed(Annexure III)).
7. The new council members who attended on that day raised questions why these issues were not reported to the council and expressed their dissatisfaction and, declined to hold the interview on that day and they suggested reporting the issues to the Council. Then the re-interview was cancelled and candidates were returned.

Further, I regret to inform you that my name is spoiled by the Dean of the faculty of Management Studies & Commerce by this wrong information. I have 30 years' experience in the academic career and served as part time sub warden, student counselor, Senior Treasurer of Students' Union, Treasurer of Jaffna Science Association, Part time Warden of Anandhacumarswamy Hostel, Programme Coordinator of BBM Online Degree Programme and Head of the department etc., and had no issues were created in my career. In last, most of our academic members desired me to become as a Dean of the faculty since I am a most

senior academic in the faculty, but in the election of Dean held in August 2017 I missed the chance by one vote and Prof.T.Velnamby was elected as the Dean for the 3rd time. **I would like to say that I had not made any fault intentionally and I attempted to bring the fair and justice in the selection.**

I also need to bring to your attention that my name was removed from the senate nominee for the selection committee of Department of Accounting for which the Head/ Financial Management was the senate nominee for last 7 years. I feel that this was intentionally made by the Dean of the faculty as there was a controversial issue in the selection of lecturer for Accounting in the last selection panel held in 2017 and I voiced for the justice and integrity.

I kindly request you to give opportunity to our staff members to give their views when Dean/ Management Studies bring any issues about them. Finally, I kindly request you to consider these issues in a fair and just manner.

Thank you.

Yours sincerely;

Dr.(Mrs)R.Yogendrarjah
Head/Financial Management

Copy to: (i) Council Members
 (ii) Former selection panel members