



[#IP 481 / 25 Nov - 1 Dec 2001](#)

Why don't we meet clever candidates at CSIR interviews?

One of the advantages of getting older is that one is more often on the right side of the table at an interview or selection committee meeting.



In the last twelve months I must have been a member of at least half a dozen selection committees, usually to choose a young scientist for a CSIR establishment. In most cases I have been bitterly disappointed by the performance of the candidates. I get the impression that many of them are incapable of giving even one intelligent answer.

We have discussed this question at some length with NAL colleagues. Are today's candidates really poorer than what some of us used to be? Is our education system to blame? Could we be asking the wrong kind of questions? Is the ambience of a selection committee meeting too intimidating? Or are we being just plain snobbish and pretending to be "superior" to the next generation?

For almost a decade now, I have been a weekend teacher at Bangalore University, usually teaching master's courses in computer applications. We must also have guided well over a hundred graduate and post-graduate projects at NAL. Our experience here has been quite different; I have often been amazed by the ability of my students and trainees and privately wondered if I had the mettle to be their teacher or guide.

How does one explain these widely conflicting experiences? There could be one straight, albeit uncomfortable, answer: the best young men and women don't choose CSIR as a career option! A second straight answer is that the best young people don't even choose science as a career option (although NAL would more often be looking for engineering students).

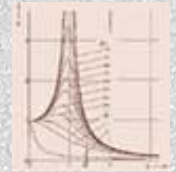
There is also a third possibility: CSIR's long-drawn recruitment procedures might be causing us to lose the more attractive talent; so by the time CSIR is ready to recruit the candidate he has already flown away or been grabbed by a rival organisation.

One way out for CSIR is to use the Internet and good database management systems to cut down, by weeks or months, the time involved in mailing, screening and constitution of committees. This is clearly feasible; in fact ADA has already introduced such a system. We are working on such an option at NAL too and the exercise is proving to be quite interesting. It also promises to improve the selection process itself! I suspect, though, that implementing such a system will be the real challenge.

Srinivas Bhogle

[Applying online seems to be a good idea](#)

NAL-UNI Course on Rotor Dynamics and Vibrations



The next course in the very successful NAL-UNI Lecture Series (the 17th in the series), on [Rotor Dynamics and Vibrations](#), starts on 12 December 2001.

The three-day lecture programme, co-ordinated by Dr V Arun Kumar of Propulsion Division, will take a comprehensive look at rotor dynamics in particular and vibration related topics in general. Several specific areas of rotor dynamics, with special emphasis on gas turbine rotors, are likely to be addressed in this course.

Participants wishing to register (all-inclusive course fee: Rs 3000) must contact Dr M D Deshpande, Convener, NAL-UNI Programme (Tel: 080-5279611; mdd@ctfd.cmmacs.ernet.in) or Mr M R Narasimha Swamy (Tel: 080-5271112, Fax: 080-5260862).

[List of UNI Lecture Series](#)

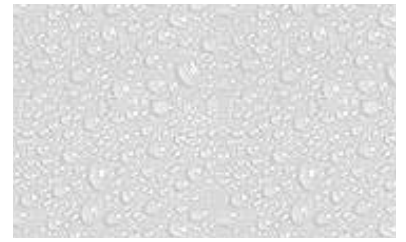
[A successful experiment is ending](#)

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[#IP 480 / 18-24 Nov 2001](#)

Seminar on

Women in Aerospace in India

13-14 December 2001

National Aerospace Laboratories
Bangalore 560 017



First circular

Second circular and Call for abstracts

Address all correspondence to

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[#IP 479 / 11-17 Nov 2001](#)

A passion to fly



The HANSA was seen flying quite frequently last week over NAL's Belur Campus. Nothing surprising about that because it is a special pleasure to fly the graceful trainer in the pretty November skies. What viewers on the ground could not see was that the aircraft was being flown by a young lady who has just turned 22!

Ramya Kirti Gupta of the Banasthali Vidyapith in Rajasthan was sitting in the cockpit alongside Wg Cdr P Ashoka, who, of course, knows the HANSA better than anyone else and who, as Ramya gushed, "is such a wonderful and affectionate teacher".



Ramya started gliding at the age of 13, graduated to powered aircraft a few years later and had her first solo flying experience on 21 February 1999 in a Cessna 152. She had completed over 62 flying hours (including over 27 solo flying hours) before she flew the HANSA. Now she has logged in almost 70 flying hours.

What one found especially admirable is the young lady's courage and confidence. When her flying instructor at the Banasthali Vidyapith first asked her to take over the aircraft control, he kept asking her if she was okay. "I am feeling fine, and enjoying it! Am I supposed to be nervous?", Ramya asked.

Flying the HANSA was a dream come true for Ramya. "I have flown the Cessna 152 and Cessna 172, but always wanted to fly the HANSA", Ramya said after her first flight. How did she find the HANSA flying experience? "Oh, I really liked it. The cockpit is so spacious and the visibility is so much better". Ramya also enjoyed flying in the Bangalore skies with its mix of blue and the clouds. "When I fly in Rajasthan, I rarely see clouds", she said.

Ramya is doing her M.Sc. in Computer Science and dreams of being a "pilot-scientist". "I would love to be a scientist, who can bring in her flying experience in aircraft design and development", she says.

There's a certain youthful passion for flying in Ramya which is very pleasing. Encouraged by her doting father (who is a scientist at CEERI, Pilani), this young pilot should certainly go places. "She's a good pilot, she's got what it takes", says Wg Cdr Ashoka. Ramya should be back in NAL three weeks later at Dr Prahlad's invitation to participate in the Seminar on Women in Aerospace in India being organised by NAL on 13-14 December 2001.

Srinivas Bhogle

[More about HANSA](#)

[Slide Show](#)

[HANSA Slide show](#)

#IP 478 / 4 - 10 Nov 2001

CPYLS is proving to be an excellent initiative



The CSIR Programme on Youth for Leadership in Science (CPYLS), which has now entered its third year at NAL, is turning out to be quite an excellent initiative. As in the past, 40 top ranking school children (with a parent or accompanying teacher) were invited to spend two full days at NAL on 30-31 October 2001. These two days were spent attending special lectures by eminent scientists on science-related subjects (this year's speakers included Dr S V Subramanyam of IISc, Dr T G Ramesh of NAL and Dr G Prathap of C-MMACS) and visiting NAL's major R&D facilities.

The programme opened with a welcome speech by Mr M R Narasimha Swamy, Head, Technical Secretariat (who, together with Mr K V Prabhakara and his other colleagues, has been instrumental in ensuring the success of the CPYLS initiative at NAL). This was followed by the opening remarks by Dr T S Prahlad, Director, NAL, in which he explained the imperatives which led to this novel programme to cultivate a scientific temper among bright young scientists. Dr Prahlad also invited the students to pose "difficult and embarrassing" questions to the speakers (there were even prizes for the best question!).

Dr S V Subramanyam, who was this year's chief guest, delivered the first special lecture on the many faces of carbon (which contained a glowing anecdote of Sir C V Raman's kindness). Dr Ramesh's second lecture was about temperature sensors while Dr Prathap spoke on "Wandering around in a dark labyrinth -- the role of mathematics in science and engineering".

Dr S K Mallick, Head, HRD, CSIR, who was also present at this year's meeting, spoke of CSIR's proposed new initiatives under the CPYLS umbrella including a national science quiz with a grand final at Jamshedpur.

[Full report](#) [CPYLS-2000](#) [CPYLS-1999](#) [CSIR Scheme](#)

[Fourth year of CPYLS](#) [Fifth year of CPYLS](#)

[Half a decade of CPYLS](#)

[CPYLS - 2005](#)

Dr B K Parida's article in The Encyclopedia of Materials



A major reference work: *Encyclopedia of Materials: Science & Technology* has just been published by Elsevier Science. This monumental effort, spanning 11 volumes, includes an invited article by our colleague Dr B K Parida, of the Structural Integrity Division, titled Fatigue Testing Systems and Procedures.

Vigilance Awareness

The valedictory function of NAL's "Vigilance Awareness Week 2001" had a very distinguished guest: Mr H T Sangliana, IPS, who has just taken over as Bangalore's Police Commissioner.

Mr Sangliana has an enviable reputation for being an upright and capable police officer, and the S R Valluri Auditorium was packed with colleagues who perhaps expected a tough and no-nonsense speech from this highly respected officer. Instead, we heard a very charming (and witty) lecture from a gentleman who could perhaps have become an equally gifted evangelist,

Explaining how corruption was born out of greed ("usually of the people closest to us"), Mr Sangliana explained how the fear of God can help us conquer the evil of temptation. The Police Commissioner narrated several anecdotes from his professional life where he was exposed to temptations (from shopkeepers, civil engineers and even lorry drivers), and successfully fought them off. His experiences during Mrs Indira Gandhi's comeback election at Chickmagalur, and the occasion when he asked a Karnataka Chief Minister "to pay up Rs 75" were wonderfully recounted.

[Vigilance Awareness](#)

[A scintillating lecture](#)

[The importance of probity](#)

[NAL celebrates the Vigilance Awareness Week 2004](#)

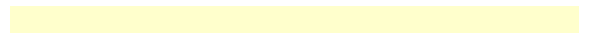
[NAL Vigilance Awareness Week 2005](#)

Dr Prashant Goswami's distinction



This year's list of Shanti Swarup Bhatnagar Medal winners contained a pleasant surprise for all of us at NAL and C-MMACS. Dr Prashant Goswami, Scientist, C-

MMACS, is one of the 10 recipients of the 2001 S S Bhatnagar awards. Dr Goswami, who has successfully used neural networks at C-MMACS to make monsoon predictions, has been chosen for his contributions to "earth, atmosphere, ocean and planetary sciences".



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