

the profession only after they have unsuccessfully attempted to find work in government, NGOs or the private sector. The main reason for their dissatisfaction is low pay.

Most teachers and academics are politically active and more inclined to speak out on issues than government and private sector employees.

Structure

Although the University of Nepal is an autonomous institution, the Ministry of Education exercises indirect control by appointing its senior administrator, the Vice Chancellor. The Vice Chancellor is supported by the Registrar.

In 1994, the Vice Chancellor was responsible for 55 university campuses and 134 private campuses throughout Nepal, all of which were affiliated with the central university.

Political interference in promotions, foreign study tours, overseas training and deputations to lucrative positions is common.

Perspective of your partner

In some ways the perspective of your partner is similar to that of the technical professionals. For example, some teachers and professors feel superior because society holds them in such high esteem.

Attitudes toward you

Generally, your teaching and academic partners will be positive and respectful toward you if you are a subject matter specialist from whom they can learn. The older you are and the higher your professional status, the more they will respect you.

Although they may regard your suggestions for managerial change as interference and resist them, they are likely to soak up your academic advice, regarding it as the latest in the field.

Your academic partners will expect you to provide such fringe benefits as overseas training and education, study tours and short-term consulting and research assignments.

Suggested approach

You should respect your partner's age and status and vary your approach accordingly.

While teachers under 45 years of age are generally open to new ideas, you will have to invest time to establish a trusting relationship with them before introducing new ways of doing things. You should begin by clarifying your expectations of them, and theirs of you.

Many older teachers and academics will be skeptical of you and your