**The Policy of Transparency, Meritocracy, & Accountability**

**Lends to Credibility**

**Transparency:**

Transparency is not just a concept but a cornerstone of trust. The Cambridge Dictionary defines transparency as a [situation](https://dictionary.cambridge.org/dictionary/english/situation%22%20%5Co%20%22situation) in which [*businesses*](https://dictionary.cambridge.org/dictionary/english/business%22%20%5Co%20%22business), *governments* and their *agencies,* *educational institutions*, and [*financial*](https://dictionary.cambridge.org/dictionary/english/finance%22%20%5Co%20%22financial)[*activities*](https://dictionary.cambridge.org/dictionary/english/activity%22%20%5Co%20%22activities) are conducted [**openl**](https://dictionary.cambridge.org/dictionary/english/open%22%20%5Co%20%22open)**y** and without [**secrets**](https://dictionary.cambridge.org/dictionary/english/secret)**.** This open conduct instills confidence in the public, assuring them that honesty and fairness are being practiced. We must balance this transparency with respect for individual privacy.

At the NLS, we are entrusted with the responsibility of transparency. We must guard our *actions*, *conduc*t, and *behavior*, as every move we make is scrutinized. Our students, staff, and colleagues form opinions about us based on our transparency. We must ensure that these opinions reflect our commitment to honesty and fairness in letter and spirit.

L**eading by example** is not just helpful; it's inspiring. Small steps can have a significant impact when it comes to leading by example. Here are some of the fundamental things we could make use of:

* Suppose the class starts at 9:00 AM. **I** must be standing on the podium at 9:00. No traffic or another flimsy excuse must be offered either by **me** or entertained by the students.
* **Discipline** is a tool and critical to effective learning and leadership. It starts with us, the teachers, and ends with us. By maintaining discipline, we empower ourselves and our students and set a standard for leadership within our institution.
* **Favoritism** kills legitimacy. Students are young but are intelligent and intuitive. They can see the practice of playing favoritism from miles away. We must strive to curb this practice and work hard to promote meritocracy.
* NUST Law Department has gained a good reputation, especially in “Moot Competitions.” Some students have had the opportunity to travel to different countries. At the same time, it is a badge of honor for the participating students, the law department, and the University. However, it has also created resentment, negativity, and feelings of favoritism amongst some students and some parents.
* The only thing we must do is conduct our affairs openly and transparently.
* **Hope in the darkness –** We, as teachers, can and must be the hope in this darkness!

**Meritocracy:**

 One of the most memorable quotes of Singapore’s Prime Minister Lee Kuan Yew is: “I always tried to be correct, not politically correct.” This is wisdom, especially in our situation. People can differ and have every right to do so. This quote is very relevant and directive to our context as follows:

“Let me start with how we give our young the best possible start in life. So that **anyone who works hard will have a chance to succeed, regardless of starting point or family background.** Because this is what meritocracy in Singapore is about.” *– Prime Minister Lee Hsien Loong at the National Day Rally in 2019*.

*At the NLS, we are committed to promoting the merit-based advancement of every student, regardless of race, gender, and ethnicity!*

**Accountability:**

 One of the basic definitions of accountability is that “Accountability means being held answerable for accomplishing a goal or assignment. Accountability is an assurance that an individual or organization is evaluated on its performance or behavior related to something for which it is responsible.

At NLS, we strive to be above board in our words and actions. We are all accountable for our actions. Our accountability starts with and finishes with ourselves.