

PC/UGC-2/2018

24/03/2018

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg
New Delhi – 110002

Sir,

Sub: Submitting feedback, comments and suggestions on the UGC Regulations (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018.

Ref: UGC Public Notice No: F 1-2/2017/CEC/PS) dtd: 9th February 2018.

With reference to the above, I am submitting herewith the feedback, comments and suggestions on the UGC Regulations (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018.

These has been obtained by holding an Open Forum on the draft regulations by us on 20th February 2018 at Farook College, Kozhikode, Kerala, which was attended by various stakeholders like Principals, College Managers, Teachers, Students and Parents. Request you to kindly incorporate these while finalising the Regulations.

Thanking you

Yours faithfully,

(sd)

Dr. M. Usman
(President)
Kerala Principals Council

Encl: As above

THE COUNCIL OF PRINCIPALS OF COLLEGES IN KERALA

(The Kerala Principals' Council)

Feedback/Suggestions/Comments on the UGC Regulations (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018.

Sl. No.	Regulations (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018	Feedback/Suggestions/Comments
1	Page No: 6 II Associate Professor: Eligibility Sub clause iii	<i>Sub clause iii may be changed to :</i> A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer reviewed/UGC listed journals/ISBN Books and a total research score of Seventy Five (75) as per the criteria given in Appendix III, Table 2
2	Page No: 7 III Professor Eligibility Sub clause (i)	<i>Sub clause (i) may be changed to :</i> An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 research publications in the peer reviewed/ UGC listed journals/ISBN Books and a total research score of 120 as per the criteria given in Appendix III, Table 2.
3	Page No: 8 Add a sentence on mode of appointment of College Principal after sub clause (iii) on qualifications.	<i>Add this sentence on the mode of Appointment of College Principal in Page No. 8 :</i> The college Principal shall be appointed by direct recruitment with selection committee as per these regulations or by promotion of candidate possessing qualifications as per these regulations without selection committee under seniority cum fitness norms of the affiliating university.
4	Page No: 8 B. Tenure	<i>This clause on the appointment of Principal by Tenure is to be dropped as it is against the service rules existing in different states.</i>
5	Page No:9 III Professor A. Sub clause (i)	<i>Sub clause (i) may be changed to:</i> An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions with a minimum of 6 research publications in the peer reviewed/UGC listed journals/ISBN Books and a total research score of 120 as per Appendix III, Table 2.

6	Page No: 11 III Professor A. Sub clause (i)	<i>Sub clause (i) may be changed to:</i> An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization with a minimum of 6 research publications in the peer reviewed/ UGC listed journals/ISBN Books and a total research score of 120 as per Appendix III, Table 2.
7	Page No: 13 III Professor A. Sub clause (i)	<i>Sub clause (i) may be changed to:</i> An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research at doctoral level, with outstanding performing achievement in the field of specialization, a minimum of 6 research publications in the peer reviewed/ UGC listed journals/ISBN Books and a total research score of 120 as per Appendix III, Table 2.
8	Page No: 18 B.	<i>Clause B. may be changed to:</i> An Asian game or commonwealth games medal winner who has any post graduate degree.
9	Page No: 19 Clause B.	<i>Clause B. may be changed to:</i> An Olympic games/ world cup/ world Championship medal winner who has any post graduate degree.
10	Page No: 20 5.1 Selection Committee composition I Assistant Professor in the University	<i>Add as item No: 7</i> 7. One member of the Syndicate/Executive Council of the University who is a teacher above the level of Assistant Professor by at least one level to be selected by the Syndicate/Executive Council of the University.
11	Page No: 21 Sub clause (b)	<i>Sub clause (b) may be changed to:</i> At least five members including two outside experts and at least one teacher member of the Syndicate /Executive Council shall constitute the quorum.
12	Page No: 21 II Associate Professor in the University	<i>Sub clause (vii) to be added:</i> vii. One member of the Syndicate/Executive Council of the University who is a teacher above the level of Associate Professor by at least one level to be selected by the Syndicate/Executive Council of the University.
13	Page No: 21 II Associate Professor in the University Clause (b)	<i>Clause (b) may be changed to:</i> At least five members including two outside experts and at least one teacher member of the Syndicate /Executive Council shall constitute the quorum.
14	Page No: 21 III Professor in the University	<i>Sub clause (vii) to be added:</i> vii. One member of the Syndicate/Executive Council of the University who is a teacher equal/above the level of Professor selected by the Syndicate/Executive Council of the University.

15	Page No: 21 III Professor in the University Clause (b)	<i>Clause (b) may be changed to:</i> At least five members including two outside experts and at least one teacher member of the Syndicate /Executive Council shall constitute the quorum.
16	Page No: 22 IV Senior Professor	<i>Sub clause (vii) to be added:</i> vii. One member of the Syndicate/Executive Council of the University who is a teacher equal/above the level of Professor selected by the syndicate/executive council of the University.
17	Page No: 22 IV Senior Professor Clause (b)	<i>Clause (b) may be changed to:</i> At least five members including two outside experts and at least one teacher member of the Syndicate /Executive Council shall constitute the quorum.
18	Page No: 22 V. Assistant Professor in Colleges including Private Colleges Clause (a)	<i>Clause (vii) may be added to clause (a):</i> vii. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, one member chosen by the educational agency, from among the officers of state Govt. of the category of Secretaries of Govt. or District Collectors providing however that if for any reason the Govt. consider that the officer chosen by the educational agency cannot be deputed to the committee, the educational agency shall choose another officer from among the same categories.
19	Page No: 23 Clause (b)	<i>Clause (b) may be changed to:</i> (b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject experts shall be present. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, the quorum shall be six with the presence of State Govt. nominee as specified in sub clause (vii) above.
20	Page No: 23 & 24 (Selection committee of Associate Professor in colleges including Private Colleges) Clause (a)	<i>Sub clause (vii) may be added to clause (a):</i> vii. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, one member chosen by the educational agency, from among the officers of state Govt. of the category of secretaries of Govt. or District Collectors providing however that if for any reason the Govt. consider that the officer chosen by the educational agency cannot be deputed to the committee, the educational agency shall choose another officer from among the same categories (applicable for Direct recruitment of Associate Professor only).
21	Page No: 24 Clause (b) on quorum for meeting of selection committee for the post of Associate Professor in colleges including Private colleges.	<i>Clause (b) may be changed to:</i> (b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject experts shall be present. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, the quorum shall be six with the presence of State Govt. nominee as specified in sub clause (vii) above (applicable for Direct recruitment of Associate Professor only).

<p style="text-align: center;">22</p>	<p>Page No: 24 Insert a section on : Professor in Colleges including Private Colleges.</p>	<p><i>Add a new section on:</i> The selection committee of Professor in colleges including private colleges. (a) The Selection Committee for the post of Professor in Colleges including Private Colleges shall have the following composition:</p> <ol style="list-style-type: none"> i. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee. ii. The Principal of the College. iii. The Head of the Department of the concerned subject from the college. iv. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert. v. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College. vi. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category. vii. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, one member chosen by the educational agency, from among the officers of state Govt. of the category of Secretaries of Govt. or District Collectors providing however that if for any reason the Govt. consider that the officer chosen by the educational agency cannot be deputed to the committee, the educational agency shall choose another officer from among the same categories (applicable for Direct recruitment of
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		<p>College Professor only).</p> <p>To constitute the quorum for the meeting, five of which at least two must be from out of the three subject experts shall be present. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, the quorum shall be six with the presence of state Govt. nominee as specified in sub clause (vii) above (applicable for Direct recruitment of College Professor only).</p>
23	<p>Page No: 24</p> <p>VII. College Principal A. Selection Committee Clause (a) on selection committee for the post of College Principal</p>	<p><i>Sub clause (vi) may be added :</i></p> <p>vi. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, one member chosen by the educational agency, from among the officers of state Govt. of the category of Secretaries of Govt. or District Collectors providing however that if for any reason the Govt. consider that the officer chosen by the educational agency cannot be deputed to the committee, the educational agency shall choose another officer from among the same categories (applicable for Direct recruitment of College Principal only).</p>
24	<p>Page No: 24</p> <p>VII. College Principal A. Selection Committee Clause (b) on quorum</p>	<p><i>Sub clause (b) may be changed to :</i></p> <p>(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject experts shall be present. In the case of Govt. aided colleges which have entered in to Direct Payment Agreement with the State Government, the quorum shall be six with the presence of State Govt. nominee as specified in sub clause (vii) above (applicable for Direct recruitment of College Principal only).</p>
25	<p>Page No: 24</p> <p>VII College Principal Clause (d) on tenure of appointment of College Principal</p>	<p><i>This clause (d) on the appointment of Principal by tenure is to be dropped as it is against the service rules existing in different states.</i></p>
26	<p>Page No: 24</p> <p>B. External Peer Review Committee</p>	<p><i>The section on B. External Peer Review Committee is to be dropped.</i></p>
27	<p>Page No: 39</p> <p>7.0SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:</p> <p>7.1 PRO-VICE-CHANCELLOR:</p>	<p><i>Clause 7.1 may be modified as:</i></p> <p>The Pro-Vice Chancellor shall be a whole time Professor of the University/College Principal in Professor's grade/Professor under any of its affiliated colleges.</p>
28	<p>Page No: 39</p> <p>7.3.VICE CHANCELLOR Clause i</p>	<p><i>Clause i may be changed to:</i></p> <p>Clause i. Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should</p>

		be a distinguished academician, with a minimum of ten years of experience as Professor in a University system or ten years of experience as Principal in a Government/Aided college in the Professor's Grade or ten years of experience in an equivalent position in a reputed research and / or academic administrative organization.
29	Page No: 39 7.3.VICE CHANCELLOR Clause ii	<i>Clause ii may be changed to:</i> Clause ii. The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public Notification or nomination or a talent search process or in combination. The members of the above Search Committee shall be persons of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. The following shall be constitution of the search committee a) A nominee of the Visitor/Chancellor, who should be the chairperson of the committee b) A nominee of the Chairman, University Grants Commission. c) A nominee of the Syndicate/Executive Council/Board of management of the University who should be a distinguished academician not below the rank of a University Professor or equivalent position, not connected with the University. While preparing the panel, the search committee must give proper weightage to academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance to be given in writing along with the panel to be submitted to the Visitor/Chancellor.
30	Page No: 51 15.0 WORKLOAD Insert clause 15.3	<i>Insert clause 15.3</i> 15.3. The teaching and practical hours in post graduate courses in Universities and Colleges shall be counted as equal to 1.5 hours of class room teaching and practicals in under graduate courses for the calculation of workload. ie. one hour of class room teaching and practical in post graduate courses will be equal to 1.5 hours of class room teaching and practicals in under graduate courses.
31	Page No: 73 Appendix III Table 1 Assessment Criteria and Methodology for University/College Teachers Sl. No. 2 of Activity clause (a)	<i>Clause (a) may be modified as:</i> Clause (a). Administrative responsibilities such as Member of Syndicate/ Senate/ Academic Council, Chairperson of Board of Studies, Chairperson of Board of Examinations, Head, Chairperson/Dean/Director/Coordinator, Warden etc.
32	Page No: 75 Table 2 Assessment Criteria and Methodology for University Teachers (Academic/Research)	<i>The title of Table 2 may be changed to:</i> Table 2. Assessment Criteria and Methodology for University/College Teachers (Academic/Administrative/Research)

33	<p>Page No: 76</p> <p>Add a new item Sl. No. 7 namely, Administrative Activities (common for all faculties)</p>	<p><i>Add a new item as Sl. No. 7:</i></p> <p>7. Administrative Activities Experience as Member of Syndicate/Senate/Academic Council/College governing body</p> <p>Experience as HoD/Chairperson/Dean/Director/Coordinator/Warden Etc</p> <p>Experience as Chairperson of Board of Studies/Board of Examinations</p> <p>Experience as NSS Programme officer/NCC Officer</p>	<p>02/years</p> <p>02/years</p> <p>02/year</p> <p>02/year</p>
34	<p>Page No: 77</p> <p>Note: Modify the last sentence</p>	<p><i>The last sentence of the Note in Page No. 77 may be modified as:</i></p> <ul style="list-style-type: none"> • The research score shall be from the minimum of 3 categories out of 7 categories. 	
35	<p>Page No: 78</p> <p>Table: 3 A Criteria for Short listing of candidates for Interview for the Post of Assistant Professors in Universities</p> <p>Sl. No. 1 Academic Record Graduation</p>	<p><i>Sl. No. 1 Academic Record</i> <i>Graduation may be modified as:</i></p> <p>Graduation (Only if graduation is in the same subject of post graduation)</p>	
36	<p>Page No: 79</p> <p>Table: 3 B Criteria for Short listing of candidates for Interview for the Post of Assistant Professors in Colleges</p> <p>Sl. No. 1 Academic Record Graduation</p>	<p><i>Sl. No. 1 Academic Record</i> <i>Graduation may be modified as:</i></p> <p>Graduation (Only if graduation is in the same subject of post graduation)</p>	

(sd)

Dr. M. Usman

(President)

Kerala Principals Council

Nilambur
24/02/2018