



# KERALA PRIVATE COLLEGE MANagements' ASSOCIATION

(Registered under Travancore-Cochin Literary Scientific & Charitable Societies' Registration Act XII of 1955 Reg.S.No.Tr.12 of 1960, 03-05-1960)

E mail : kpcma1960@gmail.com

## PRESIDENT

**Dr.M.E.Kuriakose**  
Secretary,  
M.O.C Colleges,  
Catholicate Aramana,  
Devalokam (Po),  
Kottayam-686 004  
Mob.9447101513

## GENERAL SECRETARY

**Dr.M.Usman**  
V/427 Camp Office,  
Schoolparamba,  
Pazhamallure (Po)  
Malappuram Dt.676 506  
Mob.9447255581

## TREASURER

**Rev. Sr.Dr.Vinitha CSST**  
Director,  
St.Teresas' College,  
Park Avenue, Marine Drive ,  
Ernakulam- 682 011  
Mob.9961441698

## VICE PRESIDENTS

- 1.Sri.G.Somarajan**  
Administrative Officer, S.N.Trust,  
Kollam-1  
Cell: 9846328700
- 2.Dr.P.A. Fazal Gafoor**  
President,  
M.E.S, Calicut-1  
Cell: 9847233800
- 3.Sri.P.A.Hilal Babu**  
Secretary & Manager  
M.S.M College,Kayamkulam  
Cell: 9846002725
- 4.Sri.C.P.Kunhimohammed**  
Manager,  
Farook College (Autonomous)  
Farook College (Po), Calicut.673632  
Cell: 9895099990

## JOINT SECRETARIES

- 1.Manager**  
Mar Ivanious College  
Thiruvananthapuram- 15
- 2.Fr.James John Mangalath**  
Principal,  
St.Thomas College,Palai- 686575  
Cell: 9447140857
- 3.Sri.O.Abdul Ali**  
Manager,  
KAHM Unity Womens' College  
Narukara (Po), Manjeri-676122  
Cell: 9895478080

## CHIEF ADVISOR

**Prof.R.Prasannakumar**  
(Former President KPCMA . Former  
Secretary,  
N.S.S.Central Committee of Colleges),  
MRA No.21, Mythri Nagar,  
Perunna East, Changanasery-686102  
Cell: 9847053040

No.KPCMA/UGC Draft 2025/1

Dated : 30-01-2025

To

Prof.Manish R.Joshi  
Hon.ble Secretary  
University Grants Commission  
New Delhi.110002.

Sir,

Sub: Submitting Feedback on 'Draft UGC (Minimum Qualification for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), 2025'.

Ref:UGC Public Notice No.F.6-1/2025 (Regulations Feedback dated 6<sup>th</sup> January,2025.

With Reference to the above, we are submitting herewith the feedback on the Draft UGC Regulations 2025, for your kind consideration and necessary action.

Thanking you,

Yours faithfully

General Secretary  
Kerala Private College Managements' Association



## **KERALA PRIVATE COLLEGE MANagements' ASSOCIATION**

**Feedback on Draft UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2025 (No. F.1-2/2017(EC/PS))**

### **Clause 2.0, Sub Clause viii in the Draft**

“External Subject Expert” means a renowned expert not below the academic level 14 in the subject who is not an employee or retiree from the Higher Educational Institution where the recruitment/promotion takes place;

#### ***This is to be replaced by:***

“External Subject Expert” means a renowned expert not below the academic level 13A in the subject who is not an employee or retiree from the Higher Educational Institution where the recruitment/promotion takes place;

### **Clause 3.0, Sub Clause 3.2 in the Draft**

If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D, the discipline/subject in which a candidate obtained Ph.D. shall be considered eligible for appointment as Assistant Professor, Associate Professor or Professor in that discipline/subject.

#### ***This is to be replaced by:***

If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D, the candidate must possess a Post Graduate Degree in the chosen subject for appointment as Assistant Professor, Associate Professor or Professor in that discipline/subject.

### **Clause 3.0, Sub Clause 3.3 in the Draft**

If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in NET/SET, the discipline/subject in which a candidate qualified NET/SET shall be considered eligible for appointment as Assistant Professor in that discipline/subject.

#### ***This is to be replaced by:***

If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) is different from the chosen discipline/subject in NET/SET, the candidate must possess a Post Graduate Degree in the chosen subject in which a candidate qualified NET/SET to be considered eligible for appointment as Assistant Professor in that discipline/subject.



### **Sub Clause 3.8 in the Draft**

Notable contributions to be considered by the selection committee for recruitment and promotion of university & college teachers are: (1)

Innovative Teaching Contribution; (2) Research or Teaching Lab Development; (3) Consultancy / Sponsored Research funding as a Principal Investigator or Co-Principal Investigator; (4) Teaching contributions in Indian languages; (5) Teaching-Learning and Research in Indian Knowledge System; (6) Student Internship / Project Supervision; (7) Digital Content Creation for MOOCs; (8) Community Engagement and Service; (9) Startup, as per the intellectual property policies of the HEI, registered with the Registrar of Companies (ROC) as a founding promoter, successfully raising funding through government, angel or venture funds to support the startup.

#### ***Additional contributions by the teachers to be considered:***

1. Programme Officer National Service Scheme
2. NCC Officer
3. IQAC Coordinator
4. Staff Advisor of Students Union
5. Hostel Warden/Provost
6. Chief Superintendent/Controller of University Examinations

### **Clause 4.1.1. Assistant Professor (Academic Level 10) in the Draft**

A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

or  
A PG degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC, CSIR, ICAR etc. or a similar test like SLET/SET

or  
A PG degree (NCrF Level 7; e.g. M.E., M. Tech.,) with at least 55% marks (or an equivalent grade).

#### ***This is to be replaced by:***

A UG degree (NCrF Level 6) with at least 75% marks and a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

or  
A PG degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC, CSIR, ICAR etc. or a similar test like SLET/SET

or  
A PG degree (NCrF Level 7; e.g. M.E., M. Tech.,) with at least 55% marks (or an equivalent grade).

***Further, The conditions for the award of Ph.D degree specified as per Clause 3.3, sub clauses (a), (b), (c), (d) and (e) of UGC Regulations of 18<sup>th</sup> July, 2018 as per No.F.1-2/2017(EC/PS) are to be made applicable here.***



**The following clause in the Draft in this context**

**“Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.”**

***To be replaced by:***

**“In the absence of candidates with the above qualifications, the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.”**

**Clause 4.1.II i) in the Draft**

A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

***This is to be replaced by***

A UG degree (NCrF Level 6) with at least 75% marks and a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

***Further, The conditions for the award of Ph.D degree specified as per Clause 3.3, sub clauses (a), (b), (c), (d) and (e) of UGC Regulations of 18<sup>th</sup> July, 2018 as per No.F.1-2/2017(EC/PS) are to be made applicable here.***

**The following clause in the Draft in this context**

**“Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.”**

***To be replaced by:***

**“In the absence of candidates with the above qualifications, the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.”**

**Clause 4.1.III i) Professor: (Academic Level14) in the Draft**

A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

***This is to be replaced by :***

A UG degree (NCrF Level 6) with at least 75% marks and a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

**Further, The conditions for the award of Ph.D degree specified as per Clause 3.3, sub clauses (a),(b),(c),(d) and (e) of UGC Regulations of 18<sup>th</sup> July, 2018 as per No.F.1-2/2017(EC/PS) are to be made applicable here.**

**The following clause in the Draft in this context**

**“Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.”**

**To be replaced by:**

**“In the absence of candidates with the above qualifications, the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.”**

**In the Draft**

**4.2.II. Selection Committee Composition for Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor (Academic Level 13 A) and Professor (Academic Level 14) in the colleges shall be the following:**

- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii) The Principal of the College.
- iii) Head of the Department.
- iv) Three external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names approved by the relevant statutory bodies of the affiliating university and recommended by the Vice-Chancellor.

**Note:** (1) Five members, including at least two external subject experts, shall constitute the quorum,

(2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor

(a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

(3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

(4) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher. A copy thereof shall be



deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

***To be replaced by the following:***

**4.2.II. Selection Committee Composition for Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor (Academic Level 13 A) and Professor (Academic Level 14) in the colleges shall be the following:**

- I. The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- II. The Principal of the College.
- III. Head of the Department.
- iv. Two external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names recommended by the Vice-Chancellor. In the case of colleges notified /declared as a minority educational institution, two nominees of the Chair person of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college.
- v. A State Government nominee not below the rank of Joint Secretary in the case of Government Aided colleges which has instituted an agreement with the respective state Government regarding the payment of salaries.

**Note:** (1) Four members, including at least two external members , shall constitute the quorum,

2.A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

3.To be deleted

4.To be deleted

**In the Draft**

**5.7. II. For Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Additional Librarian and Additional Director of Physical Education and Sports (Academic Level 14) in the colleges shall be the following:**



- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii) The Principal of the College.
- iii) Head of the Department.
- iv) Three external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names approved by the relevant statutory bodies of the affiliating university and recommended by the Vice- Chancellor.
- v) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

**Note:** Five members, including at least two external subject experts, shall constitute the quorum.

***This is to be replaced by :***

- i )The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii )The Principal of the College.
- iii )Head of the Department.

iv) Two external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names recommended by the Vice-Chancellor. In the case of colleges notified /declared as a minority educational institution, two nominees of the Chair person of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college.

**Note:** (1) Four members, including at least two external members , shall constitute the quorum,

(2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

**In the Draft**

**7.2 Tenure**

- i) A Principal shall be appointed for a period of five years, with eligibility for reappointment for one more term by following the procedure prescribed for selection of Principal. However,

she/he can serve as a Principal for only two terms in the same college.

- ii) After completing his/her terms as Principal, the incumbent shall rejoin his/her parent organization with the designation of professor and in the professor grade, provided he/she fulfills the eligibility criteria for professor.

***The above is to be replaced by:***

### **7.2 Tenure**

i) A College Principal shall be appointed for a period of five years either by direct recruitment or by promotion from among the eligible teachers under the educational agency, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the Educational Agency, constituted as per these regulations.

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- i) The Chairman of the Governing Body of the College who shall act as the Chairman of the Assessment Committee
- ii) Nominee of the Vice Chancellor
- iii) Nominee of the Chairman, University Grants Commission.

i.) The nominees shall be nominated from the Principals of colleges with Colleges with Excellence/Colleges with Potential of Excellence/Autonomous College/NAAC Grade A accredited colleges.

ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor.

### **In the Draft**

#### **7.3 Selection Procedure and Selection Committee:**

The Selection of the Principal shall be through an all India newspaper advertisement and by a duly constituted Selection Committee as per the provisions made under these regulations.

The Selection Committee for the post of Principal shall have the following composition:

- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii) One member of the Governing Body or equivalent statutory body of the college to be nominated by the Chairperson who shall be an expert in academic administration.





- iii) Three external experts nominated by the Vice-Chancellor of the affiliating university, out of the panel of names approved by the relevant statutory bodies of the university.

**Note:** (1) Four members, including at least two external experts, shall constitute the quorum, (2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities, is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee do not belong to these categories (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

***The above is to be replaced by:***

### **7.3 Selection Procedure and Selection Committee:**

It shall be open for the Educational Agency to appoint Principal by direct recruitment or by promotion from among the teachers under it. The selection of the Principal by direct recruitment shall be through advertisement as specified in the statutes of affiliating university and by a duly constituted Selection Committee as per the provisions made under these regulations. If the appointment of Principal is by promotion, the Educational Agency shall issue an internal notice/advertisement among the staff members and constitute a screening committee with the Chair person of the Governing body/his nominee and two external experts not below the grade of a University Professor/Principal of an aided affiliated college. The Chair person of the Governing body/his nominee shall act as the Chairperson of the screening committee.

The Selection Committee for the post of Principal shall have the following composition:

- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii ) Two members of the Governing Body or equivalent statutory body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
- iii ) Two external experts nominated by the Vice-Chancellor of the affiliating university, out of the panel of five names approved by the relevant statutory bodies of the university. In the case of colleges notified/declared as minority educational institutions, two external experts to be nominated by the Chairperson of the college governing body out of a panel of five names, preferably from minority communities recommended by



the Vice Chancellor from the list of experts approved by the governing body of the college.

- iv) A State Government nominee not below the rank of Joint Secretary in the case of Government Aided colleges which has instituted an agreement with the respective state Government regarding the payment of salaries.

**Note:** (1) Four members, including at least two external experts, shall constitute the quorum, (2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities, is to be nominated by the Chairman of Governing Body (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee do not belong to these categories

(3) To be deleted

#### **In the Draft**

### **10.0 Minimum Qualifications, Experience, Accomplishments, Selection Committee, and Selection Procedure for the Appointment of Vice-Chancellor in Universities.**

#### **10.1 Vice-Chancellor**

- i. A distinguished person possessing high academic qualifications and demonstrated administrative and leadership capabilities, strong alignment to constitutional values, strong social commitment, belief in teamwork, pluralism, ability to work with diverse people, with a flair for innovation and a global outlook in higher education, along with the overall vision of the institution and abilities to manage complex situations with a minimum of ten years of experience as (i) a Professor in an HEI or (ii) at a senior level in reputed research or academic administrative organizations or (iii) at a senior level in industry, public administration, public policy and/or public sector undertakings, with a proven track record of significant academic or scholarly contributions, shall be eligible to be appointed as Vice-Chancellor.
- ii. The selection for the Vice-Chancellor post shall be through an all India newspaper advertisement and public notification. Applications can also be sought through nomination or a talent search process by a Search cum Selection Committee.
- iii. The Chancellor/Visitor shall constitute the Search cum Selection Committee comprising three experts. The members of such Search-cum-Selection Committee shall be eminent persons with a proven track record of excellence (either Directors/Vice Chancellors or former Directors/Vice Chancellors of HEIs) and shall not be connected in any manner with the University concerned or its colleges. If the Vice-Chancellor or any member of the EC/Syndicate/ BoM/Equivalent body is an

applicant for the Vice-Chancellor's post, they have to recuse themselves from the meeting during the discussion of the agenda item wherein the nominee of the EC/Syndicate/ BoM/Equivalent body is to be decided. In case of violation, the applicant shall be disqualified as a candidate for the post of Vice-Chancellor.

iv. The following shall be the constitution of the Search cum Selection Committee.

a) a nominee of the Visitor/Chancellor, who shall be the Chairperson of the Search cum Selection Committee.

b) a nominee of the Chairman, University Grants Commission.

c) a nominee of the apex body of the university such as Syndicate/ Senate/Executive Council / Board of Management/ Equivalent Body of the University.

***To be replaced by:***

#### **10.0 Minimum Qualifications, Experience, Accomplishments, Selection Committee, and Selection Procedure for the Appointment of Vice-Chancellor in Universities.**

##### **10.1 Vice-Chancellor**

i .A distinguished person possessing high academic qualifications and demonstrated administrative and leadership capabilities, strong alignment to constitutional values, strong social commitment, belief in teamwork, pluralism, ability to work with diverse people, with a flair for innovation and a global outlook in higher education, along with the overall vision of the institution and abilities to manage complex situations with a minimum of ten years of experience as (i) a Professor in an HEI or (ii) at a senior level in reputed research or academic administrative organizations or (iii) a college Principal , with a proven track record of significant academic or scholarly contributions, shall be eligible to be appointed as Vice-Chancellor.

ii .The selection for the Vice-Chancellor post shall be through an all India newspaper advertisement and public notification. Applications can also be sought through nomination or a talent search process by a Search cum Selection Committee.

iii .The Chancellor/Visitor shall constitute the Search cum Selection Committee comprising three experts. The members of such Search-cum-Selection Committee shall be eminent persons with a proven track record of excellence (either Directors/Vice Chancellors or former Directors/Vice Chancellors of HEIs) and shall not be connected in any manner with the University

concerned or its colleges. If the Vice-Chancellor or any member of the EC/Syndicate/ BoM/Equivalent body is an applicant for the Vice-Chancellor's post, they have to recuse themselves from the meeting during the discussion of the agenda item wherein the nominee of the EC/Syndicate/ BoM/Equivalent body is to be decided. In case of violation, the applicant shall be disqualified as a candidate for the post of Vice-Chancellor.

iv .The following shall be the constitution of the Search cum Selection Committee.

- a) a nominee of the State Government in the case of State Universities /a nominee of Visitor/Chancellor in the case of other universities, who shall be the Chairperson of the Search cum Selection Committee.
- b) a nominee of the Chairman, University Grants Commission.
- c) a nominee of the apex body of the university such as Syndicate/ Senate/Executive Council / Board of Management/ Equivalent Body of the University.

[www.kpcma.org](http://www.kpcma.org)

E Mail: [kpcma1960@gmail.com](mailto:kpcma1960@gmail.com)

  
General Secretary  
Kerala Private College Managements' Association  
30/01/2025

