Minutes of the meeting of Stake Holders in Higher Education in Madurai Kamaraj University area jurisdiction (Madurai, Theni, Dindigul, Virudhunagar) regarding the formulation of New Education Policy – 2015 (twenty themes) introduced by Ministry of Human Resource Development, Government of India held on 03.11.2015 and resolved that

1. Governance reforms for quality in Higher Education:

- The State and Central Universities of the Country should be provided greater academic administrative and financial autonomy for starting of new and innovative courses in imparting Higher Education in all functional areas. Special reference may be made here to integrate the present system of education in business studies and come out with new courses-certificate courses, diploma courses, UG and PG degrees and research based courses. For example MBA in Big Data Analytics, Short-term Management cum Business Systems Programmes will be useful to the small and medium business enterprises in and around Madurai District.
- The need for revamping the affiliating system is imminent. The extent of accountability increases when the degree of transparency multiplies. It is also desirable to shift towards outcome based funding of public funded higher education institutions. The question of non-performing faculty members do not arise when the employable programmes are launched in this domain and there is a strong need for amendments with regard to operational autonomy in the University statutes.
- Selection for Vice Chancellor can be made from the eligible list of candidates created at the National level and State level.
- No intervention of third party shall be there in faculty appointments
- Existing norms related to probation can be followed for those who are already recruited. Five year probation can be thought of for the new recruits with provisions for termination within two years if they do not measure up to the expectations.
- Allocation of funds for education particularly for higher education has to be enhanced.
- De-bureaucratization of higher education is absolutely necessary for development.
- Transparency in appointments is needed
- Merit based placements are needed.
- Adopt tenure track positions.
- Present System of IQAC can be continued.
- Placement cells must be made more functional
- e-Governance to ensure transparency in administration.
- Head of Institution must be a good scholar with future vision
- Termination of teachers in higher education institutions is not warranted. On the basis of counseling, teachers performance may be improved

- e-Governance in a modern and dynamic administration by integrating Eadministration, E-education, E-resources and the larger E-society leading to good governance as a transparent, time tested approach needs to be adopted.
- Collaborative teaching and research in inter/multi-disciplinary needs to be increased
- Create independent quality assurance frameworks to address the quality deficit in the higher educational institutions. Setting up of an Internal Quality Assurance Cell (IQAC) is one such mechanism to ensure quality within the institutional framework and linking it with the standards set by the quality assurance agencies.
- A governance structure where in appointment of VC & Professors are through transparent and competitive process.
- Restructuring the existing regulatory bodies and relook at their multiplicity in a rationalized manner.
- Norm based funding of higher education rather than subjective demand based inspection governed funding. UGC is the main vehicle of routing funds to central and state Universities and colleges for funding. Adopting a norm based funding approach could be considered for improving efficiency in grant disbursals.
- Greater accountability through transparency for better governance structures in State Universities.

 Which of the following reforms will create better governance structures in State Universities?

Greater academic, administrative and financial autonomy

 Is it desirable to shift towards norm based and outcome based funding of public funded higher educational institution?

Yes, Research and academic based outcome

 What can be done to empower IQAC for internal assessment and accreditation exercise?

Complete online database management on each faculty member

 What institutional measures need to be taken to attract, recruit and retain exceptionally qualified faculty and also keep the equity focus?

Complete transparency.

Should VC's appointment be based on Search & Selection Committee

Yes

Should faculty appointment Committee have Third Party presence as Appraiser who
is to just to watch and give report?

Yes

 Should fees be enhanced to Rs.500/-p.m. when the expenditure is more than Rs.2000/- per person? This should be come along with waiver for needy students?

Yes Should colleges be autonomous administratively and financially?

Yes

Should colleges be allowed to frame their course work (Accredited) within the NEP.

Yes

2. Ranking of Higher Education Institutions and accreditations:

- The process of accreditation must be made objectively verifiable and transparent. To
 enable this in-depth interviews with students and teaching pedagogy is desirable.
 The focus should be more on programme accreditation and less on institutional
 accreditation.
- India should focus its resources on research universities, particularly liberal arts and social sciences so as to improve the country's position in the global rankings.
- Research and proper understanding of the changing global dynamics is needed for the betterment of the society.
- Knowledge-based research in social sciences can offer appropriate approach for the country's development.
- The process of accreditation can have periodical follow-ups to make the process more objectively verifiable and transparent.
- Both qualitative and quantitative aspects and regional variations have to be taken into account for assessment.
- Institutions may be encouraged to get certified for Quality Management System through International Standards like -ISO 9001:2008.
- NAAC may be continued.
- The Ranking of Higher Educational Institutions in India must be conducted in a transparent and genuine way so that the learners and teachers will be benefited in selecting institutions
- Accreditation shall be made mandatory for all higher educational institutions. On the basis of accreditation, more funds may be allotted to the higher education institutions.

Questions for discussion:

 Should India focus its resources on research universities, including liberal arts and social sciences so as to improve the country's position in the global rankings?

Yes

Should not India develop its own ranking system relying on indicators more suitable to
Indian situation as other ranking systems have heavy weight age for
perception/subjective factors in which Indian Universities lose out.

Yes, it should

 Accreditation has been made mandatory for all institutions (whether the institution is publicly funded or not)? Is this approach correct or not?

Yes

 How should we facilitate the process of accreditation to make the process more objectively verifiable and transparent?

Online database should be made mandatory.

Should we focus on programme accreditation or institutional accreditation or both?
 Both.

3. Improving the quality of regulation:

- At Present, more number of regulators are functioning (MHRD, UGC, AICTE, TANSCHE, Directorate of Collegiate Education). Reduce the number of regulators and ensure that there is one regulatory body.
- At present, the higher education institutions concentrate only on GER. They don't concentrate on quality of education and employment index
- Ombudsmen in each higher education institution for governing and regulating the quality of the education administration.
- Autonomy for higher education institutions is essential, along with regulatory/control of the Government.
- · Periodical Academic Audit is required.

Questions for discussions:

- How do we ensure accountability measures while granting autonomy to institutions of higher education?
 - The regulations will govern the accountability.
- Are the existing regulations sufficient and how to enforce regulations?
 Sufficient and the regulations may be enforced with E-Governance
- Should systems be put online for accreditation and video graphic evidence be accumulated by regular for ascertaining what ranking to be given to which institution?
 Yes

4. Pace setting roles of central institutions:

- State University may be treated on par with central Universities in all aspects of higher education policy.
- It is suggested that cultural exchange programmes must be conducted within the institutions i.e., particularly within all the language departments so that the cultural integration will be promoted.

5. Improving State Public University:

- Administrative and financial autonomy shall be given to the higher educational institutions.
- Teachers' appointment shall be made at National level through an annual all India exam similar to civil services exam. It may be named as IES (Indian Education Service)
- Appointment of Vice-chancellor Non interference from the state government and transparency in appointment would have a strong impact in the quality of the University.
- Financing of Universities-The state universities should be strengthened in terms of infrastructure and provision of qualified teachers.
- Allocation of funds may be increased
- A mix of permanent and contract teachers may be attempted.
- To enhance the performance of the teacher, effective training can be provided.
- More emphasis on research by Universities in certain pre-identified and socially relevant themes and issues.

- Should administrative & financial autonomy be given to the colleges?
 Yes
- Should colleges be given academic autonomy for creating courses?
 Yes, with approval of Universities

6. Integrating skill development in higher education:

- Establish students career and guidance cell in all higher educational institutions.
- Skill based programmes may be given only at Under Graduation Level.
- If needed training on Soft Skills can be provided at the higher education level
- Internship Programmes with industries/agencies/institutions may be made essential.
- · Encourage students to participate in skill development programs
- Skill development must be clubbed with ethics and societal values.
- Introduce more inter disciplinary courses
 (Skill Development: Appoint skill trainers in the degree level to impart basic skills required for all. For Example, computer literacy for all. But advanced skills for all is not workable and reduce the time spent on major subject areas).

7. Promoting online courses:

- On line courses for regular stream in Universities/Colleges are not Necessary.
- On line mode may be introduced in distance learning programmes.
- Open courseware and MOOCs can supplement learning in colleges and Universities.
 MOOCs can help expanding the learning opportunities or improve quality of the existing courses in terms of standardized and uniform curricula and course content and access to anytime learning.
- · On-line examination can be introduced phase-by-phase...
- Massive open online courses to be introduced in Colleges and Universities.

Questions for discussion:

- To what extent MOOCs substitute for traditional institution based face to face teaching learning process?
 - High qualified, experienced teacher's resources will be shared with our convenience.
- What are the constraints to access MOOC courses in rural areas?
 Connectivity and devices.
- How MOOCs can help expanding the learning opportunities or improve quality of the existing courses?
 - It will certainly provide additional resources.

8. Opportunities for technology enabled learning:

- Orientation on e-content development among the teachers.
- All the universities and the education institutions should be provided with basic infrastructure facilities facilitating TEL.
- Periodical updating of knowledge on TEL should be provided to the teachers.
- Digital literacy and E-Skills are essential
- ICT needs to be used in teaching and learning process for the benefit of all learners in higher education.

- The State Universities are to be allowed to run the Distance Learning Programme not only across the country but also across the globe. It need not be the prerogative of national Universities alone. At the same time their distance education mode can be streamlined and properly regulated so as to make such programmes effective, viable and accountable.
- Merit based and transparent appointment can strengthen the State Universities.
- · Surveillance of plagiarism
- · Strictly follow UGC guidelines of V C appointment apolitical.
- · Build the necessary infrastructure on par with top private institutions.
- · Innovative curriculum/new programs oriented towards immediate employment.
- · Recruit highly motivated and dedicated teachers who have a passion for teaching.
- Social sciences in university departments must be made more relevant and linked with Government departments.
- At present nearly 94% of students enrolled are in the state educational institutions.
 Improving the quality of State University is extremely significant. Hence following kind of reforms agenda may be worked so as to address the quality deficit in State institutions.
 - Adequate infrastructure facilities.
 - Proper laboratory facilities.
 - Provision of drinking water and toilets.
 - Follow up of communal reservation roster
 - Appointment of fulltime and regular teacher and non-teaching staffs
 - Affordable fees
 - Inclusion of first generation college students
 - Inclusion of least advantaged groups in the society.
 - Inclusion of students from families below poverty-line
 - Gradual give away of self-financing system of higher education as done in government colleges in Tamil Nadu.
 - Provision of leisure room for Girl students in co-educational institutions
 - Increasing the number of State Universities with a well-defined number of affiliated colleges.
 - Democratization of bodies in Universities.
 - Conduct of Student support programmes
 - Contact of summer bridge courses
 - Continuation of Publicly funded education system.

- How can the state universities be strengthened in terms of infrastructure, academic support and provision of qualified teachers?
 - Allotting more funds for state of the art infrastructure.
- How can research be promoted among the faculty members teaching in the state universities?
 - Allotment of funds to continue the faculty's research in areas of National priority.
- Is it better to giving autonomy to colleges?

· Create necessary infrastructure for higher education through technology.

Questions for discussion:

 Do students and faculty understand the need and potential of TEL, if so how they wish to integrate it for optimal use?

Better understanding of complex curricula and easy for anywhere any time access.

 Are the necessary infrastructure available for transacting education through technology?

Limited Only

9. Addressing regional disparity:

- By offering attractive monthly incentives, in addition to the existing scholarship facilities, for rural and poor community students keeping in view of their economic burdens.
- Create more government colleges in the backward and hilly regions.
- Colleges may be created in the tribal areas so that students of tribal communities get easy access to the Higher Education.
- Not only starting of new colleges in rural, remote areas is needed, more emphasis on strengthening of infrastructural facilities in the government colleges at least on par on par with the good private institutions.

Questions for discussion:

 How can we address the issue of skewed access to higher education which will reduce existing regional disparities and why have existing schemes failed to resolve these gaps.

Institutional extra seat allotment to reduce existing regional disparities.

 How to target the disadvantaged groups in the rural areas and among economically poor households?

Institutional extra seat allotment for disadvantaged groups in the rural areas and economically poor .

 Would incentive systems be successful to attract students from disadvantaged groups in the deprived regions and how?

Yes-Scholarships

10. Bridging gender and social gaps:

- Increase the percentage of seats of girl students in Universities and Colleges.
- Support them with monthly scholarships and hostel facilities.
- Awareness creation on Employability of the educational system has to be made to overcome the gaps on the basis of gender and societal aspect.
- How to Bridge the Gender Gaps:(Ranking according to priority)
 - 1. Make flexible entry and exit
 - 2. Give them skill training so that they can earn while learning
 - 3. Give them scholarship to find accommodation
 - 4. Get girls to institutions by providing hostels.

- 5. Give them computing devices & connectivity to get over quality problem of teaching.
 Introductory workshops and researches can be conducted for formalizing traditional
- By creating individual student educational profile record for monitoring their educational status year by year.
- By providing separate hostels with security. By way of providing monthly scholarships for girl students.

works into the higher education.

- What further steps should be taken up to enhance participation of SC,ST and Minority groups in post-secondary higher and technical education to reap the demographic dividend?
 - Offering more Scholarships for the meritorious
- How should women's participation and performance in higher education be incentivized by providing safe and secure environment within and outside the institutional campus?
 - When the women candidates complete their degree courses-Monetary Incentives should be given.
- How to ensure that students from deprived classes who pass out from school, join colleges and complete studies?
 - Earn while learn schemes may be introduced to them.
- What does improve girls' participation?
 Hostel / Scholarship / Assurance of Safety

11. Linking higher education to society:

- Adopting villages by NSS for community engagement.
- The higher bodies may identify certain areas/issues/needs connected to the society and direct the Universities to focus on such issues in a time bound manner and with financial support.
- The teachers can be given the freedom to express freely on societal issues.
- Creation of a 'Think Tank' within each University jurisdiction involving teachers, scholars, administrators, general public.
- Teachers in Universities/Colleges may be assessed by the students and not by parents or by community.
- Counseling and training can be provided to the teachers who scoreless in the assessment.
- Community welfare is an essential part of higher education.
- The syllabi can be framed considering the needs of the society. Faculty and students should interact with recognized social bodies periodically with mutual exchanges of the ideas for the improvement of higher education in general and curriculum in particular.
- Research must be undertaken in terms of social issues.

- Special Grants may be allotted to research Scholars for the publication of the research papers pertaining to Social problems.
- Simple Procedures need to be adopted in connection with the release of funds with respect to grants received from the funding agencies.
- Promoting the linkages between educational institutions and industry is essential. At present, the link between the two categories is very much limited.

- In what ways, India should prioritize higher education agenda to enhance local engagement by the Universities?
 - Employment in private and public should be ensured for the qualified candidates.
- What efforts should be made to promote R&D activities in higher education, which helps regional manufacturing sectors?
 Industry collaboration
- While pursuing their education, how can students can contribute to their community, village?

Through extension activities. The Activities should be given credit transfer to their course.

12. Developing the best teachers:

- Young research scientists award may be established towards promotion of research among the newly appointed teachers in higher educational institutions.
- Arranging special guest lectures, workshops, conferences with international experts may develop professional growth of the teachers.
- Pedagogical training must provide to the faculties of higher education..
- Research competency of the teachers is also to be assessed while recruitment
- Financial support for research activities and innovative programmes can be provided.
- Personality development lab can be initiated.
- Counseling is an essential role of teachers.
- Every paper published by the Teachers should be uploaded in the University Web
 Site so as the Scholars and others are benefited by that.
- Uniform retirement age benefit and pension benefits may be implemented irrespective of state and central universities.
- Though Common yardsticks be applied to access the performance of teachers, practical difficulties in accessing facilities by the teacher be taken in to account.

Questions for discussion:

 How can teachers be given exposure on a timely or constant basis to new knowledge being developed worldwide in their domain?

Participation in International Seminars, Conferences and financial support to publications of research.

13. Sustaining student support systems in Higher Education:

- There should be differential income slabs for existing student financial assistance schemes.
- Apart from affirmative scholarship, a need based scholarship may be linked to the income group of up to Rs.5 lakhs per family.
- Interest loan subsidy scheme should be expanded to help the needy students.
- · Universal soft loan scheme may attract more students.

Questions for Discussion:

 Should there be differential income slabs for existing students financial assistance schemes?

Yes

 Apart from affirmative scholarship, a need based scholarship should be linked up to what kind of earning per family.

Rs. 1 lakh to below

Rs. 1 lakh to 1.5 lakh

Rs. 1.5 lakh to 2 lakh

Rs. 2 lakh to 2.5 lakh

What is the minimum percentage it should be linked upto.

Graduation:

Minimum 60%

Minimum 60% 75%

Above 75%

Post-graduation:

Minimum 60%

Minimum 60% 75%

Above 75%

14. Promote cultural integration through language:

- Universities should include foundation courses on cultural integration
- Indology Studies may be a part of curriculum, by developing regional and national
 Indological centers to preserve that vast repertoire of languages of various regions.
- National and International cultural exchange programmes may be conducted for both the students and teachers at the Universities and Colleges.
- The Cultural exchange programmes can be made mandatory at least at Under Graduation level.
- Make at least one Indian language (other than mother tongue) learning desirable at the post graduate level.

Should Universities include foundation courses on cultural integration?

Yes

 How can inter-linkages between education, culture and language be brought about in BE institutions?

Through Cultural artists. Students and artists should collaborate.

 How do we encourage cultural exchange between students especially in situations they belong to different language groups and regions?

Inter-state cultural festivals

15. Meaningful partnership with the private sector:

- Permit State Universities to approach the Private/Corporate/other sectors to mobilize funds for undertaking activities as defined by the institutions.
- Infrastructure development, technical support, and knowledge-sharing could be encouraged in PPP.

16. Financing higher education:

- Alumni may be utilized for infrastructure development of the higher educational institutions.
- The Government should finance the educational sector adequately avoiding the privatization of the higher education. However to promote applied research, funding from the private agencies may be invited. Library resources, improving laboratory facilities and adequate space must be given special attention.
- Government must provide sufficient autonomy and funding for all institutions with an
 effective monitoring mechanism to ensure appropriate infrastructure, facilities and
 aids to impart quality education.

Questions for Discussion:

What are the innovative ways of financing HE?
 Budgetary allocation. This is not the right time curb/cut the financial assistance by the state and central governments because the under privileged are still not adequately educated.

 When States not able to increase their share of funding education and how can the situation be remedied?

Central Government should assist

 Should each institution cover 1% meritorious students and 1% needy students not covered by any scholarship by Alumni contribution, fund raising?

Yes

Should each institution raise Alumni fund and local contribution?
 Yes

17. Internationalisation of higher education:

- Attract students from other third world countries by offering appropriate hostel facilities, relaxing visa restrictions, providing limited scholarships and communicating all these information through the embassies.
- By making available the details of institutions with the available courses through the embassies aboard.
- By encouraging and facilitating institutional collaborations.
- Curriculum should be improved to international standards. Mutual exchange of students with Universities of development countries will bridge the gap. Equal standards of the curriculum content may be ensured for switching over to the course from one institution to other globally.

Questions for Discussion:

 Suggest changes in the student faculty exchange programmes and institutional / research collaborations?

Social science, humanities research collaborations should be encouraged.

18. Engagement with industry to link education to employability

- · Concentrates on faculties and students exchange programme with industry.
- Autonomy to higher education institutions for linkage with industry.
- An industry academia linkage shall be created for providingskillto students through faculty and students internships
- Inviting members of the industry to be members of Academic Council / Board of Studies so as to get the inputs from the industry.

Questions for Discussions:

 How can institutions of higher education link with industry to change study programmes and improve employability of its graduates?

The infrastructure and the trainers of the industry should be used by the educational institutions.

 How can industry help in framing industry relevant courses for enhancing student employability?

In the board of studies, qualified experts from the industry should be nominated.

19. Promoting research and innovation:

- Present market scenario is favorable to applied research. Thus, the de motivated theoretical research, especially of basic sciences may suffer. To encourage theoretical research we have to provide special funding
- Research grants may be allocated for identifying the scientific explanation of traditional knowledge and practices. For example, Village Medicines, Patent can be acquired for traditional knowledge
- Faculty members should be encouraged with sufficient funding to promote research.
 Of course, the research progress should be continuously monitored by a high level committee ascertaining the accountability. Laboratory space and research infrastructure in state Universities and Government colleges need to be improved.

- · Free hand should be given to identified/established teachers
- Liberal research grants for both social sciences and basic sciences.
- Setting up Incubation Centres with Seed Money to do innovative research
- Research leading to creation of intellectual property need to be encouraged.
- Setting up Research Parks in central educational institutions.
- Joint appointments of faculty enabling researchers to teach and teachers to engage in research.
- Inter-disciplinary research-institutions must come together for creating new knowledge at the intersections of existing disciplines.

 What measures are needed to develop research capabilities of teachers and students?

By creating adequate research facilities and infrastructure

 How private agencies can be encouraged and motivated to invest funds in university research and innovation activities?

Both entrepreneurially but philanthropically

- Which of the following Strategies need to pursued for promoting research & innovation?
 - Liberal research grants for both social sciences and basic sciences.
 - Setting up Incubation Centers with Seed Money to do innovative research
 - Research leading to creation of intellectual property.
 - Setting up Research Parks in central educational institutions.

20. New Knowledge:

- Curriculum may be revised once in two years on par with global changes.
- Refresher courses, exposure to the current developments in the respective subjects through workshop and periodical seminars to faculty are essential.
- Many of the new programs/policies can be successfully implemented only if clear guidelines and adequate financial support are available.

MADURAI KAMARAJ UNIVERSITY

Internal Quality Assurance Cell (IQAC) Stake Holders meeting – 03.11.2015 at Mu.Va. Annexe

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Madurai Kamaraj University

(University with Potential for Excellence)

Re-accredited by NAAC with 'A' Grade in the 3rd Cycle

Madurai - 625 021.



Internal Quality Assurance Cell (IQAC)

Date: 04.11.2015

ACTION TAKEN REPORT

Date of meeting: 03.11.2015 at Dr. Mu. Va. Hall with various stake holders.

S. No	Suggestions / Decisions	ACTION TAKEN
1	To discuss with the twenty themes	The School / Department Council meeting
	pertaining to Higher Education for	minutes has been collected on 25.09.2015. The
	formulating the New Education	meeting with stake holders is conducted and the
	Policy.	remarks is sent to the Secretary to Government,
		Higher Education Department, Chennai on 4 th
		November 2015.

Director (IQAC)