



Report of the Committee on Autonomous Colleges in Kerala

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FOREWORD

KSHEC's Committee on Autonomous Colleges in Kerala has made a thorough study of the functioning of Autonomous Colleges in the state. It has probed the experience of students, teachers, various academic bodies, the management, university and the government with respect to the system of autonomous Colleges. Relationships across all these categories are strained and aggravated through litigations. Court verdicts have resolved some of the conflicts, but many issues still persist for want of appropriate rules and regulations. Whatever provision exists is too dubious to be of any use. Appraising consequences thereof, the Committee has provided in this report its suggestions, priorities and recommendations that are brought to bear on the Government to ensure the smooth functioning of the system of autonomy by providing necessary rules and regulations. A set of draft rules and regulations is also provided in the report.

It is a matter of global consensus that higher education institutions should enjoy academic autonomy and freedom for enabling teaching/learning to be excellent and innovative. Autonomous Colleges should be free of interference from the university and the state. Nevertheless, the institutions ought to create a deserving environment through its distinct stature of academic credibility, status and ranking, which would preclude the need for any extraneous regulatory control. Such institutional dispositions being rare in the country, a college is affiliated to University for regulatory control. It is a university's constitutionally ordained right to discharge regulatory functions over teaching and evaluation in an affiliated college because only on being assured of due diligence and accountability thereof, the university can award the degree. Kerala's Autonomous College Act 2015 granted autonomy and freedom but under the tutelage of the University Acts in the state.

Granting much more academic and financial powers for instituting self-financing courses and exacting higher fees, UGC's Graded Autonomy Regulation (GAR), 12 February 2018 has virtually nullified the supervisory function of the university. As the findings of the present report vouch for, some of the autonomous colleges have already exercised this freedom defying the university rules and upsetting government avowal of equity and access. GAR makes it explicit that granting autonomy and freedom is mere rhetoric, and that the real national agenda is not quality assurance but unbridled promotion of private trade in higher education.

GAR has to be seen as a means to accelerate private financing of higher education, and help the sector entrench itself as dominant. Permitting private institutions to start stand-

alone programmes, charge enhanced fees, and appoint teachers at whatever emoluments they like, reflects the Government's strategic plan to withdraw itself from the higher education sector. It is all done in great haste by the union Government using the neo-liberal development strategy of functional autocracy that ignores democratic procedures under the excuse of inordinate delay. Naturally this involves consequences of bypassing the state's constitutional rights and privileges over items in the concurrent list. This is in alignment with the union government's overt commitment to neo-liberal finance policy. NITI Ayog's advice is to bring the financial allocation to higher education further down from 3.7% of the GDP. A new Higher Education Financing Agency (HEFA) is in the making, which proposes a fresh system of loan-funding scheme to be operated through the Canara Bank. There is sustained bureaucratic pressure on the nation to reduce public investment in the higher education sector. Indifference to filling teaching posts in colleges and universities is a clear indication of it. All this shows a determined deviation in the national policy of higher education funding.

KSHEC Report on Autonomous Colleges is of unprecedented significance in the national context of overexposed and quick privatization. Kerala Government is not opposed to the idea of autonomy and freedom to higher education institutions in the public sector. Its policy has been to encourage public sector higher education institutions of heritage and academic quality to acquire autonomy. Nevertheless, the Government, committed to the cause of combining excellence in education with equity and access, cannot extend unstinted support for privatization. This approach of the state government is being completely upset now. KSHEC, therefore, feels that there is a need for the state government to stake its constitutional claims against the union government's undemocratic rush about reforming higher education, a vital item in the concurrent list.

Vice Chairman

Committee Chairman's Note

The following report is an outcome of a review exercise commissioned by the Kerala State Higher Education Council (KSHEC), following a directive from the Government of Kerala. The Committee was assigned that task of studying the academic and other aspects of autonomous colleges in the state, and of preparing a report for submission to the Autonomy Approval Committee and the Government.

The scale and methodology of the study was determined in consultation with the Vice Chairman and the Executive Body of the KSHEC. Recognizing the need to hold extensive consultations with all the stakeholders, the committee entered into wide ranging dialogues with the 19 autonomous colleges, represented by the managements, faculty, students, and parents. The committee also met and obtained critical inputs from representatives of the Teachers' and Students' organizations, and reviewed the documents pertaining to the granting of autonomy in the state.

It was realized very early that the implementation of autonomy in the state had been problematic. There seemed to be a pronounced gap between the professed outcome of autonomy, and its real impact. Hardly any consensus could be perceived among the stakeholders on what "autonomy" signifies. The terms that dominate the autonomy debate lack clarity. 'Academic autonomy,' in particular, is no more than a vaguely apologetic misnomer. The relation between an autonomous college and the parent university, procedures of evaluation, development of new academic programmes, and the involvement of the existing faculty in the aided stream, all remain extremely ill defined and fuzzy.

Beginning from 2014, autonomy has been granted to colleges in accordance with the provision of Act (Third Amendment), 2014, passed by the Kerala Legislative Assembly. Higher Education being a concurrent subject, autonomy could not be granted to colleges on the strength of the UGC guidelines alone. This was the context of the legislation. But making a departure from the practice of issuing guidelines, the UGC has now (February 2018) issued two sets of regulations suggest direct transactions between the institutions and the UGC (by passing or drastically reducing the role of the state governments and the universities). The implications of the new regulations within the mandated concurrent structure are yet to unfold. These developments are no reflected in the present report, as it had been nearly finalized when the regulations were issued. Higher Education and autonomous institutions in

particular, would thrive only in an environment of responsible centre-state relations, as melt as through the partnership of educational institutions, universities, state governments, central government, and the UGC.

In recent times, there has been an aggressive projection of ‘autonomy’ as a radically innovative solution to all the ailments of higher education, and of the affiliating system in particular. The rhetoric, however, circumvents the task of clarifying the concept. It needs to be realized that autonomy is not a new concept. In the pristine sense of academic freedom has never been static. From the medieval European university to the rise of the neoliberal regimes during the later decade of the twentieth century, the substance and content of autonomy has been in flux. At different points of time, autonomy has implied assertion of reason, freedom from ecclesiastical dictates, freedom from the controls of the nation state, or a sublime philosophical ideal. The Bologna Declaration of 1999 and its subsequent modifications have asserted the importance of mobility and competitiveness. With the transformation of education into a tradable commodity/service, autonomy has taken on an entrepreneurial profile. The existing legislation for autonomy and the recent regulations of the UGC foreground these entrepreneurial aspects. The mandate is for autonomy to be realized commercially, and not through public funding. Such aspects are usually played down, while the attractive ideal of academic freedom is played up in order to legitimize the demand for autonomy.

While presenting this report, I must gratefully acknowledge the patronage and guidance of the Hon. Minister for Education and Chairman of KSHCE, Prof. C. Raveendranath, Vice-Chairman of the KSHEC, Prof (Dr.) Rajan Gurukkal, the Principal Secretary, Higher Education, Dr. Usha Titus, Member Secretary of KSHEC Dr. Rajan Varghese, Registrar Hemaprabha D, Mr. K.T. George, Dr. J. Rajan, Dr. K.K. Damodaran, Mr. Shefeeque V, Dr. Saji Mathew, Dr. Manulal P Ram, Mr. Suresh Babu A, Mr. Hari Krishnan K, Smt. Deepika Lakshman, Divya A.S, Dileep M, Vaishakh V, Manu Satheesh P.S, Sreejith M.G, Vimala and all our colleagues in the Council. I also thank all the universities, organizations and individuals who participated in the collective consultations leading to the preparation of this report.

JOY JOB KULAVELIL

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Terms of Reference

1. To study the academic and other aspects of the functioning of the Autonomous Colleges in the state and submit a report in this regard to the Autonomous Approval Committee and the Government.

Context

The Kerala State Higher Education Council (KSHEC) has undertaken the present study of the functioning of Autonomous Colleges in Kerala, as required by the Department of Higher Education, Government of Kerala, vide letter No. C3/135/2017/H.Edn dated 22/08/2017, addressed to the Registrar of the Council (Appendix I). As per the letter, the Department required the Council to conduct a study and submit a Report on the subject of the academic changes happening in Autonomous Colleges. KSHEC's newly constituted Executive Body considered the requirement in its first meeting held on 29.11.2017 and constituted a Committee consisting of Dr. Joy Job Kulavelil as the Chairman, and Dr. K. K. Damodaran and Dr. J. Rajan as Members, to undertake the study. Mr. V. Shefeeque, Research Officer, KSHEC has been made the Coordinator of the Committee (Appendix II).

Background

Over the years, higher education in India has gone through a phase of unprecedented expansion, marked by a huge increase in the volume of students, an exponential increase in the number of institutions and a quantum jump in the level and types of funding. However, this growth coincides with a number of challenges the higher education system as a whole is faced with. It is learnt that the main areas of challenges are financing and management, access, equity and relevance as well as values, ethics and quality of higher education. These issues are of vital importance for the nation, since higher education is the most powerful tool to build a value based and knowledge based society for the future. A crucial policy matter has been to evolve ways and means of providing equal opportunities for quality higher education to an ever increasing number of students.

As we know, education is universally recognized as an important investment in building quality human capital which in turn promotes economic development and growth. There is a felt need to analyse the education system in total and reform it periodically in order to address the burning issues. The Indian Higher Education System has received much criticism for its inability to improve its quality over time and for failing to cater to the evolving needs of the students and the society. Several studies have already revealed that the most important shortcoming in our higher education system is decline in quality. In the course of various deliberations at different levels on the subject, one of the reasons cited for the decline is increase in the number of colleges affiliated to a parent university. The affiliation system has its own inherent ineffectiveness and inefficiencies in addressing positively the needs of the affiliated institutions. It has been criticized that the affiliation system is gravely inefficient to provide the requirements of affiliated colleges, both academically and administratively. On the basis of this criticism, a move has been initiated to move away from the affiliation system, which has been on the cards since 1960s.

The Kothari Commission made the first specific recommendation in this regard in 1966, which was subsequently endorsed by the National Education Policy 1986. Conferring the status of autonomy to individual affiliated colleges is regarded as a solution for improving the quality of higher education. Thus the University Grants Commission prepared concrete guidelines for setting up Autonomous Colleges in 1973 and revised the scheme of

Autonomous Colleges to incorporate changes in force in 1998. The UGC has also offered substantial financial assistance to newly formed Autonomous Colleges for activities aimed at improving academic standards. UGC further evolved a set of guidelines for Autonomous Colleges in 2007 and encouraged the States and Universities to give autonomy to their colleges during the 11th Plan period. The Central Government has directed the UGC to grant autonomous status to at least 10 % of the affiliated colleges in the country during the plan period. Again, the UGC published another set of guidelines in 2017 in this regard. Recently, the UGC has published a regulation on Autonomous Colleges (Conferment of Autonomous status upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges Regulations, 2018).

Academic autonomy is the peculiar freedom accorded to the academic community consisting of the teachers, students, researchers and scientists for deciding the subject matter, method and pedagogy in the matters of research, generation, dissemination and exchange of knowledge in the larger academic interest of the society. There should not be any external interference in deciding any of the above matters is the basic postulate of the progressive concept of academic autonomy.

The concept of Autonomous Colleges as envisaged by the UGC is a measure to come out from the problems caused to the Colleges and students due to the slow pace of academic administration of affiliating Universities arbitrarily attributed to the excessive number of colleges affiliated to some universities. Thus the conceptual contradiction between these two entities is the basic reason for the current chaos in the autonomous Colleges sector across the country. It is in this context that we have to examine the academic and administrative functioning of autonomous colleges in Kerala.

Overview of Autonomous Colleges in India

Starting with the three Universities namely, Madras, Bombay and Calcutta, and colleges affiliated to them, India today has 621 Autonomous Colleges affiliated to 104 universities in 24 States as on 08.09.2017 (University Grants Commission, 2018). A serious move towards autonomy began in the early 1970s in alignment with the recommendations of the Kothari Commission Report. It was noted in the Report that the affiliating system had led to a lot of inefficiency and contributed substantially to the widening gap between quality in Indian education system and International standards. Undue delay befalls the decision-making process of universities that struggle to manage numerous colleges affiliated to them. Subsequently, Dr. P.B. Gajendragadkar Committee (1969-71) also stressed the need for establishing Autonomous Colleges in the country to overcome the ill effects of affiliating system prevailing for decades.

As a result of this continuous chain of progressive support for the idea of Autonomous Colleges, the UGC became pro-active and sent a circular to all universities in 1973 recommending the setting up of Autonomous Colleges. The circular titled 'Autonomous Colleges: Criteria, Guidelines and pattern of Assistance' highlighted the objectives of autonomy, the distortions and consequences of affiliation system, the relationship of Autonomous Colleges with the parent universities, the procedures to be followed for the conferment of autonomous status and the pattern of assistance given by the UGC to Autonomous Colleges. It urged both the university and the government to involve in the process of identifying colleges to be conferred with autonomous status.

The UGC defines autonomy to be a functional status conferred upon colleges, granting them greater flexibility in academic matters for the uplift of academic standards and excellence. In fact, the Government also encouraged granting the status of autonomy to more colleges as suggested by the Kothari Commission Report. The Madras University was the first University to grant the status to colleges affiliated to it. The lead came from the American College, Madurai. Later, Madras University invited proposals from many colleges for the purpose.

The National Policy of Education (1986) further suggested making statutory provisions to enable Autonomous Colleges to award their own degrees or to confer Deemed University status on them. Meanwhile the UGC prepared concrete guidelines for setting up Autonomous Colleges in 1973, 1998, 2007 and 2017. It also offered substantial financial assistance to newly formed Autonomous Colleges for activities related to the improvement of academic standards in the college. Since these are only regulations, they seldom go binding on the state-governments and state-universities. Hence many states did not implement it.

Of late, the National Assessment and Accreditation Council (NAAC) made a recommendation to confer autonomous status to colleges with a track record of good performance. The Report on Autonomy of Higher Education (2005) published by the Central Advisory Board of Education (CABE) has also recommended the establishment of Autonomous Colleges.

The extent of autonomy enjoyed by the colleges differs in different states, depending on the regulatory laws put in place by the State Governments. Similarly, the number of Autonomous Colleges in different states indicates great disparities. For example, compared to other states in the country, states like Tamil Nadu, Madhya Pradesh, Andhra Pradesh and Odisha have more Autonomous Colleges.

Autonomous Colleges in Kerala

The first major initiative towards the establishment of Autonomous Colleges in Kerala was made in 1987, with the then government constituting an expert committee under the chairmanship of Dr. K. Gopalan to study the prospects of instituting Autonomous Colleges in the state as well as to make recommendations to the government. However, the concept of autonomy hardly evoked any enthusiasm in the state.

The Inter University Consultative Council (IUCC) constituted a committee in 1999, chaired by Dr. K.K.N. Kurup, the then Vice Chancellor of the University of Calicut and Dr. Syriac Thomas, the then Pro Vice Chancellor of the University of Kerala as the convener, and representatives of various universities in the state as its members. It looked into the possibilities of granting autonomy to colleges in the state. In fact, the committee took a positive stand on granting no objection to eligible colleges in the state to seek Autonomous status.

Meanwhile, Deemed University status was given to the Regional Engineering College (REC) in Calicut. Further, initiatives were taken to convert REC into National Institute of Technology. Similar steps were initiated under a World Bank funded project to grant autonomous status to the Government Engineering College, Trivandrum. However, it went unnoticed that academic autonomy was already given to the faculty and the departments in the University of Kerala in 1995 as part of the introduction of the Choice Based Credit and Semester System (CBCSS) in the PG courses conducted by the University Departments.

In early 2000s, a few colleges directly approached the UGC for autonomy. The UGC provisionally granted autonomy to them subject to the concurrence of the universities and the state government. However, the state government and the universities did not give the concurrence. N. R. Madhavamenon Committee (2013), constituted by the Government of Kerala submitted its report, voicing its consonance with previous reports and supporting the issuance of no objection certificate to colleges with potential for excellence.

Kerala granted the status of autonomy to 9 colleges in 2014-15, 3 colleges in 2015-16 and 7 colleges in 2016-17. Today, Kerala has 19 Autonomous Colleges (18 Aided Colleges and 1 Govt. College) affiliated to three universities: the University of Calicut, Mahatma Gandhi University and the University of Kerala (See Appendix III). K.S.H.E.C's report on Autonomous Colleges in Kerala emphasizes the importance of academic autonomy and emphasizes that autonomy essentially implies academic autonomy as this is the domain of quality. The State followed the UGC guidelines for the selection of colleges deserving conferment of the status of autonomy but decided to refrain from granting status to many colleges, on the ground that there must be further analysis of the problem before encouraging more colleges to seek autonomy. By and large the State refrained from granting financial autonomy to any college.

Methodology

This is an empirical study aimed at examining the functioning of the Autonomous Colleges in Kerala. Both primary and secondary data have been used in this study. Primary data is collected through public sittings, college visits, and meetings with the representatives of students, teachers, management organizations and the representatives of universities. Secondary data are official and unofficial documents published by the government, Autonomous Colleges and different organizations working in this area.

Three public sittings were held at Thrissur (5, 6 January 2018), Ernakulam (11, 12 January 2018) and Trivandrum (9 February 2018). Students, representatives of students unions, teachers, representatives of teachers' organizations, parents, representatives of PTA committee, representatives of management, media journalists, political activists and general public attended the sittings. A meeting with the representatives of Autonomous college managements and principals was held on 12.01.2018 at Ernakulam. Managers and principals of all Autonomous Colleges attended the meeting. A meeting with the representatives of teachers' and students' organizations was held on 20.01.2018 at Trivandrum. Representatives of all major teachers' and students' organizations attended the meeting. A meeting with the representatives of universities was held on 30.01.2018 at Ernakulam. Registrars, Controllers of Examinations, and Syndicate members attended the meeting. Further, the Committee also visited Maharajas College, St. Teresa's College and St. Albert's College to garner the opinion of different stakeholders as well as to understand the functioning of autonomy (For details, please see Appendix IV & V).

Experience of Different Stakeholders

Students

The students are of the opinion that the autonomy granted to their colleges did not produce the desired effect in terms of academic quality, though most of them felt that the status of autonomy has helped in timely conduct of admissions, examinations and more importantly announcement of results. They expressed strong dissent over the fact that they have no representation in any of the statutory bodies of the autonomous colleges as a result of which they have no platform to raise their grievances. It is also to be particularly noted that most of these colleges do not maintain any grievance redressal mechanism as stipulated by the University. The students also pointed out instances of violation of reservation policies and other criteria pertaining to admissions. They further drew the Committee's attention to the instances of lack of transparency in evaluation, both internal and external. The students are greatly aggrieved by the colleges' sole concern for completion of portions and conduct of exams while not being concerned about the teaching-learning process. The students feel that some of the colleges do not have sufficient infrastructure for the smooth conduct of academic programmes.

Most students felt that the syllabi are rarely updated because of the ceiling prescribed by the university. They also expressed their complaints about delay in obtaining final certificates and migration certificates from the University. The students also complained that their degrees do not receive equivalency or recognition in other Universities in Kerala.

Most students also feel that more regulatory powers should be vested with the University in order to ensure access, equity and excellence. For them, it is vital in the context of new UGC regulations on Autonomous Colleges.

Teachers

Teachers feel that the existing Act and new regulation by the UGC provides enormous authority to the managements and this would have serious impact on the democratic rights of teachers and students. According to them, the managements have violated the norms in the appointments to many statutory bodies. They feel that the teachers' representatives in statutory bodies are often arbitrarily chosen by managements. The absence of proper rules

and regulations at the University level creates much chaos that ultimately makes the academic community suffer. They are also of the opinion that the Autonomous Colleges in its present nature cannot make any kind of qualitative changes in the curriculum and pedagogy. However, the admission and exams are taking place on time. Since the focus is more on the conduct of exams on time, the teachers have to compromise the quality of teaching-learning process. Moreover, strange compositions of Board of Studies (Sociology & Physical Education) and single Board for both UG and PG also affect the quality of the syllabi and curriculum.

The commencement of numerous self-financing courses without any check and by using the infrastructure of Aided colleges affected the quality of both streams. The teachers of self-financing stream are not paid well either.

The workload of teachers has tremendously increased. The examination related additional duties from the University have doubled the workload of teachers. This has affected the quality of teaching in these colleges. The Controller of Examinations, besides his/her normal teaching assignments, has to attend to additional duties.

Most of the teachers expressed serious concern over the deteriorating academic quality caused by insufficient teaching days. According to them, the emphasis is on timely conduct of exams which force them to rush through the syllabus. They also feel that more autonomy to bring in substantial changes in the syllabus and curriculum would help them improve the system. The teachers feel that some of the colleges do not have sufficient infrastructure for the smooth conduct of academic programmes.

Most teachers also feel that more regulatory powers should be vested with the University in order to ensure access, equity and excellence. For them, it is vital in the context of new UGC regulations on Autonomous Colleges.

Management

Managements expressed their satisfaction over the idea of Autonomous Colleges. However, they have expressed concerns over rising expenses to run the institution. They are of the opinion that the present Autonomous Grant from the UGC is insufficient. They also feel that more academic and administrative freedom could be granted in areas such as

syllabus revision, starting of new programmes, fixing of fee structure etc. They demanded more freedom to start new self-financing courses. Colleges affiliated to Mahatma Gandhi University also feel that they are being “victimized” by the University in terms of penalties and additional fees. Since many provisions of the Act are either contradictory or unclear, they are forced to approach court of justice to resolve many issues. The ambiguities in the Act and statute result in the unending deadlocks with the University and the government.

The management of Maharajas College, the only government college that has been conferred autonomous status, is facing multiple issues. They are issues pertaining to its structure as a government college, and need to be addressed on priority basis. The Maharajas College does not enjoy the administrative and financial flexibility enjoyed by aided colleges. The Director of Collegiate Education being its manager, the college suffers from constraints to get administrative sanctions from the Directorate at Trivandrum for any small decision, and this in turn affects the development of the college seriously. Since administrative tasks are enormously high in the Autonomous Colleges, the Maharajas College feels that such bureaucratic hindrances would question the spirit of academic autonomy itself. The shortage of supporting staff in different offices causes delay in extending various services to students. The occasional transfer of teaching and non-teaching staff severely affects the functioning of the college. Moreover, though Maharajas College is considered a heritage institution, its infrastructural facilities are abysmally poor, when one takes note of class rooms, bathrooms, staff rooms, administrative offices, etc.

The managements in general feel that they should be given more freedom and flexibility in terms of academic, administrative and financial matters.

Parents

Parents expressed contentment over the conduct of exams and declaration of results. However, they do not feel qualitative changes in the curriculum or the standard of question paper. Some feel that the admission and examination procedures are not transparent and that there is no regulatory mechanism to verify the system. They also point out that the individual and political rights of students are curtailed by Autonomous managements. Some feel that government should give additional support to Autonomous Colleges to run the institution better. The new UGC regulations’ provision that grant authority to the managements to fix

the fee structure is a matter of serious concern for many of them. Some parents complained that the infrastructure in certain Autonomous Colleges is insufficient.

University

The universities feel that their regulatory powers have been curtailed by the Act passed by the state legislature in 2014 and the UGC regulation (2018) on Autonomous Colleges. The Universities feel that the new regulation would encourage commoditization of higher education and that many provisions in the Act are contradictory in nature and hence help the Autonomous Colleges to implement their vested interests. Many provisions in the Act are not in harmony with University statutes. Though the University laws were amended by the state legislature, subsequent rules and regulations were not made at the University level. Hence, there are deadlocks in the relation between Autonomous Colleges and Parent University.

The Universities feel that the procedures adopted by Autonomous Colleges reveal that they are neither accountable nor transparent, and that the deeming provision granted by the Act to the Autonomous Colleges is being used to violate the rules and regulations stipulated by the government and universities to ensure quality, access, excellence and transparency in the system. Many Autonomous Colleges have started many new programmes and revised the syllabus without the proper consent of the parent University. This poses serious questions on the quality of higher education. Some of the Autonomous Colleges went to the extent of changing the curriculum proposed by the University including the number of credits of many programmes. Universities also expressed concern over the provisions of new UGC regulations on Autonomous Colleges that give unprecedented statutory powers to Managements on the administration of these colleges.

Media/ Social Activists

Media representatives and social activists shared their experience of the Autonomous Colleges. According to them, two major components of the Autonomous Colleges—accountability and transparency have been crushed down by the managements. Some of the managements and principals do not permit entry for media representatives to report the issues raised by the students. Social activists feel that the present structure of Autonomous Colleges is highly undemocratic in its nature and curtails the overall development of students as social

beings. They also feel that the students from the lower strata would naturally disappear from the higher education sector. The new regulation introduced by the UGC would weaken the idea of social justice in higher education. They also hope that the state government would enact strong legislation that would challenge the authoritarian nature of UGC regulation.

Committee's Opinion on UGC (Conferment of Autonomous Status upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges) Regulations, 2018

The University Grants Commission (Conferment of Autonomous Status upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges) Regulations, 2018 was published on the UGC website on 12th February 2018 (Appendix VI).

Article 246 (2) of the Constitution provides that a state legislature has power to make laws with respect to any of the matters enumerated in list 111(concurrent list). Clause (3) of Article 246 also provides that state has exclusive power to make laws for such state with respect to any of the matters enumerated in list 11 (State list). Entry 33 of the State list reads as follows:

32 Incorporation, regulation and winding up corporations other than those specified in list 1, and Universities, unincorporated trading literary, scientific, religious and other societies and associations, Cooperative societies.

Entry 25 of list 111 Concurrent List reads as follows

25 Education, including technical education, medical education and universities, subject to the provisions of Entries 63, 64, 65 and 66 of list 1, vocational and technical training of labor

As such the State Legislature has power and competence to enact a law on the subject, Universities and education. University Grants Commission in its notification has issued detailed regulations with far reaching consequences for granting autonomous status to colleges affiliated to a State University. The regulations further provide that the Autonomous Colleges are empowered to formulate new courses and programmes, prescribe rules for admission, fix fees for such courses and constitute their own Governing Body, Academic council and Boards of Studies. The Governing Council of a private college shall consists of 12 members of whom 6 are nominated by the management, 2 by the Principal of the college and one each by the UGC, the state government and the University respectively and the Principal is the ex officio member. The Governing Council in which management has a majority shall have the power to approve new programmes of study leading to degrees and

diplomas and institute scholarship, fellowships and studentships. Thus, the role of the Universities is limited to the extent of forwarding applications from colleges for the conferment of autonomous status.

The other function is to nominate persons to the committees of the Autonomous Colleges. It is further provided that if the University does not forward the proposal or provide nominees within 30 days, it shall be presumed that the University has no objection to the proposal for conferment of autonomous status. Thus it can be seen that the University has hardly any role in the matters pertaining to the conferment of autonomous status to colleges.

The role of the State government is also the same, as it shall have no role except that the state government will continue to provide funds to autonomous colleges as it has been providing before the conferment of autonomous status. It is also provided that the state shall ensure filling up of all the sanctioned faculty positions on a regular and ongoing basis. Further, regulation 7.4 stipulates that if the University and the State Government fail to provide nominees for UGC expert committee, the UGC may proceed with on – spot visit and take decision on the proposal of the college. UGC is, thus, assuming all the powers of the affiliating universities even in matters regarding the award of degrees and diplomas, instituting fellowships and maintaining academic excellence in the programme of study and research conducted in the state.

Regulation 10.1 provides that Autonomous Colleges are free to start diploma (undergraduate & postgraduate) and certificate courses without the prior approval of the University. Autonomous Colleges are empowered to issue diplomas and certificates under the seal of the college. The colleges are merely expected to inform the Universities about the introduction of new courses. Issuance of graduate & post graduate diplomas by the colleges, it is feared, would pave the way for commercialization of education. Moreover, autonomous colleges have been empowered by the regulations to start new degrees or post graduate courses / Ph.D with the approval of respective academic councils. An autonomous college may rename an existing course as per the UGC notifications and the college is merely expected to inform the University about it. It is further stated that an autonomous college shall have an examination cell headed by a Controller of Examinations and the Principal shall be the chief controller of examination. The regulation further states the constitution of Governing body, Academic council, Boards of studies and the Finance committees of the Autonomous Colleges. The most important body of a private college is its Governing council,

and majority of its members belong to the management and the teachers of the college. It has power to take any decision on the functioning of the college as well as to approve new programmes of study leading to degrees and diplomas.

From the above discussion it can be seen that autonomous colleges have the power to start undergraduate & postgraduate courses including courses of studies leading to conferment of PhD. The Autonomous Colleges can admit students on their own, prescribe syllabus, fix fees for such courses at their own level. It is just mandatory that the colleges shall inform the parent University about the introduction of new programmes. The Universities are compelled to award degrees to the students of such courses without ever having any opportunity to evaluate the necessity of such a courses, its standards, curriculum, syllabi, the facilities in the colleges for such courses and the manner in which the examinations are conducted etc. The State governments have absolutely no role in any of the matters except granting of funds. The regulations have blatantly encroached upon several powers hitherto exercised by Universities. Some of these regulations are also in conflict with The University Laws (Third Amendment).

The University Regulations have been issued in exercise of the powers conferred by clause (j) of section 12 read with clauses (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956. Section 26 of the University Grants Commission Act, 1956 empowers the Commission to make regulations consistent with the Act and the Rules made by the Central Government. Neither the Act nor the rules provide for the establishment of Autonomous Colleges, now envisaged by the UGC. Clauses (f) & (g) of section 26 provide only for defining the minimum standards for the award of a degree by the University and for regulating the maintenance of standards and the coordination of work for facilities in Universities. The UGC has in exercise of its powers under clauses (f) & (g) of section 26 of the Act already issued (Minimum qualifications required for the Appointment and career advancement of teachers in Universities and Institutions affiliated to it) regulations 2000, and the UGC grants commission (The minimum standard of instructions for the Grant of the first degree , etc) Regulations 1985. The commission is empowered to issue guidelines or instruction for coordination and determination and maintenance of standards of education in Universities. But the UGC has now issued the new Regulations even to the extent of conferring the powers so far exercised by the Universities on Autonomous Colleges. As such, the Regulations issued are really beyond the powers of UGC, since the matter of

establishment of Autonomous Colleges cannot override the provisions contained in The University Laws (Third Amendment) Act 2014.

Article 254 of the Constitution provides that where a law made by a State Legislature with respect to any of the matters enumerated in the Concurrent list contains any provisions repugnant to the provision of an earlier law made by the parliament or an existing law with respect to that matter, the law made by the parliament shall prevail. Here, there is no law made by the parliament. The law made by the parliament in this case is the UGC Act which empowers the UGC to fix the standards of education and the UGC is not empowered to issue regulations which take away the existing provisions of University Act enacted by the State Legislature. Moreover, University is a subject included in the State List.

Hence, it is clear that the UGC regulation would demolish the concepts of equity, access and excellence in higher education. While the autonomy in the matter of fixing fees and admission violates the fundamental principles of equity and access, the elimination of regulatory powers of University and governments (on quality and adequacy of infrastructure) lead to fall in academic excellence. This will also sideline all democratic bodies within higher education and replace it with authoritarian structures. The absence of regulatory bodies might result in the violation of reservation rules in admission and other matters. Moreover, unrestrained powers to impose fee would exclude large numbers of students belonging to the deprived sections from entering these institutions. These changes would question the very idea of public education itself.

While pushing for more Autonomous Colleges, the same regulation direct the state governments to continue their funding to these colleges—to those colleges where the state government or universities do not have any say on academic or administrative matters. The UGC is dictating the state governments on a matter that is in the “concurrent list”. Hence, it is clear that the UGC’s directions not only push towards unlimited commercialization and privatization of higher education, but also rampant centralization of power in the higher education sector.

While the UGC claims that autonomy gives greater academic freedom and allows autonomous institutions to innovate, this regulation empowers the managements to raise student fees, and start courses in the self-financing mode. This NITI Aayog-prompted policy

is a decisive move towards the privatization of higher education, and will mean the exclusion of economically and socially disadvantaged sections.

The new regulation would have profound influence on the curriculum and methods of dissemination. The introduction of Choice Based Credit and Semester System (CBCSS) has altered the quality of teaching–learning in fundamental ways. Students feel encouraged to choose courses that do not require great investment of time in study and library work. Applied courses are preferred over theoretical courses in the traditional sciences, social sciences, and humanities. Teachers constantly complain of reduced time for teaching and greater burden of evaluation and examinations. All the new programmes would have modules that train students in job skills immediately required by the market. This will undermine the idea of education as a means to develop critical-thinking and knowledge base for empowering a democratic citizenry capable of progressive social transformation.

Hence, amendments are required in the University Laws in Kerala for achieving the objectives of establishing Autonomous Colleges by conferring more powers on the Universities for proper guidance and evaluation of syllabi, curricula, evaluation arrangements, conduct of examinations etc. It is also necessary for regulating fee structure in such colleges to ensure social access, equity and excellence as well as for the promotion of study and research considering the present socio-economic scenario of the state.

Committee Findings

1. Though the three academic and administrative components namely admission, examination and declaration of results are on time to a certain extent in Autonomous Colleges, certain discrepancies have been reported.
2. The Committee could find no qualitative change effected by the Autonomous Colleges in the Higher Education sector of the state. There is no substantial qualitative change in the curriculum or pedagogy. The Committee has found only cosmetic changes in the syllabi.
3. The present Autonomous Colleges Act [University Law (Third Amendment) 2014] does not seem to have incorporated provisions to ensure equity, transparency and social justice in the functioning of Autonomous Colleges in the state.
4. Many provisions of the Act are contradictory and unclear because of which impasse is created in the relation between different stakeholders.
5. The Act does not provide substantial regulatory powers to Universities/Government.
6. The Act passed by the state legislature does not ensure the representation of all the stakeholders. The students, the primary stakeholders of Autonomous Colleges do not have any representation in any of the statutory bodies. It is also to be seriously noted that the teacher representatives are nominated by the managements.
7. Many Autonomous Colleges have started Self Financing courses without the permission of University/Government.
8. The democratic rights of students and teachers are violated in many Autonomous Colleges.
9. Instances of violations have been reported with regard to the Act, admission procedures, appointment to various statutory bodies, conduct of Board of Studies etc.
10. There is no statutory mechanism to monitor the system as a whole.
11. Many complaints have been reported about the conduct of internal assessment and End Semester examinations in Autonomous Colleges.
12. Rules and regulations have not been framed on the basis of Autonomous College Act passed by the state legislature.

Suggestions and Recommendations

1. The University Laws (Third Amendment) Act, 2014 cannot ensure access, equity and excellence in the realm of Higher Education in the state of Kerala. The many provisions of the Act are either contradictory or unclear. This has resulted in many academic, administrative and legal issues in the implementation of the Act. Moreover, the University Grants Commission (Conferment of Autonomous Status upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges) Regulations, 2018 have generated serious academic and administrative concerns.

Hence this committee recommends a comprehensive amendment of University Laws in the state to ensure social justice and academic excellence in Autonomous Colleges. (A detailed recommendation on Act amendment is attached). This amendment shall unequivocally ensure regulatory powers for Universities over autonomous colleges.

Major recommendations on the Act amendment are:

- 1.1 Representation of College Union Chairman/ Secretary in the Governing Council/ Academic Council respectively of Autonomous Colleges.
 - 1.2 Teacher representatives in the Governing Council and Academic Council shall be elected from the permanent teachers of the Autonomous Colleges.
 - 1.3 The Ward member/ Councilor of the Grama Panchayath/ Urban local Body concerned shall be included in the Governing Council of the Autonomous Colleges.
 - 1.4 A Grievance Redressal Cell to look into students' grievances on teaching learning and evaluation the conduct of Examinations and declaration of results shall be created. This Cell shall have representatives of students, teachers and parents, in addition to the Principal. The Report of the Grievance Redressal Cell shall be placed in the Governing Council meeting.
2. The University Laws of Kannur, Calicut, Mahatma Gandhi and Kerala Universities have been amended to establish Autonomous Colleges in the state. However, rules and regulations have not been framed yet in this regard. This has resulted in deadlocks between different stakeholders, especially between Autonomous Colleges and Parent Universities.

Hence this committee recommends framing of appropriate rules and regulations at the University level with immediate effect.

3. The provisions of the Act are violated by some of the Autonomous Colleges. The grievances of different stakeholders are unaddressed. The Autonomous Approval Committee should meet regularly as envisaged in the Act.

There should be a separate section/wing in the Universities deal with the academic and administrative issues related to Autonomous colleges.

4. Board of Studies of Autonomous Colleges can make 30% of change in the syllabus approved by the University. The Autonomous Colleges have to follow the University regulations on the syllabus revision. The University shall not levy exorbitant fee for syllabus revision.
5. Separate Board of Studies for all subjects of teaching (including the subsidiary/complimentary courses) is mandatory in Autonomous Colleges. Autonomous Colleges must send the complete list of Board of Studies to the University after the reconstitution of the Boards.
6. University laws/ regulation with regard starting of new programme shall be mandatorily followed by the Autonomous Colleges. This is vital to ensure transparency and accountability in the process. The University must give its decision within 90 working days after the receipt of application. The University has the power to fix the fee in this regard. Deeming approval provision shall be used by the Autonomous Colleges only after this period.
7. Teachers of Self Financing programmes of Autonomous Colleges shall have qualifications prescribed by UGC. The recognition and approval of these teachers is the responsibility of the Universities concerned.
8. In the light of proliferation of Self Financing Programmes in Autonomous colleges beyond their Academic resources and infrastructural facilities, Universities have to tighten their regulatory function.
9. The University has to distribute the final certificate to the students within 45 working days after the receipt of final Tabulation Report from the Autonomous Colleges. The final Tabulation Report cannot be altered under any circumstance.
10. The University and the State Government representatives in the Governing Council of Autonomous Colleges have to ensure that the Autonomous Colleges follow the rules

and regulations stipulated by the University and the State Government in these matters. Any violation in this regard may be reported to the Universities, the State Government and Autonomous Approval Committee.

11. The academic programmes of Autonomous Colleges are not recognized by the Universities of the state. This would affect the future of the students.

Steps should be taken to recognize the academic programmes of Autonomous Colleges by the Universities of the State.

12. The post of Controller of Examinations shall be created in all Autonomous Colleges. He/ she shall be a permanent faculty of the college. His/her workload shall be equal to the Principal of the College.

13. The democratic rights of students and teachers have been violated by certain Autonomous College managements. This is in fact an issue that prevails in many other educational institutions as well. As far as Autonomous Colleges are concerned, elected representatives of students need to be included in the Governing Councils and Academic Councils.

14. The service of the principal and teaching faculty for a longer period is required in Autonomous Colleges on academic grounds

15. Considering the specific problems of the Maharaja's College, the only government college with Autonomy, the committee recommends the following to be implemented specifically for the Govt. Autonomous College:

- 15.1 More financial and administrative powers to be delegated to the Principal (especially as the Secretary of the Governing Council).

- 15.2 More staff members to be provided for the office of the Controller of Examinations.

- 15.3 Expansion and upgrading of the college office to be urgently undertaken.

- 15.4 Arrangements are to be made for the efficient utilization of funds for undertaking innovative initiatives with ease. There should be proper coordination of the use of funds from different sources (CDC, RUSA, Plan Fund, Autonomy Fund, etc.).

- 15.5 A separate scheme for Government Autonomous College with regard to academic and administrative matters may be worked out.

Recommendations on University Laws (Third Amendment) Act, 2014

The Autonomous Colleges were established in the state of Kerala as per the University Laws (Third Amendment) Act, 2014 passed by the Kerala State Legislature. The Acts of Kerala, Mahatma Gandhi, Kannur and Calicut Universities have been amended in this regard. Now, an amendment of the Act is proposed at a time when the UGC has published a new Regulation- University Grants Commission (Conferment of Autonomous Status Upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges) Regulations, 2018.

Most of the clauses in the Regulation issued by the UGC can be adopted in the amendment so as to give statutory backing to such regulations. With this purpose and for conferring academic autonomy to colleges in the present socio-economic scenario, The University Laws may be amended on the following lines:

Following major amendments are suggested in the Kerala University Act as a model to all other University Laws.

1. Academic Council, being an important authority with regard to all academic matters like conduct of examination, prescription of course of study etc., it is very important that the students, the primary stakeholders are to be included in the constitution of Academic Council of an Autonomous College. It may also be noted that students' representatives are already there in the Academic Councils of every university.

In the present situation, Academic Councils do have four teachers from colleges representing different departments not below the rank of Associate Professor, nominated by the Director of Collegiate Education in the case of Government Colleges and by the Principal in the case of other than a Government College are included. The method is by mere nominations. As for giving more democratic structure to the Academic Council, the teachers are to be elected. For that purpose, the following amendments are suggested in the Section 69 E:

- (i) in section 69 E, in subsection (2), for Clause ©, the following clause shall be substituted, -
“(c), four permanent teachers of colleges representing the different departments to be elected from among themselves.
- (ii) after Clause (f), the following Clause shall be added:

“(g) Students Union Chairman and General Secretary to be nominated by the Principal.

1. Governing Council, being an important authority with regard all matters of an Autonomous Colleges., it is very important that the students, primary stakeholders are to be included in the constitution of Governing Council of an Autonomous Colleges. And the teachers included in the Governing Council are to be elected from among them and shall not be mere nominations. it may also be noted that students representatives are already there in the Syndicates of all universities.

- (i) In section 69I, in sub section (2),for clause (c), the following clause shall be substituted namely:-

“(c) Three permanent teaches having not less than 8 years of service to be elected from among themselves for a period of 2 years, provided that such teachers shall not eligible to hold for more than two consecutive terms.

- (ii) after clause (f), the following clauses shall be added to ensure the democratic nature of the Governing Council.

“(g), the Students Union Chairman to be nominated by the principal, provided that he/she shall vacate the office when a new Chairman is elected.

“(h), The Ward member/ Councilor of the Grama Panchayath/ Urban local Body concerned shall be nominated by the respective body.

Similar amendments are also required in clause (b) and addition of clause (g) in subsection of 4 of Section 69I.

2. The existing provision in section 69 N is that Controller of Examinations shall be a person not below the rank of Associate Professor and having experience of not less than two years in a department offering Post Graduate course of study. In most of the Autonomous Colleges, there may not be sufficient Associate Professor and even in cases where Associate Professors are available they may not be having experience in department offering Post Graduate courses. As such, that provision has to be modified:

- (i) in section 69N, in sub section (i), for the words “shall appoint a person not below the rank of an Associate Professor, with experience of not less than two years as the Head of a Department offering Post Graduate Course of study in a Government College or a college other than an Unaided College”, the words “shall appoint a permanent teacher having not less ten years of service”, shall be substituted.

3. After section 65 N, the following section shall be inserted.

“69 NA (i). **Grievance Redressal Cell.**- there shall be a redressal cell in every Autonomous College to consider the grievances of students with respect any matters connected with the conduct of Examinations, Evaluation and declaration of the result.

(ii)- The Grievance Redressal Cell of an Autonomous Colleges shall consist of following members, namely:-

- (a) the Principal, who shall be the Chairman of the Cell
- (b) Two senior most teachers, of whom one shall be a woman to be nominated by the Principal.
- (c) the Students Union Chairman
- (d) PTA president

(iii)- the Grievance Redressal Cell shall enquire into any complaint or petition regarding the conduct of examinations, evaluations and declaration of the results and take a decision after hearing the complainant.

4. Amendment of Section 69 P. –

1. as there is an apparent contradiction between the provisions in Section 69 F and 69P, the opening sentence of sub section (i) of 69P may be amended as follows:-

In section 69P, in subsection (i) for the words “Subject to the provisions of this Chapter and the provisions of the Statutes, Ordinances, Regulations, bye-laws and rules made there under,” the words “Subject to the provisions of this Chapter” shall be substituted.

2A. In sub section (3), for the words “thirty working days”, the words “Ninety days” shall be substituted.

2B. in the second proviso for the words “thirty working days”, the words “Ninety days” shall be substituted.

Similar amendments are also required on above lines in all other University Acts

Autonomous Colleges in Kerala

| Sl.No. | Name of Colleges | Affiliated University | Autonomy first time given w.e.f. | Autonomy valid up to as per records available with UGC |
|--------|--|---------------------------------------|----------------------------------|--|
| 1 | Mar Ivanios College, Nalanchira | University of Kerala | 2014-2015 | 2014-2015 to 2019-2020 |
| 2 | Fatima Mata National College, Kollam | | 2014-2015 | 2014-2015 to 2019-2020 |
| 3 | St. Berchmans College, Changanassery | Mahathma Gandhi University, Kottayam. | 2014-2015 | 2014-2015 to 2019-2020 |
| 4 | Maharaja's College, Ernakulam | | 2014-2015 | 2014-2015 to 2019-2020 |
| 5 | Rajagiri College of Social Sciences, Kalamassery, Ernakulam. | | 2014-2015 | 2014-2015 to 2019-2020 |
| 6 | St. Teresa's College, Ernakulam | | 2014-2015 | 2014-2015 to 2019-2020 |
| 7 | Secred Heart College, Eranakulam | | 2014-2015 | 2014-2015 to 2019-2020 |
| 8 | Assumption College, Chanaganacherry | | 2016-2017 | 2016-2017 to 2021-2022 |
| 9 | CMS College, Kottayam, | | 2016-2017 | 2016-2017 to 2021-2022 |
| 10 | Mar Athanasious College, Kothamangalam | | 2016-2017 | 2016-2017 to 2021-2022 |
| 11 | Marian College, Kuttikkanam | | 2016-2017 | 2016-2017 to 2021-2022 |
| 12 | St. Albert's College, | | 2016-2017 | 2016-2017 to 2021-2022 |

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| | Ernakulam | | | |
| 13 | Christ College Irinjalakuda | University of Calicut, Malappuram. | 2015-2016 | 2015-2016 to 2020-2021 |
| 14 | St. Thomas College, Thrissur | | 2014-2015 | 2014-2015 to 2019-2020. |
| 15 | M E S Mampad College, Malappuram | | 2015-2016 | 2015-2016 to 2020-2021 |
| 16 | Farook College, Kozhikode | | 2015-2016 | 2015-2016 to 2020-2021 |
| 17 | St. Josephs' College, Devagiri, Kozhikkode | | 2014-2015 | 2014-2015 to 2019-2020 |
| 18 | St. Joseph's College, Irinjalakuda | | 2016-2017 | 2016-2017 to 2021-2022 |
| 19 | Vimala College, Thrissur | | 2016-2017 | 2016-2017 to 2021-2022 |

Appendix IV

Committee on Autonomous Colleges

Summary of Proceedings

| Sl. No | Date | Place | Details |
|---------------|-------------|--------------|--|
| 1 | 8.2.2017 | KSHEC | Committee meeting |
| 2 | 5.1.2018 | Thrissur | Public sitting |
| 3 | 6.1.2018 | Thrissur | Public sitting |
| 4 | 11.1.2018 | Ernakulam | Public sitting |
| 5 | 12.1.2018 | Ernakulam | Public sitting |
| 6 | 12.1.2018 | Ernakulam | Meeting with Autonomous college managements and principals |
| 7 | 20.1.2018 | KSHEC | Meeting with students and teachers org. |
| 8 | 30.1.2018 | Ernakulam | Meeting with University authorities |
| 9 | 9.2.2018 | KSHEC | Committee meeting |
| 10 | 9.2.2018 | KSHEC | Public sitting |
| 11 | 15.3.2018 | Ernakulam | Maharajas College visit |
| 12 | 16.3.2018 | Ernakulam | St. Teresas, St. Alberts college visit |
| 13 | 23.3.2018 | KSHEC | Meeting to discuss the report |
| 14 | 26.3.2018 | KSHEC | Meeting to discuss the report |

Appendix – V

List of Participants in Public Sittings and Meetings with different Stakeholders

| SL NO. | NAME | DESIGNATION | NAME OF COLLEGE | DATE OF MEETING |
|---------------|----------------------|---------------------|------------------------------|------------------------|
| 1 | MATHEW K KOOLA | PROFESSOR | ST. MARY'S COLLEGE ,THRISSUR | 05.01.2018 |
| 2 | A J THANKACHAN | ASSOCIATE PROFESSOR | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 3 | SOBHANA PUSHPANGADAN | PTA PRESIDENT | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 4 | C A THOMAS | PTA COMMITTEE | ST THOMAS COLLEGE | 05.01.2018 |

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| | | | THRISSUR | |
| 5 | ANO P.S | SENIOR CLERK | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 6 | SHINE JOY MORIYADAN | CLERK | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 7 | ANTO JOHNY THOTTIL | CLERK | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 8 | PREETHA K | PARENT | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 9 | JINESH PAUL C | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 10 | ALICE N K | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 11 | BINDHIA K F | HEAD, DEPT OF COMPUTER APPLICATION | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 12 | SAGAR K P | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 13 | SOORAJ M R | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 14 | C CLINSON JOSE K | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 15 | JOSEPH VARGHESE | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 16 | SANTHMATHEW P S | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 17 | AJIL JOHNSON M | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 18 | JEAS SHAJAN | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 19 | ALBIN K L | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 20 | DR. JOSE JOHN MALLIKESAN | ASSOCIATE PROFESSOR | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |

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| 21 | DR. GEROGE MATHEW | ASSOCIATE PROFESSOR | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |
| 22 | DR. ANTO N J | ASSOCIATE PROFESSOR | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |
| 23 | GOKULNATH P N | PTA EXECUTIVE MEMBER | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |
| 24 | ANULA TOM | STUDENT | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |
| 25 | VARGHESE P A | | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 26 | NAMITHA GEORGE | STUDENT | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |
| 27 | TOMSON A S | LIBRARIAN | ST JOSEPH'S COLLEGE, DEVAGIRI, CALICUT | 05.01.2018 |
| 28 | SAJAD M | STUDENT | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 29 | MOHAMMED IJAS C | STUDENT | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 30 | SHERIN FARSANA C H | STUDENT | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 31 | JISHNU P | STUDENT | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 32 | DR. V M CHACKO | ASSOCIATE PROFESSOR & HOD , DEPT OF STATISTICS | ST THOMAS COLLEGE ,THRISSUR | 05.01.2018 |
| 33 | DR. JOHNS NODUVATH | ASSISTANT PROFESSOR DEPT. OF PHYSICS | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 34 | DR. ANIL GEORGE K | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 35 | JOSE MYLADOOR CHACKO | | | 05.01.2018 |
| 36 | LITTY DOMINS | | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |

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| 37 | DR. JOY K L | ASSOCIATE PROFESSOR, DEPT. OF CHEMISTRY | ST THOMAS COLLEGE THRISSUR | 05.01.2018 |
| 38 | DR. SR LILLY K O | VICE PRINCIPAL | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 39 | SAJA SANJEEV KUMAR | P.T. W .A REPRESENTATIVE | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 40 | DR. SR . ROSE BASTIN | ASSISTANT MANAGER | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 41 | DR. N R MANGALAMBAL | HEAD & ASSOCIATE PROFESSOR | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 42 | DR. ASHA THOMAS | ASSOCIATE PROFESSOR, DEPT. OF ENGLISH | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 43 | JYOTHI A J | JR. SUPDT | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 44 | RESHMA AUGUSTIN | STUDENT | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 45 | PARVATHI ARUL JOSHI | STUDENT | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 46 | SANTIYA JOY | STUDENT | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 47 | RIKSON P R | STUDENT | ST JOSEPH'S COLLEGE, IRINJALAKUDA | 05.01.2018 |
| 48 | ALBIN TOMY | STUDENT | ST THOMAS COLLEGE, THRISSUR | 05.01.2018 |
| 49 | AMAL JOSEPH | STUDENT | ST THOMAS COLLEGE, THRISSUR | 05.01.2018 |
| 50 | ALISH JACOB | STUDENT | ST THOMAS COLLEGE, THRISSUR | 05.01.2018 |
| 51 | LIVIN T JOY | STUDENT | ST THOMAS COLLEGE, THRISSUR | 05.01.2018 |
| 52 | SNEHA JOHNY | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |

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| 53 | BETTINA BENNY | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 54 | ANAGHA JOY | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 55 | ASHA FRANCIS | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 56 | SILPA WILSON | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 57 | JIYA JOSEPH | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 58 | DIVYA JOY P | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 59 | AKHIL VARGHESE | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 60 | JOSE JOHN | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 61 | LINCE JOSE | STUDENT | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 62 | DR. ROBINSON P | ASSISTANT PROFESSOR IQAC COORDINATOR | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 63 | DR. JOLLY ANDREWS | VICE PRINCIPAL | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 64 | PROF. V P ANTO | | CHRIST COLLEGE IRINJALAKUDA | 05.01.2018 |
| 65 | DR. MINIMOL K | IQAC COORDINATOR | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 66 | DR. O J JAYCEE | ASSOCIATE PROFESSOR | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 67 | DR. SARANEENA T T | ASSOCIATE PROFESSOR | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 68 | DR. KARUNA M S | ASSOCIATE PROFESSOR | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 69 | MS. ROSE DIUS | ASSISTANT | VIMALA COLLEGE, THRISSUR | 05.01.2018 |

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| | | PROFESSOR | | |
| 70 | DR. JAYA CHERIAN | CONTROLLER OF EXAMINATION | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 71 | RAGINA RAZACK | STUDENT | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 72 | MIRFA KS | STUDENT | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 73 | AISWARYA PRADEEP | STUDENT | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 74 | NIKITHA BABU | STUDENT | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 75 | JINEESH V P | OFFICE STAFF | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 76 | SARITHA K A | OFFICE STAFF | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 77 | DR. S RITTY J NEDUMPARA | MANAGEMENT REPRESENTATIVE | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 78 | MARTIN K GEORGE | MANAGEMENT REPRESENTATIVE | VIMALA COLLEGE, THRISSUR | 05.01.2018 |
| 79 | DR. JENSON P O | PRINCIPAL | ST THOMAS COLLEGE, THRISSUR | 05.01.2018 |
| 80 | DR. Fr. MARTIN K A | VICE PRINCIPAL | ST THOMAS COLLEGE, THRISSUR | 05.01.2018 |
| 81 | ANAS E | ASSISTANT CONTROLLER OF EXAMINATION | MES MAMAPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 82 | DR. K S ANOOP DAS | | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 83 | SABIQUE M K | | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 84 | HASKER E | | MES MAMPAD COLLEGE, MALAPPURAM | 05.01.2018 |
| 85 | DR. S SREEKUMAR | | CHRIST COLLEGE IRINJALAKUDA | 06.01.2018 |
| 86 | PHILOMINA M M | PARENT | ST THOMAS COLLEGE THRISSUR | 06.01.2019 |
| 87 | MIDHUN SHAH | TEACHER | ST THOMAS COLLEGE | 06.01.2019 |

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| | | | THRISSUR | |
| 88 | MUHAMMED RASHEED P | TEACHER | FAROOK COLLEGE, CALICUT | 06.01.2019 |
| 89 | DR. SALIL VARMA | ASSOCIATE PROFESSOR & HOD , DEPT OF ENGLISH | ST JOSEPH'S COLLEGE , DEVAGIRI | 06.01.2019 |
| 90 | ROBIN XAVIER | ASSISTANT PROFESSOR | ST JOSEPH'S COLLEGE , DEVAGIRI | 06.01.2019 |
| 91 | DR. ARAVINDA B P | HEAD , DEPT OF BPE | CHRIST COLLEGE IRINJALAKUDA | 06.01.2019 |
| 92 | P V MANOJ KUMAR | PTA, EXECUTIVE MEMBER & PARENT | VIMALA COLLEGE, THRISSUR | 06.01.2019 |
| 93 | DAVIS ANTONY M | PTA MEMBER | CHRIST COLLEGE IRINJALAKUDA | 06.01.2019 |
| 94 | M L BABU | PTA VICE PRESIDENT | CHRIST COLLEGE IRINJALAKUDA | 06.01.2019 |
| 95 | K N SUBHASA | PTA MEMBER | CHRIST COLLEGE IRINJALAKUDA | 06.01.2019 |
| 96 | K A TONY | PTA PRO | VIMALA COLLEGE, THRISSUR | 06.01.2019 |
| 97 | ABHILASH P J | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 98 | JISHNU DAS V S | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 99 | SUSAN ABRAHAM | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 100 | JOBY JOSE | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 101 | ALEX VARGHESE | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 102 | BIBIN SEBASTIAN | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 103 | SRUTHY SATHYANATH | | MARIAN COLLEGE , KUTTIKANAM | 20.01.2018 |
| 104 | CHIPPY DANIE | | MARIAN COLLEGE , | 20.01.2018 |

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| | | | KUTTIKANAM | |
| 105 | ANGELA AJITH | | SACRED HEART COLLEGE | 11.01.2018 |
| 106 | M. R MARTIN | | ST TERESA'S COLLEGE | 11.01.2018 |
| 107 | DR. IVE JOSEPH | | ASSUMPTION COLLEGE | 11.01.2018 |
| 108 | V S SASIKUMAR | | ASSUMPTION COLLEGE | 11.01.2018 |
| 109 | SANDRA THERES TES MATHEW | | ASSUMPTION COLLEGE | 11.01.2018 |
| 110 | NEENU RACHAL PHILIP | | ASSUMPTION COLLEGE | 11.01.2018 |
| 111 | FATHIMA SHANAVAS | | ASSUMPTION COLLEGE | 11.01.2018 |
| 112 | VINSA SABAN | | ASSUMPTION COLLEGE | 11.01.2018 |
| 113 | UNNIKRISHNAN NAMBOOTHIRI | PTA | ASSUMPTION COLLEGE | 11.01.2018 |
| 114 | SONIA SAJI | | ASSUMPTION COLLEGE | 11.01.2018 |
| 115 | DR. REGIMOL C | | ASSUMPTION COLLEGE | 11.01.2018 |
| 116 | DR. RIJU C ISSAC | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 117 | DR. RAJESH K THUMBALAKARA | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 118 | JAYAN P NAIR | PTA | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 119 | FEBA KURIAN | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 120 | GOWRI ANIL | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 121 | DR. ABY P VARGHESE | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 122 | PAUL VARGHESE | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 123 | BABURAJ A | | M A COLLEGE, | 11.01.2018 |

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| | | | KOTHAMANGALAM | |
| 124 | MARIA SHAJU | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 125 | LOGIA JOLLY | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 126 | ARYA SONY | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 127 | ANJU V N | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 128 | AKHIL HAREENDRAN | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 129 | ASHIN SHIBU | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 130 | DR. MANJU KURIAN | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 131 | ANU GEORGE | ASSISTANT PROFESSOR | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 132 | EVIN MATHEWS | STUDENT | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 133 | AUGUS KURIAN | STUDENT | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 134 | AMITHA SHAJI | FORMER STUDENT | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 135 | RUBY JAMES | FORMER STUDENT | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 136 | JANSSER JOSEPH | ASSISTANT PROFESSOR | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 137 | DR. ANTONY MATHEWS | ASSOCIATE PROFESSOR | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 138 | JOSE MATHEW | MANAGEMENT REPRESENTATIVE | ST. BERCHMANS COLLEGE | 11.01.2018 |
| 139 | DR. JAYAMMA FRANCIS | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 140 | DR. JOGE K | | MARIAN COLLEGE , | 11.01.2018 |

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| | JOSEPH | | KUTTIKANAM | |
| 141 | FR. JOHN J CHAVARA | | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 142 | MATHAI T JACOB | | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 143 | DR. SIBY JOSEPH | | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 144 | DR. RAJIMOL A | | MARIAN COLLEGE , KUTTIKANAM | 11.01.2018 |
| 145 | DIN MATHEW JOHN | | MARIAN COLLEGE , KUTTIKANAM | 11.01.2018 |
| 146 | DR. BINU THOMAS | | MARIAN COLLEGE , KUTTIKANAM | 11.01.2018 |
| 147 | JOBY JOSE | | MARIAN COLLEGE , KUTTIKANAM | 11.01.2018 |
| 148 | M C JOSE | ASSISTANT PROFESSOR | ST. BERCHMANS COLLEGE, CHANGANACHERRY | 11.01.2018 |
| 149 | PROF. JOSEPH TITE | | | 11.01.2018 |
| 150 | DR. K B SHERLY | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 151 | DR. MANJULA K | | M A COLLEGE, KOTHAMANGALAM | 11.01.2018 |
| 152 | DR. JOSEPH T MOOLAYIL | | SACRED HEART COLLEGE | 11.01.2018 |
| 153 | FR. DR. JOSE JOHN | | SACRED HEART COLLEGE | 11.01.2018 |
| 154 | DR. GERORGEKUTTY JOSEPH | | SACRED HEART COLLEGE | 11.01.2018 |
| 155 | DR. JOSEPH GEORGE | | SACRED HEART COLLEGE | 11.01.2018 |
| 156 | VINIL K V | | SACRED HEART COLLEGE | 11.01.2018 |
| 157 | DR. SIBY | | SACRED HEART COLLEGE | 11.01.2018 |

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| | MATHEW | | | |
| 158 | BENNY VARGHESE | | SACRED HEART COLLEGE | 11.01.2018 |
| 159 | DR. ASHA ADI JOSEPH | | SACRED HEART COLLEGE | 11.01.2018 |
| 160 | CHANDRA SEKHARAN P | | ST TERESA'S COLLEGE | 11.01.2018 |
| 161 | SUMA RAVINDRAN | PRESIDENT | ST TERESA'S COLLEGE | 11.01.2018 |
| 162 | DR. B HARILAL | | ASSUMPTION COLLEGE | 11.01.2018 |
| 163 | DR. PHILIP MATHEW | | SACRED HEART COLLEGE | 11.01.2018 |
| 164 | FUAD MUHAMMAD | | MAHARAJAS COLLEGE | 11.01.2018 |
| 165 | ARHAMSHA | | MAHARAJAS COLLEGE | 11.01.2018 |
| 166 | BABIN SAI | | MAHARAJAS COLLEGE | 11.01.2018 |
| 167 | REGITHA BAIJI | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 168 | DR. CHERIAN P E | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 169 | SIDHARTH K BHATTATHIRI | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 170 | HARI KRISHNAN J | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 171 | ULLAS U | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 172 | ADITH AUGUSTINE | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 173 | JEMMA OLIVER | | STC COLLEGE, ASTA | 11.01.2018 |
| 174 | SOYA P S | | STC COLLEGE, ASTA | 11.01.2018 |
| 175 | SHOBHA NAIR | | STC COLLEGE, ASTA | 11.01.2018 |

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| 176 | JEFIN ANTONY | | SACRED HEART COLLEGE, THEVARA | 11.01.2018 |
| 177 | ADV. GEETHA JOB | | STC COLLEGE, ASTA | 11.01.2018 |
| 178 | ALIKOYA M | | STC COLLEGE, ASTA | 11.01.2018 |
| 179 | NEENA UNNIKRISHNAN | | STC COLLEGE, ASTA | 11.01.2018 |
| 180 | GEETHA KISHORE | | STC COLLEGE, ASTA | 11.01.2018 |
| 181 | JISHNU T R | | MAHARAJAS COLLEGE | 11.01.2018 |
| 182 | PREJITH K BABU | | MAHARAJAS COLLEGE | 11.01.2018 |
| 183 | ABHIJITH K K | | MAHARAJAS COLLEGE | 11.01.2018 |
| 184 | NANDU K V | | MAHARAJAS COLLEGE | 11.01.2018 |
| 185 | MOHAMMED YASEEN K M | | MAHARAJAS COLLEGE | 11.01.2018 |
| 186 | AJMILA SHAN | | MAHARAJAS COLLEGE | 11.01.2018 |
| 187 | SHAHANA MANSUR | | MAHARAJAS COLLEGE | 11.01.2018 |
| 188 | IRFANA P I | | MAHARAJAS COLLEGE | 11.01.2018 |
| 189 | ABHINAV K CHANDRAN | | MAHARAJAS COLLEGE | 11.01.2018 |
| 190 | JOSHAL | | MAHARAJAS COLLEGE | 11.01.2018 |
| 191 | RETHU KRISHNAN | | MAHARAJAS COLLEGE | 11.01.2018 |
| 192 | ASWIN P DINESH | | MAHARAJAS COLLEGE | 11.01.2018 |
| 193 | ATHUL KRISHNA T B | | MAHARAJAS COLLEGE | 11.01.2018 |
| 194 | RAHUL | | MAHARAJAS COLLEGE | 11.01.2018 |
| 195 | ARJUN KRISHNA N R | | MAHARAJAS COLLEGE | 11.01.2018 |

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| 196 | FEBIN | | MAHARAJAS COLLEGE | 11.01.2018 |
| 197 | ABDUL REBIN N R | | MAHARAJAS COLLEGE | 11.01.2018 |
| 198 | AMAL P M | | MAHARAJAS COLLEGE | 11.01.2018 |
| 199 | JULIA DAVID | | MAHARAJAS COLLEGE | 11.01.2018 |
| 200 | SUMI JOY OLIAPPURAM | | MAHARAJAS COLLEGE | 11.01.2018 |
| 201 | JITHIN JOHNSON | | SACRED HEART COLLEGE ,ERNAKULAM | 11.01.2018 |
| 202 | ARUN HARRY | | ST ALBERT'S COLLEGE | 11.01.2018 |
| 203 | V M GEORGE | | SACRED HEART COLLEGE ,ERNAKULAM | 11.01.2018 |
| 204 | BENNY VARGHESE | | SACRED HEART COLLEGE ,ERNAKULAM | 11.01.2018 |
| 205 | NIHAD C P | | MAHARAJAS COLLEGE | 11.01.2018 |
| 206 | NABEEL | | MAHARAJAS COLLEGE | 11.01.2018 |
| 207 | VISHNU P.K | | MAHARAJAS COLLEGE | 11.01.2018 |
| 208 | FEMI ANN MATHEW | | SACRED HEART COLLEGE | 11.01.2018 |
| 209 | SAJIMOL AUGUSTINE | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 210 | DR. KALA M S | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 211 | DR. BEENA JOB | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 212 | DR USHA NAIR | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 213 | DR. LATHA NAIR R | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 214 | DR. ELSAM JOSEPH | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 215 | DR.ALPHONSA VIJAYA JOSEPH | | ST. TERESA'S COLLEGE | 11.01.2018 |

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| 216 | DRL NIRMALA PADMANABHAN | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 217 | BETTY JOSEPH | | ST. TERESA'S COLLEGE | 11.01.2018 |
| 218 | DR. CYRIAC ANTONY | MEMBER, ACADEMIC COUNCIL | | 11.01.2018 |
| 219 | ROSALIND GONZAGA | | ST. ALBERT'S COLLEGE | 11.01.2018 |
| 220 | DR. TIA MATHEWS | | ST. ALBERT'S COLLEGE | 11.01.2018 |
| 221 | SITHARA SATHAR | | ST. ALBERT'S COLLEGE | 11.01.2018 |
| 222 | ANANDHU K KUMAR | | | 11.01.2018 |
| 223 | SABA M C | | ST. ALBERT'S COLLEGE | 11.01.2018 |
| 224 | ALICE RAJAN | | SACRED HEART COLLEGE | 11.01.2018 |
| 225 | LAKSHMY DAS | | ST TERESA'S COLLEGE | 12.01.2018 |
| 226 | PARVTHY SALIL | | ST TERESA'S COLLEGE | 12.01.2018 |
| 227 | SHAMIL VENU | | ST TERESA'S COLLEGE | 12.01.2018 |
| 228 | VAISHNAVI VENU | | ST TERESA'S COLLEGE | 12.01.2018 |
| 229 | BLESSY JOHNSON | | ST TERESA'S COLLEGE | 12.01.2018 |
| 230 | SREELAKSHMI ANAND | | ST TERESA'S COLLEGE | 12.01.2018 |
| 231 | MARY SHILPA FRANCIS | | ST TERESA'S COLLEGE | 12.01.2018 |
| 232 | MEGHA MANI | | ST TERESA'S COLLEGE | 12.01.2018 |
| 233 | SB MEENAKSHI | | ST TERESA'S COLLEGE | 12.01.2018 |
| 234 | SELAS JOSEPH | | ST TERESA'S COLLEGE | 12.01.2018 |
| 235 | DEVIKA | | ST TERESA'S COLLEGE | 12.01.2018 |

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| | MANNAMPAT | | | |
| 236 | MAREENA JAISON | | ST TERESA'S COLLEGE | 12.01.2018 |
| 237 | AMALA ANNA JOBY | | ST TERESA'S COLLEGE | 12.01.2018 |
| 238 | DEVIKA V S | | ST TERESA'S COLLEGE | 12.01.2018 |
| 239 | SUSAN THOMAS | | ST TERESA'S COLLEGE | 12.01.2018 |
| 240 | NAZRA SIRAJ | | ST TERESA'S COLLEGE | 12.01.2018 |
| 241 | CAROLINE ELIZABETH LOYED | | ST TERESA'S COLLEGE | 12.01.2018 |
| 242 | ALEENA AUGUSTINE | | ST TERESA'S COLLEGE | 12.01.2018 |
| 243 | SHEETHA I V S | | ST TERESA'S COLLEGE | 12.01.2018 |
| 244 | FATHIMA HISANA | | ST TERESA'S COLLEGE | 12.01.2018 |
| 245 | ANEETA TREESA AJITH | | ST TERESA'S COLLEGE | 12.01.2018 |
| 246 | OLIVIA ANNA FERNANDEZ | | ST TERESA'S COLLEGE | 12.01.2018 |
| 247 | ASWINI P V | | ST TERESA'S COLLEGE | 12.01.2018 |
| 248 | PREEJITH K BABY | | MAHARAJAS COLLEGE | 12.01.2018 |
| 249 | ABHIJITH K K | | MAHARAJAS COLLEGE | 12.01.2018 |
| 250 | RAHUL | | MAHARAJAS COLLEGE | 12.01.2018 |
| 251 | ABHINAV K CHANDRAN | | MAHARAJAS COLLEGE | 12.01.2018 |
| 252 | MUHAMMED ANEES | | MAHARAJAS COLLEGE | 12.01.2018 |
| 253 | ASNA K AMEEN | | FAROOK COLLEGE, CALICUT | 12.01.2018 |
| 254 | SHIRON ZEYYAD | | FAROOK COLLEGE, CALICUT | 12.01.2018 |

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| 255 | LUBINA P A | | FAROOK COLLEGE, CALICUT | 12.01.2018 |
| 256 | JOSHY P G | | ST. TERESA'S COLLEGE | 12.01.2018 |
| 257 | JERIN K P | | ST. TERESA'S COLLEGE | 12.01.2018 |
| 258 | MAGGIE P T | | ST. TERESA'S COLLEGE | 12.01.2018 |
| 259 | GLADIS D'SILVA | | ST. TERESA'S COLLEGE | 12.01.2018 |
| 260 | MARYA C P | | ST. TERESA'S COLLEGE | 12.01.2018 |
| 261 | JJI JOSEPH | | CMS COLLEG KOTTAYAM | 12.01.2018 |
| 262 | JOHN MATHEW | | CMS COLLEG KOTTAYAM | 12.01.2018 |
| 263 | DR. S ANIL KUMAR | | GOVT SANSRIT COLLEGE, TRIPUNITHURA | 12.01.2018 |
| 264 | DRL DENSELY JOSE | | M A COLLEGE, KOTHAMANGALAM | 12.01.2018 |
| 265 | VARGHESE V A | PARENT | SACRET HEART COLLEGE | 12.01.2018 |
| 266 | TP TOMY | VICE PRESIDENT , PTA | SACRET HEART COLLEGE | 12.01.2018 |
| 267 | J PAUL | EXECUTIVE MEMBER, PTA | SACRET HEART COLLEGE | 12.01.2018 |
| 268 | LUIZ E O | | SACRET HEART COLLEGE | 12.01.2018 |
| 269 | C S FRANCIS | ASSISTANT PROFESSOR | SACRET HEART COLLEGE | 12.01.2018 |
| 270 | SUNNY THOMAS | | MARIAN COLLEGE , KUTTIKANAM | 12.01.2018 |
| 271 | GEROGEKUTTY JAMES | | MAHARAJAS COLLEGE | 12.01.2018 |
| 272 | HARI KRISHNAN M S | | MAHARAJAS COLLEGE | 12.01.2018 |
| 273 | FR. PALAKKAPPILLIL (PRASANT) | | SACRET HEART COLLEGE | 12.01.2018 |
| 274 | DR. TOMY JOSEPH | | SB COLLEGE , CHANGANACHERRY | 12.01.2018 |

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| 275 | E P IMPICHIKOYA | PRINCIPAL | FAROOK COLLEGE, CALICUT | 12.01.2018 |
| 276 | C P KUNHI MOHAMMED | | FAROOK COLLEGE, CALICUT | 12.01.2018 |
| 277 | DR. ROY SAM DAVID | PRINCIPAL | CMS COLLEG KOTTAYAM | 12.01.2018 |
| 278 | DR JACOB GEROGE | MANAGER | CMS COLLEG KOTTAYAM | 12.01.2018 |
| 279 | DR. SIBICHAN M THOMAS | | ST JOSEPH'S COLLEGE , DEVAGIRI | 12.01.2018 |
| 280 | FR. JOSEPH PAIKADA | | ST JOSEPH'S COLLEGE , DEVAGIRI | 12.01.2018 |
| 281 | DR. FR JOLLY ANDREWS | | CHRIST COLLEGE IRINJALAKUDA | 12.01.2018 |
| 282 | DR. MATHEW PAUL UKKEY | PRINCIPAL | CHRIST COLLEGE IRINJALAKUDA | 12.01.2018 |
| 283 | FR. DR. JOSE KURADATH | MANAGER & PRESIDENT | RAJAGIRI COLLEGE | 12.01.2018 |
| 284 | FR.DR. GIGI THOMAS | PRINCIPAL | MAR IVANIOS COLLEGE | 12.01.2018 |
| 285 | FR. JAMES KOZHIMALA | MANAGER | MARIAN COLLEGE , KUTTIKANAM | 12.01.2018 |
| 286 | DR. F ROY ABRAHAM P | PRINCIPAL | MARIAN COLLEGE , KUTTIKANAM | 12.01.2018 |
| 287 | DR. JENSON P.O | PRINCIPAL | MARIAN COLLEGE , KUTTIKANAM | 12.01.2018 |
| 288 | P M MATHEW K | | ST THOMAS COLLEGE | 12.01.2018 |
| 289 | DR. LISSY ANTO | | ST JOSEPH'S COLLEGE | 12.01.2018 |
| 290 | DR. SR LILLY P L | | ST JOSEPH'S COLLEGE IRINJALAKUDA | 12.01.2018 |
| 291 | DR. K SEEDIKKOYA | MGT REPRESENTATIVE | MES MAMPAD COLLEGE, MALAPPURAM | 12.01.2018 |
| 292 | DR. P K BABU | PRINCIPAL | MES MAMPAD COLLEGE, MALAPPURAM | 12.01.2018 |

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| 293 | FR. ROLDEW JACOB, | PRO. MANAGER | FATIMA MATA NATIONAL COLLEG, KOLLAM | 12.01.2018 |
| 294 | DR. VINCENT B NETTO, | PRINCIPAL | FATIMA MATA NATIONAL COLLEG, KOLLAM | 12.01.2018 |
| 295 | ABRAHAM | MGT REPRESENTATIVE | | 12.01.2018 |
| 296 | GEROGE JACOB | MGT REPRESENTATIVE | | 12.01.2018 |
| 297 | DR. DENSELY JOSE | | M A COLLEGE, KOTHAMANGALAM | 12.01.2018 |
| 298 | DR. M S VIJAYA KUMARY | | | 12.01.2018 |
| 299 | SR. THRESIAMMA DEVASIA | | ASSUMPTION COLLEGE | 12.01.2018 |
| 300 | DR. SR LISSY JOHN IRIMPAN, | MANAGER | VIMALA COLLEGE, THRISSUR | 12.01.2018 |
| 301 | DR. SR MARRIETW A THERATTIL | PRINCIPAL | VIMALA COLLEGE, THRISSUR | 12.01.2018 |
| 302 | DR. M L JOSEPH, | PRINCIPAL | ST. ALBERT'S COLLEGE | 12.01.2018 |
| 303 | P.K RAVINDRAN | | MAHARAJAS COLLEGE | 12.01.2018 |
| 304 | DR. K N KRISHNAKUMAR | | MAHARAJAS COLLEGE | 12.01.2018 |
| 305 | DR. SUNISH K S | | MAHARAJAS COLLEGE | 12.01.2018 |
| 306 | SAJITH DHANAPAL | | MAHARAJAS COLLEGE | 12.01.2018 |
| 307 | RUBIN FRANCIS | | MAHARAJAS COLLEGE | 12.01.2018 |
| 308 | DR. SR. MANOJ KUTTY JOSEPH | PRINCIPAL | ASSUMPTION COLLEGE | 12.01.2018 |
| 309 | SRI. VINEETHA | DIRECTOR | ST TERESA'S COLLEGE | 12.01.2018 |
| 310 | DR. SUJIMOL AUGUSTINE M | PRINCIPAL | SB COLLEGE , CHANGANACHERRY | 12.01.2018 |

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| 311 | JOSE M C | | SB COLLEGE , CHANGANACHERRY | 12.01.2018 |
| 312 | FR. DR. JOSE JOHN | VICE PRINCIPAL | SECRET HEART COLLEGE | 12.01.2018 |
| 313 | DR. BINOY JOSEPH | PRINCIPAL | RAJAGIRI COLLEGE | 12.01.2018 |
| 314 | FR ANTONY ARACKAL | MANAGER | ST ALBERT'S COLLEGE | 12.01.2018 |
| 315 | DR. K SHARAFUDEEN | SYNDICATE MEMBER | MG UNIVERSITY | 30.01.2018 |
| 316 | PROF. TOMICHAN JOSEPH | SYNDICATE MEMBER | MG UNIVERSITY | 30.01.2018 |
| 317 | RAVEENDRAN C | CONTROLLER OF EXAMINATION | MG UNIVERSITY | 30.01.2018 |
| 318 | DR. ABDUL MAJEED T A | REGISTRAR | UNIVERSITY OF CALICUT | 30.01.2018 |
| 319 | DR. JOSHY C L | SYNDICATE MEMBER | UNIVERSITY OF CALICUT | 30.01.2018 |
| 320 | DR. RIJU LAL G | SYNDICATE MEMBER | UNIVERSITY OF CALICUT | 30.01.2018 |
| 321 | HARI P | SO | MG UNIVERSITY | 30.01.2018 |
| 322 | DR. JAYA CHANDRAN R | REGISTRAR | KERALA UNIVERSITY | 30.01.2018 |
| 323 | DR. K MADHU KUMAR | | KERALA UNIVERSITY | 30.01.2018 |
| 324 | DR. JIJIMON K THOMAS | ASSOCIATE PROFESSOR | MAR IVANIOS COLLEGE | 09.02.2018 |
| 325 | DR. JOLLY JACOB | ASSOCIATE PROFESSOR | MAR IVANIOS COLLEGE | 09.02.2018 |
| 326 | CHRISTY CLEMENT | ASSISTANT PROFESSOR | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 327 | DR. TITUS A R | ASSISTANT PROFESSOR | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 328 | DR. SAJIMON P F | ASSISTANT | FATIMA MATA NATIONAL | 09.02.2018 |

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| 329 | DR. K S DARSANAMBIKA | ASSOCIATE PROFESSOR | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 330 | MS. LINDA PIONS JOHN | ASSISTANT PROFESSOR | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 331 | ANN VARGHESE | ASSISTANT PROFESSOR | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 332 | JOSE MATHAI | PTA | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 333 | VARGHESE T J | TREASURER | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 334 | ROSHNI JOYSON | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 335 | ARCHA SURESH | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 336 | EDISON P ALOYSCIOUS | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 337 | ANJU ABRAHAM | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 338 | SAIRA ALEXANDER | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 339 | VISHNU PRIYA | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 340 | SHARON JOSE | | FATIMA MATA NATIONAL COLLEG, KOLLAM | 09.02.2018 |
| 341 | FR. ANTONY ANACKAL | CHAIRMAN | ST ALBERT'S COLLEGE | 16.03.2018 |
| 342 | DR. M L JOSEPH, | PRINCIPAL | ST ALBERT'S COLLEGE | 16.03.2018 |
| 343 | DR. SADANANDAN V S | VICE PRINCIPAL | ST ALBERT'S COLLEGE | 16.03.2018 |
| 344 | DR. TITUS CORREYA | VICE PRINCIPAL | ST ALBERT'S COLLEGE | 16.03.2018 |
| 345 | DR AJITH | IQAC | ST ALBERT'S COLLEGE | 16.03.2018 |

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| | THOMAS JOHN | | | |
| 346 | DR VIJAY JOHN GENSON | DEAN STUDENT AFFAIRS | ST ALBERT'S COLLEGE | 16.03.2018 |
| 347 | DR. M A SOLOMN | MS, ACADEMIC COUNCIL | ST ALBERT'S COLLEGE | 16.03.2018 |
| 348 | DR. TERENCE ROBELLO | DEAN ACADEMIC | ST ALBERT'S COLLEGE | 16.03.2018 |
| 349 | K J BENNY | CONTROLLER OF EXAMINATION | ST ALBERT'S COLLEGE | 16.03.2018 |
| 350 | DR. JUDE MARTIN MENDEZ | MEMBER, GOVERNING COUNCIL | ST ALBERT'S COLLEGE | 16.03.2018 |
| 351 | SEENA BHASKAR | MEDIA | | |
| 352 | HARIKRISHNAN M S | SFI | MAHARAJAS COLLEGE | 11.01.2018 |
| 353 | SHAZ I F | SFI | MAHARAJAS COLLEGE | 11.01.2018 |
| 354 | GEROGE KUTTYJAMES | SFI | MAHARAJAS COLLEGE | 11.01.2018 |
| 355 | RAHUL M S | SFI | MAHARAJAS COLLEGE | 11.01.2018 |
| 356 | ABHINAND M S | SFI | MAHARAJAS COLLEGE | 11.01.2018 |
| 357 | ANANDU | SFI | MAHARAJAS COLLEGE | 11.01.2018 |
| 358 | ARJUN KRISHNA N | | MAHARAJAS COLLEGE | 12.01.2018 |
| 359 | PRATHIN SAJ KRISHNA | SFI | MAHARAJAS COLLEGE | 20.01.2018 |
| 360 | PRABHASH P. K | AIDSO | MAHARAJAS COLLEGE | 20.01.2018 |
| 361 | A SHYJU | AIDSO | MAHARAJAS COLLEGE | 20.01.2018 |
| 362 | M K SHAHAZAD | DRSO | MAHARAJAS COLLEGE | 20.01.2018 |
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