

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
RAJYA SABHA
UNSTARRED QUESTION NO-2275
ANSWERED ON- 09/08/2023
UGC'S RULE ON FACULTY RECRUITMENT

2275 DR. SANTANU SEN:

Will the Minister of Education be pleased to state:

- (a) whether Government has any rationale for changing the UGC's rule to hire entry-level professors and making a PhD degree optional for assistant professors;
- (b) if so, the details thereof and the basis of such justification;
- (c) whether Government has compared the international standards and practices for faculty recruitment in Higher Educational institutions;
- (d) if so, the details thereof and how India fares in comparison with other countries; and
- (e) whether Government has any vision to improve the quality and ranking of Indian higher educational institutions at the global level?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF EDUCATION

(DR. SUBHAS SARKAR)

(a) & (b): The University Grants Commission (UGC) has informed that it has not made any change in the prevailing norms for appointment of Assistant Professors i.e the National Eligibility Test (NET)/State Eligibility Test (SET)/State Level Eligibility Test (SLET) is a mandatory requirement, however, those who have Ph.D. degree awarded as per the UGC Regulations are exempted from NET/SET/SLET; the same is being continued.

UGC has notified and published 2nd Amendment of UGC Regulation on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education, on 30-06-2023; whereby the NET/SLET/SET shall be the minimum criteria for the direct recruitment to the post of Assistant Professor in all Higher Education Institutions. By not changing the eligibility conditions prescribed in 2010 regulations, the UGC has given more autonomy and flexibility to the Universities to decide the shortlisting criteria and appoint the best suitable candidates.

(c) & (d): The best universities in the world rarely follow rigid rules for recruiting teachers. They always focus on recruiting the best candidate. Within India also, IITs, depending on the discipline, appoint an entry-level assistant professor without a Ph.D. In their advertisements,

IITs also mention that minimum qualification and experience requirements may be relaxed for exceptionally outstanding candidates.

(e): National Education Policy (NEP) 2020 provides for facilitation of research/teaching collaborations and faculty/student exchanges with high-quality foreign institutions. It also encourages high performing Indian universities to set up their campuses in other countries, and similarly, selected universities e.g., those from among the top 100 universities in the world will be facilitated to operate in India. Accordingly, UGC has issued 'Academic Collaboration between Indian and Foreign Higher educational Institutions to offer Twinning, Joint Degree and Dual Degree Programmes Regulations' on 02.05.2022. It inter-alia promotes enhanced academic collaboration with foreign higher educational institutions leading towards academic and research excellence in the Indian higher educational institutions. Also, to promote affordable world class academic and research facilities World Class Institutions Scheme was launched in the year 2017. The regulatory framework of the scheme provides for identifying 10 institutions each from the public and private category to grant them the status of an 'Institution of Eminence' (IoE). So far, 12 institutions have been notified as 'Institutions of eminence' (IoE) which include 08 institutions from the public category and 04 institutions from the private category.

Global Initiative for Academic Network (GIAN) has also been implemented which seeks to tap the talent pool of scientists and entrepreneurs from abroad, including those of Indian origin, to augment the country's existing academic resources. The Scheme for Promotion of Academic and Research Collaboration (SPARC), aims at improving the research ecosystem of India's higher educational institutions by facilitating academic and research collaborations between top ranked Indian Institutions and globally ranked foreign institutions, through joint research projects involving mobility of students and faculty.

UGC has brought out Guidelines for the establishment of Research and Development Cell (RDC) in universities and colleges, so as to create a conducive environment for enhanced research productivity, encourage collaboration across industry, government, community-based organizations, and agencies at the local, national, and international levels. This will give greater access to research through the mobilisation of resources and funding and facilitate intellectual growth that would promote quality research. Presently, more than 1500 RDC have been established in Higher Educational Institutions across the country.

Further, UGC launched the Guidelines for Higher Education Institutions to offer Internship / Apprenticeship Embedded Degree Programme in the year 2020. As per these Guidelines,

any UG degree programme in all disciplines are eligible to embed apprenticeship/internship into the degree programme to improve the employability of students.

Apart from above, in order to enable HEIs to engage industry experts and professionals as guest faculty in HEIs to share the wealth of knowledge gained over their long careers with students, the UGC has developed Guidelines for engaging Professors of Practice in universities and colleges.

UGC has also drafted Guidelines on Sustainable and Vibrant University-Industry Linkage System for Indian Universities with objective to promote Research & Development Thrust through University-Industry (UI) collaboration in the University to address practical R&D problems of high societal relevance by engaging the faculty and students. It also aims to create training opportunities and apprenticeship opportunities in the industries/ R&D labs/ Research organizations/ other organizations including social across the country.

Moreover, Ministry of Education has conducted a series of workshops for prospective institutes to participate in international ranking. Ministry of Education has also conducted workshops with industries associations to encourage them to participate in employer reputation survey which plays an important role in international ranking. Further, capacity building sessions were also conducted with the ranking organization itself to align HEI's with their parameters. The Ministry of Education is also driving the recruitment of teachers in HEI's in a mission mode. As per Quacquarelli Symmonds (QS) world Ranking Data, the number of Universities/Institutions of India has been increasing in the QS world ranking since 2014 and it has reached from 9 to 45 In the period of 2014 to 2023.
