

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
RAJYA SABHA
UNSTARRED QUESTION NO-1464
ANSWERED ON- 12/03/2025

Effect of UGC Regulations

1464 Shri S Niranjan Reddy:

Will the Minister of **Education** be pleased to state:

(a) the manner in which the proposed inclusion of non-academic professionals as Vice- Chancellors in universities align with the objectives of NEP 2020 and what safeguards will be implemented to protect academic freedom and institutional autonomy;

(b) the rationale of replacing the Academic Performance Indicator (API) system with a more holistic evaluation system for teachers; and

(c) the manner in which institutions can ensure fairness and transparency in the new framework?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF EDUCATION
(DR. SUKANTA MAJUMDAR)

(a): The National Education Policy 2020 provides that all leadership positions and Heads of institutions will be offered to persons with high academic qualifications and demonstrated administrative and leadership capabilities along with abilities to manage complex situations. Leaders of an Higher Education Institution (HEI) will demonstrate strong alignment to Constitutional values and the overall vision of the institution, along with attributes such as a strong social commitment, belief in teamwork, pluralism, ability to work with diverse people, and a positive outlook.

Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in Higher Education Institutes (HEIs). The draft University Grants Commission (UGC) (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and measures for the Maintenance of Standards in Higher Education) Regulations 2025, proposes that only the most distinguished individuals with exceptional academic, research, and administrative credentials are eligible for the role of Vice Chancellor. Expanding the pool of potential candidates for the post of Vice-Chancellor will enhance academic standards by bringing in diverse expertise, leadership excellence, and a broader vision for higher education.

The Search-cum-Selection Committee for appointment of Vice Chancellor consists of eminent experts, including former Vice-Chancellors and Directors of leading institutions, ensuring only the most qualified individuals are shortlisted.

The selection process remains merit-driven, with candidates assessed on their scholarly achievements, leadership qualities, administrative capabilities, and contributions to higher education reform.

(b): Academic Performance Indicator (API) placed excessive emphasis on quantifiable metrics. The over-reliance on API scores has compelled faculty members to solely push in one way or another to maximise their API scores instead of contributing meaningfully to teaching, research, and collaborations which are the bedrock of higher education. The draft Regulations promote qualitative assessment of candidates rather than quantitative assessments, by empowering HEIs to adopt a transparent and objective methodology of analysis of application to make the system more credible.

(c): The draft UGC Regulations 2025 inter-alia proposes to: -

- i. Establish clear and uniform minimum qualifications for the appointment and promotion of teachers and academic staff across universities and colleges.
- ii. Ensure consistency in academic standards nationwide.
- iii. Introduce a performance-based promotion system, motivating faculty to excel in teaching, research and community engagement.
- iv. Ensure that promotions are merit-based, enhancing accountability and motivation.
- v. Provide a framework for regular assessments and evaluations of faculty performance.
