

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
LOK SABHA
UNSTARRED QUESTION NO-154
ANSWERED ON- 03/02/2025

Amendments in UGC Guidelines

154. Shri Sachithanatham R:

Will the Minister of EDUCATION be pleased to state:

- (a) the details of the proposed amendments to be brought in the UGC guidelines by the Government;
- (b) the timeframe within which the amendments are proposed to be adopted;
- (c) the rationale behind the proposal by UGC to make non-academics eligible for the Vice-Chancellor's post in the universities as proposed by UGC in its recently notified draft regulations; and
- (d) whether the recruitments of non-academics in the top positions like Vice-Chancellors will impact on the academic requirements of the universities?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF EDUCATION

(DR. SUKANTA MAJUMDAR)

(a) & (b): UGC has released the draft UGC (Minimum Qualifications for Appointment & Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2025. It strives for driving transformations in the education system and propelling the country towards Viksit Bharat 2047 through quality education and research. It provides flexibility to universities in appointing & promoting teachers and academic staff in their institutions. UGC has uploaded these regulations on its website for public consultations. Comments of stakeholders on draft regulations has been sought by 5th February, 2025. The salient features of the draft UGC Regulations, 2025 are given below:-

i. These regulations specify the minimum qualifications, experience, and accomplishments for appointment and promotion of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Additional Librarian, Librarian, Assistant Director of Physical Education & Sports, Deputy Director of Physical Education & Sports, Additional Director of Physical Education & Sports and Director of Physical Education & Sports, and appointment of Principal and Vice-Chancellor in higher education institutions (HEIs).

ii. Promotion of Indian Languages has been included as one of the criteria for CAS. It also encourages the use of Indian languages in academic publications and degree programmes.

iii. Candidates can pursue teaching careers in subjects they qualify for with NET/SET, even if different from their previous degrees. Ph.D. specialisation will be prioritised.

iv It aims to eliminate score-based short-listing, focusing on a broader range of qualifications, including "Notable Contributions."

v. It facilitates dedicated recruitment pathways for experts in arts, sports, and traditional disciplines.

vi. It provides opportunities for accomplished sportspersons, including those with disabilities, to enter the teaching profession.

vii. It revises the selection process for Vice-Chancellors with expanded eligibility criteria with transparency. Eligibility for VCs also include distinguished persons in industry, public policy, research or academic administration and streamlines the criteria for promotions, emphasising teaching, research output, and academic contributions.

viii. It encourages continuous learning and skill enhancement for teachers through faculty development programs.

ix. It promotes transparent processes for recruitment, promotion, and addressing grievances.

x. PhD Degree has been made a mandatory qualification for promotion to Assistant Professor (Level 12), Associate Professor (Academic Level 13A) and Professor (Academic Level 14) in Universities and Colleges.

xi. For colleges coming under the purview of State Governments/Union Territories, direct recruitment to the post of teachers shall be either as per these regulations or as per the rules of the State Government by following the minimum qualifications as given in these regulations.

xii. Only One Selection Committee for Recruitment/promotion of Teachers in Universities has been prescribed.

xiii. Only One Selection Committee for Recruitment/promotion of Teachers in Colleges has been prescribed.

xiv. Composition of Search cum Selection Committee for appointment of a Vice Chancellor in the University has been specified.

xv. The teachers may be appointed against the vacant sanctioned faculty positions on a contract basis for a maximum period of six months, only when it is essential.

The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed total emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made for more than one academic session and may be renewed after review for another academic session.

(c) & (d): The NEP 2020 promotes strong industry-academic linkage to focus on research and innovation by setting up start-up incubation centres, technology development centres, centres in frontier areas of research, etc. The draft regulations say that candidates with ten years of experience at the senior level and persons possessing high academic qualifications and demonstrated administrative and leadership capabilities along with abilities to manage complex situations, 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 are eligible for appointment as Vice-Chancellor. In this way, the draft regulations expand the pool of potential candidates for Vice Chancellor positions by allowing distinguished individuals from industry, public policy, public sector undertakings, etc.
