

GOVERNMENT OF INDIA
MINISTRY OF EDUCATION
DEPARTMENT OF HIGHER EDUCATION
LOK SABHA
UNSTARRED QUESTION NO-2325
ANSWERED ON- 18/12/2023

UGC RULE TO HIRE ENTRY-LEVEL PROFESSORS

2325 SHRI VELUSAMY P.:

SHRI PARTHIBAN S.R.:

Will the Minister of EDUCATION be pleased to state:

- (a) whether the Government has any rationale for changing the UGC's rule to hire entry-level Professors and making a Ph.D 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 the 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) (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) Regulations, 2018 stipulates the Ph.D degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021. The said provision has been waived off by UGC, vide UGC (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) (2nd Amendment) Regulations, 2023 with a view to attract young talent in teaching profession and to give more autonomy and flexibility to the Universities to decide the shortlisting criteria to appoint the best suitable candidate.

(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): UGC has brought out Guidelines for the establishment of Research and Development Cell (RDC) in universities and colleges, 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 and facilitate greater access to research through the mobilisation of resources and funding. It also aims to help universities and colleges create new knowledge, build a research ecosystem for reliable, impactful, and sustained research output 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, 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. Universities and Colleges have been requested to take the necessary steps to engage Professors of Practice according to the requirement and by following the published guidelines.

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 organizations across the country.

Moreover, Ministry of Education has conducted a series of workshops for prospective institutes to participate in international ranking and 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.

In addition to above, following initiatives have also been taken:

- i. UGC notified the University Grants Commission (Academic Collaboration between Indian and Foreign Higher Educational Institutions to offer Twinning, Joint Degree and Dual Degree Programmes) Regulations on 02.05.2022.
- ii. To facilitate the entry of the foreign higher educational institution into India, UGC has notified University Grants Commission (Setting up and Operation of Campuses of Foreign Higher Educational Institutions in India) Regulations, 2023 on 07.11.2023.
- iii. Towards implementing the vision of multidisciplinary education, the University Grants Commission issued the "Guidelines for Transforming Higher Education Institutions into Multidisciplinary Institutions" on 02.09.2022.

As a result of all these initiatives, the Indian Higher Education Institutions ranked in "QS World University Ranking" has increased from 9 in the World University Ranking (WUR) 2014 to 45 in WUR 2024, the number of Indian Higher Education Institutions has also increased from 49 in 2019 to 91 in 2024 in Times Higher Education (THE) World University Rankings and India remains the most represented Higher Education system with 148 universities out of 856 featured in the QS World University- Asia Ranking 2024 and has also contributed the highest number of 37 new entrants. Further, as per the Elsevier Report, the total number of publications has also increased from 6,61,912 in (2012-2016) to 10,12,624 in (2017-2021).
