

**GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA**

UNSTARRED QUESTION NO:4976

ANSWERED ON:13.08.2014

SHORTAGE OF FACULTY

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Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether the shortage of faculty members in colleges and universities and lack of incentives to them have been affecting higher education scenario in the country;

(b) if so, the details thereof;

(c) whether the Government has set up a task force to come up with a solution to deal with the acute shortage in faculty and work out a better incentive plan for them; and

(d) if so, the details thereof?

Answer

MINISTER OF HUMAN RESOURCE DEVELOPMENT (SMT. SMRITI ZUBIN IRANI)

(a) & (b): A Task Force was constituted by the Government under the Chairmanship of Prof. Sanjay G. Dhande to make appropriate recommendations for alleviating shortage of quality faculty. As per the report of the Task Force, State Universities have nearly 40%, Central Universities have 35%, Deemed Universities have 25% and affiliated colleges have 40% faculty shortage. While there is a shortage of qualified and experienced faculty in higher educational institutions, there is no lack of incentives to faculty members in Universities and Colleges. The salary at entry level in teaching posts has been enhanced considerably after implementation of the Sixth Pay Commission recommendations. An attractive Career Advancement Scheme (CAS) has been prescribed for the career advancement of the teachers in the UGC (Minimum Qualifications for appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education) Regulations, 2010. The CAS also provides a number of incentives to Teachers to acquire higher academic qualifications. Also, a number of schemes are being implemented by the University Grants Commission (UGC) to support teachers in their research activities and in-service trainings, namely: Research Projects for Teachers; Research Award for Teachers; Emeritus Fellowships; funding for Research Workshops, Seminars/ Symposia & Conferences; Academic Staff Colleges, etc.

(c) & (d): An "Implementation Monitoring Committee" has been constituted by the Government on 23rd January, 2012 to implement and monitor the recommendations of the Task Force on shortage of faculty. The Task Force had recommended teaching assistantship to encourage and motivate talented and bright students to opt for teaching as a career in the Universities. The University Grants Commission is competent to frame the guidelines of the scheme.

The Government has already taken several steps to meet the shortage of faculty. In order to meet the shortage of teachers, the age of superannuation for teachers in Central Educational Institutions has been enhanced to sixty five years and the conditions governing mobility of academic staff have been relaxed. Teachers' re-employment on contract basis beyond the age of sixty five years upto the age of seventy years is permitted subject to availability of vacant posts and fitness. Para 12.2 of the UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 clearly mentions that all the sanctioned / approved posts in the university system shall be filled up on an urgent basis. Central Universities have been permitted to engage adjunct / guest faculty / contractual faculty.

The Central Government monitors, on a regular basis, the filling up of vacant posts in Central Educational Institutions. The vacancy of teachers was also discussed prominently in the conference of Vice Chancellors of Central Universities on 6th & 7th February, 2014 under the Chairmanship of Hon'ble President of India, in which Vice Chancellors were exhorted to fill up the vacancies in a time bound manner. As a follow up, the Ministry has written to all the Vice Chancellors to implement the decision on priority and to furnish an Action Taken Report to this Ministry. UGC recently wrote to all the Central Universities to give topmost priority for identifying the causes for the vacancies and make concerted efforts to fill up the vacancies as per UGC norms, at an early date to ensure that the teaching work of the University is not affected. UGC has also launched "Operation Faculty Recharge Programme" for augmenting the research and teaching resources of universities to tackle the faculty shortage in university system.

The Rashtriya Uchchatar Shiksha Abhiyaan (RUSA), launched with an outlay of Rs. 22,855 crores during the XIth plan has a target of supporting 5000 faculty positions in State Universities and Colleges.

Further, the Central Government, in order to mitigate the situation arising out of shortage of teachers, has promoted Technology-

enabled learning through the National Mission on Education through Information and Communication Technology (NMEICT).