

# UGC proposes big shake-up in teacher, VC appointments

## Draft Eyes NEP Alignment, Inclusivity And Flexibility

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**New Delhi:** The University Grants Commission (UGC) has unveiled the draft of its 2025 regulations, introducing some groundbreaking changes like candidates can now only teach the subject in which they have the highest academic degree. But if a candidate wants to teach another subject, different from their highest academic specialisation, then the National Eligibility Test (NET) for that subject needs to be cleared.

For example, a candidate with a PhD in chemistry, despite holding a bachelor's in mathematics and a master's in physics, would now only qualify to teach chemistry.

The regulations have also significantly broadened the eligibility criteria for selection of vice-chancellors — distinguished professionals from fields such as industry, public administration and policymaking, and with a proven record of academic contribu-

## WHAT'S ON THE CARDS?

### Highlights of the latest draft UGC regulations

**Subject Flexibility:** Candidates can teach based on their highest academic specialisation, regardless of prior degree subjects or NET focus

**Expanded Vice-Chancellor Eligibility:** Professionals from fields like industry and policymaking with academic contributions are now eligible

**Inclusivity Focus:** Relaxations for EWS and PwD categories alongside SC/ST/OBC, with emphasis on Indian languages in academia

**Transparent Recruitment:** Teaching candidates will be assessed on practical teaching and research aptitude

**Fair Career Advancement:** Promotions consider leave for maternity, childcare, or study

**Recognising Innovation:** Criteria now include teaching innovations, digital content, and community engagement

**Revised Librarian and Sports Roles:** Emphasis on digitisation, indigenous sports, and public health contributions

**Professor of Practice:** Industry experts can join HEIs for teaching and research outside sanctioned posts

**Improved Leadership Selection:** Vice-Chancellor appointments ensure transparency through expert-led committees

**Strict Compliance Measures:** HEIs violating regulations risk penalties like exclusion from UGC schemes and degree programmes



tions, can now be considered for this role. Stakeholders have been invited to review the draft and submit their feedback.

Inclusivity is another important aspect of these reforms. The new draft explicitly includes relaxations for economically weaker sections and persons with disabilities, alongside existing provisions

for SC, ST and OBC candidates. The proposed reforms, aimed at modernising recruitment and promotion framework for teachers and academic staff in higher education institutions, supersede 2018 guidelines, promising to foster inclusivity, flexibility and alignment with the National Education Policy (NEP) 2020.

## States, private univs object to NEP rider for college ratings

**New Delhi/Bengaluru:** The University Grants Commission (UGC)'s draft notification to grade Higher Education Institutions (HEIs) based on their implementation of the National Education Policy (NEP) 2020 has met with resistance from universities in Tamil Nadu, Karnataka, and other states. These states, which have not adopted the NEP, argue that the proposed framework could prove disadvantageous to their institutions and students, report **Manash Gohain & Sruthy Susan Ullas**.

The notification, issued on Jan 3, 2025, outlines a plan to evaluate HEIs through a two-step process, emphasising NEP implementation to grant privileges and entitlements under various UGC regulations. **Universities in states like Tamil Nadu, which do not recognise NEP-driven four-year integrated degree programs, have raised concerns over students losing out on govt job opportunities due to non-equivalence.**