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U.P. State University First Statues (Age of Superannuation, Scales of Pay and Qualification of Teacher), 1975

English translation 01 Shiksha Anubhag-10, Noti No. 4546 /XV-10-75, dated july 25,1975, published in U.P. Gazette, Extra., dated 25th july, 1975, pp. 4-6.

In exercise of the powers conferred by sub-section (1) of Section 50 of Uttar Pradesh State University Act, 1973 (President's Act No. 10 of 1973), as re-enacted and amended by the Uttar Pradesh Universities (Re-enactment and amendment) Act, 1974 (U.P.Act No.29 of 1974). The Government is pleased to make the First Statutes of the Universities of Allahabad, Lucknow, Agra, Gorakhpur, Kanpur, Meerut, Kumaun, Garwal, Avadh and Rohikhand, The Kashi Vidapith and Sampurnanand Sanskrit Vishwa Vidyalyaya as follows:--

First Statutes

1. Short title and commencement-

(1) These Status may be calledthe Utter Pradesh State Universities First Statutes (Age of Superannuation, Scales of Pay and Qualification of Teachers), 1975.

(2) They shall come into force on August 1,1975.

2. Definitions- In these Statues, unless the context otherwise require:-

(a) "Act" means the Utter Pradesh State University Act, 1973 amended and re-enacted by the Utter Pradesh Universities (Re-enactment and Amendment) Act, 1974;

(b) "New scale of pay" admissible to a teacher in accordance with the G.O. No. Shi, X (ii) 9045/XV---14(7)-73, dated December 28, 1974, as amended from time to time and "old scale of pay" Means the scale of pay admissible to a teacher before the enforcement of the new scale of pay .

(c) "University" means the Univer of Allahabad, Lucknow, Agra, Gorakhpur, Kanpur, Meerut, Kumaun, Garhwal, ¹(Avadh, Rohikhand, or Bundelkhand). The Kashi Vidyapith or the Sampurnanand Sanskrit Vishwavidyalaya;

¹ Subs. By Noti. No. 1791/XV-10-77 dt. 15-4-1977 (1979 LLT-V_298.)

(d) Other words and expression used in Act and not defined in these Statutes shall have the meanings assigned to them in the Act.

3. Age of superannuation of teachers-

(1) Subject to the provisions of Statutes 4, 5, 6, and 7, the age new scale of pay shall be sixty years.

(2) The age of superannuation of teachers governed by the new scale of pay shall, subject to Statute 7, be sixty years.

(3) No. extension in service beyond the age of superannuation shall be granted to any teacher after the date of commencement of these Statutes.

²[Provided that if the date of superannuation of teacher does not fall on June 30, the teacher shall continue in service till the end of the academic session i.e., June 30 following and he will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following.

4. Superannuation and scales of pay of teachers of Allahabad University serving from before the commencement of these Statutes-

(1) This Statute shall apply to the teachers of University of Allahabad.

(2) Every teacher of the University -

(a) Who has crossed his 60th birthday before the data of commencement of these Statutes, shall retire at the age of 62 years, and such teacher teachers shall not be entitled to avail the new scale to pay:

(b) Who has crossed his 60th birthday before the date of commencement of these Statutes, shall Opt whether he shall retire-

(i) at the age of 60 years and shall avail the new scale of pay; or

(ii) at the age of 62 years and shall continue to avail the old scale of pay.

² Ins. By Noti. No. 1791/XV-10-77. dt. 15-4-1977 (1979 LLT-V-298.)

- (3) The option under sub-section (b) of clause (2) shall be exercised in form I annexed to these statutes and shall be submitted to the Finance officer with in a period of one month from the date of commencement of these statutes or before his 60th birthday, whichever is earlier. The option once exercised shall be final.
- (4) Where a teacher fails to exercise the option in accordance with sub-section (b) of clause (2), he shall be deemed to have opted for the new scale of pay and shall retire at the age of 60 years.

5. Superannuation of teachers of other Universities serving on extension from before the commencement of these statutes-

- (1) This statute shall apply to the teacher of University of Allahabad.
- (2) Every teacher of the University who, on the date of commencement of these statutes, was serving on extension, beyond the age of superannuation specified in Statute 3, and such extension was granted before the date of such commencement, shall retire on the expiry of the period of extension in accordance with provisions of the Statutes and Ordinances then in force, but he shall not be entitled to avail the new scale of pay.

6. Superannuation of the teacher of colleges- The provisions of statute five shall *mutatis mutandis* apply to the teachers of -

- (a) Every college affiliated to or associated with any University (other than the Sampornanand Sanskrit Vishwavidyalaya);
- (b) Every medical college, agricultural college, engineering college or veterinary science college which is a constituent college maintained by any such University.

7. Date of birth for purposes of superannuation-

- (1) For determining the age of superannuation or retirement of a teacher in accordance with these statutes, the date of birth of the teachers as mentioned in the high school certificate or that of any other examination recognized as equivalent thereto, shall be conclusive.

(2) The date of retirement shall be the date immediately preceding the 60th or 62nd birthday of a teacher according as high age of superannuation is 60 or 62 year.

18. Qualifications for lecturers in the University-

(1) In the case of University the following shall be the minimum qualifications for the post of the lecturer in the faculties of Arts, Commerce, Science and Social sciences, namely-

(a) A Doctorate in the subject of study concerned or a published work of a high standard in the subject.

(b) Consistently good academic record (that is to say, the overall record of all assessments throughout the academic careers of a candidate), with first class or high second class (that is to say, with an aggregate or more than 54% marks) master's degree in the subject concerned or equivalent degree of a foreign in University in such subject.

(2) Where the selection committee is of opinion that the research work of a candidate, as evidenced either by his thesis or by his published work, is of a very high standard, it may relax any of the qualifications specified in sub-clause (b) of clause (1).

(3) If a candidate possessing the qualification specified in sub-clause (a) of clause (1) is not available or is not considered suitable, a person possessing a consistently good academic record (due weightage being given to M.Phil., or Equivalent degree or research work of quality) may be appointed on the condition that he will attain the said qualification (namely, Doctorate or Published as aforesaid) within five years from the date of his Appointment:

Provided that where the teacher so appointed fails to attain the prescribed qualification within the said period of five years. He shall not be entitled to yearly increments after such period, until he attains such qualifications.

¹[(4) In the case of the faculty of law, the minimum qualification for the post of a lecturer in the university shall be a degree of master of laws.]

¹Subs. By noti. Pub. In 1976 LLT-V-1.

²[9. (1) No teacher appointed before the commencement of statutes be deemed to be qualified for appointment to the post of reader or professor if he does not possess the qualification prescribed in statute 8, provided that where the selection committee is of opinion that the research work, of a candidate, as evidenced by his thesis or by his published work, is of a very high standard, it may relax any of the qualification specified in sub-clause (b) of clause (1) of statute 8.

(2) in addition a candidate for appointment to the post of reader or professor shall fulfil any other Qualification laid down in the ordinances of the university concerned.

³[10. **Qualification for lecturers in affiliated and associated college-** (1) in the case of a college affiliated to or associated with any university other than the Sampurnanand Sanskrit Vishwavidyalaya the following shall be the minimum qualification for the post of a lecture in the faculties of Arts Commerce Science and Social Science, namely-

(a) a consistently good academic record (that is to say the over all record of all assessments throughout he academic career of a candidate) with first or high second class (that is to say with an aggregate of more than 54 per cent marks) Master's degree in the subject concerned or equivalent degree of a foreign university in such subject; and

(b) M.phil degree or a recognised degree beyond the master's level or published work indicating the capacity of a candidate for independent research work.

(2) If a candidate possessing the qualification specified in sub-clause (b) of clause (1) is not available or is not considered suitable, the management of a college may, on the recommendation of the selection committee, appoint a candidate possessing consistently good academic record on the condition that he will have to attain the qualification referred to in that sub-clause within a period of five years from the date of his appointment :

¹ins by noti.pub in 1977 LLT-v-298.

² Subs.by noti pub in 1976 LLT-v-4.

³ Subs.by noti pub in 1976 LLT-v-1.

Provided that where the teacher so appointed fails to attain such qualification within the said period of five years he shall not be entitled to yearly increments after such period, until he attains such qualification.

¹[(3) if a candidate holds a doctorate degree in the subject concerned, the selection committee may relax the requirement relating to more than 54 percent marks in the master's degree.

(4) in the case of any college affiliated to the university, the minimum qualifications for the post of a Lecturer in the faculty of law shall be a degree in master of laws.]

²**10-A.** in the case of any college affiliated to the university the following shall be minimum qualifications for the post of principal for a-

(1) *Degree college :*

(a) a consistently good academic record (that is to say, the overall record of all assessment throughout the academic career of a candidate) with first or high second class (that is to say with an aggregate of more than 54 per cent marks) master's degree or an equivalent degree of a foreign university in one of more subject taught in the collage and provided that if a candidate possesses 15 year or more experience of teaching degree classes or 10 year or more experience of teaching post-graduate classes or if he is or has been a confirmed principal of four year or more standing of any degree collage the selection committee may relax the requirement of doctorate degree

(2) *Post-graduate collage :*

(a) a consistently good academic record (that is to say the overall record of all assessments through the academic career of a candidate) with first or high second class (that is to say with an aggregate of more than 54 per cent marks) Master's degree equivalent degree of a foreign University in one of the subject taught in the collage ; and

(b) a doctorate degree in one of the subject taught in the collage with 7 year experience of teaching post-graduate

1. ins.by noti pub in 1977 LLT-v-298.

2. ins.by neti no.1890/xv-10-77-60(36)-76dated20-4-1977.

classes or 5 year experience of Principalship of a degree collage :

Provided that if a candidate possesses 10 year experience of teaching post-graduate classes or 20 year or more experience of teaching degree classes or 7 year experience of principalship of a degree collage or if he is or has been a conformed principal of 5 years or more standing of any post- graduate collage the selection committee may relax requirement of doctorate degree.

10-B when the office of principal of an affiliated collage falls vacant the management may appoint any teacher to officiate as principal for a period of these months or until the appointment of a regular principal where ever is earlier if on or before the expiry of the period of three months any regular principal is not appointed or such a principal does not assume office the senior most teacher in the collage shall officiate as principal of such collage until a regular principal is appointed .

11. Over-riding effect of these statutes- The provisions of these students shall have effect not withstanding anything contained in any contract to the contrary and all students and ordinance in force on the date immediately before the commencement of these students in so far as they are inconsistent with these students shall with effect from such commencement stand repealed.

FORM 1

[See Statute 4(2)]

Form of Option for the Teacher of University of Allahabad

ISon Of Shri.....

Professor or reader or lecturer in the department of.....

.....of AllahabadUniversity hereby declare that I opt to retire :-

(1) at the age of sixty year and shall avail the new scale of pay.

OR

(2) at the age of sixty- two year and shall the old scale of pay. I understand that this option shall be final and irrevocable.

Signature

.....

Date.....

In pursuance of the provisions of clause (3) of Article 348 of the Constitution of India, the Governor is pleased to order the publication of the following Translation of Notification no. 3054/XV-10-77-40(ii)-76, dated June 15, 1977 :

No. 3054/XV-10-77-40(ii)-76

Dated Lucknow, June 15, 1977

In exercise of the powers conferred by sub-section (1) of section 56 of the Uttar Pradesh State Universities Act, 1973, (President's Act no. 10 of 1973) as amended and re-enacted by the Uttar Pradesh Universities (Re-enactment and Amendment) Act, 1974, (U.P. Act. No. 29 of 1974), the Governor is pleased to make the following First Statutes for the Chhatrapati Shahu Ji Maharaj University, Kanpur :

FIRST STATUTES OF THE

Chhatrapati Shahu Ji Maharaj University, Kanpur

CHAPTER I

Preliminary

1.01

(1) These Statutes may be called the Chhatrapati Shahu Ji Maharaj University, Kanpur First Statutes, 1977. Section – 50

(2) They shall come into force on August 1, 1975.

1.02

(1) All existing Statutes and all such Ordinances in force in the University, as are inconsistent with these Statutes, are to the extent of such inconsistency, hereby rescinded and shall forthwith cease to have effect except as respect things done or omitted to be done before the commencement of these Statutes.

Section - 50

(2) The Uttar Pradesh State Universities First Statutes (Age of Superannuating. Scales of pay and Qualifications of Teachers), 1975, issued with Government notification no. 4546/XV-10-75 dated July 25, 1975, as amended by Government notification no, 7251/XV-10-75-60 (115)-73 dated October 20,

1975 as also amended from time to time shall in relation to the Chhatrapati Shahu Ji Maharaj University, Kanpur stand repealed with effect from the date of such commencement of these Statutes.

1.03

In these Statutes, unless the context otherwise requires- Section – 50 (i)

- (a) 'Act' means the Uttar Pradesh State Universities Act, 1973 (President's Act No. 10 of 1973), as re-enacted and amended by the Uttar Pradesh Universities (Re-enactment) Act, 1974 (U.P. Act No.29 of 1974) and Amendment;
- (b) 'Clause' means a clause of the Statute in which that expression occurs;
- (c) 'Section' means a section of the Act;
- (d) 'University' means the Chhatrapati Shahu Ji Maharaj University, Kanpur and
- (e) word and expressions used but not defined in these Statutes shall have the meaning assigned to them in the Act.

1.04.

In these Statutes, all references to the age of a teacher, shall be construed to be references to the age of according to the date of birth of the teacher concerned as mentioned in his High School Certificate or that of any other examination recognised as equivalent there to. Section 49 and 50

Chapter II

Officers And Other Functionaries Of The University

The Chancellor

2.01

- (1) The Chancellor may, while considering any matter referred to him under section 68, call for such documents or information from the University or parties concerned as he may deem necessary, and may, in any other case call for any documents or information from the University. Section 10(4) and 49 ©
- (2) Where the Chancellor calls for any documents or information from the University under clause (1), It shall be the duty of the Registrar to ensure that such documents or information are promptly supplied to him.
- (3) If in the opinion of the Chancellor, the Vice-Chancellor willfully omits or refuses to carry out the provisions of the Act or abuses the powers vested in him and if it appears to the Chancellor that the continuance of the Vice-Chancellor in office is detrimental to the interests of the University, the Chancellor may, after making such enquiry as he deems proper, by order remove the Vice-Chancellor.
- (4) The Chancellor shall have power to suspend the Vice-Chancellor during the pendency or in contemplation of any inquiry referred to in clause (3).

Chapter - II-A

The Vice-Chancellor

2.01-A The members of Executive Council shall be the officers of the university. [Section 9(i)]. Sections 13(A) and 19 ©

2.02 The Vice-Chancellor shall have power to call for such documents and information from an affiliated college, in respect of any matter connected with teaching, examination, research, finance or any matter affecting the discipline or efficiency of teaching in the college as he thinks fit.

Finance Officer

Section a ©

2.03 When the office of the Finance Officer is vacant or when the Finance Officer is by reason of illness, absence or any other cause unable to perform the duties

of his office, the duties of the office shall be performed by one of the Deans of the Faculties nominated by the Vice-Chancellor and if for any reason the same is not feasible then by the Registrar or by such officer as may be nominated by the Vice-Chancellor.

2.04 The Finance Officer -

Section 15 (7) and 49 ©

- (a) shall exercise general supervision over the funds of the University;
- (b) may advise it in any financial matter either suo moto or on his advice being sought;
- (c) shall keep a constant watch on the state of the cash and bank balances and on the state of investments;
- (d) shall collect the incomes, disburse the payments and maintain the accounts of the University;
- (e) shall ensure that the registers of building, land, furniture and equipments are maintained up-to-date and that stock checking of equipments and other consumable materials is conducted regularly in the University;
- (f) shall probe into any unauthorised expenditure and other financial irregularities and suggest to the competent authority, disciplinary action against persons at fault;
- (g) may call for any information or return from any department or unit of the University that he may consider necessary for the performance of his duties;
- (h) shall arrange for the conduct of continuous internal audit of the accounts of the University and shall pre-audit such bills as may be required in accordance with any standing orders in that behalf;
- (i) shall perform such other functions in respects of financial matters as may be assigned to him by the Executive Council or the Vice-Chancellor;
- (j) shall subject to the provisions of the Act and Statutes, exercise disciplinary control in terms of clauses (2) and (3) of Statute 2-06 over

Section 13(a) 15 (4) and 49 (c)

all the employees in the Audit and Accounts Section of the University below the rank of the Assistant Registrar (Accounts) and shall supervise the work of the Deputy/Assistant Registrar(Accounts) and the Accounts Officer .

2.05 If any difference of opinion arises between the Vice-Chancellor and the Finance Officer on any matter concerning the performance of the functions of the Finance Officer, the question shall be referred to the State Government whose decision shall be final and binding on both the officers.

The Registrar

2.06

- (1) Subject to the provisions of the Act and the Statutes the Registrar shall have disciplinary control over all employees of the University, other than the following, namely-
- | | |
|--|-------------------------|
| | Sections 13 (a) 10 |
| | (4) 21 (1) (vii) 27 (8) |
| | and 49 (c) and (e) |
- (a) Officers of the University;
 - (b) Deputy Registrars and Assistant Registrars;
 - (c) teachers of the University, whether in relation to their work as teacher or while holding any remunerative office or in any other capacity, such as examiner or invigilator;
 - (d) the Librarian;
 - (e) employees in the University in the accounts and Audit Section .
- (2) The power to take disciplinary action under clause (1) shall include the power to order dismissal, removal, reduction in rank, reversion, termination or compulsory retirement of an employee referred to in the said clause and shall also include the power to suspend such employee during the pendency or in contemplation of an inquiry.
- (3) No order shall be made under clause (2) except after an inquiry in which the employee has been informed of the charges against him and given a reasonable opportunity of being heard in respect of those charges;

Provided that where it is proposed after such inquiry, to impose upon him any such penalty, such penalty may be imposed on the basis of evidence

adduced during such inquiry and it shall not be necessary to give such person any opportunity of making representation on the penalty proposed :

Provided further that this clause shall not apply in the following cases, not with-standing that the order is based on any charge (including a charge of misconduct or inefficiency), if such order does not disclose on its face that it was passed on such basis:

- (a) An order of reversion of an officiating promotee to his substantive rank.
- (b) An order of termination of service of a temporary employee.
- (c) An order of compulsory retirement of an employee after he attains the age of fifty years.
- (d) An order of suspension.

2.07 An employee of the University aggrieved by an order referred to in Statute 2.06 may prefer an appeal (through the Registrar) to the Disciplinary Committee constituted under Statute 8.01 within fifteen days from the date of service of such order on him. The decision of the Committee on such appeal shall be final. Sections 21 and 19

2.08 Subject to the provision of the Act, it shall be the duty of the Registrar :

- (a) to be the custodian of all properties of the University unless otherwise provided for by the Executive Council; Section 16
- (b) to issue all notices convening meetings of the various authorities referred to in Section 16(4) with the approval of the competent authority concerned and to keep the minutes of all such meetings;
- (c) To conduct the official correspondence of the Court, the Executive Council and the Academic Council;
- (d) To exercise all such powers as may be necessary or expedient for carrying into effect the orders of the Chancellor, Vice-Chancellor or various authorities of bodies of the University of which he acts as secretary;
- (e) to represent the University in suits or proceedings by or against the University, sign powers of attorney and verify pleadings.

DEANS OF FACULTIES

2.09

Section 27 (4) and 49 (b)

- (1) If a causal vacancy occurs in the office of the Dean of a faculty the senior-most Professor and where no Professor is available in that Faculty, the seniormost teacher in the Faculty shall perform, the duties of the Dean.
- (2) No person shall continue to be Dean after he has ceased to hold the post by virtue of which he came to hold the office of Dean.

2.10

- (1) Except in the case of Medical and Engineering or except a Faculty where there is only one Professor and technology faculties, a teacher who on the date of commencement of these Statutes has : Section 2 (4) 62 (2) and 74 (3) (d)
 - (a) held the office of Dean for a period of three years or more, shall be deemed to have had his turn and the teacher next eligible in order of seniority shall assume office as Dean with effect from the commencement of these Statutes;
 - (b) Not completed three years as Dean shall continue to hold the office of Dean till the completion of the period of three years and on such completion the teacher next eligible in order of seniority shall assume office as Dean.
- (2) for the purpose of computing the period during which a teacher has held the office of Dean :
 - (a) any period during which such teacher was prevented from entering upon or continuing in the office of Dean by an order of any officer of the University or of any court, shall be excluded;
 - (b) any period during which any teacher has, under an order of any officer of the University or of any court, been allowed to hold the office of Dean, it being ultimately found that he was not legally entitled to hold such office during that period, shall count towards his term of office of Dean when he next gets his turn.

2.11 The Dean of the Faculty shall have the following duties and powers :

- i) He shall preside at all meetings of the Board of faculty and shall see that the various decisions of the Board are implemented. Section 18 and 49
- ii) He shall be responsible for bringing the financial and other needs of the faculty to the notice of the Vice-Chancellor.
- iii) He shall take necessary measures for the proper custody and maintenance of libraries, laboratories and other assets of the departments comprised in the faculty.
- iv) He shall have the right to be present and the speak at any meeting of the Boards of Studies pertaining to his faculty but shall have no right to vote thereat unless he is a member thereof.

THE DEAN OF STUDENTS WELFARE

2.11-A The Dean of students welfare shall be appointed from amongst the teachers of the University, who posses teaching experience of not less than 10 years and who are not below the rank of a Reader, by the Executive Council on the recommendation of the Vice-Chancellor. Section 18,21 (XVIII) & 49 ©

2.11.B The teacher who is appointed as Dean of Student's Welfare shall perform his duties as Dean in addition to his own duties as teacher. Section 11 and 49

2.11-C The term of office of the Dean of Students Welfare shall be three years unless deter-mined earlier by the Executive Council: Section 49

Provided that the Dean of Students Welfare holding office as such on the date immediately preceding the date of commence-ment of these Statutes shall be deemed to have been appointed under Statute 2.11- A

2.11-D

(1) The Dean of Students Welfare shall be assisted by a set of teachers (to be selected in the manner laid down in the Ordinances) who shall perform their duties in addition to their normal duties of teachers. The teachers so selected shall be called Assistant Deans of Students' Welfare. Section 18 and 49 ©

- (2) One of the Assistant Deans of Students Welfare shall be appointed from amongst the lady teachers of the University who shall look after the welfare of the girl students.

2.11-E

- (1) It shall be the duty of the Dean of Students Welfare and the Assistant Deans of Student's Welfare to assist generally the students in matters requiring help and guidance, and in particular, to help and advise students and prospective students in: Sec. 18 and 49 © (d)

- i obtaining admission to the University and its course;
- ii the choice of suitable courses and hobbies
- iii finding living accommodation;
- iv making messing arrangements;
- v obtaining medical advice and assistance
- vi securing scholarships, stipends, part time employment and other pecuniary assistance
- vii obtaining travel facilities for holidays and educational excursions;
- viii securing facilities for further studies abroad; and
- ix so conducting themselves in proper pursuit of academic studies as to maintain the traditions of the University

- (2) The Dean of Students Welfare may communicate with the guardian of a student in respect of any matter requiring his assistance when necessary.

2.11-F The Dean of Student's Welfare shall exercise general control over the superintendent or Assistant superintendent of Physical Education, if any, and the University Medical Officer. He shall perform such other duties as may be assigned to him by the Executive Council or the Vice-Chancellor. Sec. 49 ©

2.11-G The Vice Chancellor may consult the Dean of Students Welfare before taking against a student of disciplinary grounds. Sec. 13 (9)

2.11-H The Dean of Students Welfare may be paid such honorarium out of the funds of the University, as the Vice Chancellor may fix, with prior approval of the State Government. Sec. 49 (d)

HEADS OF THE DEPARTMENT

2.12 The senior-most teacher in each department of teaching in the University shall be the Head of the Department. Sec. 49

THE LIBRARIAN

2.13 The University may, with the prior approval of the State Government, appoint a whole-time librarian. The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee, consisting of the following namely : Sec. 49

(a) the Vice Chancellor

(b) two experts in Library Science, to be nominated by the Chancellor.

(2) Until the Librarian appointed under clause (1) assumes charge of his office the Executive Council may appoint as Honorary Librarian from amongst the Professors of the University for such terms as it thinks fit.

2.14 The qualification of the Librarian shall be such as may be provided for in the Ordinances. Sec. 49 ©

2.15 The emoluments of the librarian shall be such as may be approved by the State Government. Sec. 49 ©

2.16 It shall be the duty of the Librarian to maintain the Library of the University and to organise its service in the manner most conducive to the interest of teaching and research. Sec. 49 ©

2.17 The Librarian shall be under the disciplinary control of the Vice-Chancellor: Provided that he shall have a right of appeal to the Executive Council against any order of the Vice Chancellor passed in the disciplinary proceedings against him. Sec. 49 (c)

THE PROCTOR

2.18 The Proctor shall be appointed from amongst teachers of the University by the Executive Council on the recommendation of the Vice-Chancellor. The

Proctor shall assist the Vice Chancellor in the exercise of his disciplinary authority in respect of students of the University and shall also exercise such power and perform such duties in respect of discipline as may be assigned to him by the Vice Chancellor in this behalf.

2.19 The proctor shall be assisted by Assistant Proctors, whose number shall be fixed by the Executive Council from time to time. Sec. 49 (c)

2.20 The Assistant Proctors shall be appointed by the Vice Ch; Sec. 49 (c) consultation with the Proctor.

2.21 The Proctor and the Assistant Proctors shall hold Office for one year and shall be eligible for re-appointment. Sec. 49 (c) (e)

Provided that for so long as his successor is not appointed every Proctor or Assistant Proctor shall continue in Office.

Provided further that the Executive Council may, on the recommendation of the Vice Chancellor, remove the Proctor before the expiry of the said period.

Provided also that the Vice Chancellor may remove an Assistant Proctor before the expiry of the said period.

2.22 The Proctor and the Assistant Proctors may be paid such honorarium out of the funds of the University, as may be fixed by the Vice Chancellor with prior approval of the State Government. Sec. 49 (c) (d)

CHAPTER III

The Executive Council

3.01 The Deans of faculties, who shall be members of the Executive Council under Section 20(1)(c) shall be chosen in the order in which the names of various faculties are enumerated in Statute 3.01. Sec. 20 (1)

3.02 Three teachers of the University who shall be members of the Executive Council under Sub-clause (i) of Section 20(1)(d) shall be as follows : Sec. 20 (1) (d)

(a) one Professor to be selected by rotation in order of seniority;

- (b) One Reader to be selected by rotation in order seniority;
 - (c) One Lecturer to be selected by rotation in order of seniority.
- 3.03 Three Principals and two teachers of Affiliated Colleges who shall be members of the Executive Council under sub-clause (ii) of Section 20(1)(d) shall be selected by rotation in order of seniority as such Principals and teachers, as the case may be. Sec. 20 (1) (d)
- 3.04 Persons elected under clause (f) of Section 20(1) shall cease to be members of the Executive Council on their subsequently becoming students of or accepting service in the University, an Institute, an affiliated college, a hall or college or a hostel of the University. Sec. 20 (1)) (f)
- 3.05 No persons shall be or continue to be a member of the Executive Council in more than one capacity and whenever a person becomes a member of the Executive council in more than one capacity, he shall within two weeks there of choose the capacity in which he desires to be member of the Executive council and shall vacate the other seat, where he dose not so choose, the seat held by him earlier in point of time shall be deemed to have been vacated with effect from the date of expiry of the afore said period of two weeks. Sec. 49 (a) (b)
- 3.06 The Executive Council may, by resolution passed by a majority of its total membership delegate such of its powers as it deems fit to an officer or authority of the University subject to such conditions as may be specified in the resolution. Sec. 21 (8)
- 3.07 The meetings of Executive Council shall be called under the directions of the Vice Chancellor. Sec. 20 and 49 (b)
- 3.07-A The Executive Council shall obtain opinion of the Finance Officer before considering any proposal involving financial implications Sec. 20 and 49 (b)

CHAPTER IV

The Court

- 4.01 Two Provosts and Wardens of the hostels and halls of the University and its constituents institutes, it any who shall be members of the Court under clause (vii) of Section 22(1), shall be selected by rotation on the basis of longest continuous service as such provost or wardens. Sec. 22 (1) (VII)

4.02

- (1) Fifteen teachers who shall be members of the Court under clause (ix) of Section 22(1) shall be selected in the following manner : Sec. 22 (1) (IX)
- a. One Professor of the University;
 - b. One Reader of the University;
 - c. one Lecturer of the University;
 - d. the Dean of the Students Welfare;
 - e. four Principals of affiliated colleges;
 - f. seven other teachers of affiliated colleges.
- (2) The above Professors, Readers, Lecturers, Principals and other teachers shall be selected in order of seniority as Professors, Readers, Lecturers, Principals or other teachers, as the case may be.

4.03

Sec. 22 (1) (X) and 64 (3)

- (1) Two representatives of the Management of affiliated colleges who shall be members of the Court under clause (x) of Section 22(1), shall be selected by the Vice-Chancellor by rotation.
- (2) The Management represented shall be free to send to any meeting of the Court any of its members (including President).

Registration of Graduates and their representation in Court

4.04 The Registrar shall maintain in his office of a Register of Registered Graduates, hereinafter in this Chapter called the Register. Sec. 16 (4) and 49 (q)

4.05 The Register shall contain the following particulars :

- a. The names and addresses of the registered graduates.
- b. The year of their graduation.
- c. The name of the University or the college from which they graduated.
- d. The date on which the name of the graduate was entered in the Register.

- e. Such other details as the Executive Council may, from time to time, direct.
- 4.06 Every graduate of the University from the date of the convocation at which the degree by virtue of which he is to be registered was conferred or would have been conferred on him if he were present shall, on an application in the form approved by the Executive Council and on payment of fee of rupees fifty-one be entitled to have his name registered in the Register. The application shall be made by the graduate himself, and may either be delivered to the Registrar personally or sent by registered post. If two or more applications are received in the same cover, they shall be rejected. Sec. 49 (q)
- 4.07 On receipt of the application, the Registrar shall, if he finds that the graduate is duly qualified and the prescribed fee has been paid, enter the name of the applicant in the Register. Sec. 49 (q)
- 4.08 A registered graduate whose name has been borne on the Register for one year or more on June 30, preceding the date of notification for the election shall be entitled to vote at the election of the representatives of registered graduates. Sec. 49 (q)
- 4.09 A registered graduate shall be eligible to seek election under clause (xi) of Section 22(1), if his name has been borne on the Register for at least three years on June 30, preceding the date of election. Sec. 22(1) (XI) and 49 (q)
- 4.10 A representative of registered graduates elected under clause (xi) of Section 22(1) shall cease to be a member on entering the service of the University or of an Institute or an affiliated college, a hostel, a hall or being connected with the Management of an affiliated college, a hall or hostel or on becoming a student, and the seat so vacated shall be filled up by the person available for who secured the next highest votes at the time of the previous election for the residue of his term. Sec. 22(1) and 49 (q)

NOTE : The names of the Registered Graduates who are dead shall be struck off.

- 4.11 A registered graduate, who is already a member of the Court in another capacity, may seek election as a representative of registered graduates, and

Sec. 22(1) (XI) (XII)

on his being so elected, the provisions of Statute 3.05 shall mutatis mutandis apply.

- 4.12 The election of the registered graduates under this Chapter shall be held in accordance with the system of proportional representation by means of single transferable vote as laid down in Appendix A. Sec. 22(1) (XI)
- 4.13 The term of the members of the Court shall commence from the date of the first meeting of the Court. Sec. 22(2) 49 (b)

CHAPTER V

Academic Council

- 5.01 Three Principals of affiliated colleges of the University, who shall be members of the Academic Council under clause (vii) of Section 25(2), shall be selected in order of seniority as Principal of such colleges. Sec. 25 (2) (VII)
25 (3) and 49 (b)
- 5.02 Fifteen teachers who shall be members of the Academic Council under clause (viii) of Section 25(2) shall be selected in the following manner : Sec. 25(2) (VII)
and 49
- a. one Reader of the University by rotation in order of seniority;
 - b. two lecturers of University by rotation in order of seniority;
 - c. Twelve teachers of the affiliated colleges (not being Principals) by rotation in order of seniority.

NOTE :

- (1) Not more than two teachers from the same affiliated college shall be members under this Statute.
- (2) In the event of more than two teachers of the same college being entitled to be members of the Academic Council under this Statute the two senior-most teachers shall be, members of the Academic Council. Teachers so passed over shall have their turn in rotation next time.
- 5.03 Five persons of academic eminence who shall be members of the Academic Council under clause (xi) of Section 25(2) shall be co-opted by the members Sec. 25 (2) (XI) and 49 (b)

mentioned in clause (i) to (x) of that section, who shall be called to a meeting by the Registrar, from amongst persons who are not employees of the University, a constituent college, an institute, an affiliated college, a hall or hostel.

5.04 Members under clauses (vi), (vii), (viii) and (xi) of Section 25(2), shall hold office for a period of three years. Sec. 25 and 49 (b)

5.05 Subject to the provisions of the Act, these Statute and the Ordinances, the Academic Council shall have the following powers, namely: Sec. 49 (b)

i to scrutinize and make its recommendations on proposals submitted by the Boards of Studies through the Faculties in regard to the courses of study and to recommend Principles and criteria on which examiners and the inspectors maybe appointed, for the consideration of the Executive council;

ii to report on any matter referred or entrusted to it by the Court or the Executive Council;

iii to advise the Executive Council in regard to the recognition of the diplomas and degrees of other Universities and institutions and in regard to their equivalence with the diplomas and degrees of the University or the Intermediate Examination conducted by the Board of High School and Intermediate Education, Uttar Pradesh;

iv. To advise the Executive Council in regard to the qualifications required to be possessed by persons imparting instruction in particular subjects for the various degrees and diplomas of the University; and

v. to perform in relation to academic matters all such duties and to do all such acts as may be necessary for the proper carrying out of the provisions of the Act, the Statutes and the Ordinances.

5.06 The meetings of the Academic Council shall be called under the directions of the Vice Chancellor. Sec. 26 and 49 (b)

CHAPTER VI

The Finance Committee

- 6.01 The term of membership of the person referred to in clause (d) of Section 26(1), shall be one year, provided that he shall continue in office till the election of his successor. No such member shall hold office successively for more than three terms. Sec. 49 (b)
- 6.02 Items of new expenditure not already included in the financial estimates, shall be referred to the Financial Committee in the cases of - Sec. 26 (3) and 49 (a)
- i) non-recurring expenditure if it involves an expenditure of ten thousand rupees or above; and
 - ii) recurring expenditure, if it involves an expenditure of three thousand rupees or above :
- Provided that it shall not be permissible for any officer or authority of the University to treat an item which has been split into several parts falling under a budget head as several items of smaller amount and withhold it from the Finance Committee.
- 6.03 The Finance Committee shall, on or before such date as may be provided for in his behalf by the Ordinances consider all items of expenditure referred to it under Statute 6.02 or Statute 6.04 and shall make and communicate to the Executive Council as soon as may be, its recommendations thereon. Sec. 26(3) and 49 (a)
- 6.04 If the Executive Council, at any time after the consideration of the annual financial estimates (i.e., the budget) proposes any revision thereof involving recurring or non-recurring expenditure of the amounts referred to in Statute 6.02, the Executive Council shall refer the proposal to the Finance Committee. Sec. 26 (3)
- 6.05 The annual accounts and the financial estimates of the University prepared by the Finance Officer shall be laid before the Finance Committee for consideration and thereafter to the Executive Council for approval. Sec. 26 (3) and 49 (a)

6.06 A member of the Finance Committee shall have the right to record a minute of dissent, if he does not agree with any decision of the Finance Committee.

Sec. 26 (3) and 49 (a)

6.07 The Finance Committee shall meet at least twice every year to examine the accounts and to scrutinize proposals for expenditure. Sec. 26(3) and 49 (a)

6.08 The meeting of the Finance Committee shall be convened under the directions of the Vice Chancellor and all notices for convening such meeting shall be issued by the Finance Officer, who shall keep the minutes of all such meetings. Sec. 15 (7) and 49 (c)

CHAPTER VII

The Faculties

7.01 The University shall have the following faculties, namely; Sec. 27 (1)

a. Faculty of Agriculture

b. Faculty of Arts

c Faculty of Ayurvedic and unani systems of Medicine

d. Faculty of Commerce

e. Faculty of Education

f. Faculty of Homeopathic Medicine

g. Faculty of Law

h. Faculty of Medicine

i. Faculty of Science

j. Faculty of Engineering and Technology

k. Faculty of Advanced studies in the Life Sciences

l. Faculty of Advanced studies in the Social Sciences

m. Faculty of Business Management*

7.02

(1) The Board of each Faculty other than the Faculties of Law, Advanced studies in the Life Sciences, Advanced studies in the social Sciences, Business Management, Commerce, Education and Engineering and Technology shall be constituted as follows : Sec. 27 (3)

- i The Dean of the Faculty who shall be the Chairman
- ii One senior-most teacher who shall either be a Principal or senior-most teacher of a Post-graduate department for each of the subject comprised in the Faculty and recognised up to Post-graduate standard.
- iii One Senior-most teacher who shall be a principal or senior-most teacher of a Department for each of the subjects comprised in the Faculty and recognised upto first degrees standard only.
- iv Five senior-most teachers in the Faculty other than Principals and teachers mentioned in clauses (ii) and (iii) above provided that no two such teachers shall profess the same subject and belong to the same college, where there is more than one college recognised for the teaching of the subject. The teachers so passed over shall not lose their turn in rotation next time.
- v Seven persons possessing expert knowledge of the subjects comprised in the Faculty or subjects allied to them, not in the service of the University or any of its colleges, to be nominated by the Vice-Chancellor from the following categories :
 - a. Professors in Universities;
 - b. Present or retired Principals of Post-graduate colleges.
 - c. Directors of Research Institutes or in the case of Medical Faculty the Civil Surgeon of Kanpur

Provided that at least four of the above persons shall belong to category (a) to (c).

*vide UP Govt. notification No. shiksha (10) No.4159, 115-10-95-93-5(11)/92 dated Dec. 2, 1993 & chancellor letter no. E 8261/G.S Date 14, Nov. 1994

(2) The teacher under items (ii), (iii) and (iv) of clause (1) shall be chosen by rotation in order of seniority.

7.03 The Board of the Faculty of Law shall be constituted as follows : Sec. 27 (3)

- i. The Dean of the Faculty, who shall be the Chairman.
- ii. Five teachers of Law who shall be either Principals or the senior-most teachers by rotation in order of seniority from among teachers of the affiliated college provided that one of them shall belong to a college teaching up to LLM standard.
- iii. Two teachers of Law other than Principals and teachers mentioned in clause (ii) above by rotation in order of seniority from among teachers of affiliated colleges, provided both of them shall not belong to the same college. The teachers so passed over shall not lose their turn in rotation next time.
- iv. Three persons possessing expert knowledge of the subjects comprised in the Faculty of subjects allied to them, not in the service of the University or any of its colleges to be nominated by the Vice Chancellor from the following categories :
 - a. Professors in the Universities;
 - b. Present or retired Principals of Post graduate colleges
 - c. Directors of Research Institutes:
- v. The District Judge of Kanpur.

7.04 The Board of the Faculty of Commerce shall be constituted as follows :

- i. The Dean of the Faculty, who shall be the Chairman. Sec. 27 (3)
- ii. Five teachers of the subject who shall be either Principals or the senior-most teachers of post graduate department by rotation in order of seniority from among teachers of affiliated colleges.
- iii. Three teachers teaching post graduate classes other than Principals and teachers mentioned in clause (ii) above, by rotation in order of seniority from amongst the teachers of affiliated colleges, provided that

not more than one shall belong to one college. The teachers so passed over shall not lose their turn in rotation next time.

- iv Convenor of the Board of Studies in Economics in the University.
- V President of Northern India Employers Association Kanpur.
- vi Three persons possessing expert knowledge of the subjects comprised in the faculty or subjects allied to them, not in the service of the University or subjects allied to them, not in the service of the University or any of its colleges, to be nominated by the Vice Chancellor from the following categories :
 - a. Professors in Universities;
 - b. Present or retired Principals of Post-graduate colleges;
 - c. Directors of Research Institutes :

Provided that at least two of the above persons shall belong to categories (a) and (c).

7.05 The Board of the Faculty of Education shall be constituted as follows :

- (i) The Dean of the Faculty, who shall be the Chairman. Sec. 27 (3)
- (ii) Five teachers of Education who shall be either Principals or the Senior-most teachers of Departments by rotation in order of Seniority from among teachers of affiliated colleges, provided that at least two of them shall belong to a department teaching upto M.Ed. standard.
- (iii) Three teachers other than Principals and teachers mentioned in clause (ii) above by rotation in order or seniority from among teachers of affiliated colleges, provided that not more than one shall belong to the same college. The teachers so passed over shall not lose their turn in rotation next time.
- (iv) Regional Deputy Director of Education, Allahabad(Ex-officio).
- (v) Three persons possessing expert knowledge of the subjects comprised in the Faculty or subjects allied to them, not in the service of the university or any of its colleges to be nominated by the Vice-Chancellor from the following categories :

(a) Professors in Universities

(b) Present or retired Principals of Post graduate colleges.

7.06 The Board of the Faculty of Engineering and Technology shall be constituted as follows : Sec. 27 (3)

- i The Dean of the Faculty, who shall be the Chairman.
- ii All Principals of colleges affiliated to the University in the Faculty.
- iii Five teachers of the subjects comprised in the Faculty who shall be Heads of Departments by rotation in order of seniority from among teachers of affiliated colleges, provided that no two teachers profess the same subject. The teachers so passed over shall not lose their turn in rotation next time.
- iv Three persons possessing expert knowledge of the subjects comprised in the Faculty or subjects allied to them, not in the service of the University or any of its Colleges, to be nominated by the Vice Chancellor from the following categories :
 - a. Professors in Universities.
 - b. Present or retired Principals of Post graduate Colleges
 - c. Directors of Research Institutes

Provided that at least two of the above persons shall belong to the categories (a) and (c).

7.06-A The Board of faculties of Advanced studies in the Life Sciences, Sec. 27 (3) studies in the Social Sciences and Business Management shall be constituted as follows:-

- (i) The Dean of the faculty, who shall be the chairman
- (ii) All the Professors
- (iii) All the Readers
- (iv) One lecture by rotation in order of seniority
- (v) Five persons possessing expert knowledge of the subjects comprised in the faculty or subjects allied to them, not in service of

the university or any of its colleges to be nominated by the Vice-Chancellor from the following categories-

- (a) Professors in the universities:
- (b) Present or retired Principal of part graduate college.
- (c) Directors of Research Institute provided that the members from category(b) shall not exceed two.

7.07 The following shall be the departments comprised in the Faculty of Agriculture:- Sec. 27 (3)

(1) For Post-graduate departments:

- (1) Agronomy
- (2) Agricultural Economics
- (3) Animal Husbandry and Dairying
- (4) Agricultural Chemistry
- (5) Horticulture
- (6) PLANT Pathology
- (7) Agricultural Botany
- (8) Agricultural Zoology and Entomology
- (9) Agricultural Extension
- (10) Soil Conservation.
- (11) Plant physiology.
- (12) Genetics and plant breeding.

(2) In case of colleges teaching agriculture for the first degree only, the following shall be the departments of studies.

- (1) Agronomy.
 - (i) Agronomy
 - (ii) Agricultural Engineering.
 - (iii) Agricultural Economics.

- (iv) Agricultural Extension.
- (2) Horticulture and Agricultural Botany-
 - (i) Horticulture.
 - (ii) Plant Pathology.
 - (iii) Agricultural Botany.
- (3) Animal Husbandry and Dairying-
 - (i) Animal Husbandary.
 - (ii) Dairying.
 - (iii) Zoology and Entomology.
 - (iv) Veterinary Science.

(4) Agricultural Chemistry.

7.08. The following shall be the departments comprised in the Faculty of Arts.

- (1) Sanskrit and Prakrit Languages. Sec. 27 (3)
- (2) Hindi and Modern Indian Languages, excluding Urdu.
- (3) Arabic, Persian and Urdu.
- (4) English and Modern European and other foreign languages.
- (5) Philosophy
- (6) Psychology
- (7) History
- (8) Political Science
- (9) Economics.
- (10) Geography
- (11) Music
- (12) Drawing and Painting.
- (13) Home Science
- (14) Sociology

- (15) Mathematics
- (16) Military Studies.
- (17) Education
- (18) Statistics.
- (19) Ancient Indian History and Culture.
- (20) Anthropology.
- (21) Physical Education.

7.09. The following shall be the departments comprised in the Faculty of Ayurvedic and Unani system of Medicine: Sec. 27 (2)

- (1) Maulike Sidhanta and Samhitas – (Basic Principles and Samhitas) (Buniadi Ulum Tib Tebiyata)
- (2) Sharir – (Anatomy and Physiology including Bio-Chemistry)(Tahshriha and Munafula Aza).
- (3) Dravya Guna (Pharmacology)Ilmul adaviya(Mufardata).
- (4) Ras-Shastra-Bhaishajya Kalpana (Ras-Shastra and Pharmacy). Ilmul Kimiya and Ilmul Saidata.
- (5) Kaya chikitsa,including Nidan-VikritiVigyan Agad-Tantra Vyavahrayurveda, Swastha-Vratta(Medicine,including pathology, Taxicology. Forensic Medicine, Social and Preventive Medicine). (Moalejata, Hummiyata, Kulliyata,Ilmussalum and Tibbiya Kanuni with Hifazane sehata). Shalya-Shalkya (Surgery, Ophthalmology and Ear,Nose, Throat) Jarahata, Amsraze chashma Uzn Anfa and Ras).
- (6) Prasuti Tantra, Stri Rog and Kaumar-bhartya(Obstetrics, Gynaecology and Pediatrics).(Fanlul-waladat, amraze Niswan and Amraze Chashma Uzn Anfafala):

Provided that with the approval of the Vice-Chancellor these departments may be amalgamated or split or new departmentsbe added.

7.10 The following shall be the department comprised in the Faculty of Commerce :
Commerce. Sec. 27 (2)

7.11 The following shall be the department com-prised in the Faculty of Education.

(1) Education Sec. 27 (2)

7.12 The following shall be the departments com-prised in the Faculty of
Homeopathic Medicine : Section-27(2)

- (1) Anatomy
- (2) Physiology
- (3) Materia medica and Bio-chemistry
- (4) Organon
- (5) Chronic Diseases.
- (6) Hygrene and Public Health.
- (7) Homeopathic Pharmacy.
- (8) Principles of Homeopathy and History of Homeopathic Medicine.
- (9) Pathology.
- (10) Medical Jurisprudence and Toxicology.
- (11) Casetaking and Reportization.
- (12) Ophthalmology.
- (13) Homeopathic Therapeutics.
- (14) Practice of Medicine.
- (15) Surgery.
- (16) Obstetrics and Gynecology.
- (17) Homeopathic Philosophy.
- (18) Psychiatry and Mental Diseases.

7.13 The following shall be the departments com-prised in the faculty of Law:
Law Sec. 27 (2)

7.14 The following shall be the departments comprised in the Faculty of Medicine:

- (1) Anatomy. Sec. 27 (2)
- (2) Physiology.
- (3) Pharmacology and Materia Medica.
- (4) Pathology and Bacteriology.
- (5) Social and Preventive Medicine.
- (6) Forensic Medicine.
- (7) Medicine.
- (8) Surgery.
- (9) Obstetrics and Gynecology.
- (10) Ophthalmology.
- (11) Tuberculosis.
- (12) Orthopedics.
- (13) Anaesthesia.
- (14) Pediatrics.
- (15) Ear, Nose and Throat.
- (16) Dentistry.
- (17) Microbiology.
- (18) Pharmacy.
- (19) Cardiology.
- (20) B.Sc.(Nursing and Post Basic)
- (21) Bio-Chemistry.
- (22) Dermatology.

7.15 The following shall be the departments comprised in the faculty of Science :

- (1) Physics Sec. 27 (2)
- (2) Chemistry

- (3) Botany
- (4) Zoology
- (5) Mathematics
- (6) Military Studies
- (7) Geology
- (8) Statistics
- (9) Economics
- (10) Geography
- (11) Physical Education, Health Education & Sports.

7.16 The following shall be the departments comprised the faculty of Engineering and Technology :-Section-27(2) Sec. 27 (2)

- (1) Bio-Chemical Engineering & Food Technology.
- (2) Chemistry
- (3) Chemical Engineering
- (4) Civil Engineering
- (5) Electrical Engineering
- (6) Humanities
- (7) Mathematics
- (8) Mechanical Engineering
- (9) Oils and Paints Technology
- (10) Physics
- (11) Plastics Technology
- (12) Life Science
- (13) Textile Chemistry and Technology
- (14) Leather Technology

7.16-A. The following shall be the departments comprised in the Faculty of Advanced Studies in Life science:-

- (1) Applied Zoology
- (2) Applied Botany
- (3) Bio-Chemistry
- (4) Microbiology
- (5) Genetics
- (6) Cytology

7.16-B. The following shall be the departments comprised in the Advanced Studies in the Social Sciences :-

- (1) Higher Studies in English and foreign languages.
- (2) Advanced Educational research and teaching of Educational Foundations.
- (3) Mass communication and journalism.
- (4) Tourism.
- (5) Yogic Studies.
- (6) Adult and continuing Education.

7.17

- (1) Save as otherwise provided in this Chapter, members of the Board of each Faculty other than ex-officio members, shall hold office for a period of three years.
- (2) The meetings of the Board of each Faculty shall be convened under the directions of its Chairman.

7.18 Subject to the provisions of the Act, the Board of each Faculty shall Sec. 27 (3) following powers, namely :

- (i) to make recommendations to the Academic Council regarding the courses of study, after consulting the Boards of Studies concerned;
- (ii) to make recommendations to the Academic Council regarding the teaching and research work of the University in the subjects assigned to the Faculty;

- (iii) to consider and make recommendations to the Academic Council on any question, pertaining to its sphere of work which may appear to it necessary and on any matter referred to it by the Academic Council.

7.19 Provided Nothing contained in this Chapter shall be construed to authorise the opening of any department of Teaching in the University not in existence at the commencement of these Statutes unless prior approval of the Chancellor has been obtained and necessary grant for it has been secured. Sec. 27 (3)

7.19-A

- (1) Established an Institute of Business Management to organise and conduct teaching and research in Business Management in accordance with U/S-44.
- (2) The Institute of Business Management would be under the charge of a Director. The Director would be appointed from amongst the professors of Faculty of Business Management in order of rotation for a period of 6 years.
- (3) The ordinances for the master of Business Administration would remain same as passed by the Board and Faculty on 9.2.90 and Academic council on 20.2.90

CHAPTER VIII

Other authorities and bodies of the university disciplinary

Committee

8.01

- (1) The Executive Council shall constitute, for such term as it thinks fit, a Disciplinary Committee in the University which shall consist of 1 Chancellor and two other persons nominated by it:

Provided that if the Executive Council considers it expedient, it may constitute more than one such Committees to consider different cases or classes of cases.

- (2) No teacher against whom any case involving disciplinary action is pending shall serve as a member of the Disciplinary Committee dealing with the case.

- (3) The Executive Council may at any stage transfer any case from one Disciplinary Committee to another Disciplinary Committee.

8.02

- (1) The functions of the Disciplinary Committee shall be as follows : Sec. 49
- (a) to decide any appeal preferred by an employee of the University under Statute 2.07;
 - (b) to hold inquiry into cases involving disciplinary action against a teacher or the Librarian of the University;
 - (c) to recommend suspension of any employee referred to in sub-clause (b) pending or in contemplation of inquiry against such employee;
 - (d) to exercise such other powers and perform such others functions as may, from time to time, be entrusted to it by the Executive Council.
- (2) In case of difference of opinion among members of the Committee, the decision of the majority shall prevail.
- (3) The decision or the report of the Disciplinary Committee shall be laid before the Executive Council as early as possible, to enable the Executive Council to take its decision in the matter.

CHAPTER VIII

Examination Committee

Sec. 29 and 49

- 8.03 The Examination Committee may, on the recommendation of the person or persons or the sub-committee referred to in sub-section (3) of Section 29, debar an examinee from appearing in any future examination or examinations if in the opinion of the Committee such examinee was guilty of Misbehaviour or using unfair means at any examination conducted by the University.

CHAPTER IX

Boards Of Studies

- 9.01 The University may in addition to the Boards of Faculties and the Board of Studies have the Board of Student's Welfare. Sec. 49

9.02 The powers, functions and the constitution of the Board of Students Welfare mentioned in statute 9.01 shall be such as may be laid down in the Ordinances: Sec. 49 and 51

Provided that ordinances relating to the Board of students welfare, referred to in clause(a) of the said statutes, shall provided for the representation of the students also, and the term of such student representation shall be one year.

9.03 For so long as the new Board is not constituted in accordance with Statute 9.02, the Board mentioned in statute 9.01 and the Board existing on the date immediately before the commencement of these Statutes shall continue to function. Sec. 49 and 51

CHAPTER X

Classification Of Teachers

10.01 There shall be following classes of teachers of the University : Sec. 31 and 49 (d)

(1) Professors,

(2) Readers,

(3) Lecturers.

10.02 Teachers of the University shall be appointed in the subjects on whole-time basis in the scales of pay approved by the State Government: Sec. 31 and 49 (d)

Provided that part time lecturer may be appointed in subjects in which, in the opinion of the Academic Council such lecturers are required in the enteract of teaching or for other reasons much part time lecturers may receive salary ordinarily not exceeding one-half of the initial salary of the sacale for the past to which they are appointed persons working as Research fellow as part-time lecturers.

10.03 The Executive Council may, on the recommendations of the Academic Council, appoint : Sec. 31 and 49 (d)

(1) Professors of academic eminence and outstanding merit on special contract in accordance with the Ordinances in that behalf;

(2) Honorary Emeritus Professors who shall

- (a) deliver lectures on special subject;
- (b) guide research;
- (c) be entitled to be present in meetings of the Board of Faculty concerned and to take part in its discussions but will not have the right of vote.
- (d) be provided with facilities for study and research in the library and laboratories of University as far as possible; and
- (e) be entitled to attend all Convocations;

Provided that a person shall not, merely by virtue of holding the post of a Professor in the Department as an Honorary Emeritus Professor be eligible to hold any office in the University or in any Authority or Body thereof.

10.04 Instructors or Teaching Research Assistants may be appointed by the Executive Council on such terms and conditions as may be provided for in the Ordinances. Sec. 21 (1) (XVII) 31 and 49 (d)

10.05

(a)The Principal and other teachers of affiliated colleges shall be employed on whole time basis in the scales of pay approved by the State Government. Sec. 31 and 49(d)

(b)Subject to the provisions of clause (iv) of Statute 19.02 the proportion of part-time teachers shall not exceed at any time one-fourth of the strength of the full time teaching staff in the department concerned :

Provided that where the number of teachers in a department is less than four, the appointment of one part-time teacher may be permitted by the Vice-Chancellor.

Provided further that the ratio of part-time teachers in the Department of Law may be half of the number of whole-time teachers in that Department.

10.06 No part-time teacher in an affiliated college shall hold any other office in that college. Sec. 31, 49 (d)

CHAPTER XI

PART I

Qualifications And Appointment Of Teachers In The University

11.01 (1) In the case of faculty of Arts (except the department of Music, Drawing and Painting and Physical Education) and the faculties of Commercials, Science, Advanced studies in the Life Sciences, Advanced studies in the social Sciences and Business Managements, the minimum qualifications for the post of a lecturer in the University shall be Master's degree or an equivalent Degree of a Foreign University in the relevant subject with at least 55 per cent marks or its equivalent grade and consistently good academic record.

(2) In the case of Faculty of Education the minimum qualifications for the post of a lecturer in the University shall be Master's degree or an equivalent degree of a Foreign University in Education (that is an M.Ed. degree) with at least 55 per cent marks or its equivalent grade and consistently good academic record.

(3) In the case of Faculty of Law the Minimum qualifications for the post of a lecturer in the University shall be a degree of a Foreign University with at least 55 per cent marks or its equivalent grade and consistently good academic record.

(4) In the case of the department of Music, Drawing and Painting in the Faculty of Arts, the following shall be the minimum qualification for the post of the lecturer in the University, namely -

Either

Master's degree or an equivalent degree or diploma recognised by the University in the relevant subject with at least 55 per cent marks or its equivalent grade and consistently good academic record;

Or

a traditional or a professional artist with highly commendable professional achievement in the subject concerned.

(5) For the purpose of this Statute :

(a) A candidate (other than a candidate for Lecturership in the Faculty of Education and Law) having obtained either 55 per cent marks in

Bachelor's degree examination and second class in Intermediate examination or 50 per cent marks in each of the two examinations separately is said to have consistently good academic record;

- (b) A candidate for Lecturership in the Faculty of Education having obtained either 55 per cent marks in B.Ed. degree examination and second class in any other Bachelor's degree examination or 50 per cent marks in each of the two examination separately is said to have consistently good academic record;
 - (c) A candidate for Lecturership in the Faculty of Law having obtained either 55 per cent marks in LL.B. degree examination and second class in any other Bachelor's degree examination or 50 per cent marks in each or the two examinations separately is said to have consistently good academic record.
- (6) For the appointment to the post of lecturer only those candidates shall be eligible who besides fulfilling the minimum academic qualifications prescribed for the post of Lecturer in Statute 11.01(1) have qualified in a comprehensive test, if any, to be conducted as per scheme of the UGC. Provided that a candidate.
- (i) who has passed University Grants Commission or Council of Scientific and Industrial Research or Junior Research Fellowship examination.
- Or
- (ii) who has obtained M.Phil. degree upto December, 1993 shall not be required to qualify such a comprehensive test.
- (8) (a) For the post of lecturer reserved for Scheduled caste or scheduled tribe Category, requisite 55 percent marks at Post- graduate level are relaxable upto 5 percent, i.e. 50 percent instead of 55 percent.
- (9) For the purpose of academic qualification for the post of Lecturer, Reader and Principal, 'Good Academic Record' is defined as under :
- (i) For the post of the Principal of an affiliated/associated/constituent college and lecturer of the University or an affiliated/associated/constituent college, the candidate shall be said to

be possessed with 'good academic record' who has secured minimum 55 per cent marks in concerned graduate examination. In case, only one professional or other graduate degree is required for academic eligibility for the post.

Provided that the candidate possessing Ph.D. degree shall be granted relaxation of 5 per cent marks.

- (ii) In case, prior to the post-graduate degree one professional and other graduate degree is required for academic eligibility for the post, the candidate shall be said to be possessed with 'good academic record' who has secured minimum 55 per cent marks in both professional and other graduate degree.

Provided that the candidate possessing Ph.D. degree shall be granted relaxation of 5 per cent marks.

Provided that for the post of Reader, the candidate shall be said to be possessed with good academic record who has secured minimum second division (or grade 'C' in aforesaid scale) in High School (or equivalent) examination and in all subsequent higher examinations than that.

11.02 In the case of the Faculties of Arts, Commerce, Science, Home Science, Education and Law the following shall be the minimum qualification for the post of :

(except the departments of Music and Drawing and Painting), and "the faculties of Commerce, Science, Education and Law and Faculties of Advanced studies in the Life Sciences, Advanced studies in the Social Sciences and Business Management" the following shall be the minimum qualification for the post of a teacher in the university, namely.

- (a) A Reader in the University, namely :
 - (i) good academic record with doctorate degree or equivalent published work, and active engagement in research or innovation in teaching methods or production of teaching materials; and

- (ii) five years' experience of teaching or research including at least three years' experience of teaching or research including at least three years as lecturer or in an equivalent position.

Provided that the requirement contained in sub-clause (ii) may be relaxed in the case of a candidate who, in the opinion of the Selection Committee, has outstanding research work to his credit.

- (b) A Professor in the University, namely :

Either -

eminent scholarship with published work of high quality and active engagement in research and ten years experience of teaching or research and experience of guiding research at doctorate level.

or

outstanding scholarship with established reputation for significant contribution to knowledge.

11.02.A In the case of the Faculty of Fine Arts, the following shall be minimum qualifications for the post of a Reader in the University, namely :

Either

- (a) consistently good academic record with first or high second class Master's degree or an equivalent degree or diploma recognised by the University and two years research or professional experience or creative work and achievement in his field of specialisation or a combined research and professional experience of three-years in the field as an artist of outstanding talent; and
- (b) five years experience of teaching degree or Post-graduate classes in the subject.

11.03 No selection of a teacher made between August 1, 1975 and October 20, 1975 on the basis of the U.P. State Universities First Statutes (Age of superannuation, Scale of Pay and Qualification of Teacher) 1975, referred to in clause (2) of Statute 11.02 as they stood before their amendment by

notification No. 7251/XV-10-75-60(115)-73 dated October 20, 1975 shall be affected by these Statutes.

11.04 The advertisement of vacancy referred to in Section 31(10) shall ordinarily allow at least three weeks time from the date of the issue of newspapers in which the advertisement is published, to the candidates to apply for the vacancy. Sec. 31 and 49

11.05 Sec. 31 and 49 (d)

(1) Meeting of the Selection Committee for appointment of teachers in the University shall be convened under the orders of the Vice Chancellor.

(2) The Selection Committee shall not consider the name of a person for appointment as teacher of the University unless he applies for it :

Provided that in the case of appointment of a Professor the Committee may, with the approval of the Vice Chancellor, consider the names of persons who have not applied.

(3) A member of the Selection Committee shall withdraw, from a meeting of the Committee or of the Executive Council, as the case may be, if the question of appointment of any of the relatives (as defined in the Explanation to Section 20) of such member is being or is likely to be considered at such meeting.

11.06 Sec. 30 and 31

(1) If the Selection Committee recommends more than one candidate for appointment, it may in its discretion arrange their names in order of signified that in the event of the first being not available the second may be appointed and in the event of the second also being not available the third may be appointed and so on.

(2) The Selection committee may recommend that no suitable candidate for appointment is available . In such a case, the post shall be re-advertised.

11.07 The recommendation of the Selection Committee and proceedings of the Executive council pertaining thereto shall be treated as strictly confidential

11.08 If the work and conduct of a teacher appointed under Section 31(2) Sec. 49 (b)

- (i) is considered satisfactory the Executive Council may at the end of period of probation (including the extended period, if any) confirm the teacher.

Sec. 21 (2) (XVII) 31 and 49 (d)

- (ii) is not considered satisfactory, the Executive Council may terminate the services of the teacher in accordance with the provisions of Section 31 during or on the expiry of the period of probation (including the extended period of probation, if any).

11.09 The Selection Committee shall meet at the Handquarters of the University.

Sec. 31 and 49 (a)

11.10 Members of the Selection Committee shall be given not less than fifteen days notice of the meeting reckoned from the date of despatch of such notice. The notice shall be served either personally or by registered post. Sec. 31 and 49 (d)

11.11 At least fifteen days notice reckoned from the date of despatch shall be given to the candidates prior to the meeting of the Selection Committee. The notice shall be served either personally or by registered post. Sec. 31 and 49 (d)

11.12 The traveling and daily allowances of the members of the Selection Committee shall be paid by the University at the rates prescribed by Ordinances. Sec. 27

*11.12-A In very special circumstances and on the recommendation of the Selection Committee, the Executive Council may allow, up to five advance increments, at the time of initial appointment, to such teachers as possess exceptionally high academic attainment and experience, if in any case it is necessary to give more than five advance increments prior approval of the State Government shall be obtained before making the appointment.

11.12-B (1) Notwithstanding anything to the contrary contained in Statute 11.02 or in any other Statute, the following categories of teachers of the University shall be eligible for personal promotion Under the Scheme of Career Advancement to the post of Lecturers (Senior Scale), Lecturers (Selection Grade), Readers or Professors as the case may be :

* Inserted vide U.P. Govt. Notification No. 2737/XV-X-80-315-77 dated 29.9.80 (Third Amendment, (E.C.Res. No. 50/2.2 of 13.12.1980).

Readers Post:-

- (I) Lecturers who are Ph.D. And have put in at least 13 years full time continuous service, as such.
- (II) Lecturers, who are not Ph.D. but have put in at least 16 years fulltime continous service, as such.

Professor, s Post:-

Readers who have put in at least 10 years full time continous service as such.

Explanation – Reader shall mean a teacher who has worked as Reader in a University.

- (2) The service, referred to in clause (1). Must have been rendered on an approved post:-
 - (I) in permanent, temporary or adhoc capacity:
 - (II) in this University or in any other University, Post-graduate or UndrgraduateCollege or Institute, so however that at least five years permanent service must have been rendered in this University after regular selection through the selection committee. Constituted under clause (a) of sub-section (4) of section 31 of the Act.
- (3) The teacher of the University who is eligible for personal promotion shall submit a Self-Assessment Report in the proforma given in Appendix E, containing information relating to his satisfactory work, to the Registrar.
- (4) The Selection Committee, constituted undr clause (a) of sub-section (4) of section 31 of the Act, shall consider the Selt-Assessment Report, Service Record (Including Character Roll) and such other pelevant records as may be placed before, or as considered necessary by it. The meeting of the Selection Committee for considering cases if personal promotion shall be held at least once every year.
- (5) The selection Committee shall submit its recommendation to the Executive Council and the Executive Council shall, subject to the provisions of clause (6). Grant personal promotion on the basis of such recommendation.

- (6) The benefit of personal promotion shall be admissible to Lecturers for promotion to the post of Reader only and Reader so appointed by promotion shall not be entitled to personal promotion on the post of the professor.
- (7) Personal promotion on the post of Reader of professor, as the case may be, shall take effect from the date to taking over charge of the said post.
- (8) As a result of personal promotion, there shall be no reduction in the workload of the teacher of the University.
- (9) In case a teacher of the University is not found suitable for personal promotion he may offer himself again for such promotion after two years and he shall be considered by the selection Committee along with the teachers of the University who have since become eligible.
- (10) In case the selection Committee does not find a teacher of the University suitable for personal promotion, it shall state the reasons.
- a. (I) The post of reader of professor, to which personal promotion is made, shall be deemed to be temporary in addition to the cadre of professor of Reader, as the case may be, and the post shall stand abolished on the incumbent ceasing to occupy it.
- (II) On the reader ceasing to occupy the post of professor to which he was given personal promotion, new appointment, if any, be made on the post of reader and similarly on the lecturer ceasing to occupy the post of reader. New appointment, if any. Shall be made on the post of Lecturer.

APPENDIX 'E'

(See Statute 11.12-B)

University of Kanpur

**Proforma for Self-Assessment

Date

Section 1

1. Name
2. Designation
3. Date of Birth
4. Academic Qualifications
5. Date of joining the University
6. Date of Confirmation
7. Teaching Experience

| Name of Institution | Position held | From | To | Total | Period |
|---------------------|---------------|------|----|-------|--------|
| | | | | | |

* Indicate also whether temporary /ad-hoc/permanent.

8. Courses taught at various levels : (Name the courses, give details)-
 - (a) Under-graduate
 - (b) Post-graduate
9. Courses taught at various levels : (Name the courses, give details)-
 - (a) Under graduate
 - (b) Post-graduate
10. Details of source of materials consulted by you for th courses taught (books, journals, etc.)

11. Details of teaching methods/employed by you : (Lecture, tutorials, seminars, practicals, etc.)

12. Details of Tutorials during the last academic year :

| | Under graduate | Post graduate |
|---------------------|----------------|---------------|
| | Courses. | Courses. |
| Number held – | | |
| Assignment checked. | | |

13. Were you able to meet the classes allotted to you during the last academic year in any of the levels of regularity given below (circle what is applicable)

(a) 90 % to 100 %

(b) 80 % to 90 %

(c) 70% to 80%

(d) Below 70%

** Please fill in all the columns. Write not applicable where necessary.

Section II

1. Give details of the following degrees :

| University | Year of the award | Topic of dissertaion |
|------------|-------------------|----------------------|
| M.Phil. | | |
| Ph.D. | | |
| D.Litt. | | |
| D.Sc. | | |

2. Details of thesis, if published. (A copy may be enclosed.)

3. Details of published research papers, books, monographs. Reviews, chapter in books, translations and creative writing etc. if any.
4. Participation in conferences, seminars, workshops, Give details of the papers presented and or official position held.
5. Summer
6. Details of Research guidance/professional consultancy, if any.
7. Membership of Fellowship or Professional/Academic Bodies, Societies etc. give details.
8. Any other information regarding academic activities not covered under this section.

SECTION III

Details of your contribution to the corporate life of your Institution

1.
 - (a)Curriculum development.
 - (b)Cultural/extra curricular activity.
 - (c)Sports/community and extension services.
 - (d)Administrative assignment.
 - (e)Any other.
2. Any other information not covered in the above questionnaire. I certify that the information given above is correct and factual to the best of my knowledge.

Signature.....

Department.....

la;k& 374@iUnzg ¼15½¼41½¼1½@80 fnukad 20-06-89

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jkT;iky egksn; rkRdkfyd izHkko ls ns'k ds fdll fo'ofok|ky; ls izns'k ds fdll fo'ofok|ky; esa vFkok izns'k ds ,d fo'ofok|ky; ls nwljs fo'ofok|ky; esa vFkok jkT; ds fdll lqk;rk izkIr v'kkldh; egkfo|ky;@jkt dh; egkfo|ky; ls fdll fo'ofok|ky; esa ysDpjj] jhMj vFkok izksQsj ds leku@led{k vFkok mPp in ij fu;qDr fd;s tkus ij uofu;qDr v;/kidksa }kjk mudh iwoZ laLFkk esa izkIr fd;s tk jgs ewy osru dks lajf{kr fd;s tkus dh fuEufyf[kr 'krksa ,oa izfrcU/kksa ds v/khu lgefr iznku djrs gS %&

- 1- lacfU/kr v;/kid us fu;qfDr gsrq viuk vkosnu&i= viuh iwoZ laLFk ds ek;/e ls rFkk mldh lgefr ls izLrqr fd;k gks vkSj vius ewy vkosnu&i= esa ml le; izkIr fd;s tk jgs vius ewy osru dks lajf{kr fd;s tkus dk vuqjks/k fd;k gks rFkk ftyk fo|ky; fujh{k d@foRr vf/kdkjh }kjk izfrgLrk{kfjr osru izek.k&i= layXu fd;k gks A
- 2- v;/kid vius egkfo|ky; ds izcU/kra=@izkf/kd`r fu;a=d@iz'kkld vFkok vU; l{ke izkf/kdkjh] tks fu;qfDr izkf/kdkjh ls U;wu u gks] vFkok fo'ofok|ky; dh dk;Z ifj"kn@l{ke izkf/kdkjh dh vuqefr viuh iwoZ laLFkk dh NksMdj fo'ofok|ky; esa inHkkj xzg.k djus gsrq izkIr dj yh gks A
- 3- iwoZ laLFkk dks NksMus ds lEcU/k esa dksbZ vlekU;@fo'ks"k ifjLFkfr;ka u jgh gks vkSj ogka ij mldh fu;qfDr vYidkfyd@vodk'k fjDr@mFkZ u gksdj fof/kor~ xfBr p;u lfefr }kjk fu;fer p;u }kjk gqbZ gks A
- 4- fo'ofok|ky; ds p;u lfefr rFkk dk;Z ifj"kn nksuks izkf/kdj.kksa us mlds iwoZ osru dks lajf{kr fd;s tkus dh Li"V laLrqfr iznku dj nh gks A
- 5- iwoZ laLFkk dk 'kSf{k d fo"i;@foHkkx rFkk osrueku ogh jgk gks ftlesa og fo'ofok|ky; esa fu;qfDr fd;k tk jgk gS A
- 6- ;fn fu;qfDr fo'ofok|ky; vuqнку vk;ksx }kjk vuqeksfnr vk;kstukxr in ij dh tk jgh gks vkSj ikap ls vf/kd osru o`f);ksa ds laj{k.k dk izLrko gks

rks dk;ZHkkj xzg.k djkus ds iwoZ vfuok;Z :Ik ls vk;ksx@'kklu dh iwokZuqefr izkIr dj yh x;h gS A

7- ;fn vlkekU; ifjLFkfr;ksa esa foKkiu ds le;] vkosnu&i= izLrqr djrs le; vFkok lk{kkRdkj ds fy;s p;u lfefr ds le{k mifLFkr gksus ds le; og fdlh 'kSf{k d laLFkk esa fu;qDr@p;fur u jgk gks vkSj fu;qDr i= izkIr gksus rFkk ml ds vk/kkj ij fo'fofky; esa dk;ZHkkj xzg.k djus dh frfFk ds iwoZ fdlh laLFkk esa fu;ksftr gkdj mlus ogka okf"kZd osru`f);ka vftZr dj yh gks vkSj mu dkj.kksa ls mDr 'krsZ iwjh ug gks ik;h gks rks ftyk fofky; fujh{k d vFkok vU; l{ke izkf/kdkjh ls izfrgLrk{kkfjr vfUre osru izek.k&i= izLrqr dj fo'fofky; dh dk;Z ifj"kn ls osru laj{k.k dk vuqeksnu fofk"V :Ik ls izkIr dj fy;k gks A ,slh fLFkfr esa og vko';d gS fd lEcfU/kr fof/kor~ p;fur ,oa fu;qDr v/;kid us osru laj{k.k gsrq izkFkZuki= dk;ZHkkj xzg.k djus ds 90 fnu ds Hkhrj izLrqr dj fn;k gks vU;Fkk Lohdk;Z ugha gksxk A

8- lEcfU/kr v/;kid fo'fofky; ds orZeku in dk dk;ZHkkj xzg.k djus ds fy;s iwoZ laLFkk ls ;fn R;kxi= nsdj vk;k gS rks ml ds R;kxi= dk dkj.k orZeku in ij dk;ZHkkj xzg.k djuk gh gS vkSj R;kxi dk vU; dksbZ vlekU; dkj.k u jgk gks A

9- iwoZ laLFkk dks NksMus vkSj orZeku in dk dk;ZHkkj xzg.k djus esa lkr fnuksa ls vf/kd foyEc u gqv k gks A

10- lEcfU/kr v/;kid }kjk mldh iwoZ laLFkk es avftZr osru o`f);ksa dk vk/kkj leku Lrj ,oa osrueku esa dk;ZuqHko gks jgk gks vFkok okf"kZd osru o`f);ka fdugha lkekU; fu;eksa ds vUrxZr izkir gks jgh gks foosdk/khu vf/kdkjksa ds vUrxZr ugha A

2- bl lEcfU/k eas eq>s ;g Hkh dgus dk funZs'k gqv k gS fd fdlh Hkh n'kk esa mDr O;oLFkk dks ykHk ;k lqfo/kk dk L=ksr ugha cuk;k tk;sxx vkSj

fo'ofok;ksa }kjk ek= ewy osru dks gh ¼ldy ifjyfC/k;ksa dks ugha½
lajf{kr fd;s tkus ij fopkj fd;k tk;sxk A

- 3- ;g Hkh Li"V fd;k tkrk gS fd fo'ofok;ksa }kjk lEcfU/kr v/;kidksa dks
mudh iwoZ laLFkk esa fn;s okf"kZd osruo`f) dh frfFk dks lajf{kr ugha
fd;k tk,xk A uofu;qDr v/;kid dh fo'ofok; v/;kid dh fo'ofok; esa izFke
fu;qfDr dh frfFk ls iwjs ckgj dSys.Mj ekg ds i'pkr~ gh Bhd mlh frfFk dks
izFke okf"kZd osruo`f) vuqeU; gksxh A ;fn izoDrk in ls jhMj ds in vFkok
jhMj in ls izksQslj ds mPprj nkf;Ro ds in ij fdlh v/;kid dh fu;qfDr dh tkrh
gS] pks og mlh fo'ofok; esa gks vFkok vU; fo'ofok; esa vkSj mPprj
osruoku esa leku izdze miyC/k ugha gks ikrk gS rks v/;kid dh fu;qfDr
mPprj osruoku esa vkus okys vxys izdze ij dh tk;sxh A
- 4- mDr vkns'kksa ls vPNkfnr u gksus okys izdj.k vfuok;Z :Ik ls 'kklu dsk
lanfHkZr fd;s tk;sxs A ;fn fdlh izdj.k fo'ks"k esa fdlh fcUnq ij lansg gks
vFkok mlds fofHkUu vFkZ yxk;s tk jgs gksa rks ,sls izdj.kksa dks 'kklu
dks lanfHkZr fd;k tk;sxk ftl ij 'kklu dk fu.kZ; vfUre gksxk A mDr fdlh
Hkh 'krZ esa f'kfFkyrk iznku djus dks dksbZ Hkh vf/kdkj fo'ofok; ds
fdlh Hkh vf/kdkjh@izkf/kdkjh dks izkIr ugha gksxk vkSj vfuok;Z :Ik esa
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CAREER ADVANCEMENT (SCHEME)

This career Advancement Scheme applies to the State Universities and Associated/ Affiliated Colleges (except the colleges affiliated to Sampurnanand Sanskrit University, Varanasi). It shall come into force from July 27, 1998. Teachers who have become eligible for Senior Scale/Selection Grade/ Reader(Promotion) Professor(Promotion) under the Career Advancement Scheme in force prior to July 27, 1998, shall be covered by the provisions of Government order-91/G.I./14-11-88-14(5)/87, dated 7th of

January, 1989 and Statutes made earlier in this behalf and Government order 1309/15-11-90-32-/89, dated March 17, 1990.

With effect from 27th of July, 1998, teachers shall have the opportunities for Career Advancement Scheme (Promotion) as given hereafter:-

A Lecturer in University or in an affiliated/associated colleges will be eligible for placement in Senior Scale. A Lecturer (Senior Scale) may move into the grade of the Lecturer (Selection Grade) or Reader. Minimum length of service for eligibility to move into the grade of lecturer (Senior Scale) would be four years for those with Ph.D. five years for those with M.Phil. Six years for others at the level of Lecturer and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

2. For promotion to the posts of Readers and Professors the minimum eligibility criterion would be Ph.D. or equivalent published work.
3. Only a Reader in the University with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor. Readers in degree and Post Graduates colleges will not be eligible for the post of Professor under Career Advancement Scheme in the college.
4. In the case of University, Selection Committee for Lecturer (Selection Grade), Reader and Professor shall be constituted under clause (a) of sub-section 4 of section-31 of the U.P. State Universities Act, 1973.
5. Senior Scale. Constitution of Screening Committee :
 - (A) Placement in Senior Scale will be through a process of screening committee to be constituted as under :
 - (a) In the case of the University the Screening Committee shall consist of :
 - (1) Vice Chancellor Chairman
 - (2) Dean of Faculty concerned Member
 - (3) Two experts of the subject Member

- to be nominated by the
Chancellor
- (4) Head of Department concerned- Member
- (B) In the case of affiliated
/associated colleges) other
than colleges maintained
exclusively by the State
Government), the Screening
Committee shall consist of:
- (1) Director of Higher Education Chairman
or Member his nominee not
below the rank of the
Principal of Government
Degree/Post-graduate college.
- (2) Two experts of the subject Member
to be nominated by the
Vice Chancellor amongst
whom one shall be from
the University and one from
the Associated / Affiliated
college.
- (3) Head of the Management Member
or a member of management
nominated by him.
- (4) Principal of the College Member-
Convener

- (C) In case of colleges maintained exclusively by the State Govt. the Screening Committee shall consist of :
- | | | |
|-----|---|---------------------|
| (1) | Director of Higher Education | Chairman |
| (2) | Two experts of subject to be nominated by the Vice - Chancellor among whom one shall be from the University and one from the Government colleges. | Member |
| (3) | One nominee of Director of Higher Education (not below the rank of Principal of a Degree or Post-graduate College). | Member |
| (4) | Principal of the College | Member- Convener |

6. Lecturer (Senior Scale)

A Lecturer will be eligible for placement in a senior scale through the procedure of selection, if she/he has :

- i) Completed 6 years of service after regular appointment with relaxation of one year for those having M.Phil. degree and relaxation of two years for those with Ph.D. degree.
- ii) Participated in one orientation course and one refresher course, each of three to four weeks duration or engaged in other appropriate continuing education programmes of comparable quality, as may be specified or approved by the University Grants Commission.

Provided that those Lecturers who have a Ph.D. degree would be exempted from one refresher course.

- iii) Consistently satisfactory Annual Academic Progress Report and Performance Appraisal Report as per appendix A & B.

7. Lecturer (Selection Grade)

Lecturers after completion of five years in the senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards, but fulfil the other criteria for the post of Reader by Direct Recruitment given in these statutes, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work or through extension activities and have completed two refresher courses each of at least three to four weeks duration will be placed in the selection grade, subject to the recommendations of the selection committee which is the same, as for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade.

Provided that the Lecturer in the Selection Grade could offer himself/herself for fresh assessment after obtaining Ph.D. and fulfilling other requirements for promotion as Reader and, if found suitable could be given the designation of Reader.

8. Reader (Promotion) :

A lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she/he has -

- i) Completed 5 years of service in the senior scale.
- ii) obtained a Ph.D. degree or has equivalent published work.
- iii) made some mark in the areas of scholarship and research as evidenced by self assessment, reports of referees, quality of publication, contribution to educational innovation, design of new courses and curricula and extension activities.
- iv) Participated in two refresher courses/ summer institutes of three to four weeks duration after placement in the Senior Scale, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission.
- v) Possesses consistently good Annual Academic Progress Report and Performance Appraisal Report as per appendix A & B respectively.

9. Constitution of Selection Committee :

Promotion as Reader will be through a process of selection by a selection committee to be constituted as under :

(A) In the case of University, Selection Committee shall be constituted under clause (a) of Sub-section (4) of section-31 of the U.P. State Universities Act. 1973.

(B) In the case of affiliated/
associated college (other
than colleges exclusively
maintained by the state
government) the Selection
Committee shall consist of :

(1) Director of Higher Education Chairman
or his nominee not below
the rank of Professor
of University/ Principal
of Post-graduate College.

(2) Three experts of the Member
subject to be nominated
by the Vice Chancellor
amongst whom one shall
be from the University
concerned, one from Associa-
ted / Affiliated college
of the concerned University
and one from the Asso-
ciated / Affiliated college
of other University.

(3) The Head of the Management
or a member of the Manage-
ment nominated by him. Member

(4) Principal of the College Member-
Convener

(C) In the case of affiliated
or associated colleges
maintained exclusively
by the State Government,
the Selection Committee
shall consist of :

(1) Director of Higher Education Chairman

(2) Three experts of the Member
subjects to be nominated by
the Vice-Chancellor amongst
whom one shall be from the
University, one from the
Associated / Affiliated college
and one from the Government
colleges.

(3) Principal Member-
Convener

10. Professor(Promotion) :

(1) In addition to the sanctioned position of professors, promotions may be made from the post of Reader in the University to that of Professor after 8 years of service as Reader.

(2) For the promotion the candidate should present herself/himself before the selection Committee with the following :

(a) Consistently good Annual Academic progress Report and performance Appraisal Report as per appendix A and B respectively.

(b) Research contribution / Books / Articles published.

The best three written contributions of the teachers (as defined by her/him) may be sent by the University in advance to the experts to review before coming for the selection. The candidate will have to submit these in 3 sets.

(c) Certificates of the Seminars/Conferences attended.

(d) Details of contributions to teaching / academic environment / institutional corporate life.

(e) Certificates of extension and field outreach activities.

Explanation :

The requirement of participation in orientation/refresher courses / summer institutes, each of at least 3 or 4 weeks' duration, and consistently satisfactory Annual Progress Report and Performance Appraisal Report, shall be mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior scale) to Lecturer (Selection Grade).

Wherever the requirement of Orientation / Refresher courses has remained incomplete, the promotions would not be held up but these requirements must be completed by 31.12.2001.

The requirement for completing these courses would be as follows :

i) For lecturer to lecturer (Senior Scale) one orientation course would be compulsory for University and College teachers. Those without Ph.D. would be required to do one refresher course in addition.

ii) Two refresher courses for Lecturer (Senior Scale) to Lecturer (Selection Grade).

iii) The Senior teachers like Readers / Lecturer (selection grade) and Readers may opt to attend two seminars / conferences in their subject areas and present papers as one aspect of their promotion / selection to higher level or attend refresher courses to be offered by Academic staff colleges for this level.

11. If the number of years required in a feeder cadre are less than those stipulated here above; the entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the Cadre, may be placed in the next higher cadre if found suitable by the selection committee after adjustment the total number of years in the lower scale in the feeder cadre.

Provided that the incumbent -

(a) was appointed to an existing regular post of Lecturer or Reader or of the equivalent post of teaching and research grade of Lecturer / Reader in a National Institute / College or promoted to a post in addition to the existing posts in the feeder cadre in the University / the College or any recognised National Institute on the recommendation of the duly constituted Selection Committee in accordance with the prescribed selection procedure as laid down by the University or National Institute or the Government, and

(b) was not found misfit for career Advancement promotion by the duly constituted Screening / Selection Committee at any instance prior to 27th of July, 1998, and

(c) has rendered continuous service in the feeder cadre, i.e. to move from the grade of Reader to the post of Professor, the minimum length of total number of years of continuous service rendered in the respective posts in the feeder cadre (Lecturer / Lecturer senior scale / Lecturer - selection grade / Reader equivalent posts pertaining to teaching / research in National Institute or colleges) would be seventeen years for those with Ph.D. degree, eighteen years for those with M.Phil. and published work equivalent to Ph.D. degree and nineteen years for others. For movement from senior scale Lecturer in the grade of Reader or Selection Grade Lecturer, the total number of years of continuous service rendered in the feeder cadre of Lecturer / Lecturer - senior

scale or equivalent posts of teaching and research would be nine years for those with Ph.D Degree, ten years for those with M.Phil. degree and eleven years for others.

12. A teacher of the University who is eligible for career Advancement / Promotion shall submit in triplicate both the Annual Academic Progress Report and performance appraisal Report containing information about his satisfactory work to the Registrar of the University through the Head of the Department and in the case of teachers of Associated / Affiliated Colleges to the head of the Management / Director Higher Education through Principal of the college in the proforma given in appendix A and B annexed herewith.

Explanation :

Satisfactory work shall mean the work done with reference to the work expected from a teacher of the University under the University Statutes, Ordinances or Regulations.

13. (i) The Selection Committee constituted under section 31 of U.P. State Universities Act for Career Advancement / Promotion shall consider all relevant material and record "required under the Statues" to be placed before it.
ii) In case of University, the recommendations of screening / selection committee shall be submitted to the Executive Council for decision. If the Executive Council does not agree with the recommendation made by the Screening/Selection Committee, the Executive Council shall refer the matter to the Chancellor along with the reasons of such disagreement and the Chancellor's decision shall be final.

If the Executive Council does not take a decision on the recommendation of the Screening / Selection committee within a period of four months from the date of the meeting of such committee, then also the matter shall stand referred to the Chancellor, and his decision shall be final.

- iii) In case of affiliated or associated colleges (other than colleges maintained exclusively by State Government) the recommendations of the Screening / Selection Committee shall be submitted to the Head of the Management of the College for decision of the Management.

If the Management does not agree with the recommendations made by the Screening / Selection Committee, the Management shall refer the matter of the Director, Higher Education along with the reasons of such disagreement and the decision of the Director Higher Education shall be final. If the Management does not take a decision on the recommendation of the Screening/Selection Committee within a period of four months, then also the matter shall stand referred to the Director Higher Education and his decision shall be final.

(iv) In the case of Colleges maintained exclusively by the State Government the recommendations of the Screening/Section Committee shall be submitted to the State Government for decision and its decision shall be final.

14. If an incumbent Lecturer / Lecturer in Senior Scale / Lecturer in Selection Grade / Reader (Promotion) is found suitable and recommended accordingly for promotion to the next higher Senior Scale / Selection Grade / Reader Grade / Professor Grade by the duly constituted Screening / Section Committee at the first instance, the next higher grade would be admissible to him from the date of eligibility on 27th of July, 1998 whichever is later, but the designation (if any) shall be given to him from the date of taking over charge.
15. In case, the incumbent Lecturer / Lecturer in Senior Scale / Lecturer in Selection Grade / Reader is not found suitable for Career Advancement Promotion in the first instance, he may offer himself again for such advancement / promotion after every one year, and he shall be considered by the Screening/Selection Committee along with other candidates who have since become eligible. If he is recommended for promotion in the second or subsequent attempts, he will be given the grade as well as the decision (if any), from the date of taking over charge as Lecturer in Senior Scale / Lecturer in Selection Grade / Reader (Promotion / Professor Promotion), as the case may be.
16. The posts of Reader or Professor, to which promotion is made, shall be deemed to be additions to the cadre of Reader or Professor as the case

may be upto the date of the retirement of the incumbent and thereafter the post will revert back to its original.

17. No Selection of any teacher of the University under the then existing statutes through the duly constituted Selection Committees for making appointment / promotions to teaching post by direct recruitment or by personal promotion or by Career Advancement prior to the coming into force of the present statutes, having had the then requisite minimum qualification as was prescribed at that time shall be affected by the present statutes.
18. i) Subject experts and nominee (if any) for the Screening / Selection Committee be nominated for each calender year by the Vice Chancellor / the Director - Higher Education well in time to facilitate the member Convenors to initiate the process of convening the meetings of the Committee, constituted under Career Advancement Scheme. The Screening/Selection Committee shall usually meet within six months, and in all cases be definitely convened within a year of the date a teacher is eligible for promotion.
 - ii) Screening / Selection Committee shall meet at the head quarters of the University in the case of the teachers of the University and its Affiliated / Associated colleges (other than the colleges maintained exclusively by the State Government). In the case of teachers of the colleges maintained exclusively by the State Govt., the Committee shall meet in the office of the Director, Higher Education, U.P.
 - iii) The majority of the total membership of the Screening/Selection Committee shall form the quorum of the Committee but the presence of Chairman and at least one expert shall be necessary.
 - iv) No recommendation made by the Screening / Selection Committee shall be considered to be valid unless one of the Experts has agreed to the selection.
19. Members of the Selection Committee shall be given not less than 15 days notice of the meeting reckoned from date of dispatch of such notice. The notice shall be served either personally or by registered post.

20. As least 15 days notice reckoned from date of dispatch shall be given to the candidate prior to the meeting of the Selection Committee. The Notice shall be served either personally or by registered post.
21. The work load of lecturer placed in Selection Grade or Promoted as Reader or Professor under Career Advancement Scheme shall remain unchanged.

PART- II

Qualifications And Appointment Of Teachers In The Affiliated Colleges

11.13

- (1) In the case of any college affiliated with the University the minimum qualifications for the post of lecturer in the faculties of Arts, (Except the departments\ of Music, Drawing and Painting)and Faculties of Commerce, Science and Agriculture shall be Master's degree or an equivalent degree of a foreign University in the relevant subject with at least 55 per cent marks or its equivalent grade and consistently good academic record.
- (2) In the case of any college affiliated with the University the minimum qualifications for the post of a lecturer in the Faculty of Education shall be Master's degree or an equivalent degree of a foreign University in Education (that is M.Ed. degree) with at least 55 per cent marks or its equivalent grade and consistently good academic record.
- (3) In the case of any college affiliated with the University the minimum qualifications for the post of a lecturer in the faculty of Law shall be a degree of Master of Laws or an equivalent degree of a foreign university with at least 55 Percent marks or its equivalent grade and consistently good academic record.
- (4) In the case of any college affiliated with the University, the following shall be the minimum qualifications for the post of lecturer in the department of Music, Drawing and painting in the faculty of Arts, namely:-

Either

Master's degree or an equivalent degree or diploma recognised by the University in the relevant subject with at least 55 per cent marks or its equivalent grade and consistently good academic record.

Or

a traditional or a professional artist with highly commendable professional achievement in the subject concerned.

- (5) For the purposes of this Statute the expression "consistently good academic record" in relation to the Faculty of Education or Faculty of Law or other Faculties shall have the same meaning as given to it in sub-clause (a) or sub-clause (b) or sub-clause (c) of clause (5) of Statute 11.01, as the case may be.
- (6) For appointment to the post of lecturer only those candidates shall be eligible who, besides fulfilling the minimum academic qualification prescribed for the post of a lecturer, have qualified in a comprehensive test, if any, to be conducted as per scheme of University Grants Commission.
- (7) Where a confirmed teacher of an affiliated college having at least five years leading experience of teaching who fulfilled the qualifications, prescribed in the statutes or ordinances of the university at the time of his initial appointment to the part lecturer in the college, in a candidate for etc part lecturer in the name or any other affiliated college, the qualifications laid down in this statute shall not be insisted upon in this respect.

Provided that a candidate -

- (1) who has passed University Grants Commission or Council of Scientific and Industrial Research of Junior Research Fellowship examination;
- (2) who has already been awarded Ph.D. or M.Phil Degree;

or

- (3) who has been awarded M.Phil. degree upto December 1993 or who has submitted thesis for Ph.D. degree up to December 1993; or who has been awarded Ph.D. degree up to December 1993.

shall not be required to qualify in such a comprehensive test.

11.14 In the case of any college affiliated to the University, the following shall be the minimum qualifications for the post of Principal for a --

Sec. - 49

(1)DegreeCollege

(a) a consistently good academic record (that is to say, the overall record of all assessment throughout the academic career of a candidate) with first or high second class (that is to say, with an aggregate of more than 54 per cent marks.) Master's degree or an equivalent degree of a foreign university in one of the subjects taught in the college [or in a subject allied or inter-connected therewith]; and

(b) a doctorate degree in one of the subjects taught in the college with (7) years experience of teaching degree classes;

provided that if a candidate possesses (12) years or more experience of teaching post - graduate classes or if he is or has been a confirmed Principal of four years or more standing of any degree college, the Selection Committee may relax the requirement of doctorate degree;

[Provided further that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of the qualifications prescribed in sub-clause (a)]

(2) Post Graduate college.. Included in sub clause (a)

(a) A consistently good academic record (that is to say, the overall record of all assessments throughout the academic career of a candidate with first or high second class that is to say, that is to say, with an aggregate of more than 54 percent marks) master,s degree, or an equivalent degree of a foreign University, in one of the subjects taught in the college.

(b) A doctorate degree in one of the subjects taught in the college with 07 years experience of teaching post graduate classes or 5 years experience of principalship of a degree college.

Provided that if a candidate possesses 10 years experience of teaching post graduate classes or 20 years or more experience of a degree college or 07 year.s experience of principalship of a degree college or if he is or has been a confirmed

principal of five years or more standing of any post graduate college, the selection committee may relax the requirements of doctorate.

Provided further that if the selection committee is of the view that the research work of a candidate as evident either from his published work is of a very high standard it may relax any of the qualifications prescribed in sub clause (a).

11.15 The provisions of Statutes 11.04 to 11.12 (excepting statute 11.08) shall mutatis mutandis apply in case of appointment of Principals and teachers of affiliated colleges as they apply to the teachers of the University. Sec. 31 and 49 (q)

11.16 The traveling and daily allowances of the members of the Selection Committee for the appointment of Principals and teachers of affiliated colleges shall be borne by the college concerned. Sec. –31 and 49 (d)

APPOINTMENT OF TEACHERS FOR THE COURSES UNDER SELF-FINANCED SCHEME IN THE UNIVERSITY, ITS AFFILIATED COLLEGES/AFFILIATED INSTITUTIONS.

11.17 The following procedure shall be followed in the appointment of teachers for the courses being run under self-financed scheme-

- (1) Appointments of the teachers for the courses being run under self-financed scheme in the University, its affiliated colleges/institutions shall be made by the Vice Chancellor in respect of the courses run by the University and by the Management concerned in respect of the courses run by an affiliated college/institution on the recommendation of the Selection Committee constituted for the purpose.
- (2) (a) Subject - experts shall be nominated by the Vice Chancellor for the purpose of framing the Selection Committee.

(b) The Selection Committee shall consist of two subject-experts, Dean of the faculty concerned, Head of the department concerned and the Registrar as its Secretary in the case of appointment of a teacher for the course run by the University.

(c) The Selection Committee shall consist of two subject-experts, Regional Higher Education officer, Registrar of the University, and Secretary of the Management concerned in the case of appointment of a teacher for the course run by an affiliated college/institution. Principal/Director of the college/Institution shall function as secretary of the Selection Committee.
- (3) Approval of the Vice-Chancellor shall be obtained on the selection of teachers so recommended by the Selection Committee constituted under sub-clause (b) and (c) hereinabove.
- (4) The Vice Chancellor, with due approval of the Executive Council shall make a panel of subject-experts which shall remain effective for a period of three years with effect from the date of approval of the Executive Council.
- (5) In the case of an appointment in an affiliated College/Institution, the management concerned in an affiliated college/institution, the management

concerned shall be free to select subject-experts from the panel of subject-experts made under sub clause (4) above.

- (6) For the courses under self-financed scheme, the teachers shall be appointed in the preceding manner on contract basis for three or five years in an instance.
- (7) On expiration of period of contract, the process of Selection Committee shall again be initiated by the Management concerned or the University, as the case maybe, in the manner laid down under the statute in reference. The names of formerly appointed teachers shall be reconsidered for appointment by the Selection Committee and the Management concerned.
- (8) A teacher appointed for self-financed courses may resign or three months' notice to the management concerned or to the University as the case may be.
- (9) In case, the Management or the University, as the case may be, is not satisfied with teaching work of a teacher, the management or the University, as the case may be, may take disciplinary action against him/her and remove him/her from the service during the period of contract. Provided that the approval of the Vice Chancellor shall be obtained, if removal of the teacher (of an affiliated college/institution) indulges disciplinary action.
- (10) The University/Affiliated College or Insti-tution shall incur 75 to 80 per cent of total income, received from tuition fee, on the salaries of teaching and non-teaching staff appointed under self-financed scheme regar-ding pay and pay-scales. The salary to be paid to the teachers shall be subject to the income received from tuition fee.
- (11) In the contract letter to be given to the appointed teacher, duly signed by the Secretary of the management and the teacher concerned, there shall be a clear reference regarding his/her pay and leave etc. One copy of contract letter shall be made available to the teacher concerned, one copy to the University and one copy shall remain with the management concerned.

- (12) The qualification/eligibility for the teachers to be appointed for the courses run under self-financed scheme shall be the same as prescribed by the University Grants Commission.
- (13) The scheme of contributory Provident Fund shall be applied for teachers appointed for self-financed courses.

CHAPTER - XII

Sec. - 41

Constituent College

12.01 The Ganesh Shanker Vidyarthi Memorial Medical College, Kanpur maintained by the state Government shall be the constituent college of the university.

CHAPTER XIII

Affiliated Colleges

13.01 [The list of colleges affiliated to the University as on the date of the publication of these statutes is given in appendix 'E'.] Sec.- 31

Affiliation Of New Colleges

13.02 Every application for affiliation of a college shall be made so as to reach the Registrar not less than 12 months before the commencement of the session in respect of which the affiliation is sought : Sec. 37 & 49 M

Provided that the Chancellor may, in special circumstances, reduce the said period in the interest of higher education to such extent as he may deem necessary.

13.03 Every application for affiliation of a college shall be accompanied by a Bank Draft payable to the University, for a sum of Rs.20,000 which will be non-refundable. Sec. 37 & 49 M

13.04 Before an application for affiliation is placed before Executive Council, the Vice Chancellor must be satisfied with regard to the following particulars, namely -

- (a) that the provisions of Statutes 13.05, 13.06 and 13.07 have been complied with;
- (b) that the institution satisfies the demand for higher education in the locality;
- (c) that the Management concerned has adequate financial resources to provide for -
 - i) Suitable and sufficient building;

- ii) Adequate library, furniture, stationery, equipment; and laboratory facilities;
- iii) Two hectares of land (excluding covered area) i.e. five acres of land.
- iv) Facilities for health and recreation of the students.
- v) Payment of salary and other allowances to the employees of the college for at least three years.

13.05 The constitution of the Management of every college shall provide that - Sec. 37 & 49 M

- a. The Principal of the collage shall be ex-officio member of the management;
- b. Twenty five per cent of the members of the management, are teachers;
- c. the teachers (excluding the principal) referred to in clause (b) are such members for a period of one year by rotation in order of seniority;
- d. One member of the Management shall be from the non teaching class III employees of the college selected for a period of one year by rotation in order of seniority;
- e. subject to the provisions of clause (c) no two members of the Management shall be related to each other within the meaning of the Explanation to Section 20;
- f. no change in the said constitution shall be made except with the prior permission of the Vice Chancellor;
- g. if any question arises whether any person has been duly chosen as or entitled to be a member or office-bearer of the Management or whether the Management is legally constitu-ted, the decision of the Vice Chancellor shall be final;
- h. the college is prepared to place before any person or persons authorised by the Vice Chancellor or before the panel of Inspectors appointed by the University all original documents pertaining to income and expenditure of the college including the accounts of the Society, Trust, Board or Parent body under which it may be operating;

- i. the income from the Endowment Funds referred to in Statute 13.06, shall be available for the maintenance of the College.

13.06

- (1) For every college (other than a college exclusively maintained by the State Government or by a local authority), there shall be a separate endowment fund which shall be pledged with the Registrar of the University and which shall not be alienated so long as the college continues to exist, of the value of-
 - i. Rs. 4 lac in the case of a college applying for affiliation in Arts (with 7 subjects) to be checked with the present provision of the Kanpur University regarding financial requirement for application (Rs. 50,000 for each additional subject and Rs. 75,000 for each additional practical subject).
 - ii. Rs. 4 lac in the case of a college applying for affiliation in Commerce.
 - iii. Rs. 4 lac in the case of a college applying for affiliation in Education.
 - iv. Rs. 4 lac in the case of a college applying for affiliation in Law.
 - v. Rs. 5 lac in the case of a college applying for affiliation in Science (with 5 sub-jects), Rs. 75,000 for each additional subject).
 - vi. Rs. 5 lac in the case of a college applying for affiliation in Agriculture.
 - vii. Rs. 5 lac in the case of college applying for affiliation in Fine Arts.
 - viii. Rs. 4 lac in the case of a college applying for affiliation in Allopathic, Homoeopathic, Ayurvedic Medicine, to be provided exclusively for degree classes.
- (2) if the college wants affiliation upto post graduate standard, additional endowment fund of the value of Rs. 12 lac per subject in the case of Arts, Commerce, Educations, or Law, Rs. 2 lac for each additional practical subject in Arts; Rs. 2 lac per subject in the case of Science or Agriculture shall have to be provided for.
- (3) Such Endowment Funds shall be invested in Fixed Deposit Account of a Scheduled Bank or in such other manner as the University may direct.

13.07 A college seeking affiliation in any course requiring laboratory work shall further satisfy the University that - Sec. 37 & 49 M

- a. separate laboratories are provided in each branch of science and that each of them is suitably equipped, and
- b. sufficient and suitable apparatus and equipment are provided for the carrying of experimental work.

13.08 If the Vice Chancellor is satisfied with regard to matters in the preceding Statutes, the application shall be placed before the Executive Council which shall appoint a Panel of inspectors to inspect the college and make a detailed report on all relevant matters. The panel so appointed shall include the Regional Deputy Director of Education in the case of a Boys or co-educational college and the Regional Inspectors in the case of Girls' college. Sec. 37 & 49 M

13.09 Ordinarily all inspections shall be completed within 4 months of the receipt of an application for affiliation. No application for affiliation shall be granted by the Executive Council unless it is satisfied about the financial soundness and of the available resources of the college proposed to be affiliated on the report of the panel of inspectors. The process of grant or refusal of application should ordinarily be completed before 15th May of the year in which it is proposed to start the classes. Sec. 37 (8), and 49 M

13.10 Where the affiliation to a college is granted subject to certain conditions, the college shall not admit or register students unless the Vice Chancellor after the due inspection has issued a certificate that the conditions imposed by the University have been duly fulfilled. If there are practical difficulties for the Vice Chancellor to inspect the college personally, he may nominate a qualified person or persons to inspect the college concerned. Sec. 37, and 49 M

Affiliation Of Colleges For New Degrees Or Additional Subjects

13.11 Every application from an affiliated college for starting courses of instructions for a new degree or in new subjects shall be made so as to reach the Registrar before the 15th of August of the year preceding the year proposed to start such courses. Sec. 37 and 49 M

- 13.12 Each college applying for affiliation for a new degree or for a new subject, shall remit with its application a sum of Rs. 20,000 for each subject with a minimum of Rs. 10,000 and a maximum of Rs. 20,000 which will be non-refundable. Sec. 37 and 49 M
- 13.13 No application for the affiliation in a new subject shall be considered unless the Register gives a certificate in writing that the conditions of affiliation and of previous affiliation have been fulfilled in total. Sec. 37 and 49 M
- 13.14 If the Vice Chancellor is satisfied in regard to the need for such affiliation and if the college has fulfilled and continues to fulfill all conditions of previous affiliation the application shall be placed before the Executive Council which shall appoint a Panel of inspectors and the provisions of Statute 13.08 shall apply. Sec. 37 and 49 M
- 13.15 Ordinarily, all inspectors referred to in Statute 13.14 shall be completed by the end of October, to enable the Executive Council of the University to scrutinise the reports of inspection well in time. Sec. 37 and 49 M
- 13.16 Restrictions imposed by Statute 13.10 shall apply to an affiliated college applying for affiliation for new degrees or additional subjects. Sec. 37 and 49 M
- 13.17 Every affiliated college shall strictly observe the rules laid down, by the University regarding admission to colleges, residence and discipline of students. Sec. 37 and 49 M
- 13.18 Every affiliated college shall make available to the University its building, libraries and laboratories with their equipments and apparatus and also the services of such of its teaching and other staff as may be necessary for the purposes of conducting the University examinations. Sec. 37 and 49 M
- 13.19 Every affiliated college shall have its staff and teachers having such qualifications who shall be given such grades of pay, and be governed by such other conditions of services as may be laid down from time to time in the ordinances or in the order of the State Government in that behalf. Sec. 37 and 49 M
- Provided that no Ordinance relating to grades of pay and qualifications shall be made without the prior approval of the State Government.

13.20 When the office of the Principal of an affiliated college falls vacant, the Management may appoint any teacher to officiate as Principal for a period of three months or until the appointment of a regular Principal, whichever is earlier. If on or before the expiry of the period of three months, any regular Principal is not appointed, or such a Principal does not assume office, the senior most teacher in the college shall officiate as Principal of such college unit a regular Principal is appointed. Sec. 37 and 49 M

13.21 Every affiliated college shall observe the conditions set out in Statute 13.04 to 13.07 : Sec. 37 and 49 M

Provided that in the case of a college affiliated before the commencement of these Statutes, the Vice Chancellor may require the Management of such college to fulfill and observe such of the conditions set out in Statutes 13.04, 13.06 and 13.07 which the Vice Chancellor considers reasonable;

Provided further that if the Management of such college fails to comply with the requirements issued under the preceding provision within the time specified by the Vice Chancellor, the Vice Chancellor may take steps for the withdrawal of the affiliation in accordance with Statutes 13.28 to 13.32.

13.22 Every affiliated college shall by 15th August every year submit to the Registrar a certificate from the Principal that the conditions laid down for affiliation have continued to be fulfilled. Sec. 37 and 49 M

13.23 Every affiliated college shall maintain the registers required for affiliated colleges, and shall from time to time furnish to the Registrar returns in such forms as may be required by the University. Sec. 37 and 49 M

13.24

(1) Where the Executive Council or the Vice Chancellor causes any affiliated college to be inspected it or he may communicate to the college the result of such inspection together with its or his views thereon and direct the Management regarding the action to be taken. Sec. 37 and 49 M

(2) Where the Management of an affiliated college does not take action to the satisfaction of the Executive Council, or the Vice Chancellor the Council may,

either on its own motion or on a report to that effect received from the Vice Chancellor, after considering any explanation furnished or representation made by the Management, issue such direction as it may think fit, and the management shall comply with such direction, failing which the Executive Council may proceed to take action under or in accordance with Statute 13.31.

13.25 Information regarding all posts in the teaching staff of the college that fall vacant temporarily or permanently shall be communicated to the Registrar within 15 days of their falling vacant. Sec. 37 and 49 M

13.26 The number of students in a class or section in an affiliated college shall not, except with previous permission of the Vice-Chancellor exceed 60 for purpose of lecture in the classroom but in no case shall exceed 80. Sec. 37 and 49 M

13.27 When a proposal of opening an additional section be initiated by an affiliated college, it should contain full information regarding staff available for the existent section(s), additional staff required together with their qualifications and salaries, time table for the new section, accommodation available and provision for additional equipment and library facilities etc. Such a proposal shall be sent to the University and the University shall get the college in question inspected and ensure availability of facilities and infrastructure as mentioned hereinabove. Thereafter, the University shall submit the proposal together with inspection report and its recommendation to the State Government for granting permission to establish an additional section or class. Sec. 37 and 49 M

Provided that the provisions of Statute 13.26 and 13.27 shall not be applicable to the course being run under self financed scheme.

Withdrawal Of Affiliation

13.28 Continuance of affiliation shall depend on continued fulfillment of conditions laid down by the University. Sec. 37 (8), 49 M

13.29 An affiliated college shall be deemed to have been dis-affiliated if it fails to send up any candidate for an examination conducted by the University for three successive years. Sec. 37 (8), 49 M

13.30 The Executive Council may direct a college not to admit student to a particular class if the conditions laid down for starting the class have, in the opinion of the Executive Council, been disregarded by the college concerned. The classes may, however, be restarted with the prior permission of the Executive Council when the conditions are fulfilled to its satisfaction.

Sec. 37 (8), and 49 M

13.31 If a college disregard the requirements of the University regarding the fulfillment of the conditions of affiliation and fails to fulfill the conditions inspite of notice issued by the University, the Executive Council may, with the previous sanction of the Chancellor, suspend the affiliation till the conditions are fulfilled to the satisfaction of the Executive Council. Sec. 37 (8), 49 M

13.32

(1) The Executive Council may, with the prior sanction of the Chancellor, deprive an affiliated college of the privileges of affiliation either wholly or for any degree or subject, if it fails to comply with the directions of the Executive Council or to fulfil the conditions of affiliation or for gross mismanagement, or if for any other reason the Executive Council is of opinion that the college should be deprived of such affiliation. Sec. 37 (8), 49 M

(2) If the salaries of the staff are not paid regularly, or if the teachers are not paid their salaries to which theywere entitled under the Statutes or the Ordinances, the college concerned would be liable to withdrawal of affiliation within the meaning of this Statute.

13.33 The Executive Council shall, before taking any action under the preceding Statutes, call upon a college to take, within a specified period, such action as may appear to be necessary in respect of any of the matters referred to in the conditions of affiliation. Sec. 37 (8), 49 M

13.34 Whenever there is a dispute regarding the management of an affiliated college, persons found by the Vice Chancellor to be in actual possession and control of the college properties may, for purposes of the Act and these Statutes be recognized to constitute the Management of such college until a court of competent jurisdiction orders otherwise;

Provided that the Vice Chancellor shall before making an order under this Statute, afford an opportunity to the rival claimants to make written representations.

EXPLANATION

In determining the question as to who is in actual possession and control of the college properties the Vice Chancellor shall have regard to the control over the funds of the institution and over the actual administration, the receipt of the income from the property of the institution and to other relevant circumstances which might have bearing on the question to be determined.

Finance, Audit And Accounts

13.35

- (1) The Management of each affiliated college shall be assisted by a Sec. 49 Committee which shall consist of -
- i. the President or the Secretary of the Management, who shall be the Chairman;
 - ii. two other members elected by the Management from amongst themselves;
 - iii. the Principal (Ex-officio)
 - iv. the senior-most teacher-member of the Management (Ex-officio).
- (2) The Principal of the College shall be the Secretary of the Finance Committee and be entitled to convene its meeting.

13.36 The Finance Committee shall prepare the annual budget of the college (except of the Students' funds) which shall be placed before the Management for their consideration and approval. Sec. 49

13.37 New expenditure, not already included in the budget of the college shall not be incurred without references to the Finance Committee. Sec. 49

- 13.38 The recurring expenditure provided for in the budget shall be controlled by the Principal subject to any specific to any specific directions that may be given by the Finance Committee. Sec. 49
- 13.39 All Students' Funds shall be administered by the Principal, assisted by different committees such as Games and Sport Committee. Magazine Committee. Reading Room Committee, and the like which shall include representatives of students of the college concerned. Sec. 49
- 13.40 Accounts of the Students' Funds shall be audited by a qualified auditor appointed by the Management not from amongst its members. The audit fees will be a legitimate charge on the Students Funds of the college. The audit reports shall be placed before the Management. Sec. 49
- 13.41 The Students' Funds and the fee income from the Hostels shall not be transferred to other fund and no loan shall be taken from these funds for any purpose whatsoever. Sec. 49

CHAPTER XIV

Conferment And Withdrawl Of Degrees And Diplomas

14.01

- (1) The degree of Doctor of Letters (D.Litt.) or Mahamahopadhyaya, Honoris Causa, may be conferred upon such persons as have contributed substantially to the advancement of Literature, Philosophy, Art, Music, Painting or any other subject assigned to the Faculty of Arts, or for conspicuous services rendered by them to the cause of education.

Sec. 7 (6),10(2) and 49 (h)

- (2) The degree of Doctor of Science (D.Sc.), Honoris Cause, may be conferred upon such persons as have contributed substantially to the advancement of any branch of science or technology or to planning, organising or developing scientific and technological institutions in the country.

- (3) The degree of Doctor of Laws (LL.D.), Honoris Cause, may be conferred upon persons, who are distinguished lawyers, judges or jurists or statesmen who have noteworthy contribution to the public good.

14.02 The Executive Council may, suo moto, or on the recommendation of the Academic Council by a resolution passed by a majority of its total membership and also of not less than two thirds of the members present and voting submit a proposal for conferment of honorary degree, to the Chancellor for confirmation under Section 10(2):

Sec. –7-(6) 10(2) and 49 (1) and 67

Provided that no such proposal shall be submitted in respect of a person who is a member of any authority or body of the University.

14.03 Before taking any action under Section 67 for the withdrawl of any degree, diploma or certificate conferred or granted by the University, the person concerned shall be given an opportunity to explain the charges against him the charges framed against him shall be communicated by the Registrar by registered post and the person concerned shall be required to submit his explanation within a period of not less than fifteen days of the receipt of the charges.

Sec. 49 (1) and 67

14.04 Every proposal for the withdrawal of an honorary degree shall require previous sanction of the Chancellor. Sec. 49 (1) and 67

14.05 (a) An Institute may be recognized by the Executive Council as an institution where research may be carried on in the fulfillment of the requirements of section 7 (4) (b) of the Act after it has been recommended by the Academic Council with the concurrence of the Board of the Faculty concerned. The recognition so granted may be withdrawn by the executive Council on the recommendation of the academic Council made with the concurrence of the Board of the Faculty concerned.

(b) The Management of the Institute so recognised shall vest in –

(I) A Committee of Management or other equivalent body, appointed by the person or the body maintaining the institute, the constitution of which shall be reported to the Executive Council or

(II) A Director appointed by the person or the body maintaining the institute

(C) Research work in a recognised institute may be guided by the Director and other teachers of the Institute who may be recognised as supervisors of advisers for the D.Litt. or D.SC. Or LL.D. or D.Phill. Degrees of the University.

(D) The director and other teachers of the Institute, if they so agree, may deliver a course of advance lectures to research students of the University with the consent of the head of the department concerned.

(E) Any person having requisite qualifications desirous of carrying on research work at the institute for research degrees of the University shall make an application to the registrar through the director of the institute. The applications so received shall be placed before the research degree committee of the University, constituted under ordinances and if approved by the committee, the applicant shall be permitted to start work on payment of such fees as may be prescribed by the ordinances.

(F) Any specific grant or donation received for an Institute shall be marked for the institute and spent on the institute. No part of the grant of a corresponding department of teaching in the University shall be spent for any Institute.

CHAPTER XV

Convocation

- 15.01 Sec. 49 (v)
- (1) A Convocation for conferring its degrees, diplomas and other academic distinctions may be held by the University not more than once in a year on such date and at such time as the Executive Council may appoint.
 - (2) A special convocation may be held by the University with the prior approval of the Chancellor. Sec. 49 (v)
 - (3) The Convocation shall consist of the persons specified in sub-section (1) of Section 3 as constituting the body corporate of the University.
- 15.02 A local convocation may be held at each affiliated college on such date and at such time as the Principal may, with the prior approval of the Vice Chancellor in writing, appoint. Sec. 49 (V)
- 15.03 Combined Convocations may be held by two or more colleges in the manner prescribed in statute 15.02. Sec. 49 (V)
- 15.04 The procedure to be observed at the convocations referred to in this Chapter and other matters connected therewith shall be such as may be laid down in the Ordinances.
- 15.05 Where the University, or any affiliated college does not find it convenient to hold the convocation in accordance with Statute 15.01 to Statute 15.04 the degrees, diplomas and other academic distinctions may be dispatched to the candidates concerned by registered post. Sec. 49 (V)

CHAPTER XVI

PART I

Conditions Of Service Of Teachers Of University

- 16.01 Except in the case of an appointment referred to in statute 10.03(1) or an appointment under section 31(3) in a vacancy caused by the grant of leave to a teacher for a period not exceeding 10 months or of an appointment under section 13(6), teacher of the University shall be appointed on a written contract in the form set out in Appendix 'B'. Sec. 49 (D)
- 16.02 A teacher of the University shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of conduct as set out in Appendix C, which shall form part of the agreement to be signed by the teacher at the time of appointment. Sec. 49 (D)
- 16.03 A breach of any of the provisions of the Code of conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statutes 16.04(1). Sec. 49 (D)
- 16.04
- (1) A teacher of the University may be dismissed or removed or his services terminated on one or more of the following grounds :
- a. willful neglect of duty;
 - b. misconduct;
 - c. breach of any of the terms of contract of service;
 - d. dishonesty connected with the University Examination
 - e. scandalous conduct or conviction for an offence involving moral turpitude;
 - f. Physical or mental unfitness;
 - g. incompetence;
 - h. abolition of the post.

- (2) Except as provided by Section 31(2), not less than three months' notice (or where notice is given after the month of October than three months' notice or notice ending with the close of the session, whichever is longer) shall be given on either side for terminating the contract, or in lieu of such notice, salary for three months (or such longer period as aforesaid) shall be paid or refunded, as the case may be :

Provided that where the University dismisses or removes or terminates the services of a teacher of the University under clause (1) or when the teacher terminates the contract for breach of any of its terms and the University no such notice shall be necessary. Sec. 49 (D)

Provided further that the parties will be free to waive the condition of notice in whole or in part by mutual agreement.

- 16.05 The original contract of appointment referred to in Section 32 shall be lodged with the Registrar for registration within three months of the date appointment.

16.06 Sec. 49 (D)

- (1) No order dismissing, removing and terminating the services of a teacher of the University on any ground mentioned in clause (1) of Statute 16.04 (except in the case of a conviction for an offence involving moral turpitude or of abolition of post), shall be passed unless a charge has been framed against the teacher and communicated to him with a statement of the grounds on which it is proposed to take action and he has been given adequate opportunity - Sec. 21 (1) (XVII) and 49 (d)
- i. of submitting a written statement of his defence;
 - ii. of being heard in person, if he so desires; and
 - iii. of calling and examining such witnesses in his defence as he may desire;

Provided that the Executive Council or an officer authorised by it to conduct the enquiry may for sufficient reasons to be recorded in writing, refuse to call any witness.

- (2) The Executive Council may, at any time ordinarily within two months from the date of the inquiry officer's report pass a resolution dismissing

or removing the teacher concerned from service or terminating his services mentioning the grounds of such dismissal, removal or termination.

- (3) The resolution shall forthwith be communicated to the teacher concerned.
- (4) The Executive Council may, instead of dismissing, removing or terminating the services of the teacher, pass a resolution inflicting one or more of the lesser punishments, namely, reducing the pay of the teacher for a specified period not exceeding three years, stopping increments of his salary for a specified period and depriving the teacher of his pay (but not the subsistence allowance) during the period of his suspension, if any.

16.07

- (1) the Disciplinary Committee referred to in Statute 8.01 may recommend the suspension of a teacher during the pendency or in contemplation of an inquiry into charges against him, on the grounds mentioned in sub clause (a) to (e) of clause (1) of Statute 16.04. The order of suspension if passed in contemplation of an inquiry shall cease at the end of four weeks of its operation unless the teachers has in the meantime been communicated the charges on which the inquiry was contemplated. Sec. 21 (!) (XVII) and 49 (d)
- (2) A teacher of the University shall be deemed to have been placed under suspension -
 - a. With the effect from the date of his, if in the event of a conviction for an offence, he is sentenced to a term of imprisonment exceeding 48 hours and is not forthwith dismissed or removed consequent to such conviction;
 - b. in any other case, for the duration of his detention, if he is detained in custody, whether the detention is for any criminal charge or otherwise.

EXPLANATION :

The period of 48 hours referred to in sub- clause (a) of this clause, shall be computed from the commencement of the imprisonment after

the conviction and for this purpose intermittent periods of imprisonment, if any, shall be taken into account.

- (3) Where the order of dismissal or removal from service of a teacher of the University is set aside or declared or rendered void in consequence of any proceeding under the Act or these Statutes or otherwise, and the appropriate officer, authority or body of the University decides to hold a further inquiry against him, then if the teacher was under suspension immediately before such dismissal or removal, the suspension order shall be deemed to have continued in force on and from the date of the original order of dismissal or removal.
- (4) During the period of his suspension, the teacher of the University shall be entitled to get subsistence allowance in accordance with the provisions of Chapter VIII of Part II of the U.P. Government's Financial Handbook, Volume II (as amended from time to time) which shall mutatis mutandis apply.

16.08 In computing the maximum period for purposes of clause (2) of Statute 16.06 or clause (1) of Statute 16.07, the period during which a stay order for any court of law is in operation, shall be excluded. Sec. 21 (1) (XVII) and 49 (d)

16.09 No teacher of the University shall draw for any duties performed in connection with any examination referred to in Section 34(1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or twelve thousand rupees, whichever is less. Sec. 34 (1)

16.10 Notwithstanding anything contained in these Statutes :

- i. a teacher of the University who is a member of Parliament or State Legislature shall not, throughout the term of his membership, hold any administrative or remunerative office in the University; Sec. 49 (d)
- ii. if a teacher of the University is holding any administrative or remunerative office in the University from before the date of his election or nomination as a Member of Parliament or the State Legislature, then he shall cease to hold such office with effect from the date of such election or nomination or with effect from the commencement of these Statutes, whichever is later;

- iii. a teacher of the University who is elected, or nominated to Parliament or the State Legislature, shall not be required to resign or to take leave from the University for the duration of his membership or, except as provided by Statute 16.11 for attending the meeting of any House or Committee thereof.

EXPLANATION :

The membership of any authority or body of the University or the Deanship of a faculty or the Principalship of any college shall not be deemed to be an administrative or remunerative office for the purposes of this Statute.

16.11 The Executive Council shall fix a minimum number of days during which such teacher shall be available in the University for his academic duties; Sec. 49 (d)

Provided that where a teacher of the University is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.

Part II

Leave Rules For Teachers Of The University

16.12 Leave shall be of the following categories :

Sec. 49 (d)

- (a) Casual leave
- (b) Privilege Leave
- (c) Sick leave
- (d) Duty leave
- (e) Long term leave
- (f) Extraordinary leave
- (g) Maternity leave

16.13 Casual leave shall be on full pay for not more than seven days in a month or 14 days in a session and shall not accumulate. It will not ordinarily be combined with holidays, but in special circumstances the Vice Chancellor may waive this condition for reasons to be recorded in writing. Sec. 49 (d)

16.14 Privilege leave shall be on full pay for ten working days in a session and may accumulate upto 60 working days. Sec. 49 (d)

16.15 Sick leave shall be on the difference between the current rate of pay and the total cost of the leave arrangements, if any, with a minimum of half pay, for one month in a session and shall not accumulate. Sec. 49 (d)

16.16 Duty leave upto 15 working days shall be on fully pay for attending meetings of any of the University bodies, adhoc Committees and Conferences of which of teacher may be ex-officio member or to which he may have been nominated by the University and for conducting examinations of the University. Sec. 49 (d)

16.17 Long term leave, which shall be on half pay for one month in a session, and may accumulate upto twelve months, may be granted for reasons such as prolonged illness, urgent affairs, approved studies or preparatory to retirement. Sec. 49 (d)

Provided that such leave can be granted only after five years continuous services except in the case of prolonged illness :

Provided further that in case of prolonged illness, the leave may, at the discretion of the Executive Council, be on full pay for a period not exceeding six months.

Provided also that such teachers as are selected for 'Teachers Fellowship' by the University Grants Commission or for training or study in a foreign country under any other scheme sponsored by the Commission, maybe granted leave on full pay for the duration of such fellowship, training or study on such terms and conditions as may be specified by the State Government.

- 16.18 Extraordinary leave shall be without pay. It may be granted for such period as the Executive Council may deem fit for a period not exceeding 1 year initially but may be extended for a period not exceeding two years in special circumstances mentioned in Statute 16.10. Sec. 49 (d)

EXPLANATION 1

A teacher who holds a permanent post or who being permanent on a lower post has been officiating on a higher post for more than three years, shall subject to the concurrence of the State Government, be entitled to count the period of extra ordinary leave sanctioned for undertaking higher scientific and technical studies towards his increment in the time scale.

EXPLANATION 2

Subject to the concurrence of the State Government, a teacher who holds a temporary post and has been sanctioned such leave shall, on return from such leave, be entitled to get his pay fixed in accordance with Fundamental Rule 27 of the Financial Hand Book, Volume II, Parts II to IV at such stage in the time scale as he would have got, had he not proceeded on such leave provided that the study for which such leave was sanctioned was in the public interest.

16.19 Maternity leave on full pay to female teachers for a period which may extend up to three months from the date of its commencement or to six weeks from the date of confinement, whichever is earlier. Sec. 49 (d)

Provided that such leave shall not be granted for more than three times in the entire service of the teacher.

16.20 Leave cannot be claimed as a matter of right. If the exigencies of the occasion demand, the sanctioning authority may refuse leave of any kind and may even cancel the leave already granted. Sec. 49 (d)

16.21 Sick leave or long term leave on account of prolonged illness can be granted on the production of a medical certificate from a registered medical practitioner. In case of such leave exceeding 14 days the Vice Chancellor shall be competent to call for a second certificate of a Registered Medical Practitioner approved by him. Sec. 49 (d)

16.22 The authority competent to grant leave will be the Vice Chancellor except in the case of long term leave and extraordinary leave, which will be granted by the Executive Council. Sec. 49 (d)

PART III

Age Of Superannuation

16.23 In this Part, the expression 'new scale of pay' means the scale of pay admissible to a teacher in accordance with the G.O. No. Siksha-XI-9045/XV-(7)-73 dated December 28, 1974, as amended from time to time. Sec. 49 (c)

16.24 (1) Subject to the provisions of statute 16.25 and 16.26 the age of Superannuation of a teacher of the university governed by the new scale of pay shall be sixty years. Sec. 49 (c)

(2) No extension in service beyond the age of superannuation shall be granted to any teacher after the date of commencement of these Statutes:

"Provided that a Teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following -

Provided further that such physically and mentally fit teachers shall be re-appointed for a further period of two years, after June 30 following the date of their superannuation, as were imprisoned for taking part in freedom struggle of 1942 and are getting freedom fighter's pension.

Provided also that a teacher, who is treated to be on re-employment from the date immediately following date of his super annuation till June 30, following, will be entitled to pay and other benefits admissible to a Government employee of equal status.

Provided also that the teachers who were re-appointed in accordance with the second proviso as it existed prior to the commencement of Kanpur University (Twenty-ninth Amendment) First Statute - 1988 and a period of one year has not elapsed after the expiry of the period of their re-employment, may be considered for re-appointment for a further period of one year.

16.25 Every teacher of the University who on August 1, 1975 was serving on extension beyond the age of superannuation specified in Statute 16.24 and such extension was granted before said date, shall retire on the expiry of the period of extension in accordance with the provision of the Statutes and

Ordinances in force on the said date but such teacher shall not be entitled to avail the new scale of pay. Sec. 49 (c)

16.26 The date of superannuation of a teacher of the University shall, subject to the provisions of Statute 16.24 be the date immediately preceding the 60th birthday of such teacher. Sec. 49 (c)

Part IV

Other Provisions

16.27 Any contract of appointment between a teacher and University entered into before the commencement of these Statutes shall be subject to the provisions of the Statutes contained in this chapter and shall be deemed to be modified in accordance with the provisions of this Chapter and in accordance with the terms contained in the form set out in 'Appendix B' read with Appendix C.

Sec. 32 and 49

16.28 A teacher of the University dismissed on any of the grounds mentioned in clause (b), clause (c), clause (d) or clause (e) of Statute 16.04(1) shall not be re-employed in any University or in any college affiliated or associated with any such University in any capacity.

Sec. 49

16.29

(1) Every teacher of the University shall prepare in duplicate his Annual Academic Progress Report in Form 3 of Appendix D. The original report shall be lodged with the Vice Chancellor and the copy thereof shall be retained by the teacher himself.

Sec. 49

(2) The original Report shall before being lodged with the Vice Chancellor be countersigned in the case of teachers other than the Head of a Department by the Head of the Department concerned.

Sec. 49

(3) The report in respect of an academic session shall be lodged by the end of July followed the said session, or within one month from the close of the session whichever is later.

16.30 Every teacher of the University shall be bound to comply with the directions of the officers and authorities of the University in connection with the examinations conducted by the University.

Sec. 49

16.31 Where under the provisions of the Act or these Statutes or the Ordinances, a teacher is required to be served with any notice and such teacher is not in station, the notice may be sent to him by registered post at his last known address.

Sec. 49

CHAPTER XVII

Part -I

Sec. 49 (o)

Conditions Of Services Of Teachers Of Affiliated Colleges

17.01 The provisions of this chapter shall not apply to the teachers of any college exclusively maintained by the state government or a local authority.

17.02 Except in the case of an appointment under Section 31(3) in a vacancy caused by the grant of leave to a teacher for a period not exceeding 10 months, teachers of an affiliated college shall be appointed on a written contract in Form (1) or form (2) set out in Appendix D, as the case may be.

Sec. 49 (o)

17.03

(1) A teacher of an affiliated college shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Conduct as set out in Appendix 'C' which shall form part of an agreement to be signed by the teacher at the time of appointment. Sec. 49 (o)

(2) A breach of any of the provisions of the Code of Conduct as set out in Appendix 'C' shall be deemed to be misconduct within the meaning of Statute 17.04(1).

17.04

(1) A teacher of an affiliated college (other than a Principal) may be dismissed or removed or his services terminated on one or more of the following grounds :

- (a) willful neglect of duty; Sec. 49 (o)
- (b) misconduct, including disobedience to the orders of the Principal;
- (c) breach of any of the terms of contract of service;
- (d) dishonesty connected with the University or college examinations.
- (e) Scandalous conduct or conviction for an offence involving moral turpitude;
- (f) Physical or mental unfitness;
- (g) incompetence;

- (h) abolition of the post with the prior approval of the Vice Chancellor
- (2) A Principal of an affiliated college may be dismissed or removed, or his services terminated on grounds mentioned in clause (1) or on the ground of continued mismanagement of the college.
- (3) Except as provided by clause (4) not less than three months' notice (or where notice is given after the month of October, then three months' notice ending with the close of the session whichever is longer) shall be given on either side for terminating the contract of service or in lieu of such notice, salary for three months (or longer period as aforesaid) shall be paid or refunded, as the case may be.

Provided that where the Management dismisses or removes or terminates the services of a teacher, under clause (1) or clause (2) or when the teacher terminates the contract for breach of any of its terms by the Management no such notice shall be necessary;

Provided further that the parties will be free to waive the condition of notice, in whole or in part by mutual agreement.

- (4) In the case of any other teacher appointed in a temporary or officiating capacity his services shall be terminable, by one month notice or on payment of salary in lieu thereof, on either side.

17.05 The original contract of appointment of a Principal or other teacher shall be lodged with the University for registration within three months of the date of appointment. Sec. 49 (o)

16.06

- (1) No order dismissing, removing, or terminating the services of a teacher on any ground mentioned in clause (1) or clause (2) of Statute 16.04 (except in the case of a conviction for an offence involving moral turpitude or of abolition of post) shall be passed unless a charge has been framed against the teacher and communicated to him with a statement of the grounds on which it is proposed to take action and he has been given adequate opportunity --
 - i) of submitting a written statement of his defense;
 - ii) of being heard in person, if he so desires; and

- iii) of calling and examining such witnesses in his defense as he may desire;

Provided that the Management or the officer authorised by it to conduct the inquiry may, for sufficient reasons to be recorded in writing, refuse to call any witness.

- (2) The Management may, at the time, ordinarily within two months from the date of the inquiry officer's report, pass a resolution dismissing or removing the teacher concerned from service, or terminating his service mentioning the grounds of such dismissal, removal or termination.
- (3) The resolution shall forthwith be communicated to the teacher concerned and also be reported to the Vice Chancellor for approval and shall not be operative unless so approved by the Vice-Chancellor.
- (4) The Management may instead of dismissing, removing, or terminating services of the teacher pass a resolution inflicting one or more of the following lesser punishments, namely --
 - i. reduction of pay for a specified period;
 - ii. stoppage of annual increments for a specified period not exceeding three years;
 - iii. deprivation of his pay not including subsistence allowance during the period of his suspension, if any.

The resolution by the Management inflicting such punishment shall be reported to the Vice Chancellor and shall be operative only when and to the extent, approved by the Vice Chancellor.

17.07 The management shall have the power to suspend a teacher during the pendency or in contemplation of an inquiry into charge against him, on the grounds mentioned in sub-clause (a) to (e) of clause (1) of Statute 17.04. In an emergency in the case of a teacher other than Principal this power may be exercised by the Principal in anticipation of the approval of the Management. The Principal shall immediately report such case to the Management. The order of suspension if passed in contemplation of an inquiry, shall cease at

Sec. 49 (o)

the end of four weeks of its operation unless the teacher has in the meantime been communicated the charges on which the inquiry was contemplated.

17.08 In computing the maximum period for purposes of clause (2) of Statute 17.06 and Statute 17.07 any period during which a stay order from any court of law in operation shall be excluded. Sec. 49 (o)

17.09 No teacher of an affiliated college shall draw for any duties performed in connection with any examination referred to in Section 34(1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or twelve thousand rupees, whichever is less.

17.10 Notwithstanding anything contained in these Statutes - Sec. 49

- i. a teacher of an affiliated college who is a member of parliament or State Legislature shall not, throughout the term of his membership, hold any administrative or remunerative office in the college or in the University.
- ii. if a teacher of an affiliated college is holding any administrative or remunerative office in the college or in the University from before the date of his election or nomination as a member of the Parliament or the State Legislature, then he shall cease to hold such office with effect from the date of such election or nomination or with effect from the commencement of these Statutes whichever is later;
- iii. a teacher of an affiliated college who is elected or nominated to the Parliament or the State Legislature shall not be required to resign or to take leave from such college for the duration of his membership or, except as provided by Statute 17.11, for attending the meetings of any House or Committee thereof.

Explanation :

The membership of any authority or body of the University or the Deanship of a Faculty or the Principalship of any college shall not be deemed to be an administrative or remunerative office for the purposes of this Statute.

17.11 The management of an affiliated college shall, with prior approval of the Vice Chancellor, fix a minimum number of days during which such teacher shall be available in the college for his academic duties.

Provided that where a teacher of the college is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave as may be due to him and if no leave is due then on leave without pay. Sec. 49

Part II

Leave Rules For Teachers Of Affiliated Colleges

17.12 The provisions of Statutes 16.12 to 16.22 relating to the Leave Rules of teachers of the University shall be applicable to the teachers of an affiliated college with the substitution of the words "management" and 'principal' for the words 'Executive Coun-cil' and 'Vice Chancellor' respectively.

Part III

Age Of Superannuation

17.13 In this part, the expression "new scale of pay" shall have the meaning assigned to it in Statute 16.23 Sec. 49

17.14

(1) The age of superannuation of a teacher of an affiliated college shall be 60 years. Sec. 49

(2) The date of superannuation of such a teacher shall be the date immediately preceding his 60th birthday. Sec. 49

17.15 No extension in service beyond the age of superannuation shall be granted to any teacher after commencement of these Statutes:

'Provided that a teacher whose date of superannuation does not fall on June 30 shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30 following -

'Provided further that such physically and mentally fit teachers shall be re-appointed for a further period for two years, after June 30 following the date of their superannuation, as were imprisoned for taking part in freedom struggle of 1942 and are getting freedom fighters' pension]

Provided also that a teacher who is treated to be on re-employment from the date immediately following the date of his superannuation till June 30 following, will be entitled to pay and other benefits admissible to a Govt. employee of equal status.

Provided also that the teachers who were re-appointed in accordance with the second proviso as it existed prior to the commencement of Kanpur University (Twenty ninth Amendment) First Statutes 1988 and a period of one year has not elapsed after the expiry of the period of their re-employment, may be considered for re-appointment for a further period of one year.

- 17.16 Every teacher of an affiliated college who on August 1, 1975 was serving on extension beyond the age of superannuation specified in statute 17.14 and where such extension was granted before the said date, shall retire on the expiry of the period of extension in accordance with the provisions of the Statutes and Ordinances in force on the said date, but such teacher shall not be entitled to avail the new scale of pay.

Part IV

Other Provisions

- 17.17 Any contract of appointment between a Principal or other teacher of an affiliated college and the Management entered into before the commencement of these Statutes shall be subject to the provisions of the Statute contained in this Chapter and shall be deemed to be modified in accordance with the provisions of this Chapter and in accordance with the terms contained in the form (1) or (2) as the case maybe set out in Appendix 'D' read with Appendix 'C'. Sec. 49 (a)
- 17.18 A teacher of an affiliated college dismissed on any of the grounds mentioned in clause (b), clause (c), clause (d) or clause (e) of Statute 17.04(1) shall not be re-employed in any University or in any college affiliated to or associated with any University in any capacity. Sec. 35 and 49 (a)

17.19 The provisions of clauses (2) to (4) of the Statute 16.07, Statutes 16.29, 16.30 and 16.31 shall mutatis mutandis apply to every teacher of an affiliated college with the following modifications, namely - Sec. 16 (a) and 49(dd)

(a) In clauses (2) to (4) of Statute 16.07, for the words "Vice Chancellor", and "Executive Council" the words "Management" and "Vice-Chancellor" shall respectively be substituted.

(b) In Statute 16.29 for the words "Vice-Chancellor", and "Head of the Department", the words "Principal" and the "Senior most Lecturer in the Department" shall respectively be substituted.

FACILITY OF SINGLE/MUTUAL TRANSFER TO TEACHERS OF AIDED AFFILIATED COLLEGES (Excluding Principals)

Statute 17.20 :

(1) In case a permanent teacher of an affiliated college on grant-in-aid (other than an affiliated college maintained by a Minority Community) wants transfer to another affiliated college, a written consent/no objection certificate from the managements of both affiliated colleges concerned, from where and to a transfer has been sought for, shall be made available.

(2) This facility shall be admissible for once only in entire service period that too after completion of 10 years' service in the college from where the transfer is sought for.

(3) The transferred teacher shall be deemed/ treated to be the employee of the college to which he has been transferred. The service conditions of the teacher concerned shall be the same as are provided for in the first Statutes of the University to which the college concerned is affiliated. The salary of the transferred teacher shall be protected but the service conditions of the new employer shall be applicable on him. Other conditions of his salary and service shall be the same for which he is a claimant in case he has been transferred.

(4) The transferred teacher, on the day he joins shall become Junior to the Junior most teacher appointed in that college to which he has been transferred. The facility of transfer shall not permissible to the teachers appointed in a college

maintained exclusively by Municipal Board (local authority), other autonomous bodies and unaided college which has not yet been allowed grant-in-aid by the State Government.

- (5) The facility of mutual transfer shall not be permissible to the Principals of affiliated colleges.
- (6) The Management of the previous college from which a teacher has been transferred shall arrange to send the service book, character-roll, record of leave, Accounts of Provident Fund, General Provident fund, Group Insurance and the certificate of the last pay drawn by the transferred teacher, within a period of one month of the transfer, duly countersigned by the District Inspector of Schools/Deputy Director/Joint Director/ Regional Higher Education Officer and the Director-Higher Education shall also be intimated with it.
- (7) No traveling allowance shall be permissible to the teachers for such a transfer.
- (8) In case, a permanent teacher of an affiliated college on grant-in-aid, other than a college maintained by a minority community, wants transfer to any other institution in the State, the written consent of the Managements of both college shall be mandatory to be submitted; provided that the Managements concerned should be duly recognised by the University concerned.
- (9) The facility of transfer shall be provided to the teachers of the same subjects on the basis of mutual transfer only.
- (10) This facility shall be permissible for once only during entire service period.
- (11) The service rendered by the transferred teacher in previous college shall be deemed to be the service of the college to which he has been transferred. Provided that as a result of this, no benefit of previous service shall be permissible to the teachers concerned in fixation of seniority.
- (12) Applications of transfer, togetherwith written consent of both managements concerned shall be submitted to the Director-Higher Education through the managements concerned by 31st March every year. The Director-Higher Education shall submit his recommendations to the State Government within

one month. Decision thereupon shall be taken by the Government latest by 30th June, every year.

- (13) The power to take decision regarding transfer shall vest in the State Government, orders regarding taken decision shall be issued by the government and the Director Higher Education shall take action accordingly.
- (14) In case, both colleges in question are affiliated to the same University, having ensured the availability of permission of the post in question the power to approve the transfer shall vest in the Vice Chancellor. The applications for transfer togetherwith written consent of both managements concerned shall be submitted to the University. After the Vice Chancellor accords his approval the transfer shall come into effect.
- (15) For a transfer from a college affiliated to one University to a college affiliated to another university, the applications for transfer togetherwith written consent of both Managements concerned shall be submitted to the Director - Higher Education. He shall submit his recommendation to the State Government within one month and on the decision of the Government the Director-Higher education shall take action accordingly.

CODE OF CONDUCT

STATUTE 17.21

Every teacher, appointed in the University and its affiliated colleges/Institutions (inclu-ding Principals, Directors, Coaches etc.) shall follow the Code of conduct laid down hereunder:

- i) Every teacher shall perform his academic duties with absolute integrity and devotion.
- ii) No teacher shall show any partiality or bias in the assessment of the students nor shall be practice victimisation against them.
- iii) No teacher shall incite one student against another or against his colleagues.
- iv) No teacher shall discriminate against any person on grounds of caste, creed, sect, religion, sex, nationality or language. He shall also discourage such

tendencies amongst his colleagues, subordinates and students, and shall not try to use the above considerations for improvement of his own prospects.

- v) No teacher shall refuse to carry out the decisions of the appropriate bodies and functionaries of the University or the college, as the case may be.
- vi) No teacher shall divulge any confidential information relating to the affairs of the University or college, as the case may be, to any person not authorised in respect thereof.
- vii) No teacher shall misbehave with any officer or employee of the University. In case, he is not satisfied with conduct of an officer or an employee of the University, he shall be free to file a complaint against him before the Vice Chancellor or the Registrar, as the case may be. In case, the teacher is found guilty the Vice Chancellor or the Registrar shall be free to recommend for disciplinary action against him to the Management concerned.
- (viii) Invigilation during the examinations of the University is hereby included in the duties of a teacher, appointed in University or its affiliated colleges. Therefore, every teacher, if required, shall perform invigilation duty during the examination of the University. Negligence of invigilation shall amount to be a punishable act and he/she shall be debarred from examinership for 5 years or so, as the Vice Chancellor deems fit.

FACILITY OF VOLUNTARY RETIREMENT TO THE TEACHERS/NON TEACHING EMPLOYEES OF THE UNIVERSITY AND ITS AFFILIATED COLLEGES

Statute 17.22

The facility of voluntary retirement shall be admissible to the teachers/non-teaching employees of the University and its affiliated colleges with the following provisions :

- 1.0 The teacher/employee should have completed 20 years' regular service or have attained an age of 45 years. He shall give three months' notice to the Executive Council, in case he is a teacher/an employee of the University or to the Management concerned, in case he is a teacher/non-teaching employee of an affiliated college. The recommendation of the Executive Council or the

Management thereupon, as the case may be, shall be sent to the State Government or the Director-Higher Education.

- 2.0 In respect of the teacher/employee of the University, the Executive Council and in respect of the teacher/employee of an affiliated college, the Management shall pass a resolution to the effect that it has no objection in allowing retirement to the teacher/employee concerned with effect from the said date, and shall submit to the State Government or the Director-Higher Education, as the case may be, within 15 days.
- 3.0 In respect of the University, the U.P. Government and in respect of an affiliated college, the Director-Higher Education shall consider and take final decision on the resolution of the Executive Council or the Management as the case may be and shall intimate the appointing Authority within one month and grant permission for voluntary retirement.
- 4.0 The University shall obtain the approval of the State Government before filling up the posts of teachers/employees vacated by voluntary retirement.
- 5.0 On granting permission for voluntary retirement, the retirement pension as other benefits of retirement shall be admissible according to the relevant rules, subject to the provisions thereof, provided that for the purpose of working out pension, only that period or service shall be counted which has virtually been rendered by the incumbent as regularised eligible service.
- 6.0 The word teacher shall mean the same as it has been defined in the U.P. State Universities Act - 1973.

CHAPTER XVIII

Seniority Of The Teachers Of University

- 18.01 The Statutes contained in this Chapter shall not affect the inter-se seniority of teachers employed in the University from before the commencement of these Statutes. Sec. 16 (a) and 49(d)
- 18.02 It shall be the duty of the Registrar to prepare and maintain, in respect of each category of teachers of the University a complete and upto-date seniority list in accordance with the provisions here-in-after appearing. Sec. 49 (d)

18.03 The seniority among Deans of the Faculties shall be determined by the length of total period of service they have put in as Deans of the Faculties Sec. 49 (d)

Provided that when two or more Deans have held the said office for equal length of time, the Dean who is senior in age shall be considered to be senior for the purposes of this Chapter.

18.04 The seniority among Heads of Departments shall be determined by the length of the total period of service they have put in as Head of Department: Sec. 49 (d)

Provided that when two or more Heads of Departments have held the said office for equal length of time, the Head of Department who is senior in age shall be considered to be senior for the purposes of this Chapter.

18.05 The following rules shall be followed in determining the seniority of teachers of the University : Sec. 49 (d)

(a) A Professor shall be deemed senior to every Reader, and a Reader shall be deemed senior to every Lecturer.

(b) In the same cadre, inter-se seniority of teachers, appointed by personal promotion or by direct recruitment, shall be determined according to length of continuous service in such cadre :

Provided that where more than one appointments have been made by direct recruitment at the same time and an order of preference or merit was indicated by the Selection Committee or by the Executive Council, as the case may be, the inter-se seniority of persons so appointed shall be governed by the order so indicated:

Provided further that where more than one appointments have been made by promotion at the same time, the inter-se seniority of the teachers so appointed shall be the same as it was in the post held by them at the time of promotion.

(c) When any teacher holding substantive post in any University (other than the C.S.J.M. University, Kanpur) or in any constituent college or in any institute whether in the State of Uttar Pradesh or outside Uttar Pradesh, is appointed whether before or after August 1, 1981 to a post of corresponding rank or grade in the University, the period of

service rendered by such teacher in that grade or rank in such University shall be added to his length of service.

- (d) When any teacher holding substantive post in any college affiliated to or associated with any University is appointed (whether before or after the commencement of these Statutes), as a Lecturer in the University, then one-half of the period of substantive service rendered by such teacher in such college shall be added to his length of service.
- (e) Service against an administrative appointment in any University or institution shall not count for the purposes of seniority.

EXPLANATION

In this Chapter, the expression administrative "appointment" means an appointment made under sub-section (6) of Section 13.

- (f) Continuous service in a temporary post to which a teacher is appointed after reference to a Selection Committee, if followed by his appointment in a substantive capacity to that post under Section 31(3)(b) shall count towards seniority.

18.06 Where more than one teacher are entitled to count the same length of continuous service in the cadre to which they belong, the relative seniority of such teacher shall be determined as below : Sec. 49 (d)

- i. in the case of Professors, the length of substantive service as Reader shall be taken into consideration.
- ii. in the case of Reader, the length of the substantive service as Lecturer shall be taken into consideration.
- iii. in the case of Professors, whose length of service as Readers is also identical, the length of service as lecturer shall be taken into consideration.

18.07 Where more than one teacher are entitled to count the same length of continuous service and their relative seniority cannot be determined in accordance with any of the foregoing provisions, then the seniority of such teachers shall be determined on the basis of seniority in age. Sec. 49 (d)

18.08

- (1) Notwithstanding anything contained in any other statutes, if the Executive Council- Sec. 49 (d)
 - (a) agrees with the recommendation of the Selection Committee, and approves two or more persons for appointment as teachers in the same Department, it shall while recording such approval, determine the order of merit of such teachers,
 - (b) does not agree with the recommendations of the Selection Committee and refers the matter to the Chancellor under Section 31(8)(a), the Chancellor shall in case where appointment of two or more teachers in the same Department is involved, determine the order of merit of such teachers at the time of deciding such reference.
- (2) The order of merit in which two or more teachers are placed under clause (1) shall be communicated to the teachers concerned before their appointment.

18.09

- (1) The Vice Chancellor shall, from time to time constitute one or more seniority committees consisting of himself as Chairman and two Deans of Faculties to be nominated by the Chancellor : Sec. 19 (1) and 49 (d)

Provided that the Dean of the Faculty to which the teachers (whose seniority is in dispute) being shall not be a member of the related Seniority Committee.
- (2) Every dispute about the seniority of a teacher of the University shall be referred to the Seniority Committee which shall decide the same giving reasons for the decision.
- (3) Any teacher aggrieved by the decision of the Seniority Committee may prefer an appeal to the Executive Council within sixty days from the date of communication of such decision to the teacher concerned. If the Executive Council disagrees with the Committee, it shall give reason for such disagreement.

Part II

Seniority Of Principals And Teachers Of Affiliated Colleges

18.10 The following rules shall be followed in determining the seniority of Principals and other teachers of affiliated colleges: Sec. 49 (a)

- (a) the Principal shall be deemed senior to other teachers in the college;
- (b) the Principal of a post graduate college shall be deemed senior to the Principal of a degree college;
- (c) the seniority of Principals and teachers of the affiliated colleges shall be determined by the length of continuous service from the date of appointment in substantive capacity;
- (d) service in each capacity (for example, as a Principal or as a teacher), shall be counted from the date of taking charge pursuant to substantive appointment;
- (e) service in a substantive capacity in another University or another degree or post graduate college whether affiliated to or associated with the University or another University established by law shall be added to his length of service.

18.11 Where more than one teacher are entitled to count the same length of continuous service, the relative seniority of such teacher shall be determined as below: Sec. 49 (a)

- i. in the case of Principals, the length of substantive service as a lecturer shall be taken into consideration;
- ii. in the case of Lecturer the seniority in age shall be taken into consideration.

18.12 Where the seniority of a person as Principal is to be determined for the purpose of representation or appointment as such on a University authority, the length of service only as Principal shall be taken into account. Sec. 49(a)

18.13

(1) When two or more persons are appointed as teachers in the same department or in the same subject, their relative seniority shall be determined

in order of preference or merit in which their names were recommended by the Selection Committee. Sec. 49(a)

(2) If the seniority of two or more teachers has been determined under clause (1), the same shall be communicated to the teachers concerned before their appointment.

18.14 All disputes regarding seniority of teachers (other than the Principal), shall be decided by the Principal of the College who shall give reasons for the decision. Any teacher aggrieved by the decision of the Principal may prefer an appeal to the Vice Chancellor within 60 days from the date of communication of such decision to the teacher concerned. If the Vice Chancellor disagrees from the Principal, he shall give reasons for such disagreement. Sec. 49(a)

18.15 All disputes regarding seniority of Principals of affiliated colleges shall be decided by the Vice Chancellor who shall give reasons for the decision. Any Principal aggrieved by the decision of the Vice Chancellor may prefer an appeal to the Executive Council within sixty days from the date of communication of such decision to the Principal concerned. If the Executive Council disagrees with the Vice Chancellor, it shall give reasons for such disagreement. Sec. 49(a)

18.16 The provisions of Statutes 18.01, 18.02, 18.05 and 18.08 shall mutatis mutandis apply to the teachers and Principals of affiliated colleges as they apply to the teachers of the University. Sec. 42

18.17 Note: Pension Rules, Gratuity Rules GE 1281/GS Dated 26/3/1996

CHAPTER XIX

Autonomous Colleges

19.01 The Management of an affiliated college desirous of obtaining the privileges of an autonomous college shall apply to the Registrar specifying clearly. Sec. 42

(a) The variations proposed in or from the course of study prescribed by the University including the institution of a course in a subject not one prescribed by the University and the substitution of a course for the one prescribed by the University;

- (b) the manner in which the college proposes to hold examinations in the courses so varied;
- (c) the details of its finances and assets the strength and qualifications of its teaching staff, the facilities available for the advance research work and the advance research work already done, if any.

19.02 No application under Statute 19.01 shall be entertained unless the college satisfies the following conditions : Sec. 42

- (a) It has well established departments of teaching in at least two Faculties giving instruction unto the post-graduate stage in at least six subjects.
- (b) It has or is likely to have an adequate and well qualified teaching staff.
- (c) The Principal is a teacher or scholar of outstanding merit and possesses administrative experience.
- (d) It possesses adequate and satisfactory building for alltuitional purposes and for housing the Library, Reading Rooms the Laboratories and has land for future expansion.
- (e) It has a good library and has or is likely to have provision for its regular development.
- (f) it has, well equipped laboratories, if necessary, for the subjects taught therein and has or is likely to have adequate provision for new acquisition and replacements.
- (g) The Management possesses adequate resources for meeting the extra expenditure involved in the college on attaining the status of an autonomous college.

19.03 Every application under Statute 19.01 shall be accompanied by a Bank Draft payable to the University for a sum of Rs. 2,000 which shall be non-refundable. Sec. 42

19.04

(1) Every application under Statute 19.01 shall be referred to a Standing Committee of each of the Faculties concerned for scrutiny. Sec. 42

- (2) The Standing Committee for each of the Faculties concerned shall consist of the following members :
 - (a) The Dean of Faculty (Convener);
 - (b) A representative from each of the corresponding Faculty selected by the Executive Council from any two of the Universities established by law in Uttar Pradesh.
- (3) If the reports of the Committees are favourable the Executive Council shall appoint a Board of Inspectors (non exceeding six members) to inspect the college and report on its suitability for being declared as an autonomous college.
- (4) The Board of Inspectors shall include the Vice Chancellor as the Convener and the Director of Education (Higher Education) and such other specialists of the subjects as members as the Executive Council may think fit to appoint.

19.05 The report of the Board of Inspectors shall be considered by the Board of the Faculty concerned as well as by the Academic Council, and shall be laid before the Executive Council together with the views of these bodies. Sec. 42

19.06

- (1) After considering the recommendation of Board of Inspectors of the reports of the two bodies, referred to in Statute 19.05, if the Executive Council is of opinion that the college is entitled to the privileges mentioned in section 42, it shall submit its proposal to the Chancellor. Sec. 42
- (2) On receipt of the proposal and other connected papers under clause (1) and after making such enquiry as he may consider necessary, the Chancellor may approve the proposal or reject it :

Provided that before approving any such proposal the Chancellor may consult the University Grants Commission established under the University Grants Commission Act, 1956. Sec. 42

19.07 After the recommendation of the Executive Council has been approved by the Chancellor under Statute 19.06, the Executive Council shall declare the college as an autonomous college and shall specify the matters in respect of

which and the extent to which the college may exercise the privileges of an autonomous college.

19.08

- (1) Subject to the provisions of Section 42, an autonomous college shall be entitled to exercise the following privileges: Sec. 42
- entitled :
- (a) to frame the courses in the subjects covered by its privileges;
 - (b) to appoint persons qualified to be appointed as internal or external examiners in such subjects;
 - (c) to hold examinations and to make such changes in the method of examination and teaching as in its opinion are conducive to the maintenance of the standards of education.
- (2) The Boards of Faculties concerned, the Academic Council and the Examination Committee may consider the action taken by the autonomous college under clause (1), and may suggest any change, if necessary.

19.09

- (1) The results of the autonomous college shall be declared and published by the University, which shall mention the name of the college, which has presented the results for declaration and publication. Sec. 42
- (2) Every autonomous college shall furnish such reports, returns and other information, as the Executive Council may, from time to time, require to enable, it to judge the efficiency of such college.
- (3) The University shall continue to exercise general supervision over an autonomous college and to confer degrees on the students of the college passing any examination qualifying for any degree of the University. Sec. 42

19.10 The Executive Council may, at any time get an autonomous college inspected by a Board of Inspectors and if after perusing the report of such inspection, it is of opinion that the college, has failed to maintain the requisite standard, or to possess the requisite resources, or that in the interest of education, it is necessary to withdraw the privileges conferred by Section 42 the Executive Council may, with the prior approval of the Chancellor, withdraw such

privileges and thereupon the college concerned shall revert to the position of an affiliated college.

19.11

- (1) For the proper planning and conduct of its work, every autonomous college shall have an Academic Council and Faculty Board in respect of the subjects comprised in each Faculty. Sec. 42
- (2) The Academic Council shall be composed of all the Heads of Departments, ex-officio, and two other teachers of each subject taught for a post-graduate degree and one teacher of each subject taught for the first degree with the Principal as Chairman. The teachers shall be members of the Council by rotation in order of seniority for three years at a time provided that no teacher of less than four years' standing shall be a member.
- (3) The Academic Council shall review the academic work of the college at quarterly meeting and all proposals regarding courses, examination, etc, made by the college shall pass through the said Council.
- (4) The Faculty Board shall consist of all teachers of the subjects comprised in the Faculty, of three years' standing as teacher of degree classes. The Faculty Board shall meet at regular intervals (once a month if possible) to consider academic questions and advise the Principal. Proposals regarding courses, examination etc., shall either originate in or be considered by these Faculty Boards.

19.12 Subject to the provisions of Section 42(2) and of this Chapter the courses of study and other conditions relating to an autonomous college shall be such as maybe laid down in the Ordinances. Sec. 42

CHAPTER XX

Working Men's College

- 20.01(1) The management of an affiliated college, desirous of obtaining the privileges of a Working Men's College shall apply to the Registrar in the demand for such a college in the locality and specifying the details which recognition is sought. Sec. 43
- (2) A college will not be recognised as Working Men's College in the Faculties of Science, Law and Medicine.
- 20.02 No application under Statute 2001 shall be entertained unless the college satisfies the following conditions : Sec. 43
- (i) That there is a reasonable demand for such a college in the locality and the Management possesses adequate resources for meeting the extra expenditure involved towards the maintenance and running of such a college.
 - (ii) That the privilege of admission to the Working Men's College shall be restricted to such persons only as are unable to be enrolled as whole time students by reason of being engaged in business, trade, agriculture or industry, or employed in any other form of service.
 - (iii) That the college shall hold classes at such hours of the day as generally suits the convenience of the students and do not coincide with the usual business hours.
 - (iv) That the staff of the Working Men's College shall be separate and, as far as may be, they shall be employed on the whole-time basis. The college may, however at its option, employ part-time teachers also, provided that their number does not exceed one-half of the total number of teachers. The whole-time employees of the college shall be entitled to the scales of pay as are admissible to the employees of the affiliated colleges. The pay of part-time teacher shall, however, be fixed by the management in each individual case and such pay shall be fixed after taking into consideration the number of periods that such teacher shall be required to take per week as compared to the full-time teachers, but in no case, this will exceed two-thirds of the minimum of the time scale to which he would have been entitled had he been

appointed on a whole-time basis, The appointment of teachers shall be subject to the provisions of Chapter VI of the Act.

- (v) That the college is prepared to observe the Statutes, Ordinances and Regulations framed by the University for such a college.

20.03(1) Every application under Statute 2001 shall be accompanied by the Bank Draft payable to the University for a sum of Rs. 2,000 which shall be non-refundable. Sec. 43

(2) The application along with necessary papers shall reach the Registrar before 15th of August of the session preceding the one from which the recognition is sought.

20.04(1) Every such application shall be placed before the Executive Council and if the application is entertained, the Executive Council shall appoint a Board of Inspectors to inspect the college and report on its suitability for being recognised as a Working Men's College and the conditions on which such recognition should be granted.

(2) The report of the Board of Inspectors shall be considered by the Board of Faculty concerned as well as by the Academic Council and shall be laid before the Executive Council together with the views of these bodies.

20.05 Subject to the provisions of the Act and the Statutes, the Executive Council may, after considering the report of the Board of Inspectors, the Board of the Faculty concerned and the Academic Council, recognize any affiliated college as a Working Men's College with the prior approval of the Chancellor Sec. 43

20.06 Subject to the provisions of Section 43(2) the courses of study and other conditions relating to a Working Men's College shall be such as may be laid down in the Ordinances. Sec. 43

20.07 The provisions of Clauses (2) and (3) of Statute 19.09 and Statute 19.10 shall mutatis mutandis apply to a Working Men's College. Sec. 43

CHAPTER XXI

Qualifications And Conditions Of Service On Non-Teaching Staff Of The Affiliated Colleges

21.01 In this Chapter unless the context otherwise requires : Sec. 49 (a)

- (1) 'Class four' means a post carrying a pay- scale lower than a pay-scale of Routine Clerk and the expressions 'Class four' employees and 'Class four' staff shall be construed accordingly.
- (2) 'College' means a college affiliated to the University in accordance with the provision of the Act or the Statutes of the University but does not include a college maintained exclusively by the State Government or a local authority.
- (3) 'Employee' means a salaried employee not being a teacher of a college and its grammatical variation and cognate expressions shall be construed accordingly.
- (4) "Armed Forces of the Union" means the Naval, Military or Air Force of the Union and includes the Armed Forces of the Former Indian States.
- (5) "Disabled ex-serviceman" means an ex-serviceman who while serving in the Armed Force of the Union was disabled in the course of operation against the enemy, or in disturbed areas."
- (6) "Ex-serviceman" means a person who has served in any rank (whether as a combatant or non-combatant) in the Armed Forces of the Union for a continuous period of not less than six months, and -
 - i. has been released (otherwise than by way of dismissal or discharged on account of misconduct or inefficiency) or has been transferred to the reserve pending such release, or
 - (ii) has to serve for not more than six months for completing the period of service requisite for becoming entitled to be so released or transferred to the reserve.

21.02 Sec. 49 (a)

- (1) Subject to the provisions of these Statutes the appointment to the posts referred to in Statute 21.03 shall be made by the Management of the College

(..) and appointment to the posts of class four employees shall be made by the Principal.

- (2) The appointing authority referred to in clause (1) shall have the power to take disciplinary action and award punishment against the class of employee of which he is appointing authority.
- (3) Every decision of the appointing authority referred to in clause (2) shall before it is communicated to the employee, be reported to the District Inspector of Schools in writing;

Provided further that nothing in this clause shall apply to the termination of service on the expiry of the period for which the employee was appointed :

Provided further that nothing in this clause shall apply to an order of suspension pending enquiry but any such order may be stayed, revoked or modified by the District Inspector of Schools.

- (4) An appeal against the order referred to in clause (2) and (3) shall be made to the Regional Deputy Director of Education.
- (5) An appeal against the order passed under clause (2) -
 - a. by the management, shall lie to the Regional Deputy Director of Education;
 - b. by the Principal, shall lie to the District Inspector of schools.

21.03

- (1) Appointments to the posts of librarian, Deputy Librarian, Physical Education Instructor, Pharmacist, Routine Clerk or any other posts either in the pay scales of or in a pay scale higher than that of Routine Clerk other than the posts mentioned in clause (2) or clause (3) shall be made by direct recruitment on the recommendation of a Selection Committee in the manner provided in clause (6) after advertisement of the vacancy in newspapers;

Provided that the post of a Librarian shall be filled by promotion from the post of Deputy Librarian if the incumbent of the later post possesses the prescribed minimum qualification for the post of a Librarian. Sec. 49 (a)

- (2) Appointment to the post of Assistant shall be made by promotion according to seniority subject to suitability and fitness from amongst Routine Clerks.
- (3) Appointment to the post of Head Clerk-cum-Accountant, Head Clerk, Accountant, Office Superintendent and Bursar shall be made by promotion according to seniority, subject to suitability and fitness from amongst the existing employees having required qualifications, and the appointment to the post of Assistant Accountant shall be made by direct recruitment. In case of non-availability of qualified and suitable candidates from amongst the existing staff, appointments to the posts of Head Clerk-cum-Accountant, Head Clerk, Office Superintendent and Bursar may be made by direct recruitment on the basis of selection after advertisement of the vacancy in newspapers.
- (4) Appointment of employees shall be subject to the approval of the Director of Education (Higher Education), or an officer authorised by him in this behalf. If the approving authority does not within two months from receiving the proposal for approval intimate its disapproval to the appointing authority the approving authority shall be deemed to have approved the appointments.
- (5) Appointment of permanent posts shall be made on probation for one year. The period of probation may be extended probation for one year. The period of probation may be extended if the candidate's work is not found to be satisfactory provided the total period of probation shall not exceed three years. The Extended period of probation shall not count for increment.
- (6)(a) The Selection Committee for the post of Librarian/Deputy Librarian or Physical Training Instructor shall consist of -
 - i) The Head of the Management or a member of the Management nominated by him, who shall be the Chairman;
 - ii) the Principal of the college;
 - iii) one officer to be nominated by the Director of Education (Higher Education)

- (b) The Selection Committee for the appointment of the remaining posts referred to clause (1) or clause (3) either by direct recruitment or by promotion shall consist of-
- i) The Head of the Management or a member of the Management nominated by him, who shall be the Chairman.
 - ii) The Principal of the College;
 - iii) The District Inspector of Schools;
 - iv) the District Employment Officer or an officer authorized by him in this behalf.
- (c) For purposes of direct recruitment to the posts referred to in clause (1) to (3) the vacancy shall be advertised in at least two newspapers having adequate circulation in Uttar Pradesh and names of suitable candidates shall also be obtained from the concerned District Employment Officer.
- (d) Names of candidates for appointment to a post in class four shall be obtained from concerned District Employment Officer. In the event of non-availability of suitable candidates in such manner the post may be advertised.
- (e) No employee shall be eligible for payment unless the permission, as contemplated by section 60-A of the Act has been accorded.
- (f) If the Management does not agree with the recommendations of the Selection Committee, it shall refer the matter to the approving authority alongwith reasons for its disagreement, and the decision of the said authority shall be final.

21.04 Reservation shall be made for Scheduled Caste and Scheduled Tribes candidates for appointment to the posts referred to in Statutes 21 Sec. 49 (a) percentage of such reservation shall be equal to the percentage provided for appointment in Government service.

21.04-A Ten percent of the vacancies in class III services and posts and five per cent of the vacancies in class IV services and posts, including temporary vacancies which are likely to be made permanent or to continue for a period more than one year, to be filled by direct recruitment in any year, shall be reserved for being filled by ex-serviceman.

Provided that the vacancies so reserved shall be utilized first for the appointment of disabled ex-serviceman so long as the duties of the post to be so filled are not such as the disabled ex-servicemen are incapable of performing due to their disability, and if any such vacancies still remain unfilled, the same shall then be utilized for appointment of other ex-servicemen.

21.05 A candidate for employment in a college must be

- (a) a citizen of India or Sec. 49 (a)
- (b) a Tibetan refugees who came over to India before January 2, 1962, with the intention of permanently settling in India, or
- (c) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanzanayika and Zanzibar) with the intention of permanently setting in India:

Provided that a candidate belonging to category (b) or category (c) must be a person in whose favour a certificate of eligibility has been issued by the State Government;

Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility from the Deputy Inspector General of Police, Intelligence Branch, Uttar Pradesh.

21.06

- (1) For appointment in a college to the posts specified below, the minimum qualification shall be as noted against each category :

(i) Clerical Staff

For the post of Routine Clerk, Assistant, Head Clerk-cum-Accountant and Head Clerk, Intermediate or an examination recognised by the State Government as equivalent thereof:

Provided that in the case of Head-clerk-cum-Accountant and Head Clerk experience on the post of Routine Clerk or Assistant in a post-graduate

or degree or intermediate college for a period of at least ten years shall be necessary.

(ii) Laboratory Assistant :

For the post of Laboratory Assistant. Intermediate or an examination recognized by the State Government as equivalent thereto, in subject with which the Laboratory is concerned, or High School or an examination recognized by the State Government as equivalent thereto, with at least five years experience as Laboratory Bearer in the laboratory of the subject concerned.

(iii) (A) Librarian 'A' and 'B' Category :

Master's degree togetherwith a degree in Library Science and three years experience

(B) Librarian 'C' Category :

Bachelor's degree together with a degree in Library Science and two years experience.

(C) Deputy Librarian 'A' and 'B' Category :

Bachelor's degree togetherwith a degree in Library Science and two years experience.

(D) Deputy Librarian 'C' Category :

Bachelor's degree togetherwith a degree in Library Science.

Explanation :

For the purposes of these Statutes "Librarian/Deputy Librarian 'A' and 'B' Category means the Librarian Deputy Librarian of a degree college in which two thousands or more students are studying and "Librarian/Deputy Librarian 'C' Category" means a Librarian/Deputy Librarian of a degree college in which less than two thousand students are studying.

(iv) Office Superintendent :

For the post of Office Superintendent degree from a recognized University and ten years experience as Head-Clerk or Accountant in a college affiliated to or associated with a University or in any other similar institution.

(v) Assistant Accountant :

Bachelor's Degree in Commerce from a recognized University, established by law together with at least ten years working experience as Accounts Clerk.

(vi) Bursar :

For the post of Bursar, a degree from a recognized university established by law with at least ten years' working experience as Office Superintendent or Accountant in a degree or post-graduate college.

(vii) Class IV Staff

For class IV posts, passed class V from a recognized school :

Provided that no educational qualification shall be required for the post of Sweeper but preference shall be given to a person who is educated or is at least able to read and write Hindi in devnagri script.

(viii) Other posts :

For the any other post not covered by the preceding sub-clause, such minimum qualification as may be specified by the State Government by general or special orders.

(1-A) Notwithstanding anything contained in clause (1) -

- (i) the minimum qualification for appointment of an ex-servicemen to reserved vacancies in class III service and posts shall be intermediate, whenever the qualification prescribed in this Statute is a degree of a University, and High School or any other qualification recognized as equivalent thereto.
- (ii) For class IV service and posts no educational qualification shall be required for ex-servicemen otherwise considered suitable, in the reserved vacancies in such services and posts.

- (2) No employee who does not possess the qualification prescribed in clause (1) shall, after the commencement of these Statute, be eligible for promotion or confirmation unless he attains the aforesaid qualifications :

Provided that nothing contained in this Statute shall affect the promotions and confirmations made prior to commencement of these Statutes.

- 21.07 For appointment of an employee in a college through direct recruitment, the minimum age of the candidate shall be 18 years and maximum age for the post of a Routine Clerk or a post in equivalent scale of pay shall be 30 years and for any other post referred to in clause (1) and (3) of Statute 21.03, it shall be 40 years. The maximum age shall be higher by five years in the case of a candidate belonging to a Scheduled Caste or a Scheduled tribe:

Provided that with the prior consent of the Director of Education (Higher Education) the condition of maximum age limit of 30 or 40 years, as the case may be, referred to above, may be relaxed upto 5 years in special circumstances;

Provided also that for appointment to a vacancy reserved for ex-serviceman, the maximum age limit shall be higher by the period of service of the candidate in the Armed Force plus three years.

- (2) The age on the first day of July in the year in which the recruitment is made, shall be the age taken into consideration for the purpose of clause (1).
- (3) In case of Class IV employee who has put in a continuous service of three years or more and has the prescribed qualification for appointment to the post of a Routine Clerk or an equivalent post to be filled in by the direct recruitment, the maximum age limit maybe relaxed upto 40 years. In special circumstances, relaxation beyond the age of 40 years may be made with the prior approval of the Director (Higher Education).

- 21.08 It shall be the duty of the appointing authority to satisfy himself that the character of a candidate for employment by direct recruitment is such as to render him suitable in all respects for employment in a college. Sec. 49 (a)

NOTE :

Persons dismissed by the State Government, the Union Government or by any other State Government or a local authority shall be deemed ineligible.

21.09 No candidate shall be employed in a college unless he is in good mental and physical health and free from any defect likely to interfere with the efficient performance of his duties. Before a candidate is finally approved for appointment he shall be required to produce a medical certificate of fitness from a Medical Officer Incharge of a Hospital established by the State Government. Sec. 49 (a)

21.10 The employee shall be given the Scale of pay and allowance as may be prescribed by the State Government from time to time. Sec .49 (a)

EXPLANATION :

An Ex-serviceman appointed in a vacancy reserved for Ex-serviceman shall not be entitled to any higher pay merely on account of his past service in the Armed Force of the Union.

21.11

- (1) Every employee shall maintain highest order of integrity with regard to his work and conduct. Sec. 49 (a)
- (2) Every employee shall comply with the orders or directions of the Management and Principal (including the orders or directions issued in the implementation of the orders of the State Government or the University).
- (3) The Principal of the College will maintain the character roll of every employee in which the confidential report about his work and conduct shall be recorded every year. Adverse entries shall be communicated to the employee concerned as soon as possible so that he may improve his work and conduct accordingly.
- (4) An employee aggrieved by an adverse entry may represent to the Manager of the College through the Principal for the expunction of the adverse entry. The power to expunge the adverse entry on the basis of justification therefore shall vest in the Managing Committee of the College concerned.

(5) A Service Book of every employee shall be maintained under the control of the Principal.

21.12 An employee who disobeys any one or both of the provisions of clause (1) and (2) of Statute 21.11 shall be liable to disciplinary action. Sec. 49 (a)

21.13

(1) An employee shall be liable to be removed from service on any one or more of the following grounds, namely:

- (a) gross negligence of duties;
- (b) misconduct;
- (c) insubordination or disobedience;
- (d) physical or mental unsuitability in the discharge of duties;
- (e) prejudicial conduct or activity against the Government or the University or the College concerned;
- (f) conviction by a Court of Law on charge involving moral turpitude.

(2) If temporary employee resigns from service he shall give notice to this effect in writing to the Management of the college one month in advance otherwise he shall have to deposit one month's salary with the college in lieu of the notice. Similarly if Management of college decides to terminate the service of an employee, the Management shall give one month's notice to the employee or one month's salary in lieu thereof.

(3) The service of a permanent employee may be dispensed with on the ground of abolition of post after giving him three month's notice in writing or three month's salary in lieu thereof. A post can be abolished on any one or more of the following grounds:

- (a) Retrenchment on account of financial stringency;
- (b) fall in enrolment of students; and
- (c) discontinuance of teaching in the subject to which the post relates.

21.14 The age of superannuation of an employee shall be 60 years. An employee who has attained the age of 60 years on or before the date of commencement of these Statutes shall be retired forthwith. Sec. 49 (a)

21.15

(1) The leave rules applicable to the Government servants from time to time shall mutatis mutandis apply to the employees of like status. Sec. 49 (a)

(2) The Principal shall be the authority to sanction all kinds of leave to class IV employees and casual leave to other employees.

(3) Application of employee other than class IV for leave (other than casual leave) shall be forwarded by the Principal with his recommendation to the manager of the college who shall be the authority to sanction the same.

(4) All records relating to leave will be maintained by the Principal who shall send copies of the order sanctioning leave (other than casual leave) to the Regional Deputy Director of Education or the person authorised by him to disburse the salaries of the employees. The Principal shall also mention the period and nature of leave in the salary bill.

21.16 A whole time employee of one college appointed to college receiving maintenance grant from the State Government shall after regular selection, be entitled to receive salary not less than what he was getting in the college in which he was previously working, if the employee; Sec. 49 (a)

(a) was permanent on his post in the previous college and such college was on the grant-in -aid list;

(b) has obtained the permission of the Manager of the previous college for service in the new college and the Management of the previous college has no objection in relieving him;

(c) furnishes a certificate from the Manager of the previous college to the effect that there were no unusual and adverse circumstances in which the employee left that college;

(d) furnishes the last pay certificate from the previous college duly countersigned by the District Inspector of Schools concerned.

EXPLANATION :

- (1) On being appointed in the new college the service rendered in the previous college shall not count towards seniority. Seniority in the new college shall be reckoned from the date of appointment in the new college and annual increment shall fall due after completing one year's service in the new college from the date of taking over charge of the duties in that college.
- (2) The employee shall not be entitled to receive any traveling allowance for journeys performed by him to join his duties in the new college. He shall, however be allowed journey time at following rates :
 - (a) One day for each 500 kms. for places connected by Train;
 - (b) One day for each 150 kms. for places not connected by Train but connected by Bus.
 - (c) One day for each 25 kms. for places neither connected by Train nor by Bus.

CHAPTER XXI-A

Employment Of A Dependant Of Deceased Employees Of The Colleges

*21.17. Where a confirmed employee or an employee who has been holding a temporary post continuously for not less than three years, dies while in service, one dependant of the deceased employee, who applies for a non-teaching post in the University or the college, and possesses minimum educational qualification for such post may, with the prior approval of the Executive Council or the Director (Higher Education), as the case may be, be appointed by the Executive Council or the Management in relaxation of the procedure for selection and maximum age limit.

Explanation : For the purposes of this Statute :

- (1) "dependent" means the son, unmarried or widowed daughter, widow or the wower of the deceased;
- (2) "employee" includes teacher employed in the University or the institution.

*Statute 20.17 which was inserted in Chapter XX by U.P. Govt. Notification No. 513/XV-X-82-15-(112)/80 dated 21.12.82 and was enforced w.ef. 15.7.77 was deleted from Chapter XX and enforced in new Chapter XX-A by U.P. Govt. Notification No. 3131/XV-X-82-(12)/82 dated 21.9.82 (Eleventh Amendment) (E.C. Res. No. 84/4 of 14.6.1983). It was originally inserted (as Statute 10.17 as following by :

"20.17 where a confirmed employee or an employee who as been holding a temporary post continuously for not less than three year dies while in service, one dependant of the deceased employee who applies for a non-teaching post in the college and possesses minimum qualification for such post, may with the prior approval of the Director (Higher Education) be appointed by the management in relaxation of the procedure for selection and minimum age limit.

Explanation : For the purpose of this Statute, 'dependant' means the son, unmarried or widowed daughter, widow for widower of the deceased."

CHAPTER XXII

Miscellaneous

- 22.01.** The University may institute an award, scholarships, fellowships (including traveling fellowships) studentships, medals and prizes in accordance with the provisions laid down in the Ordinances.
- 22.02.** All elections to an authority or body of the University according to the system of proportional representation by means of single transferable vote shall be held in the manner laid down in Appendix A.
- 22.03.** Subject to the provisions of Section 7, the University may allow any person to appear as a private candidate at any examination conducted by the University provided that :
- (a) such person fulfils the requirement laid down in Ordinances; and
 - (b) such examination does not relate to a subject or course of study in which practical examination is a part of the curriculum.
- 22.04.** The provision of Statute 21 .03 shall mutatis mutandis apply to correspondence course.
- *22.05.** Notwithstanding anything contained in these Statutes or Ordinances of the University :
- (i) no admission shall be made after August 31 in an academic year;
 - (ii) all examinations conducted by the University shall be completed by April 30; and
 - (iii) result shall be declared by June 15;
- Provided that for the academic session of 1986-87 all examinations of the University may be completed by June 15, 1987 and all results may be declared by ,July 31, 1987 and that admissions for the session 1987-88 may be completed by September 15, 1987.
- **22.06.** With a view to improving his result a candidate may be allowed to appear in one subject in any part of the undergraduate examination and in one

*Inserted vide U.P. Govt. Notification No. 3246/XV-X-87-15-362/86 dated 8.7.87 (Twentieth Amendment); (E.C. Res. No. 36/4.3 of 20.9.87).

paper in B.Ed. or any one year of the LL.B. or any part of the post-graduate examination in the next regular examination of the University.

CHAPTER XXIII

Surcharge

***23.01.** In these Statutes unless there is anything repugnant in the subject or context :

(1) 'Examiner' means the Examiner Local Fund Account U.P.

(2) 'Government' means the Government of Uttar Pradesh.

(3) 'Officer of the University' means an officer mentioned in any of the clause (c) to (h) of Section 9 of the Act and the Officers declared as such under Statute 2.01-A.

23.02.(1) In any case where the Examiner is of the opinion that there has been a loss, waste or misapplication which includes misappropriation or unjustifiable expenditure of any money or property of the University as a direct consequence of neglect or misconduct of an officer he may call upon the officer to explain in writing why such officer should not be surcharged with the amount of such loss, waste or misapplication of money or the amount which represents the loss, waste or misapplication of property and such explanation will be furnished within a period not exceeding two months from the date such requisition is communicated to the person concerned :

** As substituted vide U.P Govt. Notification No.4168/xv-x-88-15(382) dated 23.6.88 (Twenty-sixth Amendment); (E.C. Res. No. 4/2.3 of 23.7.1988).

Originally Statute 21.06 as inserted vide 3246/xv-x-87-15(382)/86 dated 8-7-87 (Twentieth Amendment) was following :

22.06 The answer-books shall not re-evaluated and Supplementary examination shall not be conducted by the University :

Provided that with a view to improving his result a candidate may be allowed to appear in one subject in any part of the under-graduate examination and in one paper in B. Ed. or any one year of the LL.B. or any part of the post-graduate examination in the next regular examination of the University."

*Inserted and enforced w.e.f. 15.7.1977 vide Govt. Notification No. 925/XV-X-85-15(78)/89 dated 25-2-85 (Sixteenth Amendment); (E.C. Res. No. 142/3 of 22.4.1985)

Provided that explanation from any of the officers other than the Vice-Chancellor shall be called for through the Vice-Chancellor.

Note : -

- (1)** Any information required by the Examiner or by a person appointed by him for the purpose for preliminary inquiry shall be furnished and all connected papers and records shown to him by the officer (or if such information papers or records are in possession of a person other than the said officer by such person) within a reasonable time not exceeding two weeks in any case.
- (2)** Without prejudice to the generality of the provisions contained in clause (1) the Examiner may call for the explanation in the following cases :

 - (a) Where expenditure has been incurred in contravention of the provisions of these Statutes or of the Act or of the Ordinances or regulations made there under;
 - (b) Where loss has been caused by acceptance of a higher tender without sufficient recorded reasons ;
 - (c) Where any sum due to the University has been remitted in contravention of the provisions of these Statutes or of the Act or the Ordinances or Regulations made there under ;
 - (d) Where loss has been caused to the University by neglect in realising its dues;
 - (e) Where loss has been caused to the funds or property of the University on account of want of reasonable care for the custody of such money or property.
- (3)** Un the written requisition of the officer from whom an explanation has been called the University shall give him necessary facilities for inspection of the connected records. The Examiner may, on an application from the officer concerned, allow a reasonable extension of time for submission of his explanation if he is satisfied that the officer charged has been unable for reasons beyond his control to inspect the connected records for the purpose of furnishing his explanation.

Explanation : Making of an appointment in contravention of the Act or the Statutes or Ordinances made there under shall amount to misconduct and payments to the person concerned of salary or other dues on account of such irregular appointment will be deemed to be a loss, waste or misapplication of university money.

23.03. After the expiry of the period prescribed and after considering the explanation, if received within time, the Examiner may surcharge the officer with the whole or a part of the sum for which such officer may, in his opinion be liable:

Provided that in the case of loss, waste or misapplication accruing as a result of neglect or misconduct of two or more officers, each such officer shall be jointly and severally liable:

Provided also that no officer shall be liable for any loss waste or misapplication after the expiry of ten years from the occurrence of such loss, waste or misapplication or after the expiry of six years from the date of his ceasing to be such officer, whichever is later.

23.04. An officer aggrieved by an order of surcharge passed by the Examiner may prefer an appeal to the Commissioner of the division in which the University is situated within thirty days from the date on which such order is communicated to him. The Commissioner may confirm, rescind or vary the order passed by the Examiner or may pass such order as he thinks fit. The order so passed shall be final and no appeal shall lie against it.

23.05.(1) The officer who has been surcharged shall pay the amount of surcharge within sixty days from the date on which such order is communicated to him or within such further time, not exceeding one year, as may be permitted by the Examiner :

Provided that where an appeal has been preferred under Statute 22.04. against the order of surcharge passed by the Examiner, all proceedings for recovery of the amount from the person who has preferred the appeal may be stayed by the Commissioner until the appeal has been finally decided.

- (2) If the amount of surcharge is not paid within the period specified in clause (1) it shall be recoverable as arrears of land revenue.

23.06. Where a suit is instituted in a court to question an order of surcharge and the Examiner or the State Government is a defendant.

in such a suit, "all costs incurred in defending the suit shall be paid by the University and it shall be the duty of the University to make such payment without any delay.

APPENDIX "A"

(See Statutes 4.12 and 21.02)

ELECTION BY PROPORTIONAL REPRESENTATION

BY MEANS OF SINGLE TRANSFERABLE VOTE

PART I - GENERAL

1. Unless there is anything repugnant to the subject or context with reference to any election by proportional representation by single transferable vote :
 - (i) "Candidate" means a person duly qualified to seek election who has been duly nominated.
 - (ii) "Continuing candidate" means a candidate not elected and not excluded from the poll at any given time.
 - (iii) "Elector" means a person who is duly qualified to give his vote in the election.
 - (iv) "Exhausted Paper" means a ballot paper on which no further preference is recorded for a continuing candidate, provided that a paper shall also be deemed to be exhausted if -
 - (a) the names of two or more candidates, whether continuing or not, are marked with the same figure and are next in order of preference, or
 - (b) the name of the candidate next in order of preference, whether continuing or not, is marked :
 - (1) by a figure not following consecutively after some other figure on the ballot paper, or

- (2) by two or more figures.
- (v) "First preference vote" means the vote for a candidate against whose name the figure 1 appears on a ballot paper. "Second preference vote" means the vote for a candidate against whose name the figure 2 appears, "Third preference vote" means the vote for a candidate against whose name the figure 3 appears and so on.
- (vi) "Original vote" in regard to any candidate means a vote derived from a ballot paper on which a first preference is recorded for such candidate.
- (vii) "Quota" means the lowest value of votes sufficient to secure the return of a candidate.
- (viii) "Surplus" means the number by which the value of votes of any candidate, original and transferred exceeds the quota.
- (ix) "Transferred vote" in regard to any candidate means a vote which is derived from a ballot paper on which a second or subsequent preference is recorded for such candidate and the value or part of the value of which is credited to such candidate.
- (x) "Unexhausted paper" means a ballot paper on which a further preference is recorded for a continuing candidate.
2. The Registrar shall be the Returning Officer responsible for the conduct of all elections.
3. The Vice-Chancellor shall -
- (i) appoint the dates for the various stages of each election in conformity with the provisions of Statutes and shall have power to alter these dates in case of any emergency except where such alteration contravenes the provisions of the Statutes;
- (ii) decide in case of doubt the validity or otherwise of a vote recorded.
4. The election of members of the Court representing Registered Graduates (and such other elections as the Vice-Chancellor may for reasons of convenience or economy direct) shall be conducted by postal ballot. Other

elections shall be conducted at meetings of the Authorities or bodies concerned.

5. A voting paper shall be in the following form :

NAME OF UNIVERSITY

Election by.....Constituency

Name of candidate and Order of preference (to be indicated in the space) by the numerical 1,2,3 etc.

.....
.....
.....

6. An elector in recording his vote -
- (i) Must place on his voting paper the figure 1 opposite the name of the candidate for whom he votes, and
 - (ii) May, in addition, indicate the order of his choice or preference for as many other candidates as he pleases, by placing against their respective names the figure 2, 3, 4 and so on, consecutive numerical.
7. A voting paper shall be invalid on which:
- (i) the figure 1 is not marked, or
 - (ii) The figure 1 is placed opposite the name of more than one candidate, or
 - (iii) Figure 1 and any other figure are marked opposite the name of the same candidate, or
 - (iv) the figure 1 is so marked as to render it doubtful to which candidate it is intended to apply, or
 - (v) in an election by ballot any mark is made by which the voter may afterwards be identified, or
 - (vi) there is any erasure, or alterations in the figure indicating the voter's preferences, or
 - (vii) it is not on the form provided for the purpose. Part II

Elections conducted by Postal Ballot

8. At least three months before the vacancies to be filled by election by postal ballot are due to occur, the Registrar shall cause a notice to be issued under a registered cover to each qualified voter at his registered address calling on him to submit nomination within fifteen days of the posting of the notice. The notice shall be accompanied by a list of voters.
9. The Registrar shall have power to correct any error and supply any omission brought to his notice in the list of voters. If the name of a person is removed from the list, his vote, shall not be conducted even if he has received the voting paper, and recorded his vote, and a certificate, that this has been so done, shall be recorded by the Registrar and the persons, if any, associated with him in preparing the result of the election.
10. Every elector shall have the option of nominating any number of candidates not exceeding the number of places to be filled.
11. Every nomination paper shall be signed by a proposer who shall himself be an elector and shall be accompanied by the assent of the candidate nominated for election either in writing or by signing the nomination paper. It may bear the signature of other electors as supporters of the nomination. But no candidate shall sign as propose or proposer seconder, a nomination paper on which his own name appears as a candidate.
12. The nomination paper shall be delivered to the Registrar in a closed cover either in person by the proposer or an elector who supports the nomination or through registered post, within the time mentioned in the notice.
13. It shall be open to a candidate to withdraw from a election by sending to the Registrar, so as to reach him before the day and hour fixed the last day for the receipt of nomination, and intimation of withdrawal in writing signed by himself and attested by a Stipendiary Magistrate, a Gazetted Officer, or a Principal of a college associated with or affiliated to a University. The attestation should be under the seal of the officer concerned.
14. The Registrar shall notify the place, date and time for the opening of the covers containing the nomination papers. Such candidates or electors as may desire to be present may do so on the occasion.

15. The Registrar shall prepare list of valid nomination. If the nomination paper is rejected by the Registrar, he shall inform the candidate within two days stating the reasons for such rejection. It shall be open to the candidate to send within three days of the receipt of such communication a request that the matter be referred to the Vice-Chancellor. the matter shall then be referred to the Vice-Chancellor whose decision shall be final.
16. If the number of candidates duly nominated does not exceed, the number of places to be filled, the Registrar shall declare them elected. In case, any place remains unfilled a fresh election shall be held in like manner to fill it and such election shall be deemed to be a part of general election.
17. If the number of candidates duly nominated exceeds the number of places to be filled an election shall be conducted.
18. The Registrar shall within 15 days of the completion of scrutiny sent by registered post to each elector at his registered address a voting paper together with a cover bearing the name of the constituency only and a larger cover on the left side of which are written or printed the number of elector on the electoral roll, the name of the constituency, and on the right side the address of the Registrar of the University. The Registrar shall also enclose a certificate of identity.
19. (i) The elector shall sign the certificate of identity and have it duly attested by any-of the following persons :
 - (a) The Registrar of any University established by law in India for the time being.
 - (b) The Principal of a College associated with or affiliated to any such University or Head of a Department of teaching of such University.
 - (c) any Gazetted Officer of the Government.
- (ii) The Attesting Officer shall attest with his full signature and under his seal.
- (iii) The elector shall enclose the voting paper duly filled in but without his name of signature in a smaller cover, and then enclose it in the larger cover alongwith the certificate of identity duly signed and attested and send the same duly sealed with either by registered post or deliver it personally to the Registrar.

20. The voting paper must reach the Registrar by the time and date fixed. If received after the appointed time and date, it shall be rejected by him.
21. If two or more voting papers are sent in the same cover they shall not be counted.
22. A voter who has not received his voting paper and other connected papers, or who has lost them or whose papers before their return to the Registrar have been inadvertently spoiled, may send a declaration to that effect signed by himself and request the Registrar to send him duplicate papers in place of those not received, lost or spoiled. The Registrar, in place of those not received, lost or spoiled, may, if he is satisfied, issue another copy marked "Duplicate".
23. The Registrar shall keep the voting papers sealed and unopened in safe custody until the date and time fixed for their scrutiny.
24. Due notice of such date, time and place of scrutiny shall be given by the Registrar to all the candidates who shall have the right to be present during the scrutiny :

Provided that no candidate shall be entitled to ask for the inspection of such voting paper.
25. The Registrar, where necessary, shall be helped by such other persons as may be appointed by the Vice-Chancellor for assisting him in the scrutiny work.
26. At the appointed date, the time and place the Registrar shall open the covers containing the voting papers and scrutinize them and separate those that are not valid.
27. The valid papers shall then be sorted into parcels, each parcel containing all the papers on which the first preference for a particular candidate.
28. For the purpose of facilitating the process prescribed by this Statute each ballot paper shall be deemed to be of the value of one hundred.
29. The Registrar shall in carrying out the provisions of the Statute.
 - (i) disregard all fractions;

(ii) ignore all preferences recorded for candidate already elected or excluded from the poll.

30. The Registrar shall then add together the values of the paper in all the parcels, divide total by a number exceeding by one the number of vacancies to be filled, and add one to the quotient. The number thus obtained shall be the "quota".

31. If at any time candidates equal in number to the number of persons to be elected have obtained the quota of such candidates shall be treated as elected and no further proceeding shall be taken.

32. (i) Every candidate the value of whose parcel, on the first preference being counted is equal to or greater than the quota, shall be declared elected.

(ii) If the value of the papers in any such parcel is equal to the quota, the papers shall be set aside as finally dealt with.

(iii) If the value of the papers in any such parcel is greater than the quota, the surplus shall be transferred to the continuing candidates indicated on the ballot paper as next in the order of the voter's preference, the manner prescribed in the Statute hereinafter appearing.

33. (i) If and whenever as the result of any operation prescribed by the Statute above, a candidate has any surplus, that surplus shall be transferred in accordance with the provisions of the Statute.

(ii) If more than one candidate has a surplus the largest surplus shall be dealt with first and the others in a decreasing order of magnitude provided that every surplus arising on the first count of votes shall be dealt with before those arising on the second count and so on.

(iii) Where two or more surplus are equal, the Registrar shall decide according to the terms prescribed in sub-clause (ii) above which shall be first dealt with.

(iv)(a) If the surplus of any candidate to be transferred arises from original votes only the Registrar shall examine all papers in the parcel belonging to the candidate whose surplus is to be transferred and divide the unexhausted papers into sub-parcels according to the next preference recorded thereon. He shall also make a separate sub-parcel of the exhausted papers,

- (b) He shall ascertain the value of the papers in each sub-parcel and of the unexhausted papers.
 - (c) If the value of unexhausted papers is equal to or less than the surplus, he shall transfer all the unexhausted papers at the value at which they were received by the candidates whose surplus is being transferred.
 - (d) If the value of the exhausted papers is greater than the surplus, he shall transfer the sub-parcels of un-exhausted papers and the value at which each paper shall be transferred shall be ascertained by dividing the surplus by the total number of unexhausted papers.
 - (v) If the surplus of any candidate to be transferred arises from transferred as well as original votes, the Registrar shall re-examine all the papers in the sub-parcel last transferred to the candidate and divide the unexhausted papers into sub-parcels according to the next preference accorded thereon. He shall thereupon deal with sub-parcels in the same manner as is provided in the case of sub-parcels referred to in the last preceding clause.
 - (vi) The papers transferred to each candidate shall be added in the form of a sub-parcel to the papers already belonging to such candidate.
 - (vii) All papers in the parcel or sub-parcels of an elected candidate not transferred under this clause be set aside as finally dealt with.
34. (i) If after all surpluses have been transferred as hereinbefore directed less than the number of candidates required has been elected the Registrar shall exclude from the poll the candidate lowest on the poll and shall distribute his unexhausted papers among the continuing candidate according to the next preferences recorded thereon. Any exhausted papers shall be set aside as finally dealt with.
- (ii) The papers containing original votes of an excluded candidate shall first be transferred transfer value of each papers being one hundred.
 - (iii) The papers containing transferred votes of an excluded candidate shall then be transferred in the orders of the transfers in which and at the value at which he obtained them.
 - (iv) Each of such transfers shall be deemed to be a separate transfer.

- (v) The process directed, by this clause shall be repeated on the successive exclusions one after another of candidates lowest on the poll unit the last vacancy is filled either by the election of a candidate with the quota or as hereinafter provided.
35. If as the result of a transferred of papers the value of the votes obtained by a candidate is equal to or greater than the quota the transfer proceedings shall be completed and no further papers shall be transferred to him.
36. (i) If after the completion of any transfer under the said clause the value of the votes of any candidate is equal to or greater than the quota he shall be declared elected.
- (ii) If the value of the votes of any such candidates is equal to the quota, the whole of the paper on which such votes are recorded shall be set aside as finally dealt with.
- (iii) If the value of the votes of any such candidates is greater than the quota, his surplus shall thereupon be distributed in the manner hereinbefore provided before exclusion of any other candidate.
37. (i) When the number of continuing candidates is reduced to the number of vacancies remaining unfilled the continuing candidates shall be declared elected.
- (ii) When only one vacancy remains unfilled and the value of the votes of any continuing candidate exceeds the total value of all the votes of other continuing candidates, together with any surplus not transferred, that candidate shall be declared elected.
- (iii) When only one vacancy remains unfilled and there are only two continuing candidates and those two candidates have each the same value of votes and no surplus remains capable of transfer one candidate shall be declared excluded under the next succeeding clause and the other declared elected.
38. If and when there is more than one surplus to distribute, two or more surpluses are equal or if at any time it becomes necessary to exclude a candidate and two or more candidates have the same value of votes and are

lowest on the poll regard, shall be had to the original votes of each candidate and the candidate for whom fewest original votes are recorded shall have his surplus first distributed or shall be first excluded, as the case may be. If the values of their original votes are equal the Registrar shall decide by lot which candidate shall have his surplus distributed or excluded.

39. *Recounting* :- The Registrar may, either on his own initiative or at the instance of any candidate, recount votes, whether once or more than once, when the Registrar is not satisfied as to the accuracy of a previous counting :

Provided that nothing herein contained shall make it obligatory on the Registrar to recount the same more than once.

40. After the scrutiny is completed, the Registrar shall forthwith report the result to the Vice-Chancellor.
41. The Registrar shall place the nomination papers and the ballot papers in a sealed packet which shall be preserved for a period of one year.

Part III

Elections held at Meetings

42. In case of an election conducted at a meeting of a University Authority or body it shall not be necessary to publish the election roll for the purpose of eliciting claims and objections or to invite nominations in advance. The members of the Authority or body concerned present at the meeting duly convened shall take part in the election. Names may be proposed for election and candidature withdrawn, in advance or at the meeting. The voting paper supplied to votes shall show the names of which notice was received in time for printing and shall contain blank spaces, with addition of names including those proposed at the meeting. A notice of the meeting at which the election is to be held mentioning the time, date and place of such meeting together with lists of the members shall be sent by the Registrar to each member. The period of notice shall be fixed by the Vice-Chancellor.

APPENDIX `B'

(See Statute 15.01)

**FORM OF AGREEMENT WITH MEMBERS OF TEACHING STAFF OF THE
UNIVERSITY**

AGREEMENT made this day of 200.....

between Sri/Srimati/Kumari of the first part and
the University of (hereinafter called "the University") of the other
part:

IT IS HEREBY AGREED as follows :

1. That the University hereby appoints Sri/Srimati/Km. the party
of the first part to be a teacher of the University with effect from the date the
party of the first part (hereinafter called the teacher) takes charge of the
duties of his/ her office, and the teacher hereby accepts the engagement, and
undertakes to take such part, and perform such duties in the University may
be required of him/her, including the management and protection of the
University property or funds the organization of instruction, the teaching
formal or informal and the examination of students, the maintenance of
discipline and the promotion of the students welfare in connection with any
curricular or residential activities and perform such extra curricular duties of
the University as may be entrusted to him/her and to submit himself/herself to
the officers under whom he/she is for the time being placed by the authorities
of the University and shall abide by and conform to the Code of Conduct for
teachers laid down by the University as amended from time to time.

PROVIDED that the teacher shall be on probation for a period of
one year in the first instance and the Executive Council may in its
discretion extend the period of probation by one year.

2. That the teacher shall retire in accordance with the provisions of the
Statutes of the University.
3. The scale of pay attached to the post of teacher to which the teacher is
appointed shall be The party of the first shall from the
date he/she takes charge of his/her said duties be granted pay at the rate of

Rs. per mensem in the aforesaid scale and shall receive pay in the succeeding stages in the scale unless the annual increment is withheld in pursuance of the provisions of the Statutes.

Provided that where an efficiency bar is prescribed in the time scale, the increment next above the bar shall not be given to the teacher without the specific sanction of the authority empowered to withhold increment.

4. That the teacher shall obey and to the best of his/her ability carry out the lawful directions of any officer, authority or body of the University, to whose authority he/she may while this agreement is in force is subject under the provisions of the said Act, or under any Statutes, Ordinances or Regulations made there under.
5. That the teacher hereby undertakes to abide by and conform to the Code of Conduct laid down for the teachers, by the University as amended from time to time.
6. That on the termination of this agreement from whatever, cause the teacher shall deliver up to the University all books, apparatus, record and other articles belonging to the University that may be in his possession.
7. In all matters the mutual rights and obligations of the parties hereto shall be governed by the Statutes and Ordinances of the University, for the time being in force, which shall be deemed to be incorporated herein and shall be as such a part of this agreement as if they were reproduced herein and by the provisions of Uttar Pradesh State Universities Act, 1973.

IN WITNESS WHEREOF the parties hereto affix their hands and seal on the day and year first above written.

.....

.....

Signature of the teacher

Signature of the Finance

Officer Representing the

University Witnesses :

1.....

2.....

APPENDIX 'C'

(See STATUTES 15.05, 15.27, 16.03 AND 16.19)

(CODE OF CONDUCT FOR TEACHERS)

WHEREAS. a teacher, conscious of his responsibilities and the trust placed in him to mould the character of the youth and to advance knowledge, intellectual freedom and social progress, is expected to realise that he can fulfill the role of moral leadership more by the example than by precept through a spirit of dedication, moral integrity and purity in thought, word and deed;

Now therefore, in keeping with the dignity of his calling, this code of conduct is hereby laid down to be truly and faithfully observed :

1. Every teacher shall perform his academic duties with absolute integrity and devotion.
2. No teacher shall show any partiality or bias in the assessment of the students nor shall he practice victimisation against them.
3. No teacher shall incite one student against another or against his college or the Alma Mater.
4. No teacher shall, discriminate against any public on grounds of caste, creed, sect, religion, sex, nationality or language. He shall also discourage such tendencies amongst his colleagues, subordinates and students and shall not try to use the above considerations for the improvement of his own prospects.
5. No teacher shall refuse to carry out the decisions of the appropriate bodies and functionaries of the University of the college, as the case may be.
6. No teacher shall divulge any confidential information relating to the affairs of the University or college, as the case may be, to any person not authorised in respect thereof.

APPENDIX `D'

(See STATUTES 15.29, 16.02, 16.17 AND 16.19)

(1) FORM OF AGREEMENT WITH A TEACHER (OTHER THAN A PRINCIPAL) IN AFFILIATED COLLEGES

AGREEMENT made this day of 200 BETWEEN of the first part hereinafter referred to as the teacher and the Management of the college, through the Principal / Secretary of the second part, hereinafter referred to as the college.

WHERE AS, the college has engaged the teacher to serve the College as subject to the conditions and upon the terms hereinafter contained, now this Agreement witnesses that the teacher and the college hereby contract and agree as follows :

1. That the engagement shall be from the day of 200and shall be determinable as hereinafter provided.
2. That the teacher is employed, in the first instance on probation for a period of one year and shall be paid a monthly salary of Rs.The period of probation may be extended by such further period as the college may deem fit but the total period of probation shall, in no case, exceed two years.
3. that on confirmation after the period of probation the college shall pay the teacher for the services at the rate of Rs..... (Rupees.....only) per month rising but annual increment of Rs..... to Rs per month. The Scale of salary shall be subject to such revision as may be made by the University with the approval of the State Government from time to time.
4. That the said monthly salary shall become due on the first day of the month following that for which it is earned and the college pay it to the teacher not later than the fifteenth of each month.
5. That the teacher shall not make any representation to the University or to any member of the Management except through the Principal who shall forward it to higher authorities.

6. That the teacher shall in addition to the ordinary duties perform such duties as may be entrusted to him by the Principal in connection with internal administration or activities of the College.
7. In all other respects the mutual rights and obligations of the parties hereto shall be governed by the Statutes of the University as amended from time to time and by the provisions of the Uttar Pradesh State Universities Act, 1973.

Signed this day of 200 on behalf of the Management by

By the teacher in the presence of :

Witnesses :

1

2

APPENDIX `D`

(2) FORM OF AGREEMENT WITH A PRINCIPAL OF AN AFFILIATED COLLEGE

AGREEMENT made this day of 200....., BETWEEN of the first part (hereinafter called the Principal) and (hereinafter called the Management) of College through the President of the second part.

WHEREAS, the Management has engaged the party of the first part to serve the college as Principal subject to the conditions hereinafter contained, now this AGREEMENT witnesseth that the Principal and the Management hereby contract and agree as follows :

1. THAT THE contract of service shall commence on the 200..... and shall be determinable as hereinafter provided.
2. That the Principal is employed, in the first instance, on probation for a period of one year and shall be paid a monthly salary of Rs..... The period of probation may be extended by another year at the discretion of the Management.
3. That on confirmation after the period of probation the Management shall pay the Principal at the rate of Rs.....(Rupees..... only) Per

month in the scale of Rs..... That scale of salary shall be subject to such revision as may be made by the University with the approval of the State Government from time to time.

4. That the said monthly salary shall become due on the first day of the month following that for which it is earned and the Management shall pay it to the Principal not later than the fifteenth of each month.
5. The Principal shall perform all such duties as appertain to the Principal of an affiliated college and shall be responsible for due discharge of such duties. The Principal shall be solely responsible for the internal management and discipline of the said college including such matters as the selection of Text-Books in consultation with the senior-most teachers of the Department concerned, the management of the college time-table, the allocation of duties to all the members of college staff, the appointment of Wardens, Proctors, Games Superintendents, etc., the grant of leave to staff, the appointments, promotion, control and removal of the inferior staff such as peons, daftaris, gardener, technicians etc., the granting of free ship and half free ship to students within the number sanctioned by the Management, his control of the college or hostel or hostels through the Warden, the admission, discipline and punishment of students and the origansation of games and other activities. He shall administer all students funds, such as Games Fund, Magazine Fund, Union Fund, Reading Room Fund, Examination Funds, etc., with the help of Committees appointed by him and in accordance with the directions received by him from time to time from the University, and subject to audit and scrutiny of accounts by qualified accountant appointed by the Management not from amongst its members. The accountant's fees will be the legitimate charge on the students funds of the college.

He shall have all powers necessary for the purpose, including power in an emergency to suspend members of the staff, including teachers or staff pending report to any decision by the Management. In the spheres of his sole responsibility he shall follow the directions received from the University or Government in connection with the administration of the College. In financial and other matters, for which he is not solely responsible, the Principal shall follow the direction of the Management as issued to him in writing through the

Secretary. All instructions by the Management or the Secretary to the members of the staff shall be issued through the Principal and no member of the staff shall have a direct approach to any member of the Management except through the Principal.

The Principal shall have all necessary powers of control and discipline in regard to the clerical and administrative staff including the power to withhold increments. All appointments in the Principal's office shall be made with his concurrence.

6. That the Principal shall be ex-officio member of the Management and any other committee appointed by the Management and have the power to vote :

Provided that he shall not be a member of the committee appointed to inquire into his own conduct.

7. The date of birth of the Principal is in proof of which he has produced the High School Certificate/Certificate of Examination which is recognised as equivalent to High School Examination and has annexed certified copy thereof.

8. In all other respects, the mutual rights and obligations shall be governed by the Statutes of the University as amended from time to time and by the provisions of the Uttar Pradesh State Universities Act, 1973.

Signed this day of 200 on behalf of the Management by

By the Principal in the presence of :

Witness (1) Witness (2)

Address Address

APPENDIX `D'

(3) FORM OF ANNUAL ACADEMIC,PROGRESS REPORT

FORTHE ACADEMIC SESSION

1. Name of the Teacher
2. Department to which attached
3. Whether Lecturer, Reader, Professor, Principal etc.....
4. Academic qualifications or distinctions achieved if any, during the session.
5. Details of publications or research work done by the teacher and/or papers read in any national or international conference.
6. Number of Research Students under his guidance during the session, and whether any of them has been conferred a research degree.
7. Number or Lectures (excluding tutorial classes delivered in theUniversity or Institute or College, during the session.
8. **Remarks**

I HEREBY DECLARE that the contents of this Academic Progress Report are true to my personal knowledge.

.....

Date 200

.....

Signature of the Teacher

.....

Counter signed

.....

Designation

APPENDIX 'E'

(See Statutes 13.01)

Colleges Affiliated to Chhatrapati Shahu Ji Maharaj University, Kanpur

1. CHRISTCHURCHCOLLEGE, KANPUR
2. V.S.S.D.COLLEGE, KANPUR
3. D.A.V.COLLEGE, KANPUR
4. P.P.N.COLLEGE, KANPUR
5. B.N.D.COLLEGE, KANPUR
6. HALIMMUSLIMDEGREECOLLEGE, KANPUR
7. HARSAHAI MAHAVIDYALAYA, KANPUR
8. D.B.S.COLLEGE, KANPUR
9. ARMAPURDEGREECOLLEGE, KANPUR
10. BRAMHAVARTDEGREECOLLEGE, MANDHANA, KANPUR
11. DAYANANDCOLLEGE OF LAW, KANPUR
12. PROF. H.N. MISHRA COLLEGE OF EDUCATION, KANPUR
13. JUHARIDEVIGIRLSDEGREECOLLEGE, KANPUR
14. S.N.SENGIRLSCOLLEGE, KANPUR
15. D.G.COLLEGE, KANPUR
16. JWALADEVIVIDYAMANDIRDEGREECOLLEGE, KANPUR
17. MAHILA MAHAVIDYALAYA KIDWAI NAGAR, KANPUR
18. A.N.D.M.M.COLLEGE, KANPUR
19. GURUNANAKGIRLSCOLLEGE, SUNDER NAGAR, KANPUR
20. D.W.T.COLLEGE, KANPUR
21. KANPUR VIDYA MANDIR SWAROOP NAGAR, KANPUR
22. BRIHASPATI MAHILA MAHAVIDYALAYA, KANPUR
23. KHALSAGIRLSDEGREECOLLEGE, HARJINDER NAGAR KANPUR

24. D.A.V. TRAINING COLLEGE, KANPUR
25. RAM SAHAY GOVT. MAHAVIDYALAYA, BAIRI SHIVRAJPUR, KANPUR-DEHAT
26. G.S.V. COLLEGE SEMARJHAL, NARWAL, KANPUR
27. JANTA SHIKSHA SANSTHAN MAHAVIDYALAYA, GHATAMPUR, KANPUR
28. JANTA MAHAVIDYALAYA, GHATAMPUR, KANPUR
29. J.P.C.L. (MANOHAR LAL) MAHAVIDYALAYA, JAJMAU, KANPUR
30. PT. SAHADEV PRASAD TRIVEDI MAHAVIDYALAYA, RAMAIPUR, KANPUR
31. SHYAMJIRAMJI GIRLS DEGREE COLLEGE, GAURI BHAGWANTPUR, KANPUR
32. SHAHID BHAGAT SINGH BALIKA MAHAVIDYALAYA, BITHOOR, KANPUR
33. SARASWATI MAHILA MAHAVIDYALAYA, VIJAY NAGAR KANPUR
34. DR. D.S. AWASTHI MAHILA MAHAVIDYALAYA, BARRA KANPUR
35. K.K. GIRLS COLLEGE, KIDWAI NAGAR, KANPUR
36. MAA GAYATRI MAHAVIDYALAYA, KANPUR
37. SRI THAKUR JI MAHARAJ MAHAVIDYALAYA, BILHOUR, KANPUR
38. ROOP RANI SUKHNANDAN SINGH MAHAVIDYALAYA, NAUBASTA, KANPUR
39. SHIVLOK MAHILA MAHAVIDYALAYA, MEHARBAN SINGH KA PURWA, KANPUR
40. CHITRA DEGREE COLLEGE, NAUBASTA, KANPUR
41. OMARVAISHYALALAPURUSHOTTAMDAS COLLEGE, SHYAMNAGAR, KANPUR
42. RAM NARAYAN KANHAIYA LAL MAHAVIDYALAYA, NANKARI, KANPUR
43. SHRI SHAKTI MAHAVIDYALAYA, SHAKHAHARI, HARBASPUR, KANPUR
44. ABHINAV SEVA SANSTHAN MAHAVIDYALAYA, RAJEEVNAGAR, KANPUR
45. DR. RAM MANOHAR LOHIA MAHAVIDYALAYA, KALYANPUR, KANPUR
46. SHRI JAGWANT SINGH MAHAVIDYALAYA, AMOUR, KANPUR

47. SARASWATI MAHILA MAHAVIDYALAYA, RUMA, KANPUR
48. R.S.G.U.COLLEGE, PUKHRAYAN, KANPUR
49. AKBARPURDEGREECOLLEGE, AKBARPUR, KANPUR
50. PATEL VIDYAPEETH MAHAVIDYALAYA, BARAUR, KANPUR-DEHAT
51. RAM AUTAR MAHAVIDYALAYA BUDHAULI, KANPUR-DEHAT
52. SMT. RAMA DEVI MAHAVIDYALAYA, JHINJHAK, KANPUR-DEHAT
53. GUDHA DEVI SHYAM BIHARI MAHAVIDYALAYA, DERAPUR, KANPUR-DEHAT
54. GAURI SHANKER DWIVEDI MAHAVIDYALAYA, JHINJHAK, KANPUR-DEHAT
55. GOVT.DEGREECOLLEGE, AKBARPUR, KANPUR-DEHAT
56. SRI K.J. DEVI MAHAVIDYALAYA, DILWAL-MANGALPUR, KANPUR DEHAT
57. SRIGANGARAMTULSADEVIISMARAKCOLLEGE, SIKANDARA, KANPUR-DEHAT
58. MAYANK SHEKHAR MAHAVIDYALAYA, KORWAN KANPUR-DEHAT
59. R.P. PORWAL MAHAVIDYALAYA, RAJPUR KANPUR-DEHAT
60. JANTA MAHAVIDYALAYA, GAURIKARAN, KANPUR-DEHAT
61. JHAULALGAJODHARPRASADGIRLSCOLLEGE, RASULABAD, KANPUR-DEHAT
62. K.S.B.D.COLLEGE, BHIKHANAPUR, KANPUR-DEHAT
63. SHIVANIDEGREECOLLEGE, PAL NAGAR, RASULABAD, KANPUR-DEHAT
64. DR. B.R. AMBEDKAR COLLEGE, RAMPUR, BHARAMAU, KANPUR-DEHAT
65. PT. RAMDUTT TRIPATHI MAHAVIDYALAYA, JHINJHAK, KANPUR-DEHAT
66. PUJYABHAURAODEVRASCOLLEGE, SARVANKHERA, KANPUR-DEHAT
67. PT. OM PRAKASH SHARMA MAHAVIDYALAYA, RURA, KANPUR-DEHAT
68. TRIYUGI NARAYAN MAHAVIDYALAYA, MANGALPUR, KANPUR-DEHAT
69. DARSHAN SINGH SMRITI, COLLEGE, KANCHAUSI-BAZAR, KANPUR-DEHAT
70. K.A.D.COLLEGE, ALLAHABAD

71. L.L.N.COLLEGE, SIRSA, ALLAHABAD
72. PRAYAG MAHILA VIDYA PEETH COLLEGE, ALLAHABAD
73. MAHILASEWASADANCOLLEGE, ALLAHABAD
74. JAGPATSINGHSINGRAURDEGREECOLLEGE, MAKANPUR
75. NYAYAMURTIRAJACHANDRASHEKHARSINGHCOLLEGE, ALLAHABAD
76. S.M. KUSHWAHA MAHILA MAHAVIDYALAYA, KORAON, ALLAHABAD
77. ABHA YADAV SMARAK KANYA MAHAVIDYALAYA, MEJA, ALLAHABAD
78. BASANT MAHAVIDYALAYA, TENDUI, BAHADURPUR, ALLAHABAD
79. RAJNARAYANPANDEYDEGREECOLLEGE, BERUI GARAPUR, ALLAHABAD
80. JAINARAYANSMARAKDEGREECOLLEGE, SEHRA, KARCHANA, ALLAHABAD
81. DEGREECOLLEGE, UPARDAHA, BARAUT, ALLAHABAD
82. JANAK DULARI SHIV DATT MAHAVIDYALAYA, OSA, KAUSHAMBI
83. B.M.COLLEGE, BHARWARI, KAUSHAMBI
84. MAHATMA BUDDH MAHAVIDYALAYA, AJUHA, KAUSHAMBI
85. KAUSHAMBI MAHAVIDYALAYA, TILHAPUR MORH, KAUSHAMBI
86. RAMA DEVI SHIVMANGAL PRASAD MAHAVIDYALAYA, BAUTAR, KAUSHAMBI
87. MOTILALNEHRUDEGREECOLLEGE, KAUNDHIYARA, ALLAHABAD
88. SHANTIDEVIRAJANBABUCOLLEGE, PASHCHIM-SHARIRA, KAUSHAMBI
89. MAHATMAGANDHICOLLEGE, FATEHPUR
90. S.N.DEGREECOLLEGE, CHHIWLAHA, FATEHPUR
91. RAJKEEYA MAHILA MAHAVIDYALAYA, FATEHPUR
92. RAJKEEYA MAHILA MAHAVIDYALAYA, BINDKI, FATEHPUR
93. RAMPAL MAURYA MAHAVIDYALAYA, SULTANPUR GHOSH, KHAGA, FATEHPUR
94. AMAR SHAHID KANCHAN SINGH MAHAVIDYALAYA, SHIVPURI, FATEHPUR

95. BACHCHURAM RAMSWAROOP SINGH MAHAVIDYALAYA, ADAULI, FATEHPUR
96. DILIP KUMAR SMARAK, MAHAVIDYALAYA, KODA JAHANABAD, FATEHPUR
97. RANICHANDRAPRABHADEGREECOLLEGE, KHAGA, FATEHPUR
98. S.S.S.SW.PARASHURAMUMRAOCOLLEGE, AJAMPUR, GARHWA, FATEHPUR
99. BADRIVISHALDEGREECOLLEGE, FARRUKHABAD
100. D.N.DEGREECOLLEGE, FATEHGARH, FARRUKHABAD
101. BHARTIYA MAHAVIDYALAYA, FARRUKHABAD
102. L.Y.COLLEGE, KAYAMGANJ, FARRUKHABAD
103. R.P.DEGREECOLLEGE, KAMALGANJ, FARRUKHABAD
104. NARAYAN ARRYA KANYA PATHSHALA, FARRUKHABAD
105. V.M.DEGREECOLLEGE, KAYAMGANJ, FARRUKHABAD
106. MAJORS.D.SINGHDEGREECOLLEGE, MOHAMMADABAD, FARRUKHABAD
107. K.K.R.G.D.COLLEGE, MANJHANA, FARRUKHABAD
108. DR. RAM NARAYAN MAHILA MAHAVIDYALAYA, KAYAMGANJ, FARRUKHABAD
109. SHAKUNTALA DEVI MAHILA MAHAVIDYALAYA, KAYAMGANJ, FARRUKHABAD
110. P.D.MAHILADEGREECOLLEGE, FARRUKHABAD
111. NEHRUDEGREECOLLEGE, CHHIBRAMAU, KANNAUJ
112. P.S.M.DEGREECOLLEGE, KANNAUJ
113. SWAMIGIRISHANANDP.G.COLLEGE, TIRWA, KANNAUJ
114. GAUTAM BUDDH MAHAVIDYALAYA, SAHIYAPUR, KANNAUJ
115. GAUTAM BUDDH BALIKA MAHAVIDYALAYA, INDERGARH, KANNAUJ
116. DEVANSHU SAMAJ KALYAN SEWA MAHAVIDYALAYA, SAURIKH, KANNAUJ

117. K.K.DEGREECOLLEGE, ETAWAH
118. JANTA COLLEGE BAKEWAR, ETAWAH
119. P.R.R.MAHILACOLLEGE, ETAWAH
120. CHAUDHARYCHARANSINGHDEGREECOLLEGE, ETAWAH
121. S.A.V.DEGREECOLLEGE, BHARTHANA, ETAWAH
122. DR. BHIMRAO AMBEDKAR BUDDHA MAHAVIDYALAYA, ETAWAH
123. KARGIL SAHEED MAHAVIDYALAYA, JASWANT NAGAR, ETAWAH
124. SHRI KRISHNA MAHAVIDYALAYA, NAGLA, HARJU, ETAWAH
125. NITYANAND MAHAVIDYALAYA, LAKHANA, ETAWAH
126. T.D.COLLEGE, AURRAIYA
127. JANTA MAHAVIDYALAYA, AJEETMAL, AURRAIYA
128. V.G.M.DEGREECOLLEGE, DIBIYAPUR, AURRAIYA
129. RAMMANOHARLOHIADEGREECOLLEGE, SUJAN, AURRAIYA
130. SARASWATI MAHAVIDYALAYA, SAINPUR (ACHHALDA) AURRAIYA
131. PUBLICDEGREECOLLEGE, BIDHUNA, AURRAIYA
132. RANIAHILYABAIHOLKERGOVT. DEGREE COLLEGE,BIDHUNA, AURRAIYA
133. DR. SHYAMA PRASAD MUKHERJEE COLLEGE, KUDERKOT, AURRAIYA
134. JANTA MAHAVIDYALAYA,CHANDRANAGAR, SEHUD, DIBIYAPUR, AURRAIYA
135. Y.D.COLLEGE, LAKHIMPUR, KHIRI
136. B.A.K.P.COLLEGE, LAKHIMPUR, KHIRI
137. C.G.N.COLLEGE, GOLA-GOKARAN NATH, KHIRI
138. SRIGURUNANAKKANYADEGREECOLLEGE, GOLA-GOKARAN NATH, KHIRI
139. RAJKEEYA MAHAVIDYALAYA, PALIYAN KALAN, LAKHIMPUR, KHIRI
140. GANNA KISAN MAHAVIDYALAYA, MOHAMMDI, LAKHIMPUR, KHIRI
141. SRI GURUNANAK MAHAVIDYALAYA, LAKHIMPUR, KHERI

142. DR. BHIMRAO AMBEDKAR MAHAVIDYALAYA, TARAI KISAN, LALPUR
143. GURU HARIKISHAN MAHAVIDYALAYA, GOLA GOKARAN NATH, KHIRI
144. C.S.N.DEGREECOLLEGE, HARDOI
145. ARYA KANYA MAHAVIDYALAYA, HARDOI
146. MAHARANA PRATAP RAJKIYA MAHAVIDYALAYA, HARDOI
147. SRI THAKUR JI MAHARAJ MAHAVIDYALAYA HERAWAL, HARDOI
148. SRI MEHARBAN SINGH MAHAVIDYALAYA, DAKAULI
149. GIRLSDEGREECOLLEGE, BILGRAM, HARDOI
150. S.C. BOSE MAHAVIDYALAYA, KAHALI TERWA GAUSGANJ, HARDOI
151. DR. RAM MONOHAR LOHIA MAHAVIDYALAYA, ALIPUR, HARDOI
152. VIRANGANA AVANTIBAI LODHI COLLEGE, KANATTHU KHERA, HARDOI
153. GULAB MAHAVIDYALAYA, SANDI, HARDOI
154. B.N.DEGREECOLLEGE, SHAHABAD, HARDOI
155. GOVT.DEGREECOLLEGE, PIHANI, HARDOI
156. B.N.A.S. MAHAVIDYALAYA, MAHARI, HARDOI
157. PATELSHRITEEKARAMDEGREECOLLEGE, MALLAWAN, HARDOI
158. DIVYA NAND VIDYAMANDIR MAHAVIDYALAYA, SANDILA, HARDOI
159. MAHIPAL SINGH MAHAVIDYALAYA, KHUMARIPUR, HARDOI
160. SRIP.L.VERMATEACHERSTRAININGCOLLEGE, DAKAULI, HARDOI
161. FIROZGANDHI COLLEGE, RAIBAREILLY
162. INDIRA GANDHI RAJKEEYA MAHAVIDYALAYA, RAIBAREILLY
163. KAMLANEHRUDEGREECOLLEGE, TEJGAON, RAIBAREILLY
164. SARVODAYA DEGREE COLLEGE SALON, RAIBAREILLY
165. DR. AMBEDKAR RAJKEEYA MAHAVIDYALAYA, UNCHAHAR, RAIBAREILLY
166. DAYANANDDEGREECOLLEGE, BACHHRAWAN, RAIBAREILLY
167. BAISWARADEGREECOLLEGE, LALGANJ, RAIBAREILLY

168. SMT.RAJRANIAGNIHOTRIDEGREECOLLEGE, SEMRAUTA, RAIBAREILLY
169. SHRIGANDHICOLLEGE, CHANDRABHUSHAN GANJ,RAIBAREILLY
170. I.G.R.U.ACADEMY, FURSATGANJ, AIRFIELD, RAIBAREILLY
171. SHRI BARKHANDI MAHAVIDYALAYA, SHIVGARH, RAIBAREILLY
172. R.M.P.COLLEGE, SITAPUR
173. HINDU KANYA MAHAVIDYALAYA, SITAPUR
174. A.N.D.T.T.COLLEGE, SITAPUR
175. RAJKEEYA MAHAVIDYALAYA, SITAPUR
176. SRIGANDHIDEGREECOLLEGE, SINDHAOLI, SITAPUR
177. RAJKEEYADEGREECOLLEGE, MEHMOODABAD, SITAPUR
178. SRI BACHCHU LAL RAM DULARI MAHAVIDYALAYA, BISWAN, SITAPUR
179. S.H.DEGREECOLLEGE, NAIPALPUR, SITAPUR
180. YASHODA KANYA MAHILA MAHAVIDYALAYA, MISHRIKH, SITAPUR
181. SARASWATI MAHAVIDYALAYA, KHAIRABAD, SITAPUR
182. KRISHNAPAL SINGH MAHAVIDYALAYA, TAMBAUR, SITAPUR
183. SARDAR SINGH SHIVRAJ SINGH COLEGE, LAHARPUR ROAD,SITAPUR
184. MAHMOODABAD COLLEGE OF LAW, MAHMOODABAD, SITAPUR
185. D.S.N.COLLEGE, UNNAO
186. S.N.G.COLLEGE, UNNAO
187. INDIRAGANDHIRAJKEEYADEGREECOLLEGE, BANGARMAO, UNNAO
188. M.P.N. MAHAVIDYALAYA, OSIYA, BEEGHAPUR, UNNAO
189. RAJKEEYA MAHAVIDYALAYA, UNNAO
190. KUNWAR RAM BHAROSE MAHAVIDYALAYA, HASANGANJ, UNNAO
191. SHRI THAKUR JI MAHARAJ MAHAVIDYALAYA, SAFFIPUR, UNNAO
192. SHRI THAKUR JI MAHARAJ MAHAVIDYALAYA, PURWA, UNNAO

193. SARDAR

PATEL

VANSHGOPAL,SANATANDHARMCOLLEGE,MAHARI,UNNAO

194. C.B. GUPTA AGRICULTURAL COLLEGE, BAKSHI KA TALAB, LUCKNOW

195. MAHADEVPRASADVERMAGIRLSCOLLEGE, GOSAINGANJ,LUCKNOW

196. SWATANTRAGIRLSDEGREECOLLEGE, LUCKNOW

197. RAMDULARI KASHIPRASAD MAHAVIDYALAYA, MALL LUCKNOW

198. R.N.GIRLSDEGREECOLLEGE, SHANTINAGAR, ALAMBAGH, LUCKNOW

199. MAHESHPRASADDEGREECOLLEGE, MOHANLAL GANJ, LUCKNOW

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