

Updated First Statutes



University of Lucknow
Lucknow

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LUCKNOW UNIVERSITY

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 English translation of Notification No. 6947/XV-10-75-60 (115)-73, dated December 22, 1975:

No. 6947/XV-10-75-60 (115)-73

Dated December 22, 1975

In exercise of the Power conferred by sub-section (1) of section 50 of the Uttar Pradesh State Universities Act, 1973, as amended and re-enacted by the Uttar Pradesh Universities (Re-enactment and Amendment) Act, 1974, the Governor is pleased to make the following First Statutes for the University of Lucknow.

First Statutes of the University of Lucknow

CHAPTER I

PRELIMINARY

1.01. (1) These Statutes may be called the Lucknow University First Statutes, 1975.

(2) They shall come into force on January 1, 1976.

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Ordinances of the University, as are inconsistent with these Statutes, are to the extent of such inconsistency, hereby rescinded and shall forthwith cease to have effect except as respects things done or omitted to be done before the commencement of these Statutes.

(2) The Uttar Pradesh State Universities First Statutes (Age of superannuation, Scales of pay and Qualifications of Teachers), 1957, issued with Government notification No. 4546/XV -10-75, dated July 25, 1975, as amended by Government Notification No.7251XV-10-75-60 (115)-73, dated October 20, 1975 shall, in relation to the University of

Lucknow, stand repealed with effect from the date of such commencement.

**Section
50 (1)**

1.03. In these Statutes, unless the context otherwise requires -

- (a) 'Act' means the Uttar Pradesh State Universities Act, 1973, as re-enacted by the Uttar Pradesh Universities (Re-enactment and Amendment) Act, 1974 and amended from time to time.
- (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 University of Lucknow, and
- (e) Words and expression used in the Act but not defined in these Statutes shall have the meaning assigned to them in the Act.

**Section
49 & 50**

1.04. In these Statutes, all references to the age of a teacher, shall be construed to be references to the date of birth of the teacher concerned as mentioned in his High School certificate or that of any other examination recognized as equivalent thereto.

CHAPTER II
OFFICERS AND OTHER FUNCTIONARIES OF
THE UNIVERSITY

THE CHANCELLOR

Section
10(4) &
49 (C)

2.01. (1) The Chancellor may, while considering any matter referred to him under Section 68, call for such document 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.

(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 wilfully omits or refuses to carry out the provisions of this 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 inquiry 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 an inquiry referred to in clause (3).

Section 13
(9) & 49(C)

THE VICE - CHANCELLOR

2.02. The Vice - Chancellor shall have power to call for such documents and information from an associated college in respects 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.

THE FINANCE OFFICER

Section 9 (e)

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)
& 40 (C)

- (a) shall exercise general supervision over the funds of the University;
- (b) may advise 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 income, disburse the payments and maintain the accounts of the University;
- (e) shall ensure that the registers of building, land, furnitures and equipment are maintained up-to-date and that stock checking of equipment and other consumable material is conducted regularly in the University;
- (f) shall probe into any unauthorized expenditure and other financial irregularities and suggest 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 respect: 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 the Statutes,

exercise disciplinary control in terms of clauses (2) and (3) of Statute 2.06 over 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.

Sections
13 (9), 15 (7)
& 49 (C)

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

Sections
13 (9), 16(4),
21(i) (vii),
21(8), 49(c)
& (e)

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

- (a) officers of the University;
- (b) 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;
- (c) the Librarian;
- (d) other employees referred to in Section 17;
- (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 pending inquiry, if any.

(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 and where it is proposed after such inquiry, to impose on him any such penalty, until he has been given a reasonable opportunity of making representation on the penalty proposed but only on the basis of the evidence adduced during such inquiry;

Provided that this clause shall not apply in the following cases, notwithstanding 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.

**Sections
21 & 49**

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 8.10 within fifteen days from the date of service of such order on him. The decision of the Committee on such appeal shall be final.

Section 16

2.08. Subject to the provisions 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;

(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 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 or bodies of the University of which he acts as Secretary;

(e) to represent the University in suit or proceedings by or against the University, sign powers of attorney and verify pleadings.

DEANS OF FACULTIES

Sections 27 (4)
& 49 (b)

2.09. (1) If a casual 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 senior most Reader]¹ in the Faculty shall perform the duties of the Dean.

(2) no person shall continue to be a Dean after he has ceased to hold the post by virtue of which he came to hold the office of Dean.

Sections
27 (4), 64 (2) &
74 (3) (b)

2.10. (1) Except in the case of Ayurvedic and Fine Arts faculties, a teacher who on the date of commencement of these Statutes has:-

(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;

1. Assented to by the Chancellor vide letter No. E 9099/G.S. dated Dec. 21, 1994.

(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.

Sections 18
& 49 (c)

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.
- (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 to 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

Sections 18,
21(1)
(xvii) & -
49(c)

2.12. The Dean of Students' Welfare shall be appointed from amongst the teachers of the University, who possess 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 the² Vice-Chancellor. .

Sections
11 & 49

2.13. The teacher who is appointed as Dean of Students' Welfare shall perform his duties as Dean in addition to his own duties as teacher.

Section 49

2.14. The term of office of the Dean of Students' Welfare shall be three years unless terminated earlier by the Executive

² Substituted by 39th amendment dated 7-6-1988

Council.

Provided that the Dean of Students' Welfare holding office as such on the date immediately preceding the date of commencement of these statutes shall be deemed to have been appointed under Statute 2.12.

2.15. (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 teacher. The teachers so selected shall be called Assistant Deans of Students' Welfare.

(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.

2.16. (1) It shall be the duty of the Dean of Students' Welfare and the Assistant Deans of Students' Welfare to assist generally the students in matters requiring help and guidance and, in particular, to help and advise students and prospective students in-

- (i) obtaining admission to the University and its courses.
- (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.

2.17. The Dean of Students' 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.

2.18. The Vice-Chancellor may consult with the Dean of Students' Welfare before taking any action against a student on disciplinary grounds.

2.19. 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.

HEAD OF DEPARTMENT

2.20 (1) The appointment of the Head of the department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.

(2) Notwithstanding anything contained in Clause (1), if a senior teacher who under existent rotation is senior to those who have served as Heads of the department or those junior teachers who have been serving in the same capacity could not be appointed on the post of the Head of the department for some reason or the other, it shall be upon the Vice-Chancellor, he may appoint that senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he possesses eligibility to be appointed as such;

(3) The tenure of the Head of the department shall be of three years' duration. Normally, one person shall not be appointed on the post of the Head of the department for second consecutive term;

3. Amended Vide Government order No.973/70-1-08-15(55)/82, dated July 02, 2008.

(4) Notwithstanding anything contained in Clause (2), in the event of pendency in the appointment of the Head of the department or remaining absent due to leave the Vice-Chancellor, purely on adhoc basis, assessing the situation prevalent, may direct a Professor or a Reader of the department concerned, either to respond the duties of the Head of the department or to perform as the Head of the department, as the case may be;

(Note: The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as head of the department, the teacher who is the next senior, -shall be entitled to the post of the Head of the department)

(5) The Head of the each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, a Reader may be appointed as Head of the department and, in case, no Professor or Reader in a department is eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned;

(6) The Head of the departments who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, they shall be placed after they complete residue tenure.

Existing Provisions

2.20 (1) The appointment of the Head of department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.

(2) Notwithstanding anything contained in clause (1), if a senior teacher who under existent rotation is senior to those who have served as heads of the department or those junior

teachers, who have been serving in the same capacity, could not be appointed on the post of the Head of department for some reason or other, it shall be upon the Vice-Chancellor that he appoints the senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he is eligible to be appointed as such;

(3) The tenure of the Head of department shall be of three years duration. Normally, a person shall not be appointed as the Head of the department for second consecutive term;

(4) Notwithstanding anything contained in clause (1) and (2) in the event of pendency in the appointment of the Head of the department or in case of absence due to leave, the Vice-Chancellor after assessing the situation prevalent, may direct a Professor or a Reader of the department concerned either to respond the duties of the Head of the department or to perform as the Head of the department as the case may be purely on adhoc basis.

Note : The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as Head of the department, the teacher who is the next senior, shall be entitled to the post of the Head of the department.

(5) The Head of each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, an Reader may be appointed as Head of the department and in case, no Professor or Reader in a department eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned.

(6) The Heads of the department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, shall be placed after they complete residue tenure.

Provisions hereby substituted

- 2.20** (1) The appointment of the Head of department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.
- (2) Notwithstanding anything contained in clause (1) if a senior teacher who under existent rotation is senior to those who have served as heads of the department or those junior teachers, who have been serving in the same capacity could not be appointed on the post of the Head of department for some reason or other, it shall be upon the Vice-Chancellor that he appoints the senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he is eligible to be appointed as such:
- (3) The tenure of the Head of department shall be of three years duration. Normally, a person shall not be appointed as the Head of the department for second consecutive term :
- (4) Notwithstanding anything contained in clause (1) and (2) in the event of pendency in the appointment of the Head of the department or in case of absence due to leave the Vice-Chancellor after assessing the situation prevalent may direct a Professor or a Associate Profesoor of the department concerned, either to respond the duties of the Head of the department or to perform as the Head of the department as the case may be purely on adhoc basis.

Note : The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as Head of the department, the teacher who is the next senior, shall be entitled to the post of the Head of the department.

- (5) The Head of each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, an Associated Professor may be appointed as Head of the department and in case, no Professor or Associate Professor in a department eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned.
- (6) The Heads of the department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, shall be placed after they complete residue tenure.

2.21. In view of the amendment of statute 7.11 it has been deleted Vide 39th amendment, dated 7.6.1988).

Existing Provisions

2.21 (1) 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 :-

- (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 an Honorary Librarian from amongst the Professors of the University for such terms as it thinks fit.

Provisions hereby substituted

2.21. (1) The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee.

- (2) The librarian may be assisted by Deputy Librarian and Assistant Librarian against the posts approved by the State Government.
- (3) Selection Committees for the posts of Librarian, Deputy Librarian and Assistant Librarian shall be the same as that of a Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Library, a practicing Librarian shall be associated with the Selection Committee as one of the subject expert.

THE LIBRARIAN

Existing Provisions

2.22. The qualification of the Librarian shall be such as may be provided by the State Government.

Provisions hereby substituted

2.22. The minimum qualification of the Librarian, Deputy Librarian and Assistant Librarian shall be such as are provided in Statute 11.03.05.

2.22. (1) 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:

- (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 an Honorary Librarian from amongst the Professors of the University for such terms as it thinks fit.

PROVISIONS HEREBY SUBSTITUTED

2.22. The minimum qualification of the Librarian, Deputy Librarian and Assistant Librarian shall be such as are provided in Statute 11.03.05.

Section 49(0) 2.23. The qualifications of the Librarian shall be such as may be provided for in the Statutes.

Section 49(c) 2.24. The emoluments of the Librarian shall be such as may be approved by the State Government.

Section 49(c) 2.25. 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.

Section 49 (c) 2.26. 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.

THE PROCTOR

Section 18&49(c) 2.27. The Proctor shall be appointed from amongst the teachers of the University by the Executive Council on the recommendation of the Vice-Chancellor. -The Proctor shall assist Vice-Chancellor in the exercise of his disciplinary authority in respect of students of the University and shall exercise such power and perform such duties in respect of discipline as may be assigned to him by the Vice-Chancellor in this behalf.

Section 49(c) 2.28. The proctor shall be assisted by Assistant Proctors whose number shall be fixed by the Executive Council from time to time.

Section 49(c) 2.29. The Assistant Proctors shall be appointed by the Vice-Chancellor in consultation with the Proctor.

Section
49(c) & 49 (e)

2.30. The Proctor and the Assistant Proctors shall hold office for, one, year and shall be eligible for re-appointment..

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.

Section
49(c) & 49 (e)

2.31. 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

CHAPTER 11- A

Section
49 (i)

OTHER OFFICERS OF THE UNIVERSITY

2.01-A. The members of the Executive Council shall be the officers of the University.

CHAPTER III

THE EXECUTIVE COUNCIL

Section
20 (1) (c)

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 7.01.

Section
20 (1) (e)

3.02. Representation of Professors, Readers and Lecturers of the University under clause (i) of Section 20 (e) shall be as follows-

- (a) two Professors to be selected by rotation in order of seniority.
- (b) two Readers to be selected by rotation in order of seniority.
- (c) two Lecturers to be selected by rotation in order of seniority.

- Section 20 (I) (e)** **3.03.** One Principal of an Associated College who shall be a member of the Executive Council under clause (ii) of Section 20(1) (e) shall be selected by rotation in order of seniority as Principal.
- Section 20 (I) (f)** **3.04.** Persons elected under clause (f) of Section 20 (I) shall cease to be members of the Executive Council on their subsequently becoming students of or accepting service in the University, an Institute, a constituent college, an associated college, a Hall or a Hostel.
- Section 49 (a) & (b)** **3.05.** No person shall be or continue to be a member of the Executive Council in more than one capacity, and, whenever a person so becomes a member of the Executive Council in more than one capacity, he shall within two weeks thereof choose the capacity in which he desires to be member of the Executive Council and shall vacate the other seat. Where he does 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 aforesaid period of two weeks.
- Section 21 (8)** **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.
- Section 20 & 49(b)** **3.07.** The meetings of the Executive Council shall be called under the directions of the Vice-Chancellor.
- Section 20 & 49(b)** **3.08.** The Executive Council shall obtain the opinion of the Finance Officer before considering any proposal involving financial implications.

CHAPTER IV

THE COURT

Representation of teachers, etc.

- Section 22 (I) (vii)** **4.01.** Two provosts and wardens of the hostels and halls of the University and its constituent Colleges and Institutes 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 provosts or wardens.

**Section
22 (I) (ix)**

4.02. (1) Fifteen teachers who shall be members of the Court under clause (ix) of section 22 (i), shall be selected in the following manner:

- (a) three Professors of the University.
- (b) three Readers of the University.
- (c) three Lecturers of the University.
- (d) the Dean of the Students' Welfare.
- (e) two Principals of Associated Colleges.
- (f) three other Teachers of Associated 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.

**Section
22 (I) (x)
& 64**

4.03. Two representative of Management of associated colleges who shall be members of the Court under clause (x) of Section 22(1), shall be selected in the order in which the names of such colleges appear in Statute 13.01.

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 a register of Registered Graduates, hereinafter in this Chapter called the Register.

**Section 16
(4) & 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.

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

Section 4.06. Every graduate of the University from the 49(q) date of the convocation at which the degree by virtue of which he is to be registered was conferred on him if he was present there at 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.

Section 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.

Section 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 representative of registered graduates.

Section 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.

Sections 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 constituent college, an associated college, a hostel, a hall or

being connected with the management of an associated college, a hall or hostel or on becoming a student, and the seat so vacated shall be filled up by the person available who secured the next highest votes at the time of the previous election for the residue of his term.

**Section
22 (I) (xi)
(xii)**

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

**Section
22(I) & (xi)**

4.12. The election of the registered graduate under this chapter shall be held in accordance with the system of proportional representation by means of single transferable votes as laid down in Appendix A.

**Section
22(2) & 49(b)**

4.13. The term of the members of the Court shall commence from the date of the first meeting of the Court

CHAPTER V ACADEMIC COUNCIL

**Section
25(2) (vi)**

5.01. Two Professors from each constituent college maintained by the State Government who shall be members of the Academic Council under clause (vi) of Section 25(2) shall be selected in order of seniority as Professor in that college.

**Section
25(2) (vii)
& 49 (b)**

5.02. Three Principals of associated 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.

**Section
25(2) (viii)
25(3) d 49(b)**

5.03. Fifteen teachers who shall be members of the Academic Council under clause (viii) of Section 25(2) shall be selected in the following manner :-

- (a) Four Readers of the University by rotation in order of seniority.
- (b) Four Lecturers of the University by rotation in order of

seniority.

- (c) Seven teachers of the associated colleges (not being Principals) by rotation in order of seniority.

Note :- (1) Not more than one Reader and not more than one Lecturer, from the same Faculty, and not more than two teachers from the same associated college shall be members under this Statute.

Note :- (2) In the event of more than one Reader and one Lecturer from the same Faculty and more than two teachers of the same college being entitled to be members of the Academic Council under this Statute, the senior most Reader and Lecturer and two senior-most teachers, as the case may be, shall be members of the Academic Council. Readers, Lecturers and teachers so passed over shall have their turn in rotation next time.

**Section
25(2) (xi)
& 49 (b)**

5.04. 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 mentioned under clause (i) to (x), 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 associated college, a hall or hostel.

**Section 25
(3) & 49 (b)**

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

**Section
25 (I) (c)**

5.06. Subject to the provisions of the Act, the Statutes and the Ordinances, the Academic Council shall have the following powers, namely-

- (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 may be appointed, for 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 on 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.

**Section
2 & 49(b)**

5.07. The meetings of the Academic Council shall be called under the directions of the Vice-Chancellor.

CHAPTER VI

THE FINANCE COMMITTEE

**Section
49(b)**

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 members shall hold office successively for more than three terms.

**Sections
26(3)
& 49(a)**

6.02. Items of new expenditure not already included in the financial estimates, shall be referred to the Finance Committee:

- (i) In the case of non-recurring expenditure, if it involves an expenditure of ten thousand rupees or above; and
- (ii) In the case of 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.

Sections
26 (3) &
49(b)

6.03. The Finance Committee shall, on or before such date as may be provided for in this 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.

Sections
26 (3) &
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.

Sections
26 (1) &
49(a)

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 submitted to the Executive Council for approval.

Sections
26 (3) &
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.

Sections
26 (4) &
49(a)

6.07. The Finance Committee shall meet at least twice every year to examine the accounts and to scrutinise proposals for expenditure.

Sections
15 (7) &
49(c)

6.08. The meetings of the Finance Committee shall be convened under the directions of the Vice-Chancellor and all notices for convening such meetings shall be issued by the Finance Officer who shall keep the minutes of all such meetings.

CHAPTER-VII
THE FACULTIES

- Section 27 (1)** **7.01.** The University shall have the faculties namely:
- (a) Faculty of Arts
 - (b) Faculty of Ayurveda
 - (c) Faculty of Commerce
 - (d) Faculty of Fine Arts
 - (e) Faculty of Law
 - (f) Faculty of Science
 - (g) Faculty of Education
 - (h) Faculty of Unani Medicine

Notes:

- (1) The State College of Ayurveda, Lucknow shall constitute the Faculty of Ayurveda.
- (2) The College of Arts and Crafts, Lucknow, shall constitute the Faculty of Fine Arts⁴

FACULTY OF ARTS

- Section 27 (3)** **7.02.** The Board of the Faculty of Arts shall be constituted as follows:
- (i) The Dean of the Faculty who shall be the Chairman.
 - (ii) All Heads of Department and Professors of subjects taught in the Faculty.
 - (iii) One Reader and one Lecturer, not being Head of Department from each Department of teaching assigned to the Faculty, by rotation every year in order of seniority.
 - (iv) Such Principals of Associated Colleges as are teachers of subject assigned to the Faculty.
 - (v) Three teachers other than Principals of associated colleges in the Faculty, in order of seniority for a period of one year.

⁴ The faculties of Medical Science, Dental Science, Architecture and Engineering and Technology were deleted vide Chancellor order No E-1169/G.S., Dated 11.03.2004.

Provided that no two teachers professing the same subject shall belong to the same college, if there is more than one college. recognised for the teaching of the subject, a teacher so passed over shall have his turn in rotation next time.

- (vi) The senior- most teacher of each branch of a subject of study assigned to the Faculty in which an independent course is prescribed for a post-graduate degree or for Part I or Part II of the examination for such degree, unless such branch of the subject is professed by any member under any other head.
- (vii) Such number of persons not exceeding five as are not in the service of the University, an Associated College, a Constituent College or a Hall who may be nominated by the Academic Council on account of their expert knowledge in subjects assigned to the Faculty.
- (viii) One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

Section
27 (3)

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

- (1) Sanskrit and Prakrit Languages.
- (2) Hindi and Modern Indian Languages
- (3) Persian
- (4) Urdu
- (5) Arabic
- (6) English and Modern European Languages
- (7) Philosophy
- (8) Psychology
- (9) Economics

Inserted vide G.O. No- 811/satter-I-2003-15(89)/2002 dated 26.3.2003 and approved by E.C. on dated 30.4.2003.

- (10) Political Science
- (11) Anthropology
- (12) Ancient Indian History and Archaeology
- (13) Medieval and Modern History
- (14) Western History
- (15) Sociology
- (16) Social Work
- (17) Public Administration
- (18) Linguistics⁶
- (19) Library Science⁷
- (20) Physical Education⁸
- (21) Home Science
- (22) Journalism
- (23) Oriental Studies in Sanskrit
- (24) Defence Studies⁹

FACULTY OF AYURVEDA

**Section
27(2)**

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

- (i) The Dean of the Faculty who shall be the Chairman.
- (ii) All Heads of Departments and Professors of the subjects taught in the Faculty.
- (iii) Two Readers of each department other than the Heads of the Departments in the Faculty by rotation every year in order of seniority.
- (iv) One Lecturer of each department in the Faculty by rotation every year in order of seniority.

6 Inserted by Govt. Notification No. 1789/XV-10-77, dated 15-04-1977.

7 Inserted by Govt. Notification No. 3865/XV-10, dated 31-10-1984.

8 Inserted by Govt. Notification No. 5178/XV-10-78, dated 28-10-1978.

9 Inserted vide Chancellor order No.E-4506/GS, dated 03.07.2006.

- (v) The Senior-most teacher of each branch of a subject of study assigned to the Faculty in which independent course is prescribed for a post-graduate degree or for Part I or Part II of the examination for such degree, unless such branch of the subject is professed by any of the member under any other head.
- (vi) Such number of persons not exceeding five as are not employed in the service of the University, a Constituent College and Associated College or a Hall who may be nominated by the Academic Council on account of their possessing expert knowledge in the subjects assigned to the Faculty.
- (vii) ⁹One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

**Section
17(2)**

¹⁰7.05. The following shall be the departments comprised in the Faculty of Ayurveda :

- (1) Sanhita Sahit Sanskrit
- (2) Maulik Siddhant evam Itihas
- (3) Rachana Sharir
- (4) Kriya Sharir
- (5) Dravyagun
- (6) Ras Shastra
- (7) Rog Vigyan
- (8) Swastha Vrit evam Yog
- (9) Agad Tantra
- (10) Kaumar Bhritya
- (11) Prasuti Tantra evam Stri Rog
- (12) Kaya Chikitsa

* Inserted vide G.O. No.: 811/Satter-I-2003-15(89)/2002 dated 26-3-2003 and approved by E.C. on dated 30-4-2003.

¹⁰ Approved vide Chancellor's letter no. E-62/G.S. dated 05-01-2001.

(13) Shalya Tantra

(14) Shalakya Tantra

FACULTY OF COMMERCE

**Section
27 (3)**

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

- (i) The Dean of the Faculty of Commerce shall be Chairman.
- (ii) All Heads of Departments and Professors of Subjects taught in the Faculty.
- (iii) Two Readers and one Lecturer not being Heads of the Department of each Departments of teaching, assigned to the Faculty by rotation every year in order of seniority.
- (iv) One Principal of an associated college as is a teacher of a subject assigned to the Faculty by rotation in order of seniority for a period of three years.
- (v) Two other teachers of Associated Colleges who are teachers of subjects assigned to the Faculty by rotation in order of seniority for a period of three years.
- (vi) Such teachers of the University, not exceeding two, of subjects not assigned to the Faculty of Commerce, but having in the opinion of the Academic Council an important bearing on subjects so assigned as may be nominated to the Faculty by the Academic Council.
- (vii) Such number of persons not-exceeding five as are not in the service of the University, an Associated College, a Constituent college or a Hall who may be nominated by the Academic Council on account of their possessing expert knowledge in the subjects assigned to the Faculty.
- (viii) ¹¹One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

¹¹ Inserted vide G.O. No:- 811/Satter-I-2003-15(89)/2002 dated 26-3-2003 and approved by E.C. on dated 30-4-2003.

Section 27 (2) 7.07. The following shall be the departments comprised in the Faculty of Commerce:

- (1) Commerce
- (2) Applied Economics
- (3) Business Administration

FACULTY OF FINE ARTS

Section 27 (3) 7.08. The Board of the Faculty of Fine Arts shall be constituted as follows:

- (i) The Dean of the Faculty who shall be the Chairman;
- (ii) All Heads of Departments and Professors of the subjects taught in the Faculty;
- (iii) Two Readers of each Department other than the Head of the Department in the Faculty by rotation every year in order of seniority.
- (iv) One Lecturer of each Department in the Faculty by rotation every year in order of seniority;
- (v) Such other persons not exceeding five and not employed in the service of the University, a Constituent college, an Associated College or a Hall as may be nominated by the Academic Council on account of their possessing expert knowledge in the subjects assigned to the Faculty.
- (vi) ¹²One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

Section 27 (2) 7.09. The following shall be the Departments comprised in the Faculty of Fine Arts:

- (1) Fine Art
- (2) Commercial Art
- (3) Sculpture

¹² Inserted vide G.O. No:- 811/Satter-I-2003-15(89)/2002 dated 26-3-2003 and approved by E.C. on dated 30-4-2003.

FACULTY OF LAW

7.10. The Board of the Faculty of Law shall be constituted as follows:

- (i) The Dean of the Faculty who shall be the Chairman;
- (ii) The Heads of Departments and all Professors in the Faculty;
- (iii) Such teachers of the University, not exceeding two of the following subjects not assigned to the Faculty of Law, namely, Political Science, Constitutional History, Commerce, Business Administration and Public Administration as may be nominated by the Academic Council;
- (iv) Two Readers and three Lectures, not being Head of Department by rotation every year in order of seniority;
- (v) Eight persons out of whom four shall be teachers of the other Universities established in Uttar Pradesh and four non-teachers appointed by the Academic Council for their possessing expert knowledge in Law;
- (vi) The Legal Remembrance to Government of Uttar Pradesh or any other person nominated by him;
- (vii) Such Principals of Associated colleges as are teachers of subjects assigned to the Faculty;
- (viii) Three teachers, other than Principals of Associated colleges in the Faculty in order of seniority for a period of one year.

Provided that no two teachers professing the same subject shall belong to the same college, if there is more than one college recognised for teaching of the subject. A teacher so passed over shall have his turn in rotation next time.

- (ix) ¹³One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

¹³ Inserted vide G.O. No.- 811/Satter-I-2003-15(89)/2002 dated 26-3-2003 and approved by E.C. on dated 30-4-2003.

7.11. (I) The following shall be the sole department comprised in the Faculty of Law.

DEPARTMENT OF LAW

(2) All Law Students of the University who were admitted in any of the three departments specified in this Statute, as it existed before the commencement of the Lucknow.

University (Seventh Amendment) Statutes, 1978 in accordance with the provisions of the Act or these Statutes shall be deemed to be the students of the department mentioned in clause (1).

7.12-Deleted*

7.13-Deleted*

FACULTY OF SCIENCE

Section
27(3)

7.14. The Board of the Faculty of Science shall be constituted as follows:

- (i) The Dean of the Faculty, who shall be the Chairman;
- (ii) All Heads of Departments and Professors of subjects taught in the Faculty;
- (iii) One Reader and one Lecturer, not being Head of the Department from each Department of teaching assigned to the Faculty by rotation every year in order of seniority;
- (iv) Such Principals of Associated Colleges as are teachers of subjects, assigned to the Faculty;

Deleted after establishment of K.G. Medical University, Lucknow.

- (v) Three teachers, other than Principals of Associate Colleges in the Faculty in order of seniority for a period of one year.

Provide that no two teachers professing the same subject shall 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 have their turn in rotation next time.

- (vi) The senior-most teacher of each branch of subject of study assigned to the Faculty in which an independent course is prescribed for post-graduate degree or for Part I or Part II of the examination for such degree, unless such branch of the subject is professed by any of the members under any other head.
- (vii) Persons, not exceeding five, and not in the service of the University, an Associated College, a Constituent College or Hall having expert knowledge on the Subject assigned to the Faculty, to be nominated by the Academic Council.
- (viii) ¹⁴One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

**Section
27(2)**

7.15-A The following shall be the Departments comprised in the Faculty of Science :

- (1) Physics
- (2) Chemistry
- (3) Botany
- (4) Zoology
- (5) Geology
- (6) Mathematics and Astronomy
- (7) Statistics
- (8) Bio-Chemistry
- (9) ¹⁵Computer Science
- (10) Molecular Biology and Biotechnology
- (11) Environmental Sciences

14. Inserted vide G.O. No:- 811/Satter-1-2003-15(89)/2002 dated 26-3-2003 and approved by E.C. on dated 30-4-2003.

15. 9.10 and 11 inserted vide Chancellor's order No. E-9099/G.S. dated 21.12.1994.

Section FACULTY OF EDUCATION**17(2)**

7.15 The Board of the Faculty shall be constituted as follows:

- (i) The Dean of the Faculty of Education who shall be the Chairman;
- (ii) All Professors of the subjects taught in the Faculty;
- (iii) Two teachers of the University, from amongst those teaching the following subjects, though not assigned to the faculty of Education, by rotation in order of seniority for a period of one year:
 - (a) Psychology
 - (b) Philosophy
 - (c) Geography
 - (d) Fine Arts
- (iv) One Reader and two Lecturers of the Subjects assigned to the Faculty, by rotation in order of seniority for a period of one year;
- (v) Three teachers of Associated Colleges, including the Principal teaching the subjects assigned to the Faculty by rotation in order of seniority for a period of one year;

Provided that not more than one teacher from the same associated college shall be a member under this clause at the same time.

- (vi) Regional Deputy Director of Education, U.P, Lucknow (Ex-Officio);
- (vii) Three persons possessing expert knowledge of the subjects assigned to the Faculty though not in the service of the University, associated college, constituent college or Hall, who may be nominated by the Academic Council for a period of three years;

(viii) ¹⁶One member belonging to Scheduled Caste and one member belonging to Other Backward Classes shall be nominated by the Vice-Chancellor for one year.

7.15-B. The following shall be the Department comprised in the Faculty of Education:

(1) Education

7.15(C) - Deleted¹⁷

7.15(D) - Deleted¹⁷

7.15(E) - Deleted¹⁸

7.15(F) - Deleted¹⁸

7.15(G) - Deleted¹⁸

7.15(H) - Deleted¹⁸

**Section
27(3) &
49(b)**

7.16. (1) Save as otherwise provided in the Chapter, members of the Board of faculty other than ex-officio members, shall hold office for a period of three years.

(2) The meeting of the Board of Faculty shall be convened under the directions of its Chairman.

**Section
27(3)**

7.17. Subject to the provisions of the Act, the Board of each Faculty shall have the following powers, namely:

- (i) to make recommendation to the Academic Council regarding the courses of study, after consulting the Boards of Studies concerned.;
- (ii) to make recommendation 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 recommendation to the Academic Council on any question pertaining to its sphere of work which may appear to it necessary and any matter referred to it by the Academic Council.

16. Inserted vide G.O. No:- 811/Satter-1-2003-15(89)/2002 dated 26-3-2003 and approved by E.C. on dated 30-4-2003.

17. After establishment of CSJM Medical University, Lucknow Statutes 7.15(C) and 7.15(D) were deleted.

FACULTY OF UNANI MEDICINE

7.18
Act (5) 1

A. The following shall be the Departments comprised in the faculty of Unani Medicine.

1. Kulliyat
2. Hifzane-Sehat
3. Tashreeh
4. Manafe-ul-Aza
5. Ilmul Advia
6. Moaljat
7. Niswan-wa-Qabalat
8. Jarahiyat
9. Ain, Uzn, Anaf wa Halaq
10. Amraz-e-Jild-wa-Tazeeniyat
11. Moalijat-e-Khusoosi (Ilaj Biltadabeer)
12. Mahiyatul Amraz
13. Ilmul Saidla
14. Ilmul Atfal

Provided that with the approval of Vice-Chancellor these Departments may be amalgamated or split or new Department be added as per CCIM time to time.

(B) The Board of faculty of the Unani shall be constituted as follows.

- (i) The Dean of the faculty who shall be the Chairman.
- (ii) All Heads of the Departments, Professors, Reader of the subjects taught in the faculty and all the conveners of the Boards of studies.
- (iii) Two Readers of each Department other than the heads of the Departments & conveners of boards of studies by rotation every year in the order of seniority.
- (iv) One lecturer of each Department in the faculty of rotation every year in the order of seniority.
- (v) The senior most lecturer of each branch of a subject of study assigned to the faculty in which independent course

is prescribed for a Postgraduate degree or for Part-I, Part-II of the examination, for such degree unless such branch of the subject is professed by any of the member under any other head.

- (vi) Such number of the person not exceeding three as are not employed in the service of the University, a constituent college and associated college or a Hall who may be nominated by the academic council on account of their possessing expert knowledge in the subject assigned to the faculty

BOARDS OF STUDIES

A. There shall be a board of studies in each of the following Departments in BUMS courses.

1. Kulliyat
2. Tashreeh-ul-Badan
3. Manafe-ul-Aza
4. Ilmul Advia
5. Ilmul Saidla
6. Mahiyatul Amraz
7. Tahaffuzi wa Samaji Tib
8. Moalajat
9. Niswan-wa-Qabalat
10. Ilmul Atfal
11. Jarahat
12. Ain, Uzn, Anaf, Halaq wa Asnan
13. Amraz-e-Jild-wa-Tazeeniyat
14. Ilaj Bit Tadbeer

The board of studies shall be constituted as follows :

- (i) All Professors in the subject/departments concerned.
- (ii) Member or Members representing the Departments in

the faculty.

- (iii) Three teachers of the Department in associated colleges others than the person under (ii) Above, by rotation or according to seniority provided that there shall be only one teacher from one college on the board from category (iii) above, and the teacher passed over, if any, shall have his turn next time.
- (iv) Three persons possessing expert knowledge of the subject or subject allied to them not in the service of University or its associated colleges, to be nominated by the Vice-Chancellor from the following categories :-
 - (i) Professor or Reader in a teaching University.
 - (ii) Present or retired Principal or Professor.
- (v) The Senior most teachers from amongst categories (i), (ii) and (iii) above shall be the convener of the Board.

CHAPTER VIII

OTHER AUTHORITIES AND BODIES OF THE UNIVERSITY

Section
19 (1)

8.01. The Delegacy is declared to be an authority of the University in addition to the authorities referred to in clause (a) to (h) of Section 19.

Section 47(5)

8.02. The Delegacy shall consist of the following.

- (i) The Vice-Chancellor, who shall be the Chairman;
- (ii) The Vice-Chairman of the Delegacy;
- (iii) The Secretary of the Delegacy;
- (iv) The Treasurer of the Delegacy;
- (v) The President of the Delegacy;
- (vi) One resident of each centre nominated by the Vice-Chancellor on consideration of his personal influence in the locality and his interest in the well-being of the students;

- (vii) The Dean of Students Welfare;
- (viii) The Senior Medical Officer of the University;
- (ix) The Proctor;
- (x) The President of the Athletic Association;
- (xi) One representative of the Executive Committee of the Lucknow University Students' Union.

Section
47(5)

8.03. The Vice-Chairman of the Delegacy shall be appointed by the Executive Council for a period of three years on such terms and conditions as may be laid down in the Ordinances. He shall be a teacher of the University of at least 15 years' standing (not being a Head of Department, a Provost of a Hall or a Warden of a Hostel). He shall not be eligible for re-appointment as Vice-Chairman after he has served as Vice-Chairman for two consecutive terms.

Section
47(5)

8.04. The area within the limits of the Lucknow Nagar Mahapalika and the Lucknow Cantonment in which students of the University reside shall be divided into circles, in each of which, so far as possible, there shall be a delegacy centre with arrangements for light, reading, indoor games and such outdoor games as are feasible. The division of delegacy into centres and alteration in limits thereof shall be made by the Executive Council.

8.05. The Executive Council shall appoint a Treasurer, a Secretary and a President in each delegacy centre from amongst the teachers of the University.

Section
21(1) (vii)
& 47(5)
Section
47(5)

8.06. The Delegacy shall look after the residence, health and welfare of all students of the University residing within the limits.

8.07. The Delegacy shall take all the measures it deems necessary to promote the welfare of students of the University who are not residing in or attached to a college or Hall and shall in particular:

- (i) maintain a complete register of such students of the University togetherwith the addresses at which they

reside and whether they reside with parents or guardians or not;

- (ii) maintain or approve suitable places of residence for such students;
- (iii) provide for such students literary facilities;
- (iv) provide or arrange facilities to such students for physical exercise in or outside the University Campus;
- (v) maintain health services for such students;

Section
47(5)

8.08. The delegacy shall submit the account of items of income and expenditure at the end of each financial year to the Executive Council. It shall also submit an estimate of its income and expenditure for the coming financial year to the Executive Council by the end of August each year to enable the Executive Council to provide necessary funds.

Section
47(5)

8.09. The delegacy shall charge such fees as may be prescribed by Ordinances for the welfare and supervision of students and for regulating its affairs.

DISCIPLINARY COMMITTEE

Section
49

8.10 (1) The Executive Council shall constitute for such time as it thinks fit a Disciplinary Committee in the University which shall consist of the Vice-Chancellor, or the Pro Vice-Chancellor nominated by him, and two persons nominated by it.¹⁹

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

(2) No teacher against whom any case involving disciplinary action is pending shall serve as 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.

Section
49

8.11. (1) The functions of the Disciplinary Committee shall be as follows:

- (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) above pending or in contemplation of inquiry against such employee.
- (d) to exercise such other powers and perform such other functions as may, from time to time, be entrusted to it by the Executive Council.

(2) In case of difference of opinion among the 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.

DEPARTMENTAL COMMITTEES

Section 49

8.12. There shall be a Departmental Committee in each Department of teaching in the University to assist the Head of the Department appointed under Statute 2.20.

Section 49

8.13. The Departmental Committee shall consist of :

- (i) The Head of the Department, who shall be the Chairman.
- (ii) All Professors in the Department, and if there is no Professor, then all Readers in the Department.
- (iii) In a department which has Professors as well as Readers, then two Readers by rotation according to seniority for a period of three years.
- (iv) In a department which has Readers as well as lecturers, then one lecturer and in a department which has no Readers then two lecturers by rotation according to seniority for a period of three years;

Provided that for any matter specifically, concerning any subject or speciality, the senior-most teacher of that subject or speciality if not already included in the foregoing heads, shall be specially invited for the matter.

8.14. The following shall be the functions of the departmental committee:

- (i) to make recommendations regarding distribution of teaching work among the teachers of the departments.
- (ii) to make suggestions regarding co-ordination of the research and other activities in the Department.
- (iii) to make recommendations regarding appointment of staff in the Department for which the Head of Department is the appointing authority.
- (iv) to consider matters of general and academic interest to the department.

Section 49

8.15. The Committee shall meet at least once in a quarter. The minutes of its meeting shall be submitted to the Vice-Chancellor.

EXAMINATION COMMITTEE

Section 49

8.16. 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 for a period of three²⁰ years, if in the opinion of the Committee, such examinee was guilty of misbehavior or using of unfair means at any examination conducted by the University.

²⁰ The word one year substituted by three years by the Chancellor letter No. E-9099/G.S., dated

CHAPTER IX BOARDS

- Section 49** **9.01.** The University may in addition to the Boards of Faculties and the Boards of Studies, have the following Boards; namely:
- (a) The Board of Students Welfare.
 - (b) The Board of Oriental Studies in Arabic and Persian.
 - (c) The Board of Co-ordination.
 - (d) The Governing Boards for the J.K. Institute of Sociology and Human Relations.
 - (e) The Hospital Board of Management of the Gandhi Memorial and Associate Hospitals.
 - (f) ²¹The Governing Board of the Institute of Management Sciences.

Section 49 & 51 **9.02.** The powers, functions and the constitution of the Boards mentioned in Statute 9.01 shall be such as may be laid down in the Ordinances:

Provided that the Ordinances relating to the Board of Students Welfare referred to in clause (a) of the said statute shall provide for the representation of the students also, and the term of such student representatives shall be one year.

Section 49 & 51 **9.03.** For so long as the new Boards are not constituted in accordance with Statute 9.02., the Board mentioned in Statute 9.01. existing on the date immediately before the commencement of these Statutes shall continue to function.

CHAPTER X CLASSIFICATION OF TEACHERS

Section 31 & 49(d) **10.01.** In the Faculties of Arts, Science, Law, Commerce, Education and Fine Arts, there shall be following classes of teachers:

- (1) Professor
- (2) Reader and
- (3) Lecturer

CHAPTER-X
CLASSIFICATION OF TEACHERS

Existing Provisions	Provisions hereby substituted
<p>10.01. There shall be following classes of teachers of the University</p> <ul style="list-style-type: none"> (1) Professors, (2) Readers, (3) Lecturers 	<p>10.01. There shall be following classes of teachers of the University :-</p> <ul style="list-style-type: none"> (1) Professors, (2) Associate Professors, and (3) Assistant Professors

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:

Section
31 & 49(d)

Provided that part-time lecturers may be appointed in subjects in which, in the opinion of the Academic Council such lecturers, are required in the interest of teaching or for others reasons. Such part-time lecturers may receive salary ordinarily not exceeding one half of the initial salary of the scale for the post to which they are appointed. Persons working as Research fellows or as Research Assistants may be called upon to act as part-time lecturers.

Section
31 & 49(d)

10.03. The Executive Council may on the recommendations of the Academic Council appoint:

- (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 libraries 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 an office in the University or in any Authority or Body thereof.

Section
21 (i) (xvii)
31 & 49 (0)

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.

Section
31 & 49 (0)

10.05. (a) The Principal and other teachers of associated colleges shall be employed on whole time basis in the scales of pay approved by the State Government.

(b) Subject to the provisions of clause (iv) of Statute 21.02 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.

Section
49 & (0)

10.06. No part-time teacher in a associated college shall hold any other office in that college.

CHAPTER XI

PART I

Qualifications and Appointment of Teachers in the University

11.01 (1) The following shall be the minimum qualification for the post of lecturer in other branches of

knowledge excluding teaching-training (Lecturer in B.Ed/M.Ed.)-

Good academic record with 55% marks in relevant subject at post-graduate level or 'B' grade in seven point scale. Besides, he should have cleared National Eligibility Test or State Level Eligibility Test.

(2) For the post of Lecturers in teaching training (B.Ed/M.Ed.) the minimum qualification shall be as under:

- (a) post-graduate degree with at least 55% marks in Education/M.Ed. togetherwith good academic record or equivalent 'B' grade in seven point scale.
- (b) Post graduate degree in any subject of High School level
- (c) Have cleared NET or SLET (U.P.)

(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 Master of Law or an equivalent degree of a Foreign University with at least 55% marks or its equivalent grade and consistently good academic record.

(4) In the case of Faculty of Fine Arts, the following shall be the minimum qualification for the post of lecturer in the University, namely:

Either

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

or

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

(5) ²³For the purposes of this Statute:

(a) Good academic record for general or other backward classes category shall be as under:

“At least 50% marks in relevant graduate degree”

Good academic record for the candidate belonging to Scheduled Castes/Schedule Tribes shall be as under:

“At least 50% marks in relevant graduate degree. Provided that candidates belonging to Schedule Castes/ Schedule Tribes having cleared NET or SLET and equivalent to that of a degree of Ph.D. shall be granted a relaxation of 5% marks in relevant graduate degree.”

²⁴b) A candidate for Lectureship in the Faculty of Education having obtained either 55% marks in B.Ed. degree examination or in any other Bachelor's degree examination, is said to have good academic record.

²⁵(c) A candidate for lecturership in the Faculty of Law having obtained either 55% marks in L.L.B degree and not less than 45% marks in any other Bachelor's degree examination is said to have consistently good academic record.

(6) For appointment of the posts of Lecturer in subject ²⁶[other than Fine Arts, Management] only those candidates shall be eligible who, besides fulfilling the minimum academic qualifications prescribed for the post of lecturer, have qualified in a comprehensive test, if any, to be conducted as per scheme of University Grants Commission.

For the appointment as lecturer or teacher under the above mentioned categories 5 (a), (b) and (c), it shall be essential qualification to pass National Eligibility Test (NET) or State Level Eligibility Test (SLET).

Provided that a candidate who possess a degree of Doctor of Philosophy (Ph.D) in relevant subject, shall be exempted from NET or SLET, i.e., it shall not be compulsory for him to clear NET or SLET.

24-Amended vide Government Notification No. 92/70-1-2003-15(14)92TC, dated 06.01.2003.

25-Amendment by the Chancellor vide letter No. E-5426/G.S., dated 12.09.1995.

26-Amended by Chancellor's letter No.E-8022/G.S., dated 02.11.1994.

For the appointment of teachers at under graduate level, a candidate who possesses a degree of Master of Philosophy (M.Phil.) in relevant subject, shall be eligible for appointment and it shall not be compulsory for him to clear NET or SLET.²⁷

Provisions hereby substituted

**CHAPTER-XI
QUALIFICATIONS AND APPOINTMENT OF
TEACHERS AND LIBRARY CADRE IN
UNIVERSITY AND COLLEGES**

11.01. Coverage (new)

For teachers in -

(a) the Faculty of Agriculture and Veterinary Sciences, the norms/regulations of the Veterinary Council of India or Indian Council of Agricultural Research.

(b) the Faculty of Medicine, Dentistry, Nursing and AYUSH, the norms/regulations of Medical Council of India, Dental Council of India, Indian Nursing Council, Central Council of Indian Medicines etc. or Ministry of Health and Family Welfare, Government of Indian;

(c) the Faculty of Education, the norms/regulations formulated in consultations with National Council of Teacher Education;

(d) the Engineering and Technology, Pharmacy and Management/Business Administration, the norms/regulations formulated in consultations with All India Council for Technical Education;

(e) the field of rehabilitation and special education at Degree PG Diploma and Masters level, the norms/Regulations formulated in consultations with Rehabilitation Council of India;

(f) the Faculty of Law, the norms/regulations of Bar

²⁷-Approved vide Chancellor's order No. E-2632/GS., dated 09.05.2008.

Council of India; and

(g) other Faculties (e.g. Arts, Commerce, Fine Arts, Home Science, Music and Science etc.) regulations of University Grants Commission on minimum qualifications and other regulatory bodies, if any shall apply.

11.01(A)(1)* Eligibility for the post of Principal/Head -under the Faculty of Education:-

- (a) Academic and professional eligibility shall be the same as prescribed for the post of Lecturer in Education.
- (b) Five years teaching experience in or Teaching-Training Institute at Secondary Level.

11.01(A)(2)

(a) Lecturer in Education

M.Ed. with Post-graduate degree

or

Post-graduate degree with 55% marks in B.Ed. examination.

Note:- (i) Special weightage shall be given to those who hold Ph.D./M.Phil degree (Particularly in Education / Academic employment and management).

(ii) A candidate who has completed 2 years' B.Ed. Degree course shall be given special weightage.

11.01(B)(1)** Eligibility for the following posts in Physical Education shall be as under-

Principal

- (a) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (b) Ten years teaching experience in which five years teaching experience in an institution of Physical Education shall be inclusive.

11.01(B)(2) Head/Chairman

** Approved vide Chancellor's Office letter No. E-4119/5GS/2012-1, Dated 28.05.2012

- (c) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (d) Seven years teaching experience in which five years teaching experience in an institution of Physical Education shall be inclusive.

11.01(B)(3) Head of the Department

- (i) Candidates having a degree of Ph.D in Physical Education or equivalent published work shall be given special weightage.
- (ii) Provided that under the circumstances when the eligible candidates possessing aforementioned eligibility for the post of Principal/Chairman are not available, Retired Principal/Chairman in Physical Education may be appointed on contract basis for not more than a period of one year in first instance till they attain an age of 65 years after retirement.

11.01(B)(4) Lecturer

M.P.Ed. or B.P.Ed. with five years' experience in an institution of Physical Education Training.

11.01(C)**

Librarian (University) Essential Qualification

Minimum 55% marks at Post-Graduate degree in Library Science/Information Science/ Documentation togetherwith good academic record or B grade in seven point scale of University Grants Commission or equivalent examination.

Minimum 13 Years experience on the post of Dy. Librarian in a University or 18 years experience on the post of Librarian in a Degree College.

A certificate of renovation and published work in Library service.

Desirable Eligibility: M.Phil or Ph.D. Degree in Library Science/Information Science/Documentation/Museum and manuscriptology.

Dy. Librarian

Minimum 55% marks at Post-Graduate degree in Library Science/Information Science/Documentation togetherwith good academic record or B grade in seven point scale of University Grants Commission or equivalent examination.

5 Years' experience on the post of Assistant Librarian (University) Librarian (Degree College)

A certificate of renovation and published work and computerisation of Library.

Desirable Eligibility: M.Phil or Ph.D. Degree in Library Science / Information Science / Documentation / Museum and manuscriptology.

Note: - The good Academic record for the post of Deputy Librarian (University) and Librarian (Degree College) shall be the same as laid down for the lecturers.

Assistant Librarian (University) Librarian (Degree College)

Minimum 55% Marks at Post-Graduate degree in Library Science Information Science / Documentation togetherwith good academic record or B grade in seven point scale of University Grants Commission or equivalent examination and knowledge of computerisation of Library.

Have cleared National Eligibility Test in LibraryScience/Information Science/Documentation.

Note : The good Academic record for the post of Assistant Librarian (University) and Librarian (Degree college) shall be the same as laid down for the lecturers.

11.02. In the case of the Faculties of Arts, Commerce, Science, Education and Law the following shall be the minimum qualifications for the post of Reader and Professor-

²⁸(1) A Reader in the University shall possess-

28 Amended vide G.O. No. 91/seventy-I-2002-15(14)/92T.C., dated 06.01.2003 as approved vide E.C. Resolution No. 78. dated 22.03.2003.

- (a) Ph.D degree with Good Academic Record and 55% marks at Post-graduate level or 'B' grade in 7 point scale of the University Grants Commission.
- (b) At least five years teaching experience in a University/ College with research experience and significant achievement in the field of education which may be verified with his published work, innovation in academic field, contribution in framing new courses.

²⁹ (2) A Professor in the University shall be :

Either

Such an eminent scholar whose published work is of high standard and who has been actively engaged in research work in a University/Institute of National level and who possesses ten years' experience of teaching post-graduate classes and which includes experience of guiding research work;

OR

An eminent and renowned scholar who has given significant contribution to the field of education.

(3) A Reader in the Faculty of Fine Arts, namely:-

Either

- (i) ³⁰Consistently good academic record with first or high second class master's degree; or an equivalent degree or diploma recognised by the University; and
- (ii) Two years research or professional experience for creative work and achievement in his field of specialization or a combined research and professional experience of three years in the field as an artist or outstanding talent.

²⁹ Amended vide GO. No. 911seventy-1-2002-15(14)92T.C., dated 06.01.20m as approved vide E.C. Resolution No.-7B, dated 22.03.2003

³⁰ Added by Chancellor's letter No E-9099/G.S., dated 21.12.1994.

³¹ Added by the Chancellor's letter No. E-9099/G.S., dated 21.12.1994.

OR

- (a) A traditional or a professional artist with highly commendable professional achievement in the subject concerned; and
- (b) Five years' teaching experience of Degree or Post-Graduate class in the subject.

Provisions hereby substituted**11.02. GENERAL PROVISIONS FOR RECRUITMENT AND MINIMUM QUALIFICATIONS (new)**

11.02.01. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors and Assistant Librarian/College Librarian in University / Colleges / Institutions;

Provided, how ever, that candidates, who are or who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor and Assistant Librarian/College Librarian or equivalent positions in University / Colleges / Institutions.

11.02.02. NET/SLET/SET shall not be required for such Master Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

Existing Provisions

11.03. No selection of teachers made between August 1, 1975 and October 20, 1975 on the basis of the U.P. State University First Statutes (Age of Superannuation, Scales of Pay and Qualification of Teachers) 1975 referred to in clause (2) of Statute 1.02 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.

Provisions hereby substituted

11.02.03. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's degree level with good academic record for those candidates to be recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professor and Assistant Librarian/ College Librarian subject to the provisions contained statute 11.02.05;

Provided that a relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

Existing Provisions

11.04. The advertisement of vacancy referred to in Section 31(10) shall ordinarily allow the candidates at least three weeks' time from the date of the issue of news papers in which advertisement is published.

Provisions hereby substituted

11.02.04 The minimum requirements of a good academic record- 50% at Graduate degree level, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professor and Assistant Librarian/ College Librarian subject to the provisions contained in statute 11.02.05.

Provisions hereby substituted

- 11.05.** (a) Meetings of the Selection Committee for appointment of teachers in the University shall be convened under the orders of the Vice-Chancellor.
- (b) The Selection Committee shall not consider the name of a person for appointment as teacher of the University

unless he applies for it ³¹ [and appears before the Selection Committee for interview].

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

- (c) 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.

Provisions hereby substituted

11.02.05. A relaxation of 5% shall be provided at the graduate and master's degree level for the posts reserved for Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions and assistant librarian. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are premissible, based on only the qualifying marks without including any grace mark procedures.

Existing Provisions

11.06.(a) If the Selection Committee recommends more than one candidate for appointment, it may in its discretion arrange their names in order of preference. Where the Committee decides to arrange the names in order of preference, it shall be deemed to have 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.

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

Provisions hereby substituted

11.02.06. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

Provisions hereby substituted

**11.06 ACADEMIC PERFORMANCE INDICATORS
(new)**

11.06.01. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in Tables I to IX of Appendix H.

In order to, make the selection procedure more credible, institutions may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed.

11.06.02 The Universities shall adopt these statutes for selection committees and selection procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based

* Promulgated vide Govt. notification No. 1089/seventy-1-2001-3(3)/2000, dated 3.5.2001 & approved vide Chancellors order no. E.1623/GS/5GS/2012, dated 23.02.2012

Performance Based Appraisal System (FBAS) at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government / Government-aided/Autonomous / Private Colleges) tube followed transparently in all the selection processes. An indicative PBAS template proforma for direct recruitment and for Career Advancement Schemes (CAS) based on API based PBAS shall also be sent separately by the UGC to the universities. The universities may adopt the template proforma or may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the API criteria based PBAS prescribed in these Regulations.

Proposed Amendment in Statute in compliance of letter no. 1366, dated 26-1-2013 of higher education section-1 of UP Government)

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in this Regulations in Tables I to IX of Appendix III.

Tables referred herein above are enclosed.

Provide that API scores will be used for screening purpose only and will have no bearing on expert assessment of candidates in Direct Recruitment/CAS

Provided also that the API score claim of each of the sub-categories in the Category III (Research and Publications and Academic Contributions) will have the following cap to calculate the total API score claim for Direct Recruitment / CAS

Sub Category	Cap as % of API Cumulative score in application
III (A) Research Papers (Journals, etc)	30%
III (B) Research Publications (Books, etc)	25%
III (C) Research Projects	20%
III (D) Research Guidance	10%
III (E) Training Courses and Conference/Seminar etc.	15%

In order to make the system more credible, universities may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation of discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.”

“The Universities shall adopt these “Regulations for selection committees and selection procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for University Department and their Constituent Colleges / affiliated colleges (Government / Government-aided / Autonomous / Private Colleges) to be followed transparently in all the selection processes. An Indicative PBAS template proforma for direct recruitment and for Career Advancement Schemes (CAS) based on API Based PBAS is annexed in Appendix III. The universities may adopt the template proforma or may devise their own self-assessment cum performance appraisal forms for teachers. While adopting this,

universities shall not change any of the categories or scores of the API given in Appendix-III. The Universities can, if they wish so, increase the minimum required score or devise appropriate additional criteria for screening of candidates at any level of recruitment.”

11.06.03 (i) Besides the indexed publications documented by various discipline-specific databases, the University shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University website which are to be updated periodically.

(ii) In respect of Indian language publications, equivalence in quality shall be prescribed by a Co-ordination Committee of experts to be constituted by the Chancellor.

(iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

11.06.04 The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the university based on the API criteria provided in these Statutes and template separately provided. Without prejudice, to the requirements provided for selection of Associate Professor under these Statutes, the prescription of research publications for promotion from the post of Assistant Professor to

Associate Professor in colleges shall be as follows:

- (a) for those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
- (b) for those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
- (c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

Provided that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

11.06.05 The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria based PBAS set out in these statutes and reprints of five major publications of the candidates.

Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

11.06.06. In the case of selection of Professors who are from outside the academic stream and are considered under

Clause 11.03.02 (d), the university's statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

11.06.07 The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

- (i) Assessment of aptitude for teaching, research and administration (20%);
- (ii) Ability to communicate clearly and effectively (10%);
- (iii) Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);
- (iv) to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and
- (v) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the University based on these Statutes (deduced to 40% of the total API score)

11.06.08. In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts, Performing arts and Physical education, greater emphasis may be laid on the nature of deliverables indicated against each of the posts which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.

11.06.09 The Internal Quality Assurance Cell (IQAC) shall be established in the University/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor, as Chairperson (in the case of University), and the Principal, as Chairperson (in case of colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template as the student readback system as per the NAAU guidelines on institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.

11.06.10. While the Academic Performance Indicators (API): Tables I and III of Appendix H are applicable to the selection of Professors/Associate Professors/Assistant Professors in University and colleges, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary 'from those for university teachers and for UG/PG College teachers, as given in Tables of Appendix-H.

11.06.11 The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes statutes, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table 11(c) of Appendix H provides norms for direct recruitment of teachers to different cadres, while Tables 11(a) and Table 11(b) provide for CAS promotions of teachers in University and colleges respectively, which accommodate these differences.

* Inserted vide Government notification No. 2177/Sattar-1-2003-8(14)/2002 dated November 27, 2003.

Existing Provisions

11.07. The recommendations of the Selection Committee and proceedings of the Executive Council pertaining thereto shall be treated as strictly confidential.

Provisions hereby substituted

11.02.07. The Ph.D. Degree shall be a mandatory qualification for -

- (a) the appointment of Professor / Librarian and for promotion as a Professor / Librarian.
- (b) the candidates to be appointed as Associate Professor / Deputy Librarian through direct recruitment.

Provisions hereby substituted

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

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

Existing Provisions

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

Provisions hereby substituted

11.02.09. The period of time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions.

Existing Provisions

11.10. Member of the Selection Committee shall be given not less than fifteen days' notice of the meeting reckoned

from the date of dispatch of such notice. The notice shall be served either personally or by a registered post.

Provisions hereby substituted

11.02.10 The Selection Committee specifications as provided in section 31 of the Act are applicable to all direct recruitments of faculty positions and Career Advancement Promotions of Assistant Professor / Assistant Librarian to Associate Professor / Deputy Librarian and to that of Associate Professor / Deputy Librarian to Professor / Librarian.

Existing Provisions

11.11. At least fifteen days' notice reckoned from the date of dispatch shall be given to the candidates prior to the meeting of the Selection Committee. The Notice shall be served either personally or by a registered post.

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

11.12.A- In very special circumstances and on the recommendation of the Selection Committee the Executive Council may allow, upto 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 to the post of Readers or Professors as the case may be :

* Submitted vide U.P. Govt. notification No. 2455/seventy-1-2001-3(3)/2000, dated 28.11.2001

** Submitted vide Govt. Noti fication No. 1214/70-1-2002-3(3)2000, dated 25.07.2002.

*** CAREER ADVANCEMENT SCHEME**

This Career Advancement Scheme shall apply to the University of Lucknow, Lucknow and its Associated Colleges. 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 provisions¹⁷ of Govt. order 91-GL/14.11.88-14(5)/87, dated 7th of January, 1989 and Statutes made earlier in this behalf and Govt. Order 1309/5-11-90-32/89, dated March 17, 1990.

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

1. A Lecturer in Lucknow University or in an Associated College 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 degree, five years for those with M.Phil degree, 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 post 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-graduate 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

* Submitted vide G.O. No. 1630/70-1-2003-4(9)/2003, dated 22.08.2003.

constituted under clause (a) of sub-section 4 of section-31 of the U.P. State Universities Act, 1973.

CONTITUTION OF SCREENING COMMITTEE- SENIOR SCALE

Placement in Senior Scale will be through a process of Screening Committee to be constituted as under:

(A) In the case of University, the Screening Committee shall consist of-

- | | |
|--|----------|
| (1) Vice-Chancellor | Chairman |
| (2) Dean of Faculty concerned | Member |
| (3) Two experts of the subject to be nominated by the Chancellor | Members |
| (4) Head of Department concerned | Member |

(B) In the case of Associated colleges (other than the colleges maintained exclusively by the State Government) the Screening Committee shall consist of:

- | | |
|--|-----------------|
| (1) Director of Higher Education or his nominee not below the rank of the Principal of Govt. Degree Post-graduate college. | Chairman |
| (2) Two experts of the subject to be nominated by the Vice-Chancellor amongst whom one shall be from the University and one from the Associated College-Members. | |
| (3) Head of the Management or a member of the management nominated by him | Member |
| (4) Principal of the College | Member/Convener |

(C) In the case of the Colleges maintained exclusively by the State Govt. the Screening Committee shall consist of:

- | | |
|--|-----------|
| (1) Director of Higher Education | -Chairman |
| (2) Two experts of the subject to be nominated by the Vice-Chancellor among whom one shall be from the | |

- University and one from the Govt. 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.
- (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 Selection Grade.

Provided that a Lecturer in the Selection Grade could offer himself/herself for fresh assessment after obtaining Ph.D. degree 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 publications, 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 colleges (other than the colleges exclusively maintained by the State Government) the Selection Committee shall consist of:

(1) Director of Higher Education or his nominee not below the rank of Principal of a Govt. Degree or Post-graduate College. - Chairman

(2) Three experts of the subject to be nominated by the Vice-chancellor among whom one shall be from the University concerned, one from Associated/Affiliated College of the concerned University and one from the Associated/Affiliated College of other University.

- Members

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

(4) Principal of the College. Member-Convener

(C) In the case of affiliated or associated college (Maintained exclusively by the State Government) the Selection Committee shall consist of :

(1) Director of Higher Education. - Chairman

(2) Three experts of the subjects to be nominated by the Vice-chancellor amongst whom one shall be from the University, one from the Associated / Affiliated College and one form the Govt. Colleges-Members

(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 & B respectively.
- (b)* Minimum of five research publications out of which two could be the books shall be submitted for evaluation/assessment before the interview. The assessment of the research publications, including books, shall be done by three eminent experts in the subjects which shall be different than those called for interview to be conducted later on. All the recommendations should be positive from the three experts. In case, the recommendations of one out of the three is negative, the research publications shall be sent to the fourth expert for evaluation and assessment. In all, there has to be a minimum of three positive recommendations out of the total of four experts. The University shall hold the interview for promotion for those candidates who have cleared by obtaining minimum of three positive recommendations from the experts on their research publications/books.
- (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 required participation in orientation/refresher courses/summer institutes, each of at least 3 or 4 week's 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 promotion would not be held up but these requirements must be completed by the month of December of the respected year or as notified by the Government time to time.

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 Lecturers (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 hereabove, thus 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 grade if found suitable by the Selection Committee after adjusting the total numbers of years (This is however not applicable in the case of promotion from Reader to Professor under Career Advancement scheme).** This situation is likely to arise as, in the earlier scheme of January 01, 1989 the number of years required in a feeder cadre were much more than those envisaged under this order.

Counting of past service will be done in the following manner:-

Previous service without any break as a Lecturer or equivalent, in a University, college, national laboratory, or

other scientific organizations, e.g. CSIR, ICAR, DRDO, UGC, ICSR, ICHR and as a UGC Research Scientist, should be counted for placement of Lecturer in Senior Scale/Selection Grade provided that :

- (i) The post was in equivalent grade/scale of pay as the post of a Lecturer;
- (ii) The qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer;
- (iii) The candidate who apply for direct recruitment should apply through proper channels ;
- (iv) The concerned Lecturers possess the minimum qualifications prescribed by the UGC for appointment as Lecturer ;
- (v) The post was filled in accordance with the prescribed selection procedure as laid down by the University/State Government / Central Government/Institution's regulations.
- (vi) The appointment was not ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc service of more than one year duration can be counted provided :-
 - (a) The ad-hoc service was of more than one year duration.
 - (b) The incumbent was appointed on the recommendation of duly constituted Selection Committee.
 - (c) The incumbent was selected to the permanent post in continuation to the ad-hoc service without any break.

*11A. Counting of past services for promotion from the post of Reader/Associate Professor or equivalent to the post of Professor will be done in the following manner :-

Past services, without any break as a Reader/Associate Professor in any recognized University or College or past services rendered in Govt. of India/State Govt./Autonomous bodies of Govt. of India/State Govt. laboratories shall be

'considered for promotion to the post of Professor only, if he/she has rendered his services in the pay scale of pay (Rs. 37005700 pre-revised) Rs. 12000-18300 (revised) and if he/she has possessed qualifications equivalent to that of Reader whilst working in the aforesaid institutions or establishment for reckoning eight years of services in the post of Reader).

12. A teacher of the University who is eligible for Career Advancement/ Promotion shall submit his application in triplicate alongwith the Annual Academic Progress Report and the 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 the Principal of the College in the proforma given in appendix A & 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, ordinance 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 Statutes to be placed before it.
- (ii) In case of University, the recommendation 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 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 College maintained exclusively by the 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.
- (iv) In the case of Colleges maintained exclusively by the State Govt., the recommendations of the Screening / Selection Committee shall be submitted to the State Govt. 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 high Senior Scale/Selection Grade/Reader grade/ Professor grade by the duly constituted Screening/Selection Committee at first instance, the next higher grade "and designation would be admissible to him from the date of eligibility or 27th of July, 1998 whichever is later".*

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 alongwith 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 designation (if any), from the date of taking over charge as Lecturer in Senior Scale/Lecturer in

*Inserted vide G.O. No.121/Seventy--1-2007-3(3)/96, dated 16.01.2007, later assented by the Hon'ble Chancellor vide order No.E-2552/G.S., dated 28.06.2007

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 an addition to the cadre of Reader or Professor, as the case may be, upto the date of 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 committee 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 the nominee (if any) for the Screening/Selection Committee be nominated for each calendar year by the Vice-Chancellor / the Director Higher Education well in time to facilitate the member-conveners to initiate the process of convening the meeting 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 headquarters of the University at Lucknow in the case of the teachers of the University and its Affiliated / Associated Colleges (other than 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 the 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 Selection Committee shall be given not less than 15 days' notice of the meeting reckoned from the date of dispatch of such notice. The notice shall be served either personally or by a registered post.

20. At least 15 days' notice reckoned from the date of dispatch shall be given to the candidates prior to the meeting of the Selection Committee. The notice shall be served either personally or by a 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.

11.12.B(2)*

- (i) Four and two advance increments shall be admissible to those who hold Ph.D. and M.Phil degree respectively at the time of recruitment as Lecturer;
- (ii) One increment will be admissible to those teachers with M.Phil. who acquire Ph.D. within two years of recruitment;
- (iii) A teacher with Ph.D. shall be eligible for two advance increments when he moves into Selection grade as Reader.
- (iv) A teacher shall be eligible for two advance increments as an when acquires a Ph.D. degree in his service career.

Provided that such teachers holding Ph.D. Degree who have got benefit of 'Ph.D. Degree under Personal Promotion Scheme/Career Advancement Scheme, no advance increment shall be admissible to them for holding Ph.D. Degree again. It is also clarified that such teachers have been appointed/promoted on such posts of different categories for which

holding of a degree of Ph.D. was/is an essential qualification, shall also not be sanctioned advance increments for holding a degree of Ph.D. Provided that the teachers who were not covered under Personal Promotion Scheme/Career Advancement Scheme and who have got no benefit for holding a degree of Ph.D., shall be granted two advance increments for holding a degree of Ph.D. with effect from 27-07-1998 or thereafter from the date on which a degree of Ph.D. has been conferred.

Provided further, on the post of direct recruitment for which holding a degree of Ph.D. is an essential qualification, such teachers shall not be granted aforesaid benefit.

11.12.C

***Appointment of Teachers for the Courses under Self-Financing Scheme in the University, its Associated Colleges/Associated Institutions.**

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

- (1) Appointments of the teachers for the courses being run under self-financing scheme in the University, its associated 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 associated 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

* Enforced vide Govt. order No 2443/Sattar-2-2000-2(85)/97, dated 09.05.2000

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, Secretary of the management concerned in the case of appointment of a teacher for the course run by an associated college/institution. Principal/Director of the college/Institute 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 associated 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-financing schernie, the teachers shall be appointed in the preceding manner on contract basis ¹for a period of five years.
- (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 may be, in the manner laid down under the statute in reference. ²The names of formerly appointed such teachers whose work and conduct remained satisfactory and against whom no disciplinary proceedings were initiated, shall necessarily be reconsidered for

1. Substituted vide Govt order No.5699/Seventy-2-2007-2(85)97, dated 11.01.2008.

2. Substituted vide Govt order No.5699/Seventy-2-2007-2(85)97, dated 11.01.2008.

appointment by the Selection Committee and the Management concerned. The contract of such teachers shall be extended for another five years and such teachers shall neither be required to present for an interview nor their renewal shall require approval from the University.

³On expiry of each five years' period, their contract shall be renewed for another five years. It is also provided that in case there exist no adverse situation, the management of grant-in-aid colleges shall keep renewing the contract at their level with approval of the University.

- (8) A teacher appointed for self-financing courses may resign on 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.

⁴Provided that a such of amount received from the self-financing course in a grant-in-aid college, shall be kept in an account of a Bank and 75 to 80% of the total income shall be incurred on the salary of the teachers and non-teaching staff appointed in Self-financing course. Such one account shall be operated with joint signatures of the Principal and the Manager of the College.

Provided that the approval of the Vice-Chancellor shall be obtained, if removal of the teacher (of an associated college/institution) indulges disciplinary action.

- (10) The University/Associated College or Institution shall incur 75 to 80 per cent of total income, received from tuition fee, on the salaries of teaching and non-teaching staff. However, no commitment shall be made to the

3. Inserted vide Govt. order No.2218/Seventy-2-2011-16(409)/2010, dated 23.08.2011.

4. Inserted vide Govt. order No.2218/Seventy-2-2011-16(409)/2010, dated 23.08.2011.

teachers appointed under self-financing scheme regarding 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 of 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-financing 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-financing courses.
 - (14) ⁵A separate account shall be opened for the courses conducted under self-financing scheme in the grant-in-aid colleges which shall mandatorily be audited annually and the audit-report thereof shall be submitted to the University/Government latest by June, 30 each year.
 - (15) ⁶The evaluation of the answer-books of the students of grant-in-aid college may be got done by the teachers appointed on contract basis.
- * In anticipation of the approval of the Chancellor.

PART II

Qualification and Appointment of Teachers in the Associated Colleges

11.13. (1) In the case of any college associated with the University the minimum qualification for the post of lecturer

5. Inserted vide Govt. order No.2218/Seventy-2-2011-16(409)/2010, dated 23.08.2011.

6. Inserted vide Govt. order No.2218/Seventy-2-2011- 16(409)/2010, dated 23.08.2011.

in the Faculties of Arts, Commerce and Science shall be "Good academic record with 55% marks in relevant subject at Post-graduate level or 'B' grade in seven point-scale, Besides, he should have cleared National Eligibility Test or State Level Eligibility Test."³⁵

(2) In the case of any college associated with the University the minimum qualification for the post of a lecturer in the Faculty of Education shall be "Post-graduate degree with atleast 55% marks in Education/M.Ed. togetherwith good academic record or equivalent '13' grade in seven point-scale and post graduate degree in any subject of High School level and have cleared National Eligibility Test or State Level Eligibility Test (U.P.)".

(3) In the case of any college associated with the University the minimum qualification for the post of a lecturer in the faculty of law shall be a degree of Master of law or an equivalent degree of a foreign University with at least 55% marks or its equivalent grade and consistently good academic record.

(4) In the case of any college associated with the University, the following shall be the minimum qualifications for the post of lecturer in the Faculty of Fine Arts, namely;

Either

Master's degree or an equivalent degree or diploma recognised by the University in the relevant subject with at least 55% 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 :

** Approved vide Chancellor's letter No. E-2632/G.S., dated 09.05.2008.

- (a) Good academic record for general or other backward classes category shall be as under :

“At least 50% marks in relevant graduate degree”

Good academic record for the candidate belonging to Scheduled Castes/Schedule Tribes shall be as under :

“At least 50% marks in relevant graduate degree. Provided that candidates belonging to Schedule Castes/ Schedule Tribes having cleared NET or SLET and equivalent to that of a degree of Ph.D. shall be granted a relaxation of 5% marks in relevant graduate degree.”

²⁴(b) A candidate for Lectureship in the Faculty of Education having obtained either 55% marks in B.Ed. degree examination or in any other Bachelor's degree examination, is said to have good academic record.

²⁵(c) A candidate for lecturership in the Faculty of Law having obtained either 55% marks in L.L.B degree and not less than 45% marks in any other Bachelor's degree examination is said to have consistently good academic record.

- (6) For appointment to the post of lecturer only those candidates shall be eligible who, besides fulfilling the minimum academic qualifications prescribed for the post of a lecturer, have qualified in comprehensive test, if any, to the conducted as per scheme of University Grants Commission.

³⁶For the appointment as lecturer or teacher under the abovementioned categories (1), (2) & (3) it shall be essential qualification to pass National Eligibility Test (NET) or State Level Eligibility Test (SLET)

Provided that a candidate who possesses a degree of Doctor of Philosophy (Ph.D.) in relevant subject, shall be exempted from NET or SLET, i.e., it shall not be compulsory for him to clear NET or SLET.

24. Amended vide Government Notification No. 92/70-1-2003-15(14)92TC, dated 06.01.2003.

36. Amended vide Chancellor's order No. E-2632/G.S., dated 09.05.2008

For the appointment of teachers at under-graduate level, a candidate possessing a degree of Master of Philosophy (M.Phil.) in relevant subject, shall be eligible for appointment and it shall not be compulsory for him to clear NET or SLET.

(7) Where a confirmed teacher of an associated or affiliated College of this or any other University, having at least five years teaching experience, who fulfilled the qualifications prescribed in the Statutes or Ordinances of this or, as the case may be, of any other University, at the time of his initial appointment to the post of Lecturer in that College, is a candidate for the post of Lecturer in any associated college of this University, or is after retrenchment from any College of this or any other University where he served, a candidate for the post of Lecturer in the same or any other associated college of this University, the qualifications laid down in these Statutes shall not be insisted upon in his respect and he will be deemed to possess the requisite qualifications for such appointment.

³⁷ 11.13-A. In the case of any college associated with the University, the following shall be the minimum qualifications for the post of Principal for a :

(1) Degree College -

- (a) 55% marks at Post-graduate examination or its equivalent 'B' grade in seven point scale of the University Grants Commission;
- (b) Ph.D. or equivalent degree;
- (c) Ten years' teaching/research experience in a University/ Colleges or Institutions.

Provided that for the post of Principal (Graduate) in Teacher-Training College, 5 years' experience in a teacher-training college shall be necessary.

(2) Post-graduate college :-

- (a) 55% marks at Post-graduate examination or its equivalent '13' grade in seven point scale of the University Grants Commission;

- (b) Ph.D. or equivalent degree;
- (c) Fifteen years' teaching/research experience in the Institutions of Higher Education.

Provided that for the post of Principal (Post-graduate) in teachers' training college out of ten years' experience, five years' experience in teachers' training college shall be necessary.

Provisions hereby substituted

11.02.13. Percentage equivalence of grade points for a seven points scale :

Where the University / College / Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage :

A - Under UGC norms -

Grade	Grade Point	Percentage Equivalent
'O' - Outstanding	5.50-6.00	75-100
'A' - Very Good	4.50-5.49	65-74
'B' - Good	3.50-4.49	55-64
'C' - Average	2.50-3.49	45-54
'D' - Below Average	1.50-2.49	35-44
'E' - Poor	0.50-1.49	25-34
'F' - Fail	0-0.49	0-24

B-Under AICTE norms -

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

If a class / division is not awarded minimum of 60% marks in aggregate shall be considered equivalent to first class / division.

Section
31 & 49(0)

11.14. The provisions of statutes 11.03 to 11.12 (except statute 11.08) shall *mutatis mutandis* apply in case of appointment of Principals and teachers of associated colleges as they apply to the teachers of the University.

Provisions hereby substituted

11.02.14 Appointment on Contract Basis (other than self-financing courses/institutions)

The teachers should be appointed on contract basis only if when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University.. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor at initial stage. Such appointments should not be made initially for more than one academic session, The performance of any such teacher should be reviewed for academic performance before reappointing her/him on contract basis for another term.

11.02.15.. PHYSICAL FITNESS TEST NORMS

(a) Subject to the provisions of these statutes, all candidates applying for physical education deptt. posts. who are required to undertake the physical fitness test shall be required to produce a medical certificate issued by the State Medical Board certifying that he/she is medically fit before undertaking such tests.

(b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following

norms:

NORMS FOR MEN

12 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 meters	1500 meters.	1200 meters	800 meters

NORMS FOR WOMEN

8 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 meters	800 meters	600 meters	400 meters

Section
31 & 49(0)

11.15. The travelling and daily allowances of the members of the Selection Committee for the appointment of Principals and teachers of associated colleges shall be borne by the college concerned.

Existing Provisions

Part I

**QUALIFICATIONS & APPOINTMENT OF
TEACHERS IN THE UNIVERSITY**

11.01. (1) In the case of Faculties of Arts, Commerce, Science and Home Science, the minimum qualifications for the post of a lecturer :

- (a) good academic record with 55 percent marks in the relevant subject at Post Graduate level or "B" Grade in seven point scale ;
- (b) should have cleared National Eligibility Test or State Level. Eligibility Test conducted by the U.G.C., C.S.I.R., or similar test accreted by the U.G.C.

Note :- NET shall remain the compulsory requirement for appointment as Lecturer for those with Post Graduate degree.. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and. UG level. teaching. The dandidates having M.Phil degree in the concerned subject are exempted from NET for UG level teaching only.

- (2) For the post of Lecturers in teaching training (B.Ed./M.Ed.), the minimum qualifications shall be as under :
- (a) post-graduate degree with at least 55% marks in Education/M.Ed. together with good academic record or equivalent '13' grade in seven point scale.
 - (b) post-graduate degree in any subject of High School level.
 - (c) have cleared NET or SLET (U.P)
- (3) In the case of Faculty of Law the Minimum qualifications for the post of a lecturer 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 with good academic record.
- (4) In the case of Faculty of Fine Arts, the following shall be the minimum qualification for the post of the Lecturer, namely —
- master's degree or an equivalent degree or diploma recognized by 'the University in the relevant subject with at least 55 percent marks or its equivalent grade with good academic record ;
- Or
- a traditional or a professional artist with highly commendable professional achievement in the subject concerned.
- (5) (a) A good academic record for general and other backward classes category shall be as under:-
- Atleast 50% marks in relevant graduate degree.
- (b) A good academic record for the candidates belonging to Scheduled castes/Scheduled tribes shall be as under :-
- Atleast 50% Marks in relevant graduate degree: *provided* that candidates belonging to Scheduled castes/Scheduled tribes, having cleared NET or SLET and equivalent to that of a degree of Ph.D. shall be granted a relaxation of

5% marks in relevant graduate degree:

Provided further that a relaxation of maximum 5 percent marks at graduate level shall be admissible to the candidates who are physically handicapped and visually disabled.

- (6) For the appointment as lecturer or teacher under the above mentioned categories, it shall be essential qualifications to pass National Eligibility Test (NET) or State Level Eligibility Test (SLET).

Provided that a candidate, who possesses a degree of Doctor of Philosophy (Ph.D.) in relevant subject, shall be exempted from NET or SLET i.e. it shall not be compulsory for him to clear NET or SLET.

For the appointment of teachers at under graduate level, a candidate who possesses a degree of Master of Philosophy (M.Phil) in relevant subject, shall be eligible for appointment and it shall not be compulsory to clear NET or SLET.

Provided also that such teachers holding Ph.D. Degree under personal promotion Scheme/Career advancement Scheme, no advance increment shall be admissible to them for holding Ph.D. Degree again. It is also clarified that such teachers have been appointed/promoted on such posts of different categories for which holding of a degree of Ph.D. was/is an essential qualification, shall also not be sanctioned advance increments for holding a degree of Ph.D. *Provided* that the teachers who were not covered under Personal Promotion Scheme/Career/ Advancement Scheme and who have got no benefit for holding a degree of Ph.D., shall be granted who advance increments for holding a degree of Ph.D. with effect from 27.07.1998 or thereafter from the date on which a degree of Ph.D. has been conferred.

Provided further, on the post of direct recruitment for which holding a degree of Ph.D. is an essential

qualification, such teachers shall not be granted aforesaid benefit.

- (7) 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.
- (a) who has passed University Grants Commission or Council of Scientific and Industrial Research or Junior Research Fellowship examination.

OR

- (b) who has obtained PH.D degree upto December, 1993 (also who. has submitted his thesis upto December, 1993) ;
- (c) who has obtained M. Phil. Degree upto December, 1.993 shall not be required to qualify such a comprehensive test.
- (8) 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.

11.02. (1) A Reader in the University namely :

- (a) Good academic record with a doctorate degree or equivalent published work, and active engagement in research or innovation in teaching methods or production of teaching materials; and
- (b) five years' experience of teaching or research including at least three years' as Lecturer or in an equivalent position ;

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

(2) **A Professor** in the University namely :

Either

eminent scholar 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 doctoral level ;

OR

Outstanding scholarship with established reputation for significant contribution to knowledge.

Part II

**MINIMUM QUALIFICATIONS AND
APPOINTMENT OF TEACHERS IN THE
AFFILIATED / ASSOCIATED COLLEGES**

11.13. (1) lecturer

in the Faculties of Arts (except the department of fine Arts & Music), Agriculture, Commerce, Law & Science

- (a) good academic record with 55 percent marks in the relevant subject at Post Graduate level or "B" Grade in seven point scale ;
- (b) should have cleared National Eligibility Test or State Level Eligibility Test conducted by the U.G.C., C.S.I.R., or similar test accreted by the U.G.C.

Note :- NET shall remain the compulsory requirement for appointment as Lecturer for those with Post Graduate degree. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and UG level teaching. The candidates having M.Phil degree in the concerned subject are exempted from NET for UG level teaching only.

- (2) For the post of Lecturers in teaching training (B.Ed./ M.Ed.), the minimum qualifications shall be as under :-

- (d) post-graduate degree with at least 55% marks in Education/M.Ed. together with good academic record or equivalent 'B' grade in seven point scale.
- (e) post-graduate degree in any subject of High School level.
- (f) have cleared NET or SLET (U.P)

(2) Principal (Degree College)-

- (a) A Master's Degree with atleast 55% of the marks or its equivalent grade of in the 7 point scale with latter grades O, A,B,C,D,E and F;
- (b) Ph.D. or equivalent published work.; and
- (c) Total experience of 10 years of teaching/Research in Universitys/Colleges and other institutions of higher education.

Provided that for the post of Principal (post graduate) in Teacher-Training College, Atleast 5 year's experience in a Teacher-Training College shall be necessary.

(3) Principal (Post-Graduate College)-

- (a) A Master's Degree with atleast 55% of the marks or its equivalent grade of B in the 7 point scale with latter grades O,A,B,C,D,E and F;
- (b) Ph.D. or equivalent published work.; and
- (c) Total experience of 12 years of teaching/Research in Universitys/Colleges and other institutions of higher education.

Provided that for the post of Principal (Post Graduate) in Teacher-Training College, a minimum of five year's experience at the M.Ed level with published work in the area of his specialization shall be essential.

Head :- (In a Multi faculty institutions)

- (i) Ph.D. in Education. Master's degree in a school subject with minimum 50% marks and M.Ed./M.A (Education) with 55% marks and B.Ed.

OR

Ph.D. in Education. M.Ed./M.A. (Education) with minimum 55% and B.Ed.

- (ii) 7 year's experience of teaching including five year's teaching in a secondary teacher education institution.

Lecturer:

- (i) M.Ed/M.A. (Education) with minimum 55% marks and B.Ed.

OR

Master's degree in a school subject with Minimum 50% marks and M.Ed./M.A. (Education) with 55 marks and B.Ed.

- (ii) Two year's school teaching experience is desirable.

11.01(B)(1)

Principal

- (a) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (b) Ten year's teaching experience in which five years' teaching experience in an Institution of Physical Education shall be inclusive.

11.02(B)(2) Head/Chairman

- (a) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (b) Seven years teaching experience in which five years' teaching experience in an institution of Physical Education shall be inclusive.
- (3) In the case of any college affiliated/associated with the University, the following shall be the minimum qualifications for the post of a lecturer in the Department of Fine Arts and Music namely:

Master's degree or an equivalent degree or diploma recognized by the University in the relevant subject with

at least 55 percent marks or its equivalent grade and good academic record;

OR

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

11.01(A)(1) Eligibility for the Faculty of Education:

Principal

- (c) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (d) Ten year's teaching experience in which five years' teaching experience in an Institution of Physical Education shall be inclusive.
- (e) P.h.D. or equivalent published works.

Head of Department.

- (a) Academic and professional eligibility shall be the same as prescribed for the post of Lecture in Education.
- (b) Ph.D. in Education
- (c) Seven Year's teaching experience including five year's Teaching in a Secondary teacher education institution.

Lecturer in Education

- (i) Good academic record with M.Ed/M.A.(Education) with minimum 55% marks and B.Ed.

OR

Good academic record with Post-Graduate Degree in a School subject with minimum 50 % marks and M.Ed./ M.A.(Education) with 55% marks and B.Ed.

- (ii) Qualified NET/SET/SLET.

11.01(B)(1) Eligibility for the posts in Physical Education :

Principal

- (f) Academic and professional eligibility shall be the same

as laid down for the post of Lecturer.

- (g) Ten year's teaching experience in which five years' teaching experience in an Institution of Physical Education shall be inclusive.
- (h) P.h.D. or equivalent published works.

11.01 (B) (3) Head of the Department

Candidates having a degree of Ph.D. in Physical Education or equivalent published work shall be given special weightage.

Provided that under the circumstances when the eligible candidates possessing afore-mentioned eligibility for the post of Principal/Chairman are not available, the retired Principal/Chairman in Physical Education may be appointed on contract basis for not more than a period of one year in first instance till they attain an age of 65 years after retirement.

11.01(B) (4) Lecturer

Good academic record with M.P.Ed. or M.P.E. with 55% marks.

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 Govt. Order No. 91-G.I/1411:88-14(5)187 dated 7th of January, 1989 and Statutes made earlier in this behalf and Govt. Order no. 1309115-11-90-32/89 Dated March 17, 1990.

With effect from 27th of July, 1998 teachers shall have

the opportunities for Career Advancement Scheme (Promotion) as given hereafter:

- 1- A Lecturer in University or in an affiliated/associated college 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. degree, five years for those with M.Phil. degree, 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 Reader 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 8 years of service in that grade will be eligible to be considered for appointment as a Professor. Readers in Degree and Post Graduate Colleges will not be eligible for the Post of Professor under Career Advancement Scheme in the colleges.
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 U.P. State Universities Act 1973.

Senior Scale: Constitution of Screening Committee -

Placement in Senior Scale will be through a process of Screening Committee to be constituted as under:-

- (A) in the case of University the Screening Committee shall consist of -
- | | |
|--------------------------------|----------|
| 1- Vice Chancellor- | Chairman |
| 2- Dean of Faculty, concerned- | Member |

- 3- Two experts of the subject
to be nominated by the Chancellor- Member
- 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 or his nominee not below the rank of the Principal of Govt. Degree/Post-graduate college. - Chairman
- 2- Two experts of the subject to be nominated by the Vice-Chancellor amongst whom one shall be from the university and one from the Associated/Affiliated College. - Member
- 3- Head of the Management or a member of the Management nominated by him. - Member
- 4- Principal of the College Member-Convener
- (C) In the case of the college maintained exclusively by the State Govt. the screening Committee shall consist of:
- 1- Director of Higher Education. - Chairman
- 2- Two experts of the subject to be nominated by the Vice-Chancellor among whom one shall be from the University and one from the Govt. Colleges. -Member
- 3- One nominee of Director of Higher Education (not below the rank of Principal of a Degree of Post-graduate College). - Member
- 4- Principal of the College - Member
- 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 these 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 fulfill 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 a Lecturer in the Selection Grade could offer himself/herself for fresh assessment after obtaining Ph.D. degree 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 or referees, quality of publications, 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 colleges (other than the colleges exclusively maintained by the State Government) the Selection Committee shall consist of:
 - (1) Director of Higher Education or his nominee not below the rank of Principal of a Govt. Degree or Post-graduate College **Chairman**
 - (2) Three expert of the subject to be nominated by the Vice-Chancellor among whom one shall be from the

University concerned, one from Associated/Affiliated College of the concerned university and one from the Associated/Affiliated College of other university.

Member

(3) The Head of the Management or a Member of the Management nominated by him. **Member**

(4) Principal of the College Member **Convener**

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

(1) Director of Higher Education **Chairman**

(2) Three experts of the subject to be nominated by the Vice-Chancellor amongst whom one shall be from the university, one from Associated/Affiliated College and one from the Govt. Colleges. **Member**

(3) Principal **Member**

10. Professor (Promotion).-

(a) A minimum of 8 years experience as a Reader be, an eligibility.

(b) Self-appraisal report for the period including five years before the date of eligibility be submitted.

(c) Minimum of five research publication out of which two could be the books be submitted for evaluation/assessment before the interviews.

(d) The assessment of the research publication, including books, be done by three eminent experts in the subject which shall be different than those called for interview to be conducted later on.

(e) All the recommendations be positive from the three experts. In case the recommendation of one out of the three is negative, the research publication be sent to the fourth expert for evaluation and assessment. In all, there has to be a minimum of three positive recommendations

out of the total of four experts, in case the fourth expert has participated in the exercise due to one negative report out of the initially three experts involved in evaluation.

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 (Senior Scale) to Lecturer (Selection Grade).

Wherever the requirement of Orientation / Refresher courses has remained incomplete, the promotion 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 Lecturers (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, thus 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 adjusting the total

number of years. This is however, not applicable in the case of promotion from Reader to Professor under Career Advancement Scheme.

This situation is likely to arise as, in the earlier scheme of January 1, 1989, the numbers of years required in a feeder cadre were much more than those envisaged under this order.

Counting of past service will be done in the following manner :-

Previous service, Without any break as a Lecturer or equivalent, in a university, college, national laboratory, or other scientific organizations, e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICHR and as a UGC Research Scientist, should be counted for placement of lecturer in Senior Scale/Selection Grade provided that:

- (1) The post was in an equivalent grade/Scale of pay as the post of Lecturer ;
- (2) The qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer;
- (3) The candidate who apply for direct recruitment should apply through proper channels';
- (4) The concerned Lecturers possessed the minimum qualifications prescribed by the UGC for appointment as Lecturer ;
- (5) The post was filled in accordance with the prescribed selection procedure as laid down by the University/State Government/Central Government/Institution's regulations ;
- (6) The appointment was not ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc service of more than one year duration can be counted, provided -
 - a. the ad-hoc service was of more than one year duration ;
 - b. the incumbent was appointed on - the recommendation of duly constituted Selection Committee ;

- c. the incumbent was selected to the permanent post in continuation to the ad-hoc service, without any break.
- 12- A teacher of the University who is eligible for career Advancement/Promotion shall submit his application in triplicate along with the Annual Academic Progress Report and the 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 the Principal of the College in the proforma given in appendix (A & 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 Statutes 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 4 months from the date of 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 College maintained exclusively by State Govt.), 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 recommendation made by the Screening/Selection Committee, the management shall refer the matter to 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 cases of Colleges maintained exclusively by the State Govt. the recommendations of the Screening/Selection Committee shall be submitted to the State Govt. 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 Seale/Selection Grade/Reader grade/Professor grade by the duly constituted Screening/Selection Committee at the first instance, the next higher grade and designation would be admissible to him from the date of eligibility or 27th of July 1998 whichever is later.

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

alongwith 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 designation (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 in' addition to the cadre of Reader or Professor as the case may be upto the date of 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 Committee 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 the nominee (if any) for the Screening/Selection Committee be nominated for each Calendar year by the Vice-Chancellors/the Director, Higher Education well in time to facilitate the Member Conveners 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 it's Affiliated/Associated Colleges (other than Colleges maintained exclusively by the State

Govt.). In the case of teachers of 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 the 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 have agreed to the selection.
- 19- Members of the Selection Committee shall be given not less than 15 days notice of the meetings reckoned from the date of dispatch of such notice. The notice shall be served either personally or by registered post.
- 20- At least 15 days notice reckoned from the date of dispatch 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.
- 21- The work load of Lecturer placed in Selection Grade or Promoted as Reader or Professor under Career Advancement Scheme shall remain unchanged.

Provisions hereby substituted**11.03. DIRECT RECRUITMENT OF TEACHERS & LIBRARY CADRE IN UNIVERSITY AND COLLEGES**

Save as otherwise provided in these statutes and subject to the general provisions contained in Statute 11.02, the minimum eligibility criteria shall be governed by the provisions mentioned here hi below:-

11.03.01. General Eligibility Criteria for an Associate Professor

- (a) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- (b) A Master's. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- (c) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor/Lecturer in a University, College or Accredited Research Institution/ industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- (d) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

11.03.02. General Eligibility Criteria for a Professor —

- (a) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers, and;
- (b) A minimum of ten years experience in university/college, and / or experience in research at the University/National level institutions / industries, including experience of guiding candidates for research at doctoral level, and ;
- (c) Contribution to educational innovation, design of new curricula and courses, and technology—mediated teaching learning process, and ;
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

OR

An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

11.03.03. General Eligibility Criteria for a Principal -

- (a) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.
- (b) A Ph.D. Degree in concerned / allied / relevant discipline(s) in the institution concerned. with evidence of published work and research guidance.

- (c) Associate Professor (Reader)/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in Tables I to VI of Appendix-H.

11.03.04.

- (A)- **Minimum qualifications for the faculties of Agriculture, Arts, Humanities, Sciences, Social Sciences, Commerce, Languages, Law, Journalism and Mass Communication.**

ASSISTANT PROFESSOR

- (a) Good academic record as defined by the State Government with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's. Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- (b) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (c) Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause, candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

- (d) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

ASSOCIATE PROFESSOR

&

PROFESSOR

As provided in clause 11.03.01 and 11.03.02

(B)- MUSIC AND DANCE DISCIPLINE

ASSISTANT PROFESSOR

- (a) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign University, and ;
- (b) As provided in clause 11.02.01 and 11.02.02

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (a) studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
- (b) a high grade artist of All India Radio/Television: and
- (c) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

ASSOCIATE PROFESSOR

- (a) Good academic record with doctoral degree, with performing ability of high professional standard, and ;
- (b) Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period, spent for obtaining the research degree, and ;

- (c) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications, and ;
- (d) Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) 'A' grade artist of All India Radio/ Television ;
- (b) eight years of outstanding performing achievements in the field of specialization;
- (c) experience in designing of new courses and /or curricula;
- (d) participation in Seminars/Conferences in reputed institutions; and
- (e) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

PROFESSOR

An eminent scholar with a doctoral degree actively and engaged in research with ten years of experience in teaching in University/College and/or research at the University/ National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) 'A' grade artist of All India Radio/Television ;
- (b) twelve years of outstanding performing achievements in the field of specialization;

- (c) significant contributions in the field of specializations and ability to guide research;
- (d) participation in National/International Seminars/Conferences/Workshops and/ or recipient of National/International Awards/Fellowships; and
- (e) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(C) DRAMA DISCIPLINE:

ASSISTANT PROFESSOR

- (a) Good, academic record with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University, and ;
- (b) As provided in clause 11.02.01 and 11.02.02

OR

A traditional and a professional artist with highly commendable professional achievements in the concerned subject, who should be or have :

- (a) a professional artist with first class degree/diploma from National School of Drama or any other such approved Institution in India or abroad;
- (h) five years of regular acclaimed performance in regional/national/international stage with evidence, and;
- (c) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

ASSOCIATE PROFESSOR

- (a) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by

- the University concerned for the said purpose , and;
- (b) Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions excluding the period spent for obtaining the research degree , and;
 - (c) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
 - (d) Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) a recognized artist of Stage/ Radio/Television;
- (b) eight years of outstanding performing achievements in the field of specialization;
- (c) experience in designing of new courses and /or curricula;
- (d) participation in Seminars/Conferences in reputed institutions; and
- (e) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

PROFESSOR

An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) twelve years of outstanding performing achievements in the field of specialization;
- (b) has made significant contributions in the field of specializations and has the ability to guide research;
- (c) participation in National/International Seminars / Conferences / Workshops and/ or recipient of National/ International Awards/ Fellowships; and
- (d) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

(D) VISUAL (FINE) ARTS DISCIPLINE

ASSISTANT PROFESSOR

- (a) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level in the relevant subject or an equivalent degree from an Indian/ Foreign University, and;
- (b) As provided in clause 11.02.01 and 11.02.02

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (a) First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;
- (b) Five years of experience of holding regular regional/ National exhibitions/Workshops with evidence; and
- (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

ASSOCIATE PROFESSOR

- (a) Good academic record with P.h.D. degree, with performing ability of high professional standard, and;
- (b) Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D., and;
- (c) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications, and;
- (d) Contributions to educational innovation such as: designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (a) A recognized artist of his/her own discipline;
- (b) Eight years of outstanding performing achievements in the field of specialization;
- (c) Experience in designing of new courses and / or curricular, Participation in Seminars/Conferences in reputed institutions; and
- (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

PROFESSOR

An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of

specialization.

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (a) Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;
- (b) Significant contributions in the field of specialization and ability to guide research;
- (c) Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/ Fellowships; and
- (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(E) OCCUPATIONAL THERAPY

ASSISTANT PROFESSOR

Bachelor Degree in Occupational Therapy (B.O.T./B.Th.O./B.O.Th.), Masters in Occupational : Therapy (M.O.Th./M.Th.O. M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

ASSOCIATE PROFESSOR

Master in Occupational Therapy (M.O.T. /M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of higher standard.

PROFESSOR

Masters in Occupational Therapy (M.O.T. / M.O.Th. / M.Oth./M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).

Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

PRINCIPAL / DIRECTOR / DEAN

- (a) Masters in Occupational Therapy (M.O.T. / M.OTh./ M.Th.O./M.Sc. O.T.) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).
- (b) Senior-most Professor shall be the Principal / Director / Dean.

Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

(F) PHYSIOTHERAPY

ASSISTANT PROFESSOR

Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./ B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognized University.

ASSOCIATE PROFESSOR

Master in Physiotherapy (M.P.T./M.P.Th./ M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.
Desirable: Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./independent published work of higher standard.

PROFESSOR

Masters in Physiotherapy (M.P.T./ M.P.Th./M.Th.P./ M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).

Desirable: Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./ independent published work of high standard.

PRINCIPAL / DIRECTOR / DEAN

- (a) Masters in Physiotherapy (M.P.T./M.Th.P. /M.Pth./ M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).
- (b) Senior-most Professor shall be the Principal / Director / Dean.

Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC/ independent published work of high standard.

(C) FACULTY OF MANAGEMENT / BUSINESS ADMINISTRATION**ASSISTANT PROFESSOR**

- (a) First Class Master's Degree in Business Management /Administration/in a relevant management related discipline or equivalent;

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant/ Company Secretary of the concerned statutory bodies.

- (b) Have cleared the NET / SLET / SET.

Desirable:-

- (a) A minimum of two years relevant experience of teaching, research, industrial and/or professional experience in a reputed organization at managerial level.
- (b) Papers presented at Conferences and/or published in referred journals.

ASSOCIATE PROFESSOR

- (a) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years

full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

- (b) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU, and;
- (c) A minimum of eight years' experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

OR

In the event the candidate, is from industry and the profession, the following requirements shall constitute as essential requirements:

- (d) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body, and ;

- (e) A minimum of ten years experience of teaching / industry / research / profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience,

which is significant and can be recognized at national / international level as equivalent to Ph.D. and ten years managerial experience in industry /profession of which at least five years should be at the level comparable to that of lecturer / assistant professor.

Desirable:

- (a) Teaching, research industrial and / or professional experience in a reputed organization;
- (b) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
- (c) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

PROFESSOR

- (a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's -Business Management / Administration / in a relevant, discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;OR First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.
- (b) Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU, and ;
- (c) A minimum of ten years' experience of teaching / industry / research /professional out of which five years must be at the level of Assistant Professor/ or equivalent excluding the period spent for obtaining the research degree.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential :-

- (a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by MU / recognized by the AICTE / UGC. OR First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body, and ;
- (b) The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years' managerial 'experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

Desirable:

- (i) Teaching, Teaching, research, and / or professional experience in a reputed organization;
- (ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;
- (iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- (iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities, and ;
- (v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

**(H) FACULTY OF ENGINEERING AND
TECHNOLOGY**

ASSISTANT PROFESSOR

First Class Master's Degree in the appropriate branch of Engineering and Technology.

Desirable:-

- (i) Teaching, research industrial and/or professional experience in a reputed organization;
- (ii) Papers presented at Conferences and/or in refereed journals.

ASSOCIATE PROFESSOR

- (a) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Technology, and ;
- (b) Experience of minimum eight years in teaching/ research/ industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree.

OR

In the event, the candidate is from industry and the profession, the following shall constitute as essential

- (a) First Class Master's Degree in the appropriate branch of Engg., & Technology, and ;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Technology, and industrial / professional experience of minimum eight years in a position equivalent to the level of Lecturer/Assistant Professor.

Provided that the recognition for significant professional work shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University.

Highly Desirable:

- (a) Teaching, research, industrial and / or professional experience in a reputed organization;
- (b) Post Ph.D., Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (c) Experience of guiding Ph.D. students, the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

PROFESSOR

- (a) A Ph.D. Degree with First class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Technology, and ;
- (b) Experience of minimum ten years in teaching, research and / or industry, out of which at least five years at the level of Associate Professor/Reader or equivalent grade.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class Master's Degree in the appropriate branch of Engg., & Technology, and ;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate, branch of Engg., & Technology, and industrial /professional experience of ten years out of which at least five years at a senior level equivalent to that of Associate Professor / Reader.

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

- (c) If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/

designing, planning, executing, analyzing, quality control; innovating, training, technical books/ research paper publications/IPR/patents, etc. as deemed fit by the expert members of the Selection Committee.

- (d) In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.

Desirable:

- (i) Teaching, research industrial and / or professional experience in a reputed organization;
- (ii) Published work, such as research publications of national and international significant, patents filed / obtained, books, and / or technical reports;
- (iii) Experience of guiding Ph.D. students, the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- (iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (v) Capacity to undertake / lead sponsored R&D, consultancy and related activities.

(I) COMPUTER APPLICATION PROGRAMMES

ASSISTANT PROFESSOR

BE/B.Tech and ME/M.tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/M.tech.

OR

BE/B.Tech and MCA with First Class or equivalent in either BE/B.Tech or MCA.

OR

MCA with first class or equivalent with two years relevant experience.

ASSOCIATE PROFESSOR

- (a) Qualifications as above i.e. for the post of Assistant Professor, as applicable and Ph.D. or equivalent, in appropriate discipline.
- (b) Post Ph.D. publications and guiding Ph.D. student is highly desirable.
- (c) Minimum of 5 years experience in teaching/research/industry of which 2 years post Ph.D. experience is desirable.

PROFESSOR

- (a) Qualifications as above i.e. for the post of Associate Professor, as applicable.
- (b) Post Ph.D. publications and guiding Ph.D. students.
- (c) Minimum of 10 years teaching/research/industrial experience of which at least 5 years should be at the level of Associate Professor.

OR

Minimum of 13 years experience in teaching and/or Research and/or Industry.

- (d) In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the Selection Committee.
- (e) If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/patents, etc. as deemed fit by the expert members of the Selection Committee.

BIO-TECHNOLOGY (ENGG. & TECH.) DISCIPLINE
ASSISTANT PROFESSOR

(a) First Class Master's Degree in Bio-Technology ;

OR

A Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio-Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics,

OR

Good academic record with at least 55% marks. (or an equivalent grade) at the Master's Degree level in the relevant subject or an equivalent degree from an Indian / Foreign University.

AND

(b) Candidates should have cleared the National Eligibility Test (NET) for Assistant Professors conducted by the UGC, CSIR or similar test accredited by the UGC.

(c) **Desirable:**

(i) Teaching, research industrial and/or professional experience in a reputed organization;

(ii) Papers presented at Conferences and/or in refereed journals;

ASSOCIATE PROFESSOR

(1) **Essential:**

(a) A Ph.D. Degree with First Class at Bachelor's or Master's. Degree in the appropriate branch of Engg., & Tech./Applied Biological sciences, and experience of eight years in teaching, research and tor industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree;

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;
 - (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial /professional experience of eight years in a position equivalent to the level of Lecturer/Assistant Professor,
Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.
- (ii) Desirable:**
- (a) Teaching, research industrial and / or professional experience in a reputed organization;
 - (b) Published work, such as research papers, patents filed / obtained, books, and / or technical reports, and
 - (c) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

PROFESSOR

(i) Essential:

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences, and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Associate Professor/Reader or equivalent grade.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class Master's Degree in the appropriate branch of Engg., & Tech. /Applied Biological Sciences;
- (b) Significant professional work which can be recognized

as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and industrial / professional experience of ten years, out of Which at least five years at a senior level of Associate Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of experts appointed by the Vice-Chancellor of the University.

(ii) Desirable:

- (a) Teaching, industrial research and / or professional experience in a reputed organization;
- (b) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (c) Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
- (d) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities, and ;
- (e) Capacity to undertake / lead sponsored R&D, consultancy and related activities.

(k) FACULTY OF PHARMACY:

ASSISTANT PROFESSOR

- (a) Bachelors and Masters Degree in Pharmacy with First Class or equivalent either in Bachelors or Masters Degree, and ;
- (b) Registration under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactment.

Desirable:

- (a) Teaching research industrial and/or professional experience in a reputed organization, and ;

- (b) Papers presented at Conferences and/or in referred journals.

ASSOCIATE PROFESSOR

- (i) **Essential:**
 - (a) Qualifications as above, i.e. for the post of Assistant Professor, as applicable.
 - (b) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
 - (c) A Ph.D. Degree and experience of minimum eight years in teaching, research, industry and / or profession at the level of Lecturer/Assistant Professor or equivalent grade; excluding period spent on obtaining the research degree.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class Master's Degree in the appropriate branch of specialization in Pharmacy;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer/Assistant Professor,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University.

- (ii) **Desirable:**

- (a) Teaching, research industrial and / or professional experience in a reputed organization:
- (b) Post Ph.D. published work, such as research papers, patents filed / obtained, books and / or technical reports, and guiding Ph.D students is highly desirable. and;

- (c) Experience of guiding Ph.D. students including the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

PROFESSOR

(i) Essential:

- (a) Qualifications as above, i.e. for the post of Associate Professor, as applicable, and ;
- (b) Experience of minimum ten years in teaching, research, industry and / or profession of which atleast five years should be at the level of Reader/Associate Professor or equivalent grade;

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class 'Master's Degree in the appropriate branch of specialization in Pharmacy, and;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to Associate Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(ii) Desirable:

- (a) Teaching, research industrial and / or professional experience in a reputed organization;
- (b) Post Ph.D. published work, such as research papers, patents filed / obtained, books and / or technical reports, and guiding Ph.D students is highly desirable. and;
- (c) Experience of guiding Ph.D. students including the project work, dissertation of post graduate or research

students or supervising R&D projects in industry.

- (d) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (e) Capacity to undertake / lead sponsored R&D, consultancy and related activities.

Note:- For avoidance of doubt, it is hereby clarified that:-

- (a) If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
- (b) In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall provided by the university concerned followed for determining the Class obtained by them as per (a) cited above.

11.03.05. RECRUITMENT TO THE LIBRARY CADRE LIBRARIAN

- (a) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers, and;
- (b) A minimum of ten years experience in university / college, and / or experience in research at the University / National level institutions / industries, including experience of guiding candidates for research at doctoral level, and ;
- (c) Contribution to educational innovation, design of new curricula and courses, and technology—mediated teaching learning process, and ;
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the

relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

OR

An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

DEPUTY LIBRARIAN

- (a) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- (b) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- (c) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of assistant Librarian in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- (d) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- (a) A Master's Degree in Library Science / Information Science/ Documentation Science or an equivalent professional degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- (b) Qualifying in the national level test conducted for the purpose by the U.G.C. or any other agency approved by the U.G.C.
- (c) Candidates, who are, or have been awarded Ph. D degree in accordance with the "University Grants Commission" (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

PART II**11:04 CAREER ADVANCEMENT SCHEME**

- 1.1.04.01.** This Career Advancement Scheme applies to the teachers and library cadre of the University and Colleges (except the Colleges affiliated to Sampumanand Sanskrit University, Varanasi). Teachers who have become eligible for Senior Scale/Selection Grade/Reader (Promotion)/Professor (Promotion) under the Career Advancement Scheme in force prior to June 30th, 2010, shall be covered by the provisions of the statutes made earlier.
- 11.04.02.** In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these statutes in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially

based on the existing systems in university/ colleges for one year only with the minimum annual scores as depicted in Table 11(a) and 11(b) for university and college teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2011, on year API scores for 2010-11 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2012, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.

11.04.03. A teacher who wishes to be considered for promotion under CAS, may submit in writing to the university/ college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System Perfonna as evolved by the university duly supported by all credentials as per the API guideline. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/ College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application..

11.04.04. Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the statutes as per Tables II(a and b) of Appendix H or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has

successfully got re-assessed.

11.04.05. CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Appendix-H.

11.04.06. The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors from one AGP to the other higher AGP shall consist of:

For University teachers:

- (i) The Vice Chancellor as the Chairperson of the Selection Committee;
- (ii) The Dean of the concerned Faculty;
- (iii) The Head of the Department ; and
- (iv) One subject expert in the concerned subject nominated by the Vice Chancellor from the panel of experts.

For College teachers:

(Other than the colleges maintained by the State Governments)

- | | | |
|-------|--|----------------------------|
| (i) | Director of Higher Education or his nominee not below the rank of the Principal of a Government Degree College | Chairman |
| (ii) | Principal of the College- | Member
Convener |
| (iii) | Head of the Management or a Member of the management nominated by him | Member |
| (iv) | Two subject experts in the concerned subject nominated by the Vice Chancellor from the panel of experts; | Member |

For Government Colleges:

- | | | |
|-------|---|----------------------------|
| (i) | Director of Higher Education | Chairman |
| (ii) | Two subject experts in the concerned subject nominated by the Vice Chancellor from the panel of experts; | Member |
| (iii) | One subject-nominee of Director of Higher Education (not below the rank of Principal of a Degree of a College). | Member |
| (iv) | Principal of the College | Member
Convener |

11.04.07. The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

11.04.08. The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the university based on these statutes and as per the minimum requirement specified in Tables II & III for each of the cadre of Assistant Professor shall recommend to the Executive Council/Board of Management.

11.04.09. All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

11.04.10. CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

11.04.11. Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by

submitting an application and the required PBAS proforma.. They can do So three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

- 11.04.12.** In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- 11.04.13.** (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
- (b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.
- (c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

STAGES OF PROMOTION

UNDER CAREER ADVANCEMENT SCHEME

- 11.04.14.** Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as prescribed.
- 11.04.15.** An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible,

for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.

11.04.16. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.

11.04.17. An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.

11.04.18. The upward movement from the entry level grade (stage I) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC.

11.04.19. Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these statutes, to move up to next higher grade (stage 3).

11.04.20. Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these statutes, to move to the next higher grade (stage 4) and to be designated as Associate Professor.

11.04.21. Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to

(a) satisfying the required credit points as per API based PBAS methodology provided in Table of Appendix H

stipulated in these statutes, and

- (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor.

Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

11.04.22. Ten percent of the positions of Professors in a University, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher, grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these statutes through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

- (a) post-doctoral research outputs of high standard;
- (b) awards / honors /and recognitions;
- (c) Additional research degrees like D.Sc. D.Litt., LID, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number, of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II (A) of Appendix-H for teachers in University departments. No separate interview need to

be conducted for this category.

STAGES OF PROMOTION UNDER THE CAS FOR LIBRARY CADRE.

- 11.04.24.** Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, shall be eligible for the higher grade (stage 2).
- 11.04.25.** Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, shall become eligible for the next higher grade (stage 2).
- 11.04.26.** Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, shall become eligible for the next higher grade (stage 2).
- 11.04.27.** On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- 11.04.28.** After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other

conditions of eligibility as per API scoring system and PBAS methodology.

Miscellaneous provisions for CAS.

- 11.04.29.** Members of the Selection Committee shall be given not less than 15 days notice of the meetings reckoned from the date of dispatch of such notice. The notice shall be served either personally or by registered/speed post.
- 11.04.30.** At least 15 days notice reckoned from the date of dispatch shall be given to the candidates prior to the meeting of the Selection Committee. The notice shall be served either personally or by registered/speed post.
- 11.04.31.** The work-load of Assistant Professor placed in Selection Grade or Promoted as Associate Professor or Professor under Career Advancement Scheme shall remain unchanged.

CHAPTER XII

CONSTITUENT COLLEGES

12.01. The following shall be the Constituent Colleges of the University :

- (i) The State College of Ayurvedic, Lucknow, maintained by the State Government;
- (ii) The College of Arts and Crafts, Lucknow, maintained by the University;
- (iii) The Government College of Architecture, Lucknow, maintained by the State Government.;

CHAPTER XIII

ASSOCIATED COLLEGES

13.01. The following shall be the Associated colleges of the University :

- (a) **Grant-in-aid Colleges -**

Section
32(2)

37-Amended vide Govt. notification No. 91/seventy-1-2002-15/(14)92T.C., dated 06.01.2003 as approved vide E.C. Resolution No. 7-B, dated 22.03.2003.

- (1) Avadh Girls Degree College, Lucknow.
- (2) Bappa Sri Narain Vocational Degree College, Lucknow.
- (3) D.A.V. Degree College, Lucknow.
- (4) Isabella Thoburn College, Lucknow
- (5) Jai Narain Degree College, Lucknow
- (6) Karamat Hussain Muslim Girls College, Faizabad Road, Lucknow.
- (7) Kalicharan Degree College, Hardoi Road, Lucknow.
- (8) Khun Khun Ji Girls Degree College. Lucknow.
- (9) Lucknow Christian College, Golaganj, Lucknow.
- (10) Mahila Maha Vidyalaya, Aminabad, Lucknow.
- (11) Mumtaz P.G.College. Daliganj, Lucknow.
- (12) A.P. Sen Memorial Girls College, Charbagh, Lucknow.
- (13) Krishna Devi Girls Degree College. Lucknow.
- (14) Nari Shiksha Niketan P.G.College, Kaiserbagh, Lucknow.
- (15) Navyug Kanya Maha Vidyalaya, Lucknow.
- (16) National Degree College, Lucknow.
- (17) Shia Degeee College, Sitapur Road, Lucknow.
- (18) Sashi Bhushan Girls Degee College, Lucknow.
- (19) Vidyant Hindu Degree College, Lucknow.
- (20) Christian Training College, Lucknow.
- (21) Amirudaullah Islamia Degree College, Lunknow.
- (b) Government Colleges**
- (22) Pandit D.D Upadhayay Rajkiya Kanya Maha Vidyalaya, Lucknow.
- (23) Nataji Subhash Chand Bose Rajkiya Maha Vidyalaya, Lucknow.
- (24) Maharaja Bijali Pasi Rajkiya Maha Vidyalaya, Lucknow.

(25) Mahamaya Rajkiya Maha Vidyalaya, Mahona, Lucknow.

(C) College run by Municipal Board

(26) Nagar Nigam Degree College, Lucknow.

(D) Self-financing Colleges

(27) Adarsh Balika Maha Vidyalaya, Lucknow.

(28) Dr. Aasha Smiriti Maha Vidyalaya, Lucknow.

(29) Arjunganj Vidya Mandir, Lucknow

(30) Bright Carrier Girls Degree College, Lucknow

(31) Baba Sahab Bhim Rao Ambedkar Law College,
Lucknow

(32) Baby Martin Public Degree College, Lucknow.

(33) Bhartya Vidhya Bhawan Degree College, Lucknow.

(34) Carrier Convent Girls Degree College, Lucknow.

(35) Carrier College of Management & Education, Lucknow.

(36) Mahavir Prasad Degree College, Lucknow.

(37) C.M.S. Girls Degree College, Lucknow.

(38) Central Women College of Education, Lucknow.

(39) City Academy Law College, Lucknow.

(40) City Academy Degree College, Lucknow.

(41) Durga Shiskha Nikatan Maha Vidhyala, BKT, Lucknow.

(42) Durga Shiskha Nikatan Mahila Maha Vidhyala,
Gomtinagar, Lucknow.

(43) Dr. Rajendra Prasad Memorial Girls Degree College,
Lucknow.

(44) Excel Law College, Lucknow.

(45) Eram Girls Degree College, Lucknow.

(46) Gyan College of Management, Lucknow

(47) Gyanodaya Degree College, Lucknow.

(48) Shri Gurunanak Girls Degree College, Lucknow.

(49) G.S.R.M Memorial Degree College, Lucknow.

- (50) Hiralal Balika Degree College, Lucknow
- (51) Hiralal Yadav Law College, Lucknow.
- (52) Narvadeshwar Law College, Lucknow
- (53) Pioneer Degree College, Vikas Nagar, Lucknow.
- (54) Pioneer Mountessari Girls Degree College, Lucknow.
- (55) Ramadhin Singh Degree College, Lucknow.
- (56) Rama Mahavidhalaya, Chinhat, Lucknow.
- (57) Rajat Girls Degree College, Lucknow.
- (58) Ramswarup Memorial College of Management, Lucknow.
- (59) Sama Degree College, Lucknow.
- (60) Sheerwood College of Management, Lucknow
- (61) Sanskrit Pathshala Maha Vidhalaya, Lucknow
- (62) Unity Degree College, Lucknow.
- (63) Vir Bahadur Singh Mahila Mahavidhalaya, Lucknow.
- (64) Vasudeo Memorial Girls Degree College, Lucknow.
- (65) Surya College of Management, Lucknow.
- (66) R.K.G. Education College, Lucknow.
- (67) Azad Degree College, Lucknow.
- (68) Lucknow Law College, Lucknow.
- (69) Lucknow Degree College, Lucknow.
- (70) Modern Girls College of Professional Studies, Lucknow.
- (71) Jagannath Prasad Bhagwan Dai Sahu Kanya Mahavidhalaya, Lucknow.
- (72) Eraj College of Management, Hardoi Road, Lucknow.
- (73) Sant Mather Tarasa Vidhi Mahavidhalaya, Gomti Nagar, Lucknow.
- (74) Ram Prasad Vismil, Degree College, Kakori, Lucknow.
- (75) City College of Management, Lucknow.
- (76) Lucknow Public College of Professional Studies, Lucknow.

- (77) Shri Mahesh Prasad Degree College, Mohanlalganj, Lucknow.
- (78) Kuwar Aasif Ali Degree College, Lucknow.
- (79) Northern India Engineering College, Lucknow.
- (80) R.N.Girls Degree College, Alambagh Lucknow.
- (81) M.G.Girls Degree College, L.D.A. Colony, Kanpur Road, Lucknow.
- (82) Lala Mahadeo Prasad Verma Balika Mahavidhalaya, Gosaiganj, Lucknow.
- (83) Bhal Chand Institute of Education and Management, Lucknow.
- (84) Aurvrat Institute of Higher Education, Lucknow.
- (85) Swatantra Girls Degree College, Lucknow.
- (86) Rajat Girls Degree College, Lucknow.
- (87) Chandra Bhanu Gupt Krishi Mahavidhalaya, BKT, Lucknow.
- (88) Swami Vivakanand Mahila Mahavidhalaya, Eldeco, Lucknow.
- (89) S.D.A.Devi Degree College, Gangaganj, Lucknow.

RECOGNITION OF NEW COLLEGES

Sections
38(4) &
49(m)

13.02. Every application for recognition of a college as Associated 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 recognition is sought:

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.

Sections
38(4) &
49(m)

13.03. Every application for recognition of a & college shall be accompanied by a Bank Draft payable to the University for a sum of ****Rs. 2,000 which will be non-refundable.

Sections
38(4) &
49(m)

13.04. Before an application for recognition is placed before the 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 provided or has adequate financial resources to provide for;
 - (i) suitable and sufficient building;
 - (ii) adequate library, furniture, stationery, equipment and laboratory facilities;
 - (iii) 5000 square meter of land for boys' college and its half for Girls' college (including covered area);
 - (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.

Sections
38(4) &
49(m)

13.05. The constitution of the Management of every college shall provide that :

- (a) the Principal of the college shall be ex-officio member of the Management;
- (b) twenty-five percent of the members of the Management, are teachers (*excluding the Principal);
- (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 is entitled to be a member or office-bearer of the Management or whether the Management is legally constituted, 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/Parent body under which it may be operating.
- (i) the income from the endowment funds referred to in Statutes, 13.06 shall be available for the maintenances of the College.

**Sections
38(4) &
49(m)**

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 concerned and which shall not be alienated so long as the college continues to exist, of the value of:

- (i) Rs. 2.5 lac in the case of a college applying for recognition in Arts upto 7 subjects.
 - (a) For every additional subject Rs. 50,000 and for subject involving practical Rs. 75,000/.
- (ii) Rs. 2.5 lac in the case of a college applying for recognition in Commerce.
- (iii) Rs. 2.5 lac in the case of a college applying for recognition in Education.
- (iv) Rs. 4 lac in the case of a college applying for recognition in Law.

- (v) Rs. 03 lac in the case of a college applying for recognition in Science upto 5 subjects; for every additional subjects Rs. 75,000/.
- (vi) Rs. 03 lac in the case of a college applying recognition in Agriculture to be provided exclusively for degree classes.

13.06(2) If the Colleges want recognition upto 4 subjects upto post-graduate standard, additional endowment fund of the value of one lac per subject and rupees 2 lac per subject involving practical work in the case of Arts, Commerce, Education and Law, and rupees 2 lac per subject in the case of Science and Agriculture shall have to be provided for.

13.06. (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.

Sections
38(4) &
49(m)

13.07. A college seeking recognition in any course requiring laboratory work shall further satisfy the University that :

- (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 equipments are provided for carrying of experimentat work.

Sections
38(4) &
49(m)

13.08. If the Vice-Chancellor is satisfied with regard to matters in the preceding Statates, 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 Boy's or co-educational college and the Regional Inspectress in the case of Girl's college.

Sections
38(4) &
49(m)

13.09. Ordinarily all inspection shall be completed within 4 months of the receipt of an application for recognition. No application for recognition 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 recognised on the report of the Panel of Inspectors. The process of grant or refusal of application, should ordinarily be completed before before 15 May of the year in which it is proposed to start the classes.

Sections
38(4) &
49(m)

13.10. Where the recognition to a college is granted subject to certain conditions, the college shall not admit or register students unless the Vice-Chancellor, after 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.

RECOGNITION OF ASSOCIATED COLLEGES FOR NEW-DEGREES OR ADDITIONAL SUBJECTS

Sections
38(4) &
49(m)

13.11. Every application from an associated 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 session in which it is proposed to start such courses.

Sections
38(4) &
49(m)

13.12. Each college applying for recognition for a new degree for a new subject, shall remit with its application sum of ***Rs. 200 for each subject with a minimum of ***Rs.400 and a maximum of ***Rs. 1,000 which will be non-refundable.

Sections
38(4) &
49(m)

13.13. No application for recognition in a new subject shall be considered unless the Registrar gives a certificate in writing that the conditions of recognition and of previous recognition have been fulfilled in total.

Sections
38(4) &
49(m)

13.14. If the Vice-Chancellor is satisfied in regard to the need for such recognition and if the college has fulfilled and continues to fulfill conditions of previous recognitions, the application shall be placed before the Executive Council which shall appoint a Panel of Inspectors and the provision of Statute 13.08 shall apply.

- Sections 38(4) & 49(m)** **13.15.** Ordinarily, all inspections, 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 inspections well in time.
- Sections 38(4) & 49(m)** **13.16.** Restrictions imposed by Statute 13.10 shall apply to an Associated College applying for recognition for new degrees or additional subject(s).
- Sections 38(4) & 49(m)** **13.17.** Every associated college shall strictly observe the rules laid down by the University regarding admission to colleges residence and discipline of subjects.
- Sections 38(4) & 49(m)** **13.18.** Every associated college shall make available to the University its buildings, 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.
- Sections 38(4) & 49(m)** **13.19.** Every associated college shall have on its staff 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 orders of the State Government in that behalf:
 Provided that no Ordinances relating to grades of pay and qualifications shall be made without prior approval of the State Government.
- Sections 38(4) & 49(m)** **13.20.** When the office of Principal of an associated 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 until a regular Principal is appointed.
- Sections 38(4) & 49(m)** **13.21.** Every associate college shall observe the conditions set out in Statutes 13.04 to 13.07.

Provided that in the case of a college recognised before the commencement of these Statutes, the Vice-Chancellor may require 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 requirements issued under the preceding proviso within the time specified by the Vice-Chancellor, the Vice-Chancellor may take steps for the withdrawal of the recognition in accordance with Statutes 13.28 to 13.32.

Sections
38(4) &
49(m)

13.22. Every associated college shall on 15th August every year submit to the Registrar a certificate from the Principal that the conditions laid down for recognition have continued to fulfill.

Sections
38(4) &
49(m)

13.23. Every associated college shall maintain the registers required for associated colleges and shall from time to time furnish to the Registrar returns in such forms as may be required by the University.

Sections
38(4) &
49(m)

13.24. (1) Where the Executive Council or the Vice-Chancellor causes any associated 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.

(2) Where the Management of an associated college does not take action to the satisfaction of the Executive Council, the Council may, after considering an explanation furnished or representation made by the Management issue such directions 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.

Sections
38(4) &
49(m)

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.

Sections
38(4) &
49(m)

13.26. The number of students in a class or section in an associated college shall not, except with previous permission of the Vice-Chancellor, exceed 60 for purposes of lectures in the class room but in no case, shall exceed 80.

Sections
38(4) &
49(m)

13.27. Before a new section in any class is opened by any college, full information regarding additional staff required (togetherwith their qualifications and salaries, time-table for the new section, accommodation available and provision for additional equipment and Library facilities) is sent to the University and prior permission of the Vice-Chancellor is obtained.

WITHDRAWAL OF RECOGNITION

Sections
38(4) & 49(m)

13.28. Continuance of recognition shall depend on continued fulfilment of conditions laid down by the University.

Sections
38(4), 38(7)
& 49(m)

13.29. An associated college shall be deemed to have been de-recognised if it fails to send up any candidate for an examination conducted by the University for three successive years.

13.30. Executive Council may direct a college not to admit students to a particular class if the conditions laid-down for starting-the classes 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 the satisfaction of the Executive Council.

Sections
38(4), 38(7)
& 49(m)

13.31. If a college disregards the requirements of the University regarding the fulfilment of the conditions of recognition and fails to fulfill the conditions in spite of notice issued by the University, the Executive Council may with the pervious sanction of the Chancellor, suspend the recognition till the conditions are fulfilled to the satisfaction of the Executive Council.

Sections
38(4), 38(7)
& 49(m)

13.32. (1) The Executive Council may, with the prior sanction of the Chancellor, deprive an associated college of

the privileges of recognition either wholly or for any degree or subject, if it fails to comply with the direction of the Executive Council or to fulfill the conditions of recognition or for gross mismanagement, or if for any other reason the Executive Council is of opinion that the college should be deprived of such recognition.

(2) If the salaries of the staff are not paid regularly, or if the teachers are not paid their salaries to which they were entitled under the Statutes or the Ordinances, the college take, within a specified period, such action as may appear to concerned would be liable to withdrawal of recognition within the meaning of this Statute.

Sections
38(4), 38(7)
& 49(m)

13.33. The Executive Council shall, before taking any, action under the preceding Statutes call upon a college to it to be necessary in respect of any of the matters referred to in the conditions of recognition etc.

Sections
49(0)

13.34. Whenever there is a dispute regarding the management of an associated 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 recognised 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 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 circumstance which might have bearing on the question to be determined.

FINANCE, AUDIT AND ACCOUNTS

Sections 49

13.35. (a) The Management of each associated college shall be assisted by a Finance 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 seniormost teacher member of the Management (Ex-Officio);
- (b) The Principal of the College shall be the Secretary of the Finance Committee and be entitled to convene its meeting.

Sections 49 **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.

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

Sections 49 **13.38.** The recurring expenditure provided for in budget shall be controlled by the Principal subject to any specific directions that may be given by the Finance Committee.

Sections 49 **13.39.** All Students' Fund shall be administered by the Principal assisted by the different such Committees as Games and Sports Committee, Magazine Committee, Reading Room Committee, etc. which shall include representatives of students of the college concerned.

Sections 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.

Sections 49 **14.41.** 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.

CHAPTER XIV
CONFERMENT AND WITHDRAWAL OF DEGREE
AND DIPLOMAS

Sections 7(6),
10(2) 49(h)

14.01. (a) The Degree of Doctor of letters (D.Litt.) for Mahamahopadhyaya, Honoris Causa may be conferred upon such persons as have contributed substantially to the advancement of Literature, Philosophy, Arts, Music, Painting or any other subject assigned to the faculty of Arts, or for conspicuous services rendered by them to the cause of education.

(b) The degree of Doctor of Science (D.Sc) Honoris Causa, 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.

(c) The degree of Doctor of Laws (LL.D) Honoris Causa may be conferred upon persons, who are distinguished lawyers, judges, jurist, statesmen or have noteworthy contribution of the public good.

Sections 7(6),
10(2) 49(h)

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

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.

Sections
49(1) & 67

14.03. Before taking any action under Section 67 for the withdrawal 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 a registered post and the person concerned shall be required to submit his explanation within a period of not less than fifteen days of the charges.

Sections
49(1) & 67

14.04. Every proposal for the withdrawal of an honorary degree shall require previous sanction of the Chancellor.

14.05. (a) An Institute may be recognised by the Executive Council as an institution where research may be carried on in the fulfilment 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 or advisers for the D.Litt or D.Sc. or LL.D or D.Phil. degree 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 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 any Institute shall be earmarked for the institute and spent on the Institute. No part of the grant of corresponding department of teaching in the University shall be spent for any other Institute.

CHAPTER XV

Convocation

Section
49(r)

15.01. (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.

(3) The convocation shall consist of the persons specified in sub-sections (1) of Section 3 as constituting the body corporate of the University.

Section
49(r)

15.02. A local convocation may be held at each associated college on such date and such time as the Principal may, with the prior approval of the Vice-Chancellor in writing, appoint.

Section
49(r)

15.03. Combined convocation may be held by two or more colleges in the manner prescribed in Statute 15.02.

Section
49(r)

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.

Section
49(r)

15.05. Where the University, or any associated College does not find it convenient to hold the convocation in accordance with Statute 15.01 to Statute 15.04, the degrees, diploma and other academic distinctions may be dispatched to the candidates concerned by registered post.

CHAPTER-XV**PART-I****CONDITIONS OF SERVICE OF TEACHERS OF THE
UNIVERSITY****Existing Provisions**

- 15.02** 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.
- 15.03.** 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 Statute 15.04.(1)
- 15.05.** The original contract of appointment referred to in Section 32 shall be lodged with the Registrar for registration within three months of the date of appointment.
- 15.09** 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.
- 15.11.** The Executive Council shall fix a minimum number of days during which such teacher shall be available in the University for his academic duties :
- 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.

Provisions hereby substituted

- 15.02.** A teacher of the University shall at all times maintain absolute integrity and devotion to duty and shall observe

the Code of Professional Ethics mentioned in statute 15.34 and 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.

15.03. A breach of any of the provisions of the Code of Professional Ethics mentioned in statute 15.34 and the Code of Conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statute 15.04.(1)

15.05. The original contract of appointment referred to in section 32 shall be lodged with the Registrar for registration within three months of the date of joining; such contract shall be duly stamped as per the rates applicable.

The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service contract/record.

15.09 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 forty thousand rupees, whichever is less.

15.11 TEACHING DAYS

15.11.01. (a) Subject to sub-clause (b), the University must adopt atleast 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a (6-day) week. of the remaining period, 12 weeks may be devoted to admissions and examination activities, and non-instructional (including preparation of examination) days for co-curricular, sports, college day, etc., 6 weeks for vacations and 4 weeks may be attributed to various public holidays.

The above is summarized as follows:-

Categorization	Number of weeks
Teaching and learning Process	30 (180 days)
Admissions	04
preparation for examination	02
examination	06
Vacation	06
Public Holidays (to increase and adjust teaching days accordingly)	04
Total	52

- (b) For the courses regulated by the National Council for Teacher Education, there shall be atleast 200 working days, each year exclusive of the period of preparation leave, examination and admission, out of which at least 40 days shall be for practice teaching or skill development in nearby schools. Adjustments shall be made accordingly.

The institution imparting teacher education shall work for a minimum of 36 hours in a week, during which physical presence in the institution of all the teachers and student-teachers is necessary to ensure their availability for individual advice, guidance, dialogues and consultations as and when needed.

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.

- 15.11.02.** In lieu of curtailment of vacation by 2 weeks, the teachers may be credited with 1/3rd of the period of Earned Leave.

CHAPTER XVI
PART I
CONDITIONS OF SERVICE OF TEACHERS OF
UNIVERSITY

**Section
49(d)**

16.01. Except in the case of an appointment referred to in Statute 10.05 (a) or 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), teachers of the University shall be appointed on a written contract in the form set out in Appendix '13'.

**Section
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.

**Section
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 Statute 16.04(1).

**Section
49(d)**

16.04. (1) A teacher of the University may be dismissed removed or his services terminated on one or more of the following grounds :

- (a) wilful neglect of duty;
- (b) misconduct;
- (c) breach of any of the terms of contract of service;
- (d) dishonestly connected with 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 then 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:

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 laid down by the University, 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.

**Section
32(2) 49(d)**

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 of appointment.

**Section
21(xvii)
& 49(d)**

16.06. (1) No order of dismissing, removing or 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

- (i) of submitting a written statement of his defense;
- (ii) of being heard in person, if he so chooses; and
- (iii) of calling and examining such witnesses in his defence as he may wish.

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 ground 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 a lesser punishment by reducing the pay of the teacher for a specified period not exceeding three years and or by stopping increments of his salary for a specified period or may deprive the teacher of his pay during the period of his suspension, if any.

Section
21(xvii)
& 49(d)

16.07. (1) The Disciplinary Committee referred to in Statute 8.10 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-clauses (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 charge or charges on which the inquiry was contemplated.

(2) A teacher of the University shall be deemed to have been placed under suspension :

- (a) With effect from the date of his conviction, 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 other wise.

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 proceedings 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 Hand Book, Volume II (as amended from time to time) which shall *mutatis mutandis* apply.

Sections
21(xvii)
& 49(d)

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 from any court of law in operation, shall be excluded.

Section
34 (i)

16.09. No teacher of the University shall draw for any duties performed in connection with any examination referred to in Sections 34(1), in any calendar year, any remunerations in excess of one sixth of the aggregate of his salary in that calendar year of twelve thousand rupees, which ever is less.

Section
34 (d)

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 through out the term of his membership hold any administrative or remunerative office in the University.
- (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 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 office for the purposes of this Statute.

Section
49 (d)

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:

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

Existing Provisions

LEAVE RULES FOR TEACHERS OF COLLEGES

16.12. The provisions of Statutes 15.12 to 15.26 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 Council" and "Vice Chancellor" respectively.

PART II

Provisions hereby substituted

LEAVE RULES FOR TEACHERS OF COLLEGES

16.12. The provisions of Statutes 15.12 to 15.26 relating to the Leave Rules of teachers of the University shall be applicable to the teachers of a college with the substitution

of the words "management" and "Principal" for the words "Executive Council" and "Vice Chancellor" respectively.

PART II

LEAVE RULES FOR TEACHERS OF THE UNIVERSITY

- Section 49 (d)** **16.12.** Leave shall be of the following categories :
- (a) casual leave
 - (b) Privilege leave
 - (c) sick leave
 - (d) duty leave
 - (e) long term leave
 - (f) extraordinary leave
 - (g) maternity leave.
- Section 49 (d)** **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 circumstance the Vice-Chancellor may waive this condition for reasons to be recorded in writing.
- Section 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.
- Section 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.
- Section 49 (d)** **16.16.** Duty leave upto 15 working days shall be on full pay for attending meetings of any of the University bodies, adhoc Committees and Conferences of which a teacher may be ex-officio member or to which he may have been nominated by the University and for conducting examination of the University.
- Section 49 (d)** **16.17.** Long term leave, which shall be on half pay for one month in a session, and may accumulate up to twelve

months, may be granted for reasons such as prolonged illness, urgent affairs, approved studies or preparatory to retirement:

Provided 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. Such leave can be granted only after five years of continuous service except in the case of prolonged illness:

Provided further that such teachers as are selected for the "Teacher fellowships" by the University Grants Commission or for training or study in a foreign country under other scheme sponsored by the Commission, may be 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.

**Section
49 (d)**

16.18. Extraordinary leave shall be without pay. It may be granted for such reasons as the Executive Council may deem fit for a period not exceeding three years initially but may be extended for a period not exceeding two years under special circumstances except in the circumstances mentioned in Statute 16.10.

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 scale.

(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 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.

Section
49 (d)

³⁸16.19. Maternity leave on full pay to female teachers for a period of 135 days from the date of its commencement.

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

Section
49 (d)

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.

Section
49 (d)

16.21. Sick leave or long terms leave on account of prolonged illness can be granted on the production of medical certificate from a Registered Medical Practitioner. In a 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.

Section
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. .

Section
49 (d)

16.22.A- A teacher who has been in service of the University from before the date of enforcement of these Statutes shall have the right to opt whether he shall continue to be governed by the Old Leave Rules in force prior to the said date or shall be governed by the new rules. Such option shall be exercised by September 30, 1977, the option once exercised shall be final.

PART-II

Existing Provisions

LEAVE RULES FOR TEACHERS OF THE UNIVERSITY

15.12 Leave shall be of the following categories :

- (i) Casual leave;
- (ii) Privilege leave;

- (iii) Sick leave;
- (iv) Duty leave;
- (v) Long term leave;
- (vi) Extraordinary leave;
- (vii) Maternity leave;

15.13 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.

15.14 Privilege leave shall be on full pay for ten working days in a session and may accumulate unto 60 working days.

15.15. 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.

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

15.17. 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

Provided that such leave can be granted only after five years continuous service 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, may be 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.

15.18. Extraordinary leave shall be without pay. It may be granted for such reasons as the Executive Council may deem fit for a period not exceeding three years initially but may be extended for a period not exceeding two years under special circumstances mentioned in Statute 15.10.

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 extraordinary leave sanctioned for undertaking higher scientific and technical studies towards his increment in the time.

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 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.

15.19. 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 ;

15.20. 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;

- 15.21. 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.

PART II

Provisions hereby substituted

LEAVE RULES FOR TEACHERS OF THE UNIVERSITY

- 15.12 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.
- 15.13 The authority competent to grant leave will be the Vice-Chancellor except in the case of Half Pay leave, Commuted leave Study leave or extraordinary leave, which will be granted by the Executive Council.
- 15.14 Leave shall be of the following categories :
- (i) Casual leave;
 - (ii) Special Casual leave;
 - (iii) Earned leave or Privilege leave
 - (iv) Duty leave;
 - (v) Extraordinary-leave;
 - (vi) Study leave or Sabbatical leave
 - (vii) Half pay leave or Long-term Leave
 - (viii) Commuted leave
 - (ix) Leave not due ;

- (x) Maternity leave;
- (xi) Child Care leave;
- (ii) The Executive Council may grant, in exceptional cases, for the reasons to be recorded, any other kinds of leave, subject to such terms and conditions as it may deem fit to impose.

15.15 CASUAL LEAVE

Casual leave shall be granted to a permanent teacher on full pay for not exceeding 8 days in an academic year.

- a. Casual leave cannot be combined with any other kind of leave except Special Casual leave. However, Such-casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

15.16 SPECIAL CASUAL LEAVE

- (i) Special Casual leave, not exceeding 10 days in an academic year, may be granted to a permanent teacher:
 - (i) to conduct examination of a university/Public Service Cominission/board of examination or other similar bodies/institutions; and
 - (ii) to inspect academic institutions attached to a statutory board, etc.

In computing the 10 days leave admissible under sub-clause (a) and (b) above, the days of actual journey, if any, to and from the places where activities specified above, take place, may be excluded.

- (c) to undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to 6 working days; and
- (d) to a female teacher who undergoes non-puerperal sterilization.
- (ii) Special Casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual

leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion;

15:17 Earned Leave

(i) Subject to the provisions contained in clause 15.11.02 earned leave admissible to a permanent teacher, shall be:

(a) 1/30th of actual service including vacation; *plus*

(b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation. For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

(ii) Earned leave at the credit of a teacher shall be on full pay and shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For avoidance of doubt, it may be noted:

(i) When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave..

(ii) In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not in the aggregate exceed 120 days.

15.18 DUTY LEAVE:

(i) Duty leave of the maximum of 30 days in an academic year may be granted to a permanent teacher on full pay

for the following:

- (a) Attending conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;
- (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;
- (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;
- (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other academic body; and
- (e) For performing any other duty for the university.

Provided that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.

- (ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- (iii) Duty leave may be combined with earned leave, half pay leave or extraordinary leave.
- (vi) Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

15.19 Extraordinary-Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) no other leave is admissible; or
 - (b) other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.

- (ii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:
 - (a) Leave taken on the basis of medical certificate;
 - (b) Cases where the Vice Chancellor is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except casual leave and Special Casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

15.20. STUDY LEAVE:

- (i) Study leave may be granted to a permanent and whole time Assistant Professor after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the institution or to make a special study of the various aspects of university organization and "methods of education.

- (ii) The period of study leave may be for three years, but two years may be given, in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department.

Provided that the Executive Council may, in the special circumstances of a case, waive the condition of two years service being continuous.

Explanation: In computing the length of service, the time during which a person was on probation may be reckoned provided:

- (a) the person is a teacher on the date of the application;
- (b) there is no break in service; and
- (c) the leave is requested for undertaking the Ph.D. research work.

- (iii) Study leave shall be granted by the Executive Council on the recommendation of the concerned Head of the Department. The leave shall not be wanted for more than three years in one spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

- (iv) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- (v) Study leave may be granted not more than twice during one's career.

Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.

- (vi) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or

the programme of research without the prior permission of the Executive Council. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of Study, unless a prior approval of the Executive Council to treat the period of shortfall as ordinary leave has been obtained.

- (vii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave; extraordinary leave or vacation,

provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

- (viii) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.

- (ix) Study leave shall count as service for contributory provident fund and retiral benefits etc., provided the teacher joins the university on the expiry of his/her study leave.

- (x) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

- (xi) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the

study leave.

- (xii) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause above and give security of immovable property to the satisfaction of the Finance Officer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xi) above.
- (xiii) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave.

15.21 SABBATICAL LEAVE:

- (i) Permanent and whole-time teachers who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to under take study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the institution and higher education system.
- (ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- (iii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.

Provided that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.

- (iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under

another organization in India or abroad. He/she may be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies.

- (v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of provident fund and retiral benefits,

provided that the teacher rejoins the institution on the expiry of his/her leave.

15.22 Half-pay Leave

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.

Explanation:

A "completed year of service" means continuous service of specified duration under the university or the college and includes periods of absence from duty as well as leave including extraordinary leave.

15.23 Commuted Leave

Commuted leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions:

- (a) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (b) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- (c) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time.

Provided that no commuted leave shall be granted under these statutes unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

15.24 Leave Not Due

- (i) Leave not due, may, at the discretion of the Vice Chancellor, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice Chancellor is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.,

15-25 Maternity Leave

- (a) Maternity leave on full pay may be granted to a permanent woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career.

Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.

- (b) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

15:26 Child Care Leave

- (i) Women teachers having minor children may be granted leave on full pay upto two years (730 days) for taking care of their minor children. The leave shall be regulated on the same terms and conditions as are applicable to the State Government employees from time to time.
- (ii) In the cases, where the child care leave is granted for more than 45 days, the Institution may appoint a part time /guest substitute teacher with intimation to the UGC.
- (iii) In the event of any doubt about the applicability of the leave, the decision of the State Government, shall be final.

15.27 Other leaves

Other leaves may be prescribed as per the Rules of the State Government.

PART-III

Existing Provisions

AGE OF SUPERANNUATION OF TEACHERS OF THE UNIVERSITY

15.23. 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. Shiksha-XI-9045/XV-(7)-73 dated December 28, 1974, as amended from time to time.

15.24. (1) deleted

- (2) The age of superannuation of a teacher of the university shall be sixty two 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.:

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 2 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 superannuation till June; 30 following, will be entitled to pay, and other benefits admissible to a Government employee of equal status.

- 15.25.** Every teacher of the University who on August 1, 1975 was serving on extension beyond the age of superannuation specified in Statute 15.24 and 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.

- 15.26.** The date of superannuation of a teacher of the

University shall, subject to the provisions of Statute 15.24 be the date immediately preceding the 60th birthday of such teacher

PART-III

Provisions hereby substituted

AGE OF SUPERANNUATION OF TEACHERS OF THE UNIVERSITY

15.23. Omitted

15.24. (1) The age of superannuation of a teacher of the University shall be sixty two years.

(2) No extension in service beyond the age of superannuation shall be granted to any *teacher*—

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

15.25. Omitted.

15.26. Omitted.

PART III

Existing Provisions

AGE OF SUPERANNUATION OF TEACHERS OF COLLEGES

16.13. In this part, the expression 'new scale of pay' shall have the meaning assigned to it in statute-15.23

16.14. (1) The age of superannuation of a teacher of an affiliated/associated college shall be sixty two years..

(2) deleted

16.15. 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 2 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 superannuation till June, 30 following, will be entitled to pay and other benefits admissible to a Government employee of equal status.

16.16. Every teacher of an affiliated/associated college, who on August 1, 1975, was serving on extension beyond the age of superannuation specified in Statute 15.24 and 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.

16.17. The date of superannuation of a teacher of an affiliated/associated college, shall, subject to the provisions of Statute 15.24 be the date immediately preceding the 60th birthday of such teacher.

PART III**Provisions hereby substituted****AGE OF SUPERANNUATION OF TEACHERS OF COLLEGES**

16.13. Deleted

16.14. The age of superannuation of a teacher of an affiliated/ associated college shall be sixty two years.

16.15 No extension in service beyond the age of superannuation shall be granted to any teacher:

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

16.17. Omitted.

16.16. Omitted.

PART III**AGE OF SUPERANNUATION**

Section
49 (d)

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. Shiksha XI- 9045/XV-(7)- 73, dated December 28, 1974 as amended from time to time.

Section
49 (d)

16.24. (1) Subject to the provisions of Statutes 16.25 and 16.26, the age of superannuation of a teacher of the

University governed by the scale of pay shall be sixty-two years.*

(2) The age of superannuation of a teacher of the University not governed by the new scale of pay shall subject to Statute 16.26. be sixty-two 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:

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

Provided also that the teachers who were re-appointed in accordance with the second proviso as it existed prior to the commencement of the Lucknow University (Forty-first 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 :

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 government employees of equal status.

³⁹[Provided also that such physically and mentally fit teachers be granted extension of services for two years

*Amended vide Chancellor's order no. E 7624/G.S., Dated 08.12.2005

³⁹-Added by the Chancellor's letter No. E-7708/G.S., dated 20.12.1995 effective from November 25, 1995.

following the date of their superannuation who have received *following **National Awards** for their significant contribution. However, such teachers will not be eligible to hold any office in the University or of its Bodies during the period of extension.]

1. Padma Award
(Padma Shree, Padma Vibhushan, Bharat Ratna etc.)
2. Shanti Swaroop Bhatnagar Award.
3. Jamnalal Bajaj Award
4. Gyanpeeth Award
5. Doctor B.C. Rai Award

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 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 scales of pay.

16.26. The date of retirement of a teacher of the University shall be the date immediately preceding the 62nd birthday of such teacher.

PART IV

Existing Provision

OTHER PROVISIONS

16.19. The provisions of clauses (2) to (4) of the Statute 15.07, Statutes 15.29, 15.30 and 15.31 shall mutatis mutandis apply to every teacher of an affiliated college with the following modifications, namely

- (a) In clauses (2) to (4) of Statute 15.07, for the words "Vice Chancellor", and "Executive Council", the words "Management" and "Vice Chancellor" shall respectively be substituted.
- (b) In Statute 15.29 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.

PART IV

Provisions hereby substituted

OTHER PROVISIONS

16.19. The provisions of clauses (2) to (4) of the Statute 15.07, Statutes 15.29 to 15.34 shall inutatis mutandis apply to every teacher of a college with the following modifications, namely :-

- (a) In clauses (2) to (4) of Statute 15.07, for the words “Vice Chancellor”, and “Executive Council”, the words “Management” and “Vice Chancellor” shall respectively be substituted.
- (b) In Statute 15.29 for the words “Vice Chancellor”, and “Head of the Department”, the words “Principal” and the “Senior-most Assistant Professor in the Department” shall respectively be substituted.

PART IV

Existing Provision

OTHER PROVISIONS

15.32 COUNTING OF PAST SERVICES (new)

15.32.01 Previous regular service, whether, national or international, as Lecturer/Assistant Professor, Reader/Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICFEJ, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature. These posts are described as per Table No. II shall be governed by the relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities

and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010. after due verification by the prescribed authority:

provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Lecturer/Assistant Professor, Reader/Associate Professor or Professor as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The candidate for direct recruitment has applied through proper channel only.
- (d) The concerned Assistant Professor, Associate Professor or Professor had possessed the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor or Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Act, the Uttar Pradesh Higher Education Services Commission Act, 1980 and rules made thereunder and the statutes of university for such appointments.
- (f) The previous appointment was not as guest lecturer (by whatever name called) for any duration, or an adhoc or in a leave vacancy of less than one year duration. Adhoc or temporary service of more than one year duration can be counted provided that:
 - a. the period of service was of more than one year duration;
 - b. the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - c. the incumbent was selected to the permanent approved / sanctioned post in continuation to the adhoc or temporary service, without any break.

- (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

15.33 PERIOD OF PROBATION AND CONFIRMATION (new)

- 15.33.01 Subject to this statute, it is obligatory on the part of the institution to issue an order of confirmation to the incumbents within 45 days of completion of probation period after due process of verification of satisfactory performance.
- 15.33.02 The provisions regarding probation and confirmation are applicable only at the initial stage of recruitment, issued from time to time under the Act or Statutes or Ordinances made thereunder.

CODE OF PROFESSIONAL ETHICS (new)

15.34.01. I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself/herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) adhere to a responsible pattern of conduct and demeanor expected of them by the community;

- (ii) manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) seek to make professional growth continuous through study and research;
- (iv) express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) perform their duties in the form of teaching, tutorial, practical, practical teaching, seminar, symposium, workshop and research work conscientiously and with dedication;
- (vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i) respect the right and dignity of the student in expressing his/her opinion;
- (ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) encourage students to improve their attainments, develop

their personalities and at the same time contribute to community welfare;

- (v) inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) pay attention to only the attainment of the student in the assessment of merit;
- (viii) make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) aid students to develop an understanding of our national heritage and national goals; and
- (x) refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should:

- (i) treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) speak respectfully of other teachers and render assistance for professional betterment;
- (iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES:

Teachers should:

- (i) discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or

- professional organizations for change of any such rule detrimental to the professional interest;
- (ii) refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
 - (iii) co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
 - (iv) co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
 - (v) co-operate with the authorities for the betterment of the institutions keeping in view, the interest and in conformity with dignity of the profession;
 - (vi) should adhere to the conditions of contract;
 - (vii) give and expect due notice before a change of position is made; and
 - (viii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule:

V. TEACHERS AND NON-TEACHING STAFF:

- (a) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and,
- (b) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS.

Teachers should:

Try to see through teachers' bodies and organizations, that institution maintains contact with the guardians, their students, sends reports of their performance to the

guardians whenever necessary and meets the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

- (a) recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (b) work to improve education in the community and strengthen the community's moral and intellectual life;
- (c) beware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (d) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (e) refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

CHAPTER-XVI

Existing Provisions

PART-I

CONDITIONS OF SERVICE OF TEACHERS OF COLLEGES

- 16.03.** (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.
- (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 16.04 (1).

16.05. 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.

16.09. 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.

16.11. 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.

CHAPTER-XVI

Provisions hereby substituted

PART-I

CONDITIONS OF SERVICE OF TEACHERS OF COLLEGES

16.03(1) A teacher of the a College shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Professional Ethics mentioned in statute 15.34 and 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. (2) A breach of any of the provisions of the Code of Professional Ethics

mentioned in statute 15.34 and Code of Conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statute '15.04.(1)

16.05. The original contract of appointment referred to in Section 35 shall be lodged with the Registrar of the University for registration within three months of the date of joining, such contract shall be duly stamped as per the rates applicable.

The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service contract/record.

16.09. No teacher of a 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 forty thousand rupees, whichever is less.

16.11. TEACHING DAYS

16.11.01. (a) Subject to sub-clause (b), the Colleges must adopt at least 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a (6-day) week of the remaining period, 10 weeks may be devoted to admission and examination activities, and non-instructional (including preparation of examination) days for co-curricular, sports, college day, etc., 08 weeks for vacations and 4 weeks may be attributed to various public holidays.

The above is summarized as follows:

Categorization	Number of weeks
Teaching and learning Process	30 (180 days)
Admissions/Examinations/ preparation for examination	03
Examination	02
	05

Vacation	08
Public Holidays (to increase and adjust teaching days accordingly)	04
Total	52

- (b) For the courses regulated by the National Council for Teacher Education, there shall be atleast 200 working days, each session exclusive of the period of examination and admission, out of which atleast 40 days shall be for practice teaching or skill development in nearby schools. Adjustments shall be made accordingly.

The institution imparting teacher education shall work for a minimum of 36 hours in a week during which physical presence in the institution of all the teachers and student-teachers is necessary to ensure their availability for individual advice, guidance, dialogues and consultations as and when needed.

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.

- 16.11.02** The colleges may have an option of a total vacation of 08 weeks in a year and no earned leave except when required to work during the vacations for which, 1/3rd of the period will be credited as Earned Leave.

PART IV

OTHER PROVISIONS

Section
32 & 49

16.27. Any contract of appointment between a teacher and University entered into before the commencement of these Statutes shall be subject to the provision of the Statutes contained in the 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'.

Section 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.

Section 49

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

(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.

(3) The report in respect of an academic session shall be lodged by the end of July following 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 examination conducted by the University.

Section 49

16.31. Whereunder the provision 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.

Section 49(4)

***16.32.** A teacher of the University shall not draw remuneration more than Rs. 12000 in a calendar year.

CHAPTER XVII

PART I

CONDITIONS OF SERVICES OF TEACHERS OF ASSOCIATED COLLEGES

Section 49(0)

17.01. The provisions of this Chapter shall not apply to the teachers of any college exclusively maintained by the State

* Approved by Hon'able Chancellor vide letter No. E-1690/G.S. dated 03.05.2001

Government or a local authority.

Section 49(0) **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 associated college shall be appointed on a written contract in the Form set out in Appendix 'D'.

Section 49(0) **17.03. (1)** A teacher of an associated 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.

(2) 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 Statute 17.04. (1).

Section 49(0) **17.04. (1)** A teacher of an associated college (other than a Principal) may be dismissed or removed or his services terminated on one or more of the following grounds :

- (a) wilful neglect of duty;
- (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 examination;
- (e) scandalous conduct or conviction for an offense 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 associated 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 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 longer period as aforesaid) shall be paid:

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 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 months' notice or on payment of salary in lieu thereof on either side.

Section 49(0)

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.

17.06. (1) No order dismissing removing or terminating the services of a teacher on any ground mentioned in clause (1) or clause (2) of Statute 17.04 (except in the case of a conviction for an offense 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 chooses; and
- (iii) of calling and examining such witness in his defense as he may wish;

Provided that the Management or the officer authorised

by it to conduct to inquiry may, for sufficient reasons to be recorded in writing, refuse to call any witness.

(2) The Management 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 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 the services of the teacher, pass a resolution inflicting a lesser punishment by reducing the pay of the teacher for a specified period or by stopping increments of his salary for a specified period not exceeding three years and or may deprive the teacher of his pay during the period, if any, of his suspension. 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.

Section 49(0)

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-clauses (a) to (e) of clause (1) of Statute 17.04 in an emergency, (in the case of 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 the end of four weeks of its operation, unless the teacher has in the meantime been communicated the charge or charges on which the inquiry was contemplated.

Section 49

17.08. In computing the maximum period for the purposes of clause (2) of Statute 17.06 and Statute 17.07 any

period during which a stay order from any court of law is in operation shall be excluded.

Section 49

17.09. No teacher of an associated 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.

Section 49

17.10. Notwithstanding anything contained in these Statutes

- (i) A teacher of an associated 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 with which such college is associated;
- (ii) if a teacher of an associated college is holding any administrative or remunerative office in the college or in the University to which such college is associated, 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 with effect from the commencement of these Statutes whichever is later.
- (iii) a teacher of an associated 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 member 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 office for the purposes of this Statute.

Section 49

17.11. The management of an associated 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.

PART II

LEAVE RULES FOR TEACHERS OF ASSOCIATED COLLEGES

Section 49 17.12. The provisions of Statutes 16.12 to 16.22-A relating to the leave Rules of teachers of the University shall be applicable to the teachers of an Associated College with the substitution of the words "Management" and "Principal" for the words "Executive Council" and "Vice-Chancellor" respectively;

PART III

AGE OF SUPERANNUATION

Section 49 17.13. (1) The provisions of Statutes 16.23 to 16.26 relating to the superannuation of the teachers of the University shall *mutatis mutandis* apply to the teachers of associated colleges.

(2) Notwithstanding anything contained in clause (1) where the 60th birthday of a teacher of an associated college fell between July 1, 1975 August 1, 1975 and such teacher was serving such college on the date of commencement of these Statutes with the consent of the Vice-Chancellor, then such teacher shall be deemed to have been granted extension upto June 20, 1976.

PART IV

OTHER PROVISIONS

Section 49(a) 17.14. Any contract of appointment between a Principal or other teachers of an Associated College and the

Management 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 'EY read with Appendix C

Section 35 &
49 (0)

17.15. A teacher of an associated college dismissed on and 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 such University in any capacity.

17.16. The provisions of clauses (2) to (4) of Statute 16.07, Statutes 16.29, 16.30 shall *mutatis mutandis* apply to every teacher of an associated college with the following modification, namely :

- (a) In clauses (2) to (4) of Statute 16.06 for the words "Vice-Chancellor", and "Executive Council", the words "Management" and "Vice-Chancellor" shall be substituted;
- (b) In Statute 16.29, for the words "Vice-Chancellor" and "Head of the Department", the words "Principal" and the "Seniormost, Lecturer" in the Department shall respectively be substituted.

CHAPTER XVIII

SENIORITY OF THE TEACHERS OF UNIVERSITY

Sections 16
(4) & 49(d)

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.

Sections 16
(4) & 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 up-to-date seniority list in accordance with the provisions hereinafter appearing.

Sections 49(d)

18.03. The seniority among Deans of the Faculties shall be determined by the length of the total period of service they

have put in as Deans of the Faculties:

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.

Section 38(d)

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 Heads of Department.

Provided that when two or more Heads of Department 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 purpose of this Chapter.

Section 49(d)

18.05. The following rules shall be followed in determining the seniority of teachers of the University:

- (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 of 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 appointment 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 University of Lucknow) or in any constituent college or in any Institute whether in the state of Uttar Pradesh or out side 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 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 of 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 on 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.

Section 49(d)

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 teachers shall be determined as below:

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

Section 49(d) **18.07.** Where more than one teachers 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..

Section 49(d) **18.08.** (1) Notwithstanding anything contained in any other Statute, if the Executive Council :

- (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 cases 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.

**Section 19(i)
& 49 (d)**

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:

Provided that the Dean of the Faculty to which the teachers, (whose seniority is in dispute) belong shall not be a member of the relative 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 with 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 reasons for such disagreement.

PART II

SENIORITY OR PRINCIPALS AND TEACHERS OF ASSOCIATED COLLEGES

Section
49 (0)

18.10. The following rules shall be followed in determining the seniority of Principals and other teachers of associated colleges :

- (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 associated 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 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 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 teachers shall be determined as follows:-

- (i) in the case of Principals, the length of substantive services as a Lecturer shall be taken into consideration.
- (ii) in the case of Lecturers, 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, as a University authority, the length of service only as Principal shall be taken into account.

Section
49 (0)

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.

(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 with 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.

18.15. All disputes regarding seniority of Principals of associated college shall be decided by the Vice-Chancellor who shall give reasons for the decision. Any Principal aggrieved with 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 from the Vice-Chancellor it shall give reasons for such disagreement.

Section
49 (0)

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 associated colleges as they apply to the teachers of the University.

CHAPTER XIX⁴⁰**HALLS****Section
47 (2)****19.01.** The halls maintained by the University are :

- (1) Dr. A.D. Engineer Hall (Medical)
- (2) Balrampur Hall
- (3) Birbal sahani Hall
- (4) Chandra shekhar Azad Hall
- (5) Chakravati Hall (Medical)
- (6) Dr. Devaki Kutty Hall (Medical)
- (7) Gokarnnath Misra Hall (Medical)
- (8) Golden Jubilee Hall
- (9) Habibullah Hall
- (10) ⁴¹ Resident Hall (Medical)
- (11) Kailash Hall
- (12) Lal Bahadur Shastri Hall
- (13) Mahmudabad Hall
- (14) Narendra Deva Hall
- (15) Sardar Patel Hall (Medical)
- (16) Subhash Hall
- (17) Tilak Hall
- (18) Vijay Lakshmi Hall (Medical)
- (19) Nehru P.G. Hall (Medical)

40-Revised by the Chancellor's letter No. E-2166/G.S., dated June 25, 1996.

41-Amended by the Chancellor's order No. E-610/G.S., dated 24.02.1997.

CHAPTER XX**Existing Provisions****QUALIFICATIONS AND CONDITIONS OF
SERVICE OF NON - TEACHING STAFF OF THE
AFFILIATED COLLEGES**

20.03. (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 latter post possesses, the prescribed minimum qualification for the post of a Librarian.

- (6) (a) The Selection Committee for the post of Librarian/ Dy. Librarian or Physical Training Instructor shall consist of -
- (i) the Head of the Management or a member of the Management nominated by him, - Chairman;
 - (ii) the Principal of the college; - Member
 - (iii) one officer to be nominated by the Director of Education (Higher Education); - Member

CHAPTER XX**Provisions hereby substituted****QUALIFICATIONS AND CONDITIONS OF
SERVICE OF NON - TEACHING STAFF OF THE
AFFILIATED COLLEGES**

20.03. (1) Appointments to the posts of 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:

(6) (a) Omitted,

CHAPTER XX AUTONOMOUS COLLEGE

Section 42

20.01. The Management of an associated college desirous of obtaining the privileges of an Autonomous College shall apply to the Registrar specifying clearly

- (a) the variations proposed in or from the course of study prescribed by the University including the institution of a course in subject not provided for 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 examination 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 advanced research work, and the advanced research work already done, if any;

Section 42

20.02. No application under Statute 20.01. shall be entertained unless the college satisfies the following conditions:

- (a) It has well established departments of teaching at least two Faculties giving institution upto the postqualified teaching staff.
- (b) It has or 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 buildings for all intitutional 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.

Section 42 **20.03.** Every application under Statute 20.01, shall be accompanied by a Bank Draft payable to the University for a sum of Rs.2,000 which shall be non refundable.

Section 42 **20.04.** (1) Every application under 20.01, shall be referred to a Standing Committee of each of the Faculties concerned for scrutiny.

(2) The Standing Committee for each of the Faculties concerned shall consist of the following members :

- (a) The Dean of the Faculty (Convener);
- (b) A representative 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 (not 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.

Section 42

20.05. 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 togetherwith the views of these bodies.

20.06. (1) After considering the recommendation of the Board of Inspectors and the reports of the two bodies, referred to in Statute 20.05, 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.

(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 with the University Grants Commission established under the University Grants Commission Act.1956.

Section 42

20.07. After the recommendation of the Executive Council has been approved by the Chancellor under Status 20.06, 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.

Section 42

20.08. (1) Subject to the provisions of Section 42, an Autonomous College shall be 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 the opinion are conducive to the maintenance of the standard of

education.

(2) The Boards of Faculties concerned, the Academic Council and Examination Committee may consider the action taken by the Autonomous College Under clause (1), and May suggest any change, if necessary.

20.09. (1) The result of the Autonomous College shall be declared, and Published by the University which shall mention the name of the college which has presented the result for declaration and publication.

(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.

Section 42

20.10. The Executive Council may, at any time, get an Autonomous College inspected by a Board of Inspectors, and if, after pursuing 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 associated college .

Section 42

20.11. (a) For the proper planning and conduct of its work, every Autonomous College shall have an Academic Council and a Faculty Board in respect of the subjects comprised in each Faculty.

(b) 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.

(c) 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.

(d) The Faculty Board shall consist of all teachers of the subjects comprised in the Faculty, of three years standing as teachers 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.

Section 42

20.12. 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 may be laid down in the Ordinances.

CHAPTER XXI

Provisions hereby substituted

MISCELLANEOUS

21.07 CREATION AND FILLING UP OF TEACHING POSTS (new)

21.07.01 Teaching posts in universities, as far as feasible, may be created in accordance with the provisions contained in sec. 21(3) of the Act in a pyramidal order, that is, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professors, per department.

21.07.02 All the sanctioned/approved posts in the University system shall be filled up on an urgent basis.

21.09 WORK-LOAD (new)

21.09.01 The workload of the teachers in full employment should not be less than 40 hours (not periods) a week for a0/33 working weeks (180 teaching days/200 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours (cif 60 minutes) daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching-learning process hours in a week should be as follows:

Assistant Professor	16 hours of 60 minutes each
Associate Professor and Professor	14 hours of 60 minutes each

21.09.02 A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week may have to be allocated for research activities of a teacher.

21.10. OTHER PROVISIONS (new)

provisions of University Grams Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

CHAPTER XXI**WORKING MEN'S COLLEGE****Section 42**

21.01.(1) The Management of an associated college, desirous of obtaining the privileges of a Working Men's College shall apply to the Registrar indicating the demand for such a college in the locality and specifying the degree for which recognition is sought.

(2) A college will not be recognised as a Working Men's College in the Facilities of Science, Law and Medicine.

Section 43

21.02. No application under statute 21.01 shall be entertained unless the college satisfies the following conditions:

- (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 reasons of being engaged in business, trade, agriculture or industry or employed in 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 to the college shall be entitled to the scales of pay as admissible to the employees of the associated college. 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 weeks as compared to the full time teachers, but in no case this will exceed two-third of the minimum of the time scale to which he would have been entitled had he been appointed on the whole-time basis. The appointment of the 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.

Section 43 **21.03.** (1) Every application under Statute 21 shall be accompanied by a Bank Draft payable to the University for a sum of Rs. 2,000 which shall be non-refundable.

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

Section 43 **21.04.** (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 the 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 togetherwith the views of these bodies.

Section 43 **21.05.** 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, recognise any associated college as a Working Men's College with the prior approval of the Chancellor.

Section 43 **21.06.** 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.

Section 43 **21.07.** The provisions of clauses (2) and (3) of statute 20.09 and statute 20.10 shall *mutatis mutandis* apply to a Working Men's College also.

CHAPTER XXII

MISCELLANEOUS

**Section 7,
12&49 (p)** **22.01.** The University may institute and award scholarships, fellowships (including travelling fellowships)

studentships, medals and prizes in accordance with the provisions laid down in the Ordinances.

**Section
49 & 64**

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'.

Section 7

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 fulfills 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.

Section 7

22.04. The provisions of Statutes 22.03 shall *mutatis mutandis* apply to corresponding courses.

Section 42

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) Results 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 13, 1987, and all results may be declared by June 31, 1987, and that admission 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 paper in B.Ed. or any one year of the L.L.B or any part of the post-graduate examination in next regular examination of the University.

CHAPTER XXIII
QUALIFICATIONS AND CONDITIONS OF
SERVICE OF NON-TEACHING STAFF OF THE
ASSOCIATED COLLEGES

23.00. In this chapter, unless to context otherwise requires the expressions defined in the succeeding Statutes shall be construed accordingly.

23.01. 'Class four' means a post carrying a pay scale of a lower than a pay scale of a Routine Clerk and the expression 'Class four' employee and 'Class four' staff shall be construed accordingly;

23.02. College means a college associated with the University in accordance with the provisions 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.

23.03. 'Employee' means a salaried employee not being a teacher of a College and its grammatical variations and cognate expressions shall be construed accordingly.

23.03-A- Armed Forces of the Union means the Navel, Military or Air Forces of the Union and includes the Armed Forces of the former Indian States.

23.03-B- 'Disables ex-service man' means who while serving of the 'Armed Forces of the Union' was disabled in the course of operation against the enemy or in disturbed area.

23.03-C- 'Ex-service man' means a person who had 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 discharge 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.

23.04. Words and expressions used but not defined in the Statute shall have the respective meaning assigned to them in the Act.

24.01. Subject to the provisions of these Statutes the appointing to the posts of class three employee shall be made by the management of the college and appointment to the posts of class four employees shall be made by the Principal.

24.02. The appointing authority referred to in Statute 24.01 shall have the power to take disciplinary action and award punishment- against the class of employee of which he is an appointing authority.

24.03. Every decision of the appointing authority referred to in statute 24.02 shall, before it is communicated to the employee, be reported to the District Inspector of Schools and shall not take effect unless it has been approved by him in writing;

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

Provided further that nothing in the 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.

24.04. An appeal against the order of the District Inspector of Schools under Statute 24.03 shall lie to the Regional Deputy Director of Education.

25.01. Appointment to the post of Librarian, Deputy Librarian, Physical Education Instructor, Pharmacist, Routine Clerk (or any other post either in the pay scale of, or in a pay scale higher than that of, Routine Clerk other than the posts mentioned in Statute 25.02 or Statute 25.03) shall be made by

direct recruitment on the recommendation of Selection Committee constituted in the manner provided in Statute 25.06 after advertisement of the vacancy in the newspapers;

Provided that the post of Librarian shall be filled by promotion from the post of Deputy Librarian if the incumbent of the latter post possesses the prescribed minimum qualifications for the post of a Librarian.

25.02. Appointment to the post of Assistant shall be made by promotion according to seniority subject to suitability and fitness from amongst Routine clerks.

25.03. Appointment to the post of Head Clerk-Accountant, Head Clerk, Office Superintendent and Bursar shall be made by promotion according to seniority, subject to suitability and fitness from amongst the existing employees having required qualification and 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 on the post 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.

25.04. Appointment of employee 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 or does send any intimation in respect of such proposal to the appointing authority the approving authority shall be deemed to have approved the appointment.

25.05. Appointment of permanent posts shall be made on probation for one year. The period of probation may be extended if the candidate's work is not found to be satisfactory provided that the total period of probation shall not exceed three years. The extended period of probation shall not count

for increment.

25.06. (1) (a) The Selection Committee for appointment to the post of Librarian, Deputy Librarian or Physical Training, Instructor shall consist of :

- (i) the Head of 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 to the remaining posts referred to in Statute 25.01 or Statute 25.03 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 authorised by him in this behalf.

(2) For the purposes of direct recruitment, to the posts referred to in Statutes 25.01 and 25.03 the vacancy shall be advertised in at least two newspapers having adequate circulation in Uttar Pradesh and names of suitable candidate, shall also be obtained from the concerned District Employment

⁴³(3) "For appointment to class-IV post, the vacancy shall be advertised in two newspapers having wide circulation in Uttar Pradesh.

(4) No employee shall be eligible for payment of salary from the Salary Payment Account unless the permission, as contemplated by sub-clause (b) of clause (iii) of Section 60-A of the Act has been accorded.

(5) If the Management does not agree with the recommendations of the Selection Committee, it shall refer the matter to the approving authority along with reasons of its disagreement, and the decision of the said authority shall be final.

26.00. Reservation shall be made for Scheduled Castes, Scheduled Tribes and Other Backward Classes candidates for appointment to the post referred to in Statute 28.01. The percentage of such reservation shall be equal to the percentage prescribed for appointment in Government service.

26.01. Ten percent of the vacancies in Class III services and posts and five percent of the vacancies in Class IV services and post, including temporary which are likely to be made permanent or to continue for a period of more than one year, to be filled by direct recruitment in any year, shall be reserved for being filled by ex-servicemen;

Provided that the vacancies so reserved shall be utilised first for the appointment of disabled ex-servicemen so long as the duties of the post to be so filled are not such and 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 utilised for appointment of other ex-servicemen.

27.00. A candidate for employment in a college must be

- (a) a citizen of India, or
- (b) a Tibetan refugee who came over to India before January, 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 Tanjanayika and Zanzibar with the intention of permanently settling 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 Police, Intelligence Branch, U.P.

**Educational
qualification**

28.01. 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 recognized 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.

Provided further that

- (i) the minimum qualification for appointment of an ex-serviceman to reserved vacancies in Class III services and post shall be Intermediate wherever the qualification prescribed in the Statute is a degree of a University, and High School or any other qualification recognised as equivalent thereto wherever the qualification prescribed in this Statute is Intermediate, and there shall be no relaxation where the prescribed qualification is High School or a qualification equivalent thereto;
- (ii) for class IV services and posts no educational qualification shall be required for ex-servicemen otherwise considered suitable, in the reserved vacancies in such services and posts.
- (iii) **Laboratory Assistant**- For the post of Laboratory Assistant, Intermediate or an examination recognised by the State Government as equivalent thereto in subject with which the laboratory is concerned, or High School

or an examination recognised by the State Government as equivalent thereto, with at least five years' experience as laboratory bearer in the laboratory of the subject concerned.

- (iv) (a) **Librarian (a) and (b) Category-** A Master's degree togetherwith a degree in Library Science and three years' experience.
- (b) **Librarian 'C' Category-** A Bachelor degree togetherwith a degree in Library Science and two years' experience.
- (c) **Deputy Librarian 'A' and 'B' category-** A Bachelor degree togetherwith a degree in Library Science and two years' experience
- (d) **Deputy Librarian 'C' Category-** A Bachelor 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 where two thousand or more students are studying and Librarian/Deputy Librarian of (c) category mean the Librarian/Deputy Librarian of a degree college' where less than two thousand Students are studying."

28.01. ⁴³(iv) Office Superintendent:- For the post of Office Superintendent a degree from a recognised University established by law togetherwith at least ten years' delete. working experience as Senior Assistant or Assistant Accountant in a college affilicated to or associated with a University or in any other similar Institution.

- (v) **Assistant Accountant-** A Bachelor degree in Commerce of a recognised University established by law with Accountancy/Audit.
- (vi) **Bursar-** For the post of Bursar a degree from a recognised University established by law with at least

43-Approved by Hon'able Chancellor vide letter No. 323/G.S., dated 5.2.2001.

ten years' working experience as Office Superintendent or Accountant in a degree or post-graduate college.

- (vii) **Class four Staff-** For Class IV posts, passed Class V from recognised School.

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

- (viii) **Other Post-** For any other post not covered by the preceding clauses, sub-minimum qualification as may be specified by the State Government by general or special orders.

28.02. No employee who does not possess the qualifications prescribed in clause (i) shall, after the commencement of these Statutes, be eligible for promotion or confirmation unless he attains the aforesaid qualifications;

Provided that nothing contained in clause (i) shall effect the promotions and confirmations made prior to commencement of these Statutes.

29.01. 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 Statutes 25.01 and 25.03 it shall be 40 years. The maximum age shall be higher by five years in the case of a candidate belonging to Scheduled Castes or 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 further that the maximum age limit shall not apply to an employee referred to in Statute 38.00:

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

29.02. The age on the first day of July in the year in which the recruitment is made, shall be the age for the purpose of clause (1).

29.03. In case of Class IV employee who has put in a continuous service of three years or more and has the prescribed qualifications for appointment to the post of a Routine Clerk or 'an equivalent post' to be filled in by direct recruitment the maximum age limit may be 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).

Character

30.00. 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.

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

Physical fitness

31.00. No candidate shall be employed in a college unless he is in good mental and physical health and free from any physical 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 hospital established by the State Government.

Scale of pay & allowances

32.00 The employees shall be given the scale of pay and allowances as may be prescribed by the State Government from time to time.

Explanation- An ex-serviceman appointed in a vacancy reserved for ex-servicemen shall not be entitled to any higher

pay merely on account of his past services in the Armed Forces of the Union.

Conduct and other matters

33.01. Every employees shall maintain highest order of integrity with regard to his work and conduct.

33.02. Every employee shall comply with the orders or directions of the Management/the Principal (including the orders or directions issued in the implementation of the orders of the State Government or the University).

33.03. 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.

33.04. 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.

33.05. A Service Book of every employee shall be maintained under the control of the Principal.

Disciplinary Action

34.00. An employee who disobeys any one or breach of the provisions of clause (1) and clause (2) of Statute 33 shall be liable to disciplinary action.

Termination of service and resignation

35.01. 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.

35.02. 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 the management of a 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.

35.03. The services of a permanent employee may be dispensed with on the ground of abolition of post after giving him three months' notice in writing or three months' salary in lieu thereof. A post can be abolished on any one of the following grounds:

- (a) retrenchment on account of financial stingency.
- (b) full in enrolment of students; or
- (c) disbontinuance of the teaching in the subject to which the post relates.

Age of supper
annuation

36.00. The age of superannuation of an employee shall be sixty years. An employee who have attained the age of sixty years on or before the date of commencement of these Statutes shall be retired forthwith.

37.01. The leave rules applicable to the Government servants from time to time shall *mutatis mutandis* apply to the employee of like status.

37.02. The Principal shall be the authority to sanction all kinds of leave to Class IV employees and casual leave to other employees.

37.03. Application of an 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.

37.04. All records relating to leave will be maintained

by the Principal who shall send copies of the orders sanctioning leave (other than casual leave) to the Regional Deputy Director of Education or the authority 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.

Miscellaneous

38.00. A whole-time employee of one college appointed to another 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:

- (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 the 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 travelling 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 or by Bus.

CHAPTER XXIII —A

EMPLOYMENT OF THE DEPENDANT OF DECEASED EMPLOYEES OF THE COLLEGE

39.00. In case a permanent employee, while in service, dies and the wife or husband, as the case may be, who is not already employed under the Central Government or any State Government or any Board or Corporation owned or controlled by the Central government or the State Government (in which the University is included) a member of his family who is not already employed under the Central Government or the State Government (in which the University is included), may be appointed by the management with prior approval of the Director of Higher Education for relaxation in procedure of selection and maximum age-limit, in a vacant non-teaching post of direct recruitment of Class III or Class IV provided that he applies for within 5 years' commencing from the date of the death of the employee and possesses minimum educational qualification for such a vacant non-teaching post.
Explanation : For the purpose of this Statutes

- (1) 'dependant' means the son, unmarried or widowed daughter, widow or the widower of the deceased;
- (2) 'employee' includes teacher employed in the institution.

CHAPTER XXIV SURCHARGE

Definitions

39.01. In these Statutes unless there is any thing 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.

39.02. (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.

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 thereunder;
- (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 the Act or the Ordinances or regulations made thereunder;

- (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) On 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 officers 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 the Ordinances made thereunder 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.

39.03. 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.

39.04 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.

39.05. (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, from the said date as may be permitted by the Examiner:

Provided that where an appeal has been preferred under Statute 39.04 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.

39.06. 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 cost 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.

CHAPTER XXV

Good Academic Record

40.01.A.1

Good Academic Record for the post of Lecturer, Librarian (University), Deputy Librarian (University) and Assistant Librarian shall be as under :

1. A relaxation of 5 % marks at Post-graduate level shall be granted to the candidate belonging to Scheduled

Castes/Schedule Tribes, i.e., 50 % marks in place of 55 % marks at post-graduate level shall be acceptable for them.

2. The candidate who hold a degree of Ph.D. and have passed post-graduate examination on or before September 19, 1991 shall be granted a relaxation of 5 % marks at post-graduate level, i.e., 50 % marks in place of 55 % marks at post-graduate level shall be acceptable for them.
- (a) Good Academic Record for the candidates belonging to the unreserved category and other Backward Classes shall be as under :

“Minimum 55 % marks in relevant graduate level. But the candidate who holds Ph.D. degree, a relaxation of maximum 5 % marks in relevant graduate degree shall be admissible to them.”
- (b) Good Academic Record for the candidate belonging to Scheduled Castes/Schedule Tribes shall be as under :

“Minimum 50 % marks in relevant graduate level. But the candidates who hold Ph.D. degree, a relaxation of maximum 5 % marks in relevant graduate degree shall be admissible to them.”

Explanation : The relevant Graduate degree under Para (a) and (b) hereinabove means that where-ever one graduate degree and one professional degree is required prior to post-graduate degree the relevant graduate degree thereupon means either the graduate degree or the professional degree.

APPENDIX “A”

(See Statutes 4.12 and 22.02)

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 preferences 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 a 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 the Statutes and shall have power to alter these dates in case of any emergency except where such alternation 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 election 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 from:

NAME OF UNIVERSITY

Election by Constituency

Name of candidate and Order of preference (to be indicated in the space) by the numericals 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 figures 2, 3, 4 and so on, consecutive numericals.
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 some 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 indentified, or
 - (vi) there is any erasure, or alternations in the figure indicating the voter's preferences, or
 - (vii) it is not on the form provided for the purposes.

Part II

Election conducted by Postal Ballot.

8. At least three months before the vacancies to be filled by election by postal ballot or 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 list of voters. If the name of a person is removed from the list his vote shall not be counted even if he has received the voting paper afid

recorded his vote, and a certificate that this has been so done, shall be recorded by the Registrar and the person, 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 proposer OF 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 post, within the time mentioned in the notice.

13. It shall be open to a candidate to withdraw from an election by sending to the Registrar, so as to reach him before the day and hour fixed as the last day for the receipt of nomination, as intimation of withdrawal in writing signed by himself and attested by a Stipendiary Magistrate, a Gazetted - Officer, or the 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 the occasion.

15. The Registrar shall prepare list of valid nominations: If the nomination paper is rejected by the Registrar, he shall inform the candidates 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 send 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 to the Registrar of the University. The Registrars 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 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 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 or 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 any 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, time and place the Registrar shall open the covers containing the voting paper 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 is recorded 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 papers in all the parcels, divide the 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 such candidates shall be treated as elected and no further proceeding shall be taken.

32. (i) Every candidates the values of whose parcel, on the first preference being counted is equal to or grater 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 grater than the quota, the surplus shall be transferred to the continuing candidates indicated on the ballot paper as next in 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, and- so on.

(iii) Where two or more surplus or 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 divided 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 the unexhausted paper 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 candidate whose surplus is being transferred.

(d) If value of the unexhausted papers is greater than the surplus, he shall transfer the sub-parcels of unexhausted paper 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 in the last preceding clause.

(vi) The papers transferred to each candidate shall be added in the form of sub-parcel to the paper already belonging to such candidate.

(vii) All papers in the parcel or sub-parcels of an elected candidate not transferred under this clause shall 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 candidates according to the next preference 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 paper 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 until 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 transfer 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 but 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 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 candidate 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 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 it shall not be necessary to publish the electoral 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 voters 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 togetherwith 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 '13'

(See statutes 16.01)

FORM OF AGREEMENT WITH MEMBERS OF TEACHING STAFF OF THE UNIVERSITY

Agreement made this day of.....
20. , between Sri of first part the
University of (hereinafter called
"the University") of the other part:

It is hereby agreed as follows:

(1) That the University hereby appoints shri/ shrimati /
km to be a teacher of the University with effect from the date
the party of the first part takes charge of the duties of his/her

office, and the party of the first part, hereby accepts the engagement, and undertakes to take such part, and perform such duties in the University as may be required of his/her, including the management and protection of the University property or funds, the organisation of instruction the teaching formal or informal and the examinations of students, the maintenance of discipline and the promotion of 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 on its discretion extend the period of probation by one year.

(2) That, the party of first part 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 party of the first part is appointed shall be the party of the first part 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 party of the first part without the specific sanction of the authority empowered to withhold increment.

(4) That the party of the first 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 thereunder.

(5) That the party of the first part hereby under- takes 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 party of the first part 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 year first above written.

.....
Signature of the Teacher

.....
Signature of the Finance Officer
Representing the University.

Witness:

1.
2.

APPENDIX 'C'

(See Statutes 16.02, 16.27, 17.03 and 17.14)

CODE OF CONDUCT FOR TEACHERS

Whereas a teacher, conscious of his responsibilities and 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 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 colleagues or the Alma Mater.

(4) No teacher shall discriminate against any pupil 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 decision of the appropriate bodies and functionaries of the University or 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

¹⁸(7) No teachers shall run any other business Part time home teaching (tuition) and coaching classes.

(8) The teachers shall remain available to the students for necessary assistance and guidance even after the classes without any remuneration.

(9) With a view to completing the educational programme, a teacher shall take leave only in unavoidable circumstances with the prior permission as far as possible.

18. From sl. no. 7 to 12 approved by the Executive Council on 29.1.1996 as desired by State Government and sent to Chancellor vide letter No. 12140 dated 18.5.1996.

(10) The teacher shall remain engaged in developing his/her academic achievements by a continuous study, research and training.

(11) Every teacher shall provide assistance in the University or College, as the case may be, in educational responsibilities e.g. in admission, helping and counselling to students, conducting of examination, invigilation, supervision evaluation of answer books, teaching and other curricular activities of the University or College.

(12) As per the ideals of democracy, patriotism and peace, teacher shall create the feeling of respect among students towards scientific temperament and physical labour.

APPENDIX 'D'

(See Statutes 17.02 and 17.14)

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

Agreement made this day of.....
20....., between..... of the first part and the
Management of the college..... through the
Principal/Secretary of the second part.

Whereas the college has engaged the party of the first part to serve the College as subject to the conditions and upon the terms hereinafter contained, and this agreement witnesseth that the party of the first part and the college hereby contract and agree as follows.

(1) That the engagement shall be from the day of 20..... and shall be determinable as hereinafter provided.

(2) That the party of the first part 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 party of the second party 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 party of the first part of the services the rate of Rs (Rupees only) per month rising by annual increment of 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 is due on the first day of the month following that for which it is earned and the Management shall pay it to the teacher not later than fifteenth of the each month.

(5) That the party of the first part shall not make a 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 party of the first part, 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 University Act, 1973.

Signed this day of 20,
On behalf of Management by.....

By the teacher in the presence of

Witness:

1.

2.

2. FORM OF AGREEMENT WITH A PRINCIPAL OF AN ASSOCIATED COLLEGE

Agreement made this day of 20... between of the first part (hereinafter called the Principal) and the (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 party of the first part and the Management hereby contract and agree as follows:

(1) That the agreement shall begin from the 20 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 is 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 fifteenth of each month.

(5) The Principal shall perform all such duties as appear into the Principal of an associated college and shall be responsible for due discharge of such duties. The Principal shall be solely responsible to the internal management and discipline of the said college including such matters as the

selection of Text-books in consultation with the senior-most teacher 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 the staff, the appointment, promotion control and removal of the inferior staff such as peons, daftaris, gardener, technicians. etc., the granting of freeship and half freeship to students within the number sectioned by the Management, his control of the college or hostels through the Warden, the admission discipline and punishment of students and the organisation of games and other activities. He shall administer all student's funds, such as Games fund, Magazine Fund, union fund, Reading Room Fund, Examination Funds, etc., with the help of Committee appointed by him and in accordance with the directions received by him from time to time from the University, and subject to audit and security of accounts by qualified accountant appointed by the Management not from amongst its members. The accountant's fee will be 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 direction 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 to the members of the staff shall be issued through the Principal and no member of the staff 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 Principal's office shall be made with his concurrence.

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

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

(7) The date of birth of the party of the first part is in proof of which he has produced the High School Certificate or that of any other examination recognised as equivalent to High School Examination and has annexed certified copy thereof.

(8) In all other respects, the mutual right, 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 thisday of 20.....
on behalf of the Management by

By the Principal in the presence of :

Witness (1) Witness (2).....

Address..... Address

Appendix 'E'

Form I

(See Statutes 16.29 and 17.16)

Annual-Academic Progress Reports for the 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 notional 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 of Lectures (excluding tutorial classes) delivered in the University 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.

.....
Signature of Teacher
Dates.....19....
Countersigned
Designation
