



# HAZARA UNIVERSITY MANSEHRA

Ph: 0997-414163: Fax 0997-414111

No 4 (170) HU/Reg/2025/3085

Nov. 10, 2025

To

1. Prof. Dr. Ikram Ullah Khan, Vice Chancellor, Hazara University
2. Justice (Rtd.) Nisar Hussain Khan, Former Judge Peshawar High Court
3. Prof. Dr. Nasir ud Din, Dean Faculty of Law & Social Sciences
4. Engr. Nazeer Hussain Director General (HRM)/Nominee Chairman HEC
5. Mr. Javed Iqbal, Additional Secretary Govt. of Khyber Pakhtunkhwa Higher Education Department
6. Muhammad Nadeem Akhtar Additional Secretary Govt. of Khyber Pakhtunkhwa Establishment Department
7. Mr. Masood Ahmad Jan Deputy Secretary Govt. of Khyber Pakhtunkhwa Finance Department
8. Prof. Dr. Fareed Ullah Shah, Director, Directorate of Higher Education (Colleges) Khyber Pakhtunkhwa
9. Prof. Riaz Hussain Principal Govt. Postgraduate College Mansehra
10. Prof. Dr. Mansoor Khattak, Dept. of Agriculture Mechanization, University of Agriculture, Peshawar
11. Mr. Mohabat Khan Registrar, Hazara University
12. Prof. Dr. Saleh Muhammad, Professor Department of Physics, Hazara University
13. Dr. Sajjad Ahmad Afridi, Associate Professor, Department of Management Sciences
14. Dr. Muhammad Asad Khan, Assistant Professor Dept. of Telecom. Hazara University
15. Dr. Zeeshan Niaz, Lecturer, Department of Microbiology
16. Mr. Khurram Jamal, Treasurer, Hazara University
17. Mr. Fiaz ul Hassan, Assistant Controller of Examinations, Hazara University

**Subject: Approved minutes of 71<sup>st</sup> Syndicate Meeting Hazara University**

Respected Sir (s)

Find enclosed herewith the approved minutes of 71<sup>st</sup> Syndicate Meeting Hazara University held on October 25, 2025 for your record/further necessary action please.

  
Deputy Registrar  
(Meetings)

Copy to:

1. PS to Vice Chancellor
2. PA to Registrar
3. All the Relevant administrative / academic sections (for necessary action (if any) at their end)
4. Director QEC
5. Director ORIC
6. Director IT (for uploading on the University's CMS)
7. Master File
8. Relevant File



## HAZARA UNIVERSITY MANSEHRA

### MINUTES THE 71<sup>st</sup> SYNDICATE MEETING HELD ON OCTOBER 25, 2025

The 71<sup>st</sup> meeting of Syndicate was held on October 25, 2025, in the Conference Room of the Vice Chancellor's Secretariat. Prof. Dr. Ikramullah Khan, Vice Chancellor, chaired the meeting. The following members attended the meeting:

- |  |   |
|--|---|
| 1 <b>Justice (Rtd.) Nisar Hussain Khan</b><br>Former Judge Peshawar High Court                                   | 2 <b>Engr. Nazeer Hussain</b><br>Director General (HRM)/<br>Nominee Chairman HEC                                |
| 3 <b>Prof. Dr. Mansoor Khattak</b><br>Dept. of Agriculture Mechanization,<br>University of Agriculture, Peshawar | 4 <b>Prof. Dr. Nasir ud Din</b><br>Dean Faculty of Law Social Sc.<br>Hazara University                          |
| 5 <b>Mr. Javed Iqbal</b> , Additional Secretary<br>Govt. of Khyber Pakhtunkhwa<br>Higher Education Department    | 6 <b>Muhammad Nadeem Akhtar</b><br>Additional Secretary Govt. of Khyber<br>Pakhtunkhwa Establishment Department |
| 7 <b>Mr. Masood Ahmad Jan</b><br>Deputy Secretary Govt. of Khyber<br>Pakhtunkhwa Finance Department              | 8 <b>Prof. Dr. Fareed Ullah Shah</b><br>Director, Directorate of Higher Education<br>(Colleges) Peshawar        |
| 9 <b>Mr. Mohabat Khan</b><br>Registrar, Hazara University  | 10 <b>Prof. Dr. Saleh Muhammad</b><br>Department of Physics Hazara University                                   |
| 11 <b>Dr. Sajjad Ahmad Afridi</b><br>Associate Professor Dept. of<br>Management Sc. Hazara University            | 12 <b>Dr. Muhammad Asad Khan</b><br>Assistant Professor Dept. of Telecom<br>Hazara University                   |
| 13 <b>Prof. Riaz Hussain</b><br>Principal Government Postgraduate<br>College, Mansehra                           | 14 <b>Dr. Khurram Jamal</b><br>Treasurer,<br>Hazara University  |
| 15 <b>Dr. Zeeshan Niaz</b> ,<br>Lecturer, Dept. of Microbiology Hazara<br>University, Mansehra                   | 16 <b>Mr. Fiaz ul Hassan</b><br>Assistant Controller of Examinations<br>Hazara University                       |

The meeting commenced with the recitation of verses from the Holy Quran. The Chair extended a warm welcome to the members of the Syndicate.

The agenda was then presented in the following sequence:

*Vice Chancellor*

*Registrar*

**Item No. 1 Confirmation of minutes of the 70<sup>th</sup> Syndicate Hazara University**

The 70<sup>th</sup> Syndicate meeting was held on May 24, 2025. Reports on actions taken on decisions of Syndicate were presented to the house. The minutes of the 70<sup>th</sup> Syndicate were presented to the house for confirmation.

**Decision:** *The house noted the action taken by the university and unanimously confirmed the minutes of 70<sup>th</sup> Syndicate.*

**Item No. 2 Minutes of 34<sup>th</sup> meeting of Academic Council**

The 34<sup>th</sup> meeting of Academic Council was held on September 09, 2025. The minutes of the 34<sup>th</sup> meeting of the Academic Council were submitted to the house for information/approval. The following important decisions were made in the 34<sup>th</sup> Academic Council.

- a) approved the Academic Calendar for Fall 2025, Spring 2026
- b) approved the conversion of 05 Year LLB Program to BS Law 04 Year LLB Program with the revised curriculum as suggested by HEC and PBC.
- c) agreed to incorporate the courses "Understanding of Holy Quran-I / Fehm-e-Quran-I" and "Understanding of Holy Quran-II / Fehm-e-Quran-II" (each of 1 (0-1) credit hour) in all undergraduate (NQF Level 5-6) and graduate (NQF Level 7-8) degree programs for Muslim students, in line with the directives of the Higher Education Commission.
- d) approved the launch of the following programs:
  - M.Phil Human Genetics — subject to obtaining NOC from HEC
  - M.Phil Public Health — subject to obtaining NOC from HEC
  - BS Public Health — effective from Fall 2025
  - BS Forensic Sciences — effective from Fall 2025
- e) Approved the issuance of Semester transcripts free of cost by the Controller of Examinations to students upon request.
- f) principally approved the Faculty Training and Development Policy (2025) and the Faculty Orientation Policy (2025),
- g) approved the Undergraduate Internship Policy (2024)
- h) Nominations for the Faculties of the Academic Departments.
- i) approved the minutes of the 3<sup>rd</sup> meeting of BOF Biological & Health Sciences with few exceptions.
- j) approved the minutes of the 14<sup>th</sup> meeting of the Board of Faculty of Law and Social Sciences
- k) approved the launch of 01-year Diploma in Molecular Diagnostics by the Department of Biotechnology and Genetic Engineering.
- l) agreed with the proposal and director IT was nominated as Co-opted member of Academic Council.
- m) Approved the Program B.E technology (Cyber security)

Minutes were presented to the house for consideration and approval.

**Decision:** *The house approved the minutes of the 34th Academic Council with the following amendments:*

1. *The house did not agree with the decision under Item No. 16 regarding the appeal of Mr. Qazi Jawad Ahmed, M.Phil Scholar, Department of Political Science, against the decision of the 60th ASRB, on the grounds that the fault*

Vice Chancellor

Registrar

*did not lie with the student. The house directed that responsibility be fixed on the concerned persons, and the case be processed on duplicate reports.*

2. *Regarding the decision under Item No. 17, the members opined that Student Ms. Maheen Arshad may be provided an opportunity to exit after the 4th semester.*

**Item No. 3 Recommendations of 45<sup>th</sup> Finance & Planning Committee meeting held on October 08, 2025**

The Finance & Planning Committee, in its 45<sup>th</sup> meeting, discussed the following agenda items and made recommendations on:

- Fee structure for newly launched BS programs
- Fee structure for one-year diploma in Molecular Diagnostics
- Fee/charges of sports venues for other than university games
- Registration Fee of Rs. 700/- for CRL training of undergraduate students of affiliated colleges
- Increase in minimum wages of contingent paid staff/daily paid labour.
- Enhancement of remuneration of visiting faculty

The recommendations of F&PC were submitted to the house for consideration/approval.

**Discussion:** The Nominee of the Chancellor Prof. Dr. Mansoor Khattak raised concerns regarding the variation of fee structure of various programs. The Additional Secretary, HED, proposed that for newly launched BS programs, a comparative analysis of fee structures in other public sector universities should be conducted in the future.

Prof. Riaz Hussain Principal Govt. Postgraduate College Mansehra expressed concern over the increase in the CRL Training Fee from Rs. 500/- to Rs. 700/-, noting that the affiliated colleges are not availing themselves of this facility.

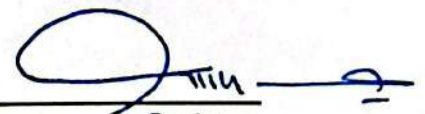
The Treasurer briefed the house that the three-hour training is mandatory and conducted using advanced research equipment. He further clarified that the fee is charged only where laboratory work is mandatory, and participants are provided with refreshment and certificates upon completion.

After discussion, the house agreed with the proposal of the Additional Secretary, HED, that any increase in fees should be made gradually based on a percentage basis. The Nominee of HEC sought clarification regarding the agenda item "*Rationalization of Posts and NOC Requirement for Appointments and Promotions.*" The Vice Chancellor briefed the house on the necessity and rationale behind the rationalization of posts. Regarding the enhancement of minimum wages for daily-paid employees, the house appreciated the action taken by the Vice Chancellor.

**Decision:** *The house approved the minutes of the 45th meeting of the Finance & Planning Committee with the amendment that the Registration Fee for CRL Training shall be Rs. 600/- per student for affiliated Colleges.*



Vice Chancellor



Registrar

**Item No. 4 Corrigendum in Joining Order Issued vide No. 4(1)HU/Reg/2022/419 dated March 21, 2022, regarding Dr. Khushi Muhammad, Associate Professor**

It is submitted that Dr. Khushi Muhammad was promoted to the position of Associate Professor in Biotechnology & Genetic Engineering by the Syndicate in its 49th meeting held on December 27, 2021. Subsequently, in pursuance of the HEC's new endorsement policy for the appointment and promotion of TTS-based faculty (as per HEC Letter No. ADQAD/HEC/HU/TTS-83/170 dated February 11, 2022), the joining order of Dr. Khushi Muhammad as Associate Professor (Tenured) was issued vide No. 4(1)HU/Reg/2022/419 dated March 21, 2022. However, due to an inadvertent error, the Department of Physics was mentioned instead of the correct Department of Biotechnology & Genetic Engineering.

The case was submitted to the Syndicate being the competent appointing authority for approval to issue a corrigendum rectifying the discrepancy.

**Decision:** *The Syndicate granted approval for the issuance of corrigendum to rectify the discrepancy.*

**Item No.5 Request for Correction in Date of Promotion – Prof. Dr. Zafar Iqbal, Department of Botany**

Prof. Dr. Zafar Iqbal, Department of Botany, submitted a request for correction in the effective date of his promotion as Professor (Tenured) from 11th November 2024 to 1st October 2024.

It is submitted that Dr. Zafar Iqbal was promoted as Professor (Tenured) pursuant to the recommendations of the Selection Board in its meeting held on August 16–18, 2024, and the subsequent approval by the Syndicate in its 66th meeting held on August 25, 2024. The effective date of promotion was notified as 11-11-2024. The request of Dr. Zafar Iqbal was placed before the TTS Grievances and Redressal Committee, which, in its meeting held on 15-10-2024, deliberated on the matter and referred the case to the Syndicate, being the appointing authority, for consideration and correction in the date of appointment, if deemed appropriate.

**Decision:** *After threadbare discussion on the item, the house concluded that the date of promotion shall be considered with effect from the date decided by the Syndicate. Accordingly, the request of Prof. Dr. Zafar Iqbal, Department of Botany, for correction in the date of promotion was regretted.*

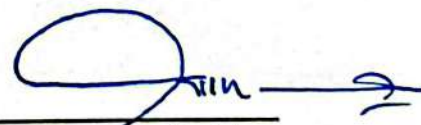
**Item No. 6 Acceptance of Joining in Anticipation of Syndicate Approval in respect of Dr. Sajid Mehmood, Lecturer, Department of Zoology**

**Brief / History of the Case:**

1. Dr. Sajid Mehmood was appointed as Lecturer (Zoology) on regular basis on 03-02-2012.
2. He was relieved to join the University of Chakwal as Assistant Professor w.e.f. 05-04-2022 through proper channel vide No. 531 dated 06-04-2022.
3. Granted lien against his substantive post at Hazara University for a period of one year, subsequently extended up to 05-04-2025 (total three years).



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4. Before the expiry of his lien, he was relieved from the University of Chakwal to rejoin Hazara University against his substantive post w.e.f. 17-03-2025.
5. Submitted his joining report on 18-03-2025.

**Current Position:**

Dr. Sajid Mehmood submitted his joining at the Department of Zoology, HU on 18-03-2025. The Vice Chancellor accepted the joining in anticipation of the approval of the Syndicate, notified vide No. 4(1)HU/Reg/2025/527 dated 09-04-2025.

The matter is placed before the Syndicate for **approval** of the action taken by the Vice Chancellor regarding acceptance of joining of Dr. Sajid Mehmood against his substantive post in the Department of Zoology.

**Decision:** *The House approved the action taken by the Vice Chancellor regarding acceptance of joining of Dr. Sajid Mehmood against his substantive post in the Department of Zoology.*

**Item No. 7 Resignation from the Post of Lecturer Submitted by Ms. Dur-e-Afshan Babar**

In response to Notice for resumption of duty 4(2)HU/Reg/2025/596 dated April 23, 2025 and Show cause notice issued vide No. 4(2)HU/Reg/2025/731 dated May 19, 2025, the Chairperson Department of English forwarded the resignation submitted by Ms. Dur-e-Afshan Babar, Lecturer, Department of English via email vide No. HU/Eng/2025/149 dated May 19, 2025.

In her resignation, she has stated that due to personal circumstances requiring her full attention, she is unable to continue her duties at Hazara University.

She mentioned that in early 2022, her husband moved abroad for employment. While she initially continued her teaching responsibilities while residing with her in-laws in Mansehra, she found it increasingly difficult to manage in the absence of her husband and without male family support. Consequently, she had to relocate abroad to join her husband.

Ms. Dur-e-Afshan Babar has, therefore, requested that her resignation be accepted and the necessary formalities be completed accordingly.

**Service of the Employee:**

- Joined the service as Teaching Assistant on 28-12-2006 and as Lecturer (regular) on 14-04-2008.
- Availed study leaves for PhD at NUML, Islamabad from 10-03-2017 to 27-10-2020 and a surety bond furnished by her to the effect that "in case of failure she will pay 04 times of pay benefits etc."
- She failed to submit PhD degree as well as to serve this university for 05 years hence liable to pay the financial benefits and other payments drawn during the period of study leave as per surety bond



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- She failed to submit PhD degree as well as to serve this university for 05 years hence liable to pay the financial benefits and other payments drawn during the period of study leave as per surety bond
- She was granted EOL without pay from 01-03-2023 to 28-02-2025 and remained absent w.e.f 01-03-2025 onward.
- Notice for resumption of duty 4(2)HU/Reg/2025/596 dated April 23, 2025, and Show cause notice issued vide No. 4(2)HU/Reg/2025/731 dated May 19, 2025, respectively but failed to comply. Now she has submitted her resignation from service (in absentia).

The case was submitted to the Syndicate for consideration.

**Decision:** *The house regretted the case and directed that the matter be processed in accordance with the terms and conditions of the bond. It was further decided that a notice be issued to Ms. Dur-e-Afshan Babar, with a copy to her guarantors, holding them responsible for the recovery of the refundable amount.*

**Item No. 8** **Resignation from Service – Dr. Sidra Tul Muntaha, Lecturer, Department of Chemistry**

Dr. Sidra Tul Muntaha, Lecturer (BPS-18), Department of Chemistry, has submitted her resignation from university service, effective immediately, due to unavoidable circumstances.

#### **History / Background of the Case:**

- Dr. Sidra Tul Muntaha was appointed as Lecturer (BPS-18) on a regular basis and joined Hazara University on 13.11.2020.
- She was granted 365 days Extraordinary Leave (EOL) without pay for one year vide Notification No. 4(2)-HU/Reg/2023/1017 dated 11.07.2023, w.e.f. 17.07.2023 to 16.07.2024.
- An extension of EOL without pay was granted from 17.07.2024 to 16.01.2025 (06 months) with the direction to resume duty upon expiry of the leave.
- Upon her continued absence, a notice for resumption of duty within 14 days was served vide letter No. 445 dated 17.03.2025. She did not comply and subsequently submitted her resignation via email on 07.04.2025.

Clause-4 of the Terms and Conditions of Appointment states: "You will have to serve two months' notice during the probation period and three months' notice after confirmation if you want to resign from the service of HU, or you will have to deposit two/three months' salary thereof."

It is noted that the incumbent failed to serve the mandatory three months' prior notice as required under the terms of her appointment order.

Her resignation, along with the relevant page of the Hazara University Service Statutes, 2016 regarding resignation from service, was presented for consideration and decision of the Syndicate.

**Decision:** *The house empowered the Vice Chancellor to decide the case of acceptance of resignation from Service of Dr. Sidra Tul Muntaha, Lecturer, Department of Chemistry along with 03 months payment recovery.*

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**Item No.9 Iqbal Ahmad Alvi – Leave Without Pay for One Year (Extendable up to Three Years)**

Dr. Iqbal Ahmad Alvi, Assistant Professor, Department of Microbiology, Hazara University, Mansehra, has submitted an application for *Extraordinary Leave (EOL) without pay* for a period of 365 days—from 10.09.2025 to 09.09.2026—which he requests to be extendable up to three years. The leave is sought to take up an appointment as Professor of Microbiology at the *Afghanistan International Islamic University, Afghanistan*.

An email from the said university regarding his appointment is attached. As per the terms of the offer, he is required to report for duty within 20 days of issuance of the offer letter.

**Brief / Service History of the Applicant:**

- Appointed as Lecturer at Hazara University on 15.04.2008.
- Promoted / appointed as Assistant Professor w.e.f. 06.02.2023.
- Availed 04 years Study Leave for Ph.D. at the University of Punjab from 01.10.2014 to 19.08.2018, against which a surety bond was submitted
- Completed Ph.D. on 18.12.2020; hence bound to serve Hazara University for five years, i.e., up to 19.12.2025.
- Issued NOC No. 4(16)-HU/Reg/2025/973 dated 17.07.2025 for interview at Faculty of Medicine, Microbiology Department, Afghanistan International Islamic University, with the condition that in case of selection/appointment, he will be relieved after fulfillment of all allied requirements/formalities as per rules/statutes/regulations
- Also availed One Year Sabbatical Leave in the past.

**Relevant Statute (Section 13.9 of HU Leave Statutes, 2016):**

*“Employees who were selected for employment in International Agency / Foreign Countries may be granted leave without pay by the Syndicate for the period as the circumstances may warrant but not exceeding one thousand & ninety-five days at any one time, but in special circumstances it could be extended up to five years.”*

In light of the above and as per Section 13.9 of the HU Leave Statutes 2016, the case for grant of *Extraordinary Leave without pay* for one year (extendable to three years) was submitted for consideration and approval of the Syndicate.

**Decision:** *The house approved Extraordinary Leave without pay initially for a period of one year as per section 13.9 of HU Leave Statutes 2016 in respect of Dr. Iqbal Ahmad Alvi Assistant Professor, Department of Microbiology.*

**Item No.10 Request for Placement of Services on Stop Gap Arrangement in respect of Mr. Hammad Shah, Superintendent currently working in HED**

Government of Khyber Pakhtunkhwa, Higher Education, Archives and Libraries Department, vide letter No. SO(U-IV)HE/25-12025/Gen:Misc dated 08-08-2025, has referred to its earlier

  
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correspondence dated 31-11-2018, 24-06-2019, and 19-12-2019 (copies enclosed) regarding the posting of Mr. Hammad Shah, Superintendent, at HED.

It has been stated therein that Mr. Hammad Shah, presently working as Section Officer (U-II), has been engaged from Hazara University, Mansehra on *stop gap arrangement* since October 2018; however, no official response has been conveyed to HED till date. HED has requested either:

1. issuance of an official letter for placement of services of Mr. Hammad Shah in HED on *stop gap arrangement* with retrospective effect, as his services are essentially required for running the affairs of universities; or
2. placement of the matter before the Syndicate for formal approval.

The complete history of the service of the applicant, including his previous posting at HED from 2016 to 2018 and subsequent correspondence by HED regarding his posting from October 2018 onwards, was presented to the Syndicate for discussion.

In view of the above, and keeping in consideration HED's letter dated 08-08-2025, the NOC/Notification for the posting of Mr. Hammad Shah at HED w.e.f. 08-08-2025 on *stop gap arrangement* and the case for regularization of the period of posting from October 2018 to 07-08-2025 was submitted to the Syndicate for an appropriate decision.

**Decision:** *The house thoroughly discussed the item and unanimously agreed that the Vice Chancellor may decide the case under Section 11(5)(a) of the Khyber Pakhtunkhwa Universities Act.*

**Item No. 11** Request submitted by Mr. Mazhar Islam for extension in study leave for sixth year w.e.f 08.05.2025 to 07-05-2026

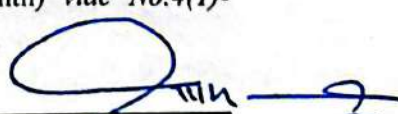
Mr. Mazhar Islam, Lecturer, Department of Telecommunication has requested for grant of further one year study leave w.e.f 08.05.2025 to 07-05-2026

The applicant is doing Ph.D from Sun Yat-Sen University, China (SYSU). He is on study leave from Hazara University w.e.f 05-09-2017. He has attached progress report for his PhD for the period April 2024 to May 2025.

**Already availed study leave detail:**

- Study leave for PhD on Half pay w.e.f 05-09-2017 to 04-09-2018 (12 months) *vide 4(1)-HU/Reg/2017/1331 dated 07-09-2017*
- Extension Study leave on Half pay w.e.f 05-09-2018 to 04-09-2019 (12 months) *vide 4(1)-HU/Reg/2018/1478 dated 10-08-2018*
- Extension Study leave on Half /Full pay w.e.f 05-09-2019 to 28.07-2020 (10 Month 23 days) *vide No.4(1)-HU/Reg/2019/3879 dated 27-08-2019*
- Study leave With pay w.e.f 01.04.2023 to 31.03.2024 (12 Month) *vide No.4(1)-HU/Reg/2022/1945 dated 21.12.2022*

  
Vice Chancellor

  
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- Study leave With pay w.e.f 1.4.2024 to 7.5.2024 (37 days) *Vide No. 4(1)-HU/Reg/2024/579 dated 31.03.2024*
- EOL Without pay w.e.f 8.5.2024 to 7.5.2025 12 months *vide No. 4(1)-HU/Reg/2024/579 dated 31.03.2024*
- Total Study leave Availed till 07.05.2025 = 05 years (including 4 years with pay & one year without pay)

It is pointed out that 5th year study leave was granted / approved by 64th Syndicate held on 20.04.2024.

The Progress report has been received from his supervisor and a letter for verification dated 24.6.2025 has also been sent by this office. In response his supervisor vide email dated 31.7.2025 has stated that he has already signed his report twice this year and written the reason why he delayed his graduation. He further stated that Mazhar Islam needs to publish two more papers and can graduate around November or December 2026.

Hazara University Leave Statutes 13.3 refers that *“Leave without pay (EOL) may be granted under special circumstances to a permanent employee up to a maximum period of five years.*

*Provided further that the maximum period of five years shall be reduced by the period of leave on full pa or half pay, if granted in combination with the extraordinary leave.”.*

Hazara University Leve Statutes 18 (a,b) stats; *The Syndicate, may in extra-ordinary circumstances to be communicated in writing may:-*

- Relax any of the provision of these Statutes; and*
- Grant special leave to an employee on such terms and conditions as it may deem proper, provided such employee has not less than three years' service at his credit.*

In the circumstances mentioned above and the progress report, his request for extension in study leave without pay (for sixth year) w.e.f 08.05.2025 to 07-05-2026 was submitted to the Syndicate for decision.


**Decision:** *The Syndicate, considering the special circumstances arising from the COVID-19 period, approved the grant of extension in study leave (without pay) for the 6<sup>th</sup> year to Mr. Mazhar Islam, with effect from 08.05.2025 to 07.05.2026.*

#### **Item No. 12 Confirmation of services**

After successful completion of one year probation period, the confirmation of services notification in anticipation of the approval by the Syndicate of the below mentioned faculty members has been issued as per detail mentioned against each.

Under section 6 of Hazara University Service Statutes 2016 which states that *“On completion of the period of probation of an employee, the Appointing Authority may, subject to the provisions of Section 8 of these statutes, confirm him in his appointment, against a permanent/substantive*

  
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post" the appointing authority i.e Syndicate may confirm the appointment against the permanent/substantive post.

Sr.#	Name & Designation	Confirmation date	Notification No.
1	Dr. Shakir Ullah Professor	11-09-2025	4(1)HU/Reg/2025/1254 dated 18-09-2025
2	Dr. Muhammad Ilyas Khan, Professor	11-09-2025	
3	Dr. Mustanir Ahmad, Professor	11-09-2025	
4	Mr. Adnan Anwar, Associate Professor	11-09-2025	4(1)HU/Reg/2025/1256 dated 18-09-2025
5	Dr. Muhammad Ikram, Associate Professor	12-09-2025	
6	Dr. Ghani Rahman, Associate Professor	11-09-2025	
7	Dr. Anas Muhammad Arif, Associate Professor	11-09-2025	
8	Dr. Shahid Amin, Associate Professor	11-09-2025	
9	Dr. Adil Khan, Associate Professor	12-09-2025	
10	Dr. Sara Qayum, Associate Professor	11-09-2025	
11	Dr. Asad Shahjehan, Associate Professor	11-09-2025	
12	Mr. Mir Wali Shah, Associate Professor	11-09-2025	
13	Dr. Muhammad Waseem, Associate Professor	11-09-2025	
14	Dr. Noor ul Amin, Associate Professor	11-09-2025	
15	Dr. Mushtaq Ali, Associate Professor	11-09-2025	4(1)HU/Reg/2025/1253 dated 18-09-2025
16	Dr. Alia Gul, Associate Professor	11-09-2025	
17	Ms. Asia Shah, Assistant Professor	11-09-2025	
18	Dr. Humaira Bibi, Assistant Professor	11-09-2025	
19	Dr. Yasmin Shakir, Assistant Professor	11-09-2025	
20	Ms. Hajira Anwar, Assistant Professor	12-09-2025	
21	M. Ashar Awan, Assistant Professor	11-09-2025	
22	Dr. Abdul Baseer, Assistant Professor	12-09-2025	4(1)HU/Reg/2025/1349 dated 03-10-2025
23	Ms. Mehrin Sherazi, Assistant Professor	12-09-2025	
24	Prof. Dr. Kashif Haleem, Professor	10-09-2025	4(1)HU/Reg/2025/1406 dated 03-10-2025
25	Mr. Asif Khan Lecturer	18-09-2025	
26	Mr. Zubair Alam Khan, Manager ORIC	26-09-2025	

In view of section 6 of Hazara University Service Statutes 2016, the cases of confirmation of the above-mentioned faculty members notified vide No. mentioned against each were submitted to the Syndicate for approval.

**Decision:** *The house unanimously endorsed the action taken by the Vice Chancellor regarding confirmation of the Services notified vide Nos. 4(1)HU/Reg/2025/1254 dated 18-09-2025, 4(1)HU/Reg/2025/1256 dated 18-09-2025, 4(1)HU/Reg/2025/1253 dated 18-09-2025, 4(1)HU/Reg/2025/1349 dated 03-10-2025 and 4(1)HU/Reg/2025/1406 dated 03-10-2025*

#### Item No. 13 Appointment of Chairpersons of the academic departments

Under Section-4 (2) of Hazara University Constitution, Functions and Powers of Authorities of the University Statutes-2016 "the Chairperson of a Teaching Department/Director of an Institute shall be appointed by the Syndicate on the recommendations of the Vice Chancellor from amongst the three senior most Professors/Associate Professors of the Department/Institute for a period of three years and shall be eligible for re-appointment.

Vice Chancellor

Registrar

*Provided that in a Department/Institute in which there is no Professor or Associate Professor, no such appointments shall be made, and the Department/Institute shall be looked after by the Dean of the Faculty with the assistance of the senior most teacher of the Department/Institute"*

It is pertinent to mention that the Syndicate in its 40<sup>th</sup> unanimously authorize the Vice Chancellor for appointment of Chairpersons of the Teaching Departments as and when required in the best interest of the University notified vid No. 1(170) HU/Reg/2019/1249 dated 11-02-20219.

In compliance to the above decision the appointment of the Chairperson is being made by the Vice Chancellor. Persistent to the above currently the following officers have been appointment by the Vice Chancellor on the same analogy:


S #	Name	Faculty / Department	Tenure	Notified vide No.
1	Dr. Muhammad Altaf	Urdu	13-09-2025 to 12-09-2028	4(1)HU/Reg/2025/538 dated Apr.09, 2025
2	Dr. Faisal Nouroz	Bioinformatics	26-05-2025 to 25-05-2028	4(1)HU/Reg/2025/840 dated June. 18, 2025
3	Prof. Dr. Muhammad Ilyas Khan	Education	02-08-2025 to 01-08-2028	4(1)HU/Reg/2024/1029 dated August 01, 2025
4	Dr. Muhammad Sajid	Biochemistry	11-08-2025 to 10-08-2028	
5	Dr. Muhammad Akhlaq	Pharmacy	19-08-2025 to 18-08-2028	
6	Dr. Khalil ur Rehman	Sociology	19-08-2025 to 18-08-2028	

However, it is pertinent to mention that some of the Faculty members showed their concern on the appointment of the Chairpersons by the Vice Chancellor and requested to review the decision. In the circumstances mentioned above;-

1. The Syndicate was requested to withdraw its earlier decision regarding authorization of the Vice Chancellor for the appointment of Chairpersons of the Academic Department made during 40th meeting held on 07-02-2019 notified vid No. 1(170) HU/Reg/2019/1249 dated 11-02-20219.
2. The panel of three senior most Professors/Associate Professors of the Department as mentioned against each was submitted to the Syndicate for appointment of the Chairpersons.

S#	Department	Name
1	Urdu	1. Dr. Muhammad Altaf
2	Bioinformatics	1. Dr. Faisal Nouroz
3	Education	1. Prof. Dr. Muhammad Ilyas Khan 2. Dr. Habib Elabi, Associate Professor 3. Dr. Javed Iqbal, Associate Professor
4	Biochemistry	1. Dr. Muhammad Sajid, Associate Professor 2. Dr. Nighat Sultana, Associate Professor 3. Dr. Umm-e-Kalsoom Associate Professor
5	Pharmacy	1. Dr. Muhammad Akhlaq
6	Sociology	1. Dr. Khalil ur Rehman

  
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**Decision:** (1) *The Syndicate revoked its earlier decision regarding authorization of the Vice Chancellor for the appointment of Chairpersons of the Academic Department made during its 40th meeting held on 07-02-2019*

(2) *The Syndicate appointed the following faculty members as Chairpersons of the respective departments on the recommendations of the Vice Chancellor, from amongst the 3 top senior-most Professors/Associate Professors, as mentioned against each:*

S#	Name	Department
1	Dr. Muhammad Altaf	Urdu
2	Dr. Faisal Nouroz	Bioinformatics
3	Prof. Dr. Muhammad Ilyas Khan	Education
4	Dr. Nighat Sultana, Associate Professor	Biochemistry
5	Dr. Muhammad Akhlaq	Pharmacy
6	Dr. Khalil ur Rehman	Sociology

**Item No. 14** Request of Mr. Akhter Zeb for Review and Clarification of Syndicate Decision Regarding Forced Retirement and Subsequent Minor Penalty.

**Discussion:**

The request of Mr. Akhter Zeb for review and clarification of the Syndicate's decision concerning his forced retirement and subsequent minor penalty was placed before the Syndicate.


Justice (Rtd.) Nisar Hussain Khan pointed out that, under Section 21(1) of the *Hazara University Service Statutes, 2016*, the request for review is time-barred. He further observed that, in light of Section 21(2) of the *Hazara University Service Statutes, 2016*, and Section 40 of the *Khyber Pakhtunkhwa Universities Act, 2012 (Amendment 2016)*, the Syndicate is not competent to review or reconsider an appeal against its own decision.


Mr. Sajjad Afridi further pointed out that the applicant has also sought clarification regarding the notified matter. The House was of the view that the case does not fall within the scope of clarification and should be dealt with administratively.

**Decision:** *The Secretary withdrew this item being not maintainable, with consensus of Syndicate. Further pointed out that clarification and implementation of order is an administrative matter which is to be undertaken by the Vice Chancellor and Registrar of the University.*

**Item No. 15** Conditional Relieving order i.r.o Ms. Saira Ali Khan Lecturer Department of Law, Hazara University

Consequent upon the submission of fresh undertaking/Surety Bond dated 20-09-2025 the Vice Chancellor, in anticipation of the approval of the Syndicate vide Notification No. 4(1) HU/Reg/2025/1326 dated 02-10-2025 relieved Ms. Saira Ali Khan Lecturer, Department of Law

  
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with effect from 02-10-2025 to join her new position at the University of Haripur subject to the following conditions:

- She will be bound to comply the decision of the Syndicate with regard to her relieving from Hazara University.
- She will be bound to comply the decision of the Syndicate regarding the financial liabilities (due to her failure to serve for 05 years) of the University towards her, in connection with her PhD study leave as per surety bond submitted by her on 12-09-2017 and on 20-09-2025.
- She will withdraw her court cases.

Further, she has been granted lien against her substantive post initially for a period of one year extendable upto maximum of 03 years.

#### Case History:

Ms. Saira Ali Khan, Lecturer, Department of Law, Hazara University, Mansehra is regular employee of this University since 16.1.2012

She was granted study leave with pay w.e.f 02.09.2021 to 31.08.2025 (4 years) to pursue her PhD Studies from University of Peshawar. She has submitted her joining w.e.f 01-09-2025 but without completing and submitting the degree to this office.

She is under Surety Bond to serve Hazara University for 05 years or to pay the liquidated damages/fringe benefits/salaries/scholarships amount etc to the university as prescribed under section 12.15.2 & 12.15.3 of HU Leave Statutes, 2016. (PF page No. 137)

Conditional NOC issued to her, categorically mentioned therein that in case of her appointment, she will fulfill the conditions of surety bond before relieving.

Now she has submitted resignation from service with immediate effect to join her new assignment at University of Haripur.

She has joined the duties on 01.09.2025 without completing her PhD degree which will be completed in next six months as per progress report attached.

The case was submitted to the Syndicate for the approval on the action taken by the Vice Chancellor in anticipation of the approval of Syndicate notified vide No. HU/Reg/2025/1326 dated 02-10-2025.

**Decision:** *The Syndicate approved the relieving order, subject to the deposit of the amount as per the terms of the surety bond submitted for her conditional relieving.*

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### Item No.16 Institutional Policy for Industrial Engagement

A committee vide No. 4(1)HU/Reg/2025/558 dated 15-14-2025 was constituted to frame the institutional Policy for Industrial engagement and submit its final recommendations within 30 days.

The Committed submitted the policy vide letter No. ORIC/HU/2025/3096 dated October 06, 2025, which was presented to the Syndicate for approval.

**Decision:** *After thorough discussion, the Syndicate constituted the following committee to review the Institutional Policy for Industrial Engagement and submit its recommendations to the next meeting of the Syndicate:*

1. *Prof. Dr. Mansoor Khattak (Convener)*
2. *Prof. Dr. Saleh Muhammad (Member)*
3. *Dr. Khurram Jamal, (Member)*
4. *Director Colleges (Member)*
5. *Director ORIC (Secretary)*

### Item No.17 Annual Increment of the TTS Faculty Members

The 45<sup>th</sup> Syndicate held on Nov. 09, 2020, vide agenda item No. 6 authorized the Vice Chancellor as competent authority for the approval in anticipation for the annual increments of the TTS faculty and report the matter to the Syndicate as reporting item. After fulfilling all the codal formalities and recommendations of the concerned Chairpersons/Dean, the Vice Chancellor approved the increment of the below mentioned TTS faculty members for the year 2024 notified vide number mentioned against each.

Sr#	Name & Designation	Notification
1	Dr. Waqar Azeem, Assistant Professor Dept. of Agriculture	HU/Reg/2025/467 dated 20-03-2025
2	Dr. Raja Umer Sajjad, Assistant Professor Dept. of Agriculture	
3	Dr. Asif Javed, Assistant Professor Dept. of Agriculture	
4	Dr. Javed Iqbal, Associate Professor Dept. of Education	HU/Reg/2025/547 dated 14-04-2025
5	Dr. Bibi Asia Naz, Associate Professor Dept. of Education	
6	Dr. Muhammad Sajid, Associate Professor Dept. of Agriculture	HU/Reg/2025/553 dated 14-04-2025
7	Dr. Shakeel Ahmad, Assistant Professor, Dept. of Sociology	
8	Dr. Imran Ullah Khan, Assistant Professor Dept. of Public Policy & Administration	HU/Reg/2025/634 dated 05-05-2025

The action taken by the Vice Chancellor was submitted to the Syndicate for information/approval please.

**Decision:** *The house deferred the item and directed it to place the item with complete detail in the next meeting.*

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**Item No.18 Provision of agreement between the International Water Management Institute (IWMI) and the Provincial and Federal Governments**

The Syndicate in its 69<sup>th</sup> meeting held 22<sup>nd</sup> March 2025, approved the lease agreement made by the University, (between Hazara University, Mansehra and M/S International Water Management Institute), However, the forum was of the view that University may seek confirmation from the Government of Khyber Pakhtunkhwa regarding the existence of any formal agreement between M/S International Water Management Institute and the provincial government.

In compliance with the decision of the Syndicate a copy of MOU between International Water Management Institute and Agriculture Department, Government of Khyber Pakhtunkhwa was for information of the house.

**Decision:** *The house noted the item and directed for fulfilment of all codal formalities as applicable in the subject matter.*

**On table Agenda Item No. 1**

**Recommendations of the Inquiry Committee on the case of Dr. Sara Qayum Associate Professor and Mr. Saqib Javed Lecturer Department of Law**

**Brief History of the case:**

Head Department of Law, Dr. Sara Qayum submitted a report against Mr. Saqib Javed, Lecturer Department of Law for his misconduct and irresponsible and obstinate behavior. She stated that Mr. Saqib Javed has been engaging in behavior that causes mental harassment, defamation, instigation of students and deliberate breach of his official duties throughout his service period.

A Committee was constituted vide No. 4(1)HU/Reg/2024/1047 dated July 26, 2024, to go through the complaint and to probe the matter. The committee held its meeting on 30-07-2024 and discussed the maintainability of the complaint reported against Mr. Saqib Javed working as Lecturer in BPS-18 and referred to the Syndicate on the basis that any inquiry conducted against the employees for BPS 17 & above shall be routed through proper forum the present complaint falls within the jurisdiction of Syndicate under section 23(2) (m-i) of the KP Universities Act 201 and HU Employees Efficiency and Discipline Statutes 2016 under section read with the appendix of the Statutes. Report of the HOD Law along with all relevant proofs / documents and report of the Committee were presented to the Syndicate for decision.

The case was presented to the 67<sup>th</sup> Syndicate held on November 02, 2024, whereas the Syndicate agreed to suspend Mr. Saqib Javed Lecturer Department of Law and constituted an Inquiry Committee to inquire about the matter and proceed under E&D Statutes.

The committee holds a series of meetings and submitted the recommendations presented to the house for consideration.

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**Decision:**

*The house unanimously approved the recommendations of the committee as re-produced below:*

- a) *The Inquiry establishes that while some allegations of professional irregularities and lapses in conduct were partially substantiated (e.g exam duty, evaluation practices, and attendance record), the more serious allegations relating to harassment and ethical misconduct were not proven.*
- b) *It appears that the working relationship between the Head of the Department and the accused has been strained, contributing to repeated disputes. Both parties are expected, by virtue of their positions, to maintain collegiality and professionalism.*
- c) *Minor penalty of Censure may be imposed on Mr. Saqib Javed in light of 6(1)(a) of the Hazara University Employees Efficiency and Discipline Statutes 2016 for non-adhere to academic and administrative responsibilities, particularly in relation to examination conduct, evaluation and attendance, protocols.*
- d) *The Head of Department may also be advised to adopt a mentoring and supervisory approach in addressing performance concerns of junior faculty, consistent with the responsibilities of the position.*
- e) *In order to restore a conducive academic environment, the University may consider reassigning Mr. Saqib Javed to another department, where his professional duties can be performed without conflict.*
- f) *Both parties may be cautioned to refrain from conduct that may contribute to further discord, and to adhere to institutional norms of mutual respect and professionalism.*

**On table Agenda Item No.2**

**Status of Mr. Kashif Irshad Ex-Lecturer department of Management Sciences Hazara University**

**Case History:**

<b>S#</b>	<b>Details</b>	<b>Vide Reference No.</b>
a.	<i>Mr. Kashif Irshad was appointed as Lecturer Management Sc. dated 12-01-2012 and joining accepted w.e.f 12-01-2012</i>	<i>4(75)HU/Reg/2012/206</i>
b	<i>Transferred to Hazara University Sub Campus Havelian on 28/2/2012</i>	<i>4(2)HU/Reg/2012/881</i>
c	<i>Transferred back to Hazara University main campus w.e.f 21-01-2013 (at the end of semester).</i>	<i>4(2)HU/Reg/2012/11 dated 01-06-2012</i>
d	<i>Joining notified at main campus on 06-02-2013</i>	<i>4(1)HU/Reg/2013/358 dated 18-02-2013</i>
e	<i>NOC for PhD admission was issued</i>	<i>4(16)HU/Reg/2013/320 dated 22/04/2013</i>

  
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f	Taken over the charge of Deputy Director QEC at main campus on 01-06-2014	4(2)Hu/Reg/2014/1544 dated 30-06-2014
g	Transferred back to Hazara University Sub-Campus Havelian on 04-05-2015	4(2)HU/Reg/2015/941 Dated 04-05-2015
h	Assigned the duties of Deputy Registrar Establishment-I on June 04, 2015	4(2)HU/Reg/2015/225 dated 04-06-2015
i	Assigned the duties of Transport Officer on 08-06-2015	4(2)HU/Reg/2015/1246 dated 08-06-2015
j	Assigned the duties of Deputy Registrar Establishment-II on June 16, 2015	4(2)HU/Reg/2015/1299 dated 16-06-2015
k	Explanation issued for handing over the Personal File to AUST	4(2)HU/Reg/2015/1300 dated 16-06-2015
l	Explanation withdrawn	4(2)HU/Reg/2015/1389 dated -2015

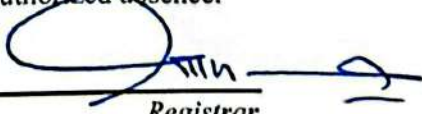
### Discussion:

In the year 2015, the HU Sub-Campus at Havelian was upgraded to a full-fledged University, named Abbottabad University of Science and Technology (AUST). Both Universities conducted a meeting regarding the handing and taking over of assets and human resources on August 28, 2015. The list prepared for this purpose and signed on June 13, 2015, clearly indicates the proposed transfer of employees; however, the name of Mr. Kashif Irshad does not appear therein.

The Syndicate considered the detailed case record of Mr. Kashif Irshad, formerly Lecturer (BPS-18), Department of Management Sciences, Hazara University, Mansehra, who was appointed on 11.01.2012 and joined the University on 12.01.2012. The record establishes the following undisputed facts:

1. Mr. Irshad remained absent from duty without prior sanction of leave or any authorization with effect from 16.11.2015.
2. Hazara University has never issued any relieving order, transfer notification, or deputation sanction in his favour.
3. Despite being a regular employee of Hazara University, he unauthorizedly assumed duties at Abbottabad University of Science & Technology (AUST) sometime after November 2015.
4. Multiple Inquiry Committees constituted by Hazara University (in 2015, 2018, 2019, and 2024) unanimously concluded:
  - o Mr. Irshad's name was not included in any approved list of employees transferred to AUST in June/August 2015.
  - o No mutual transfer or deputation was ever executed between Hazara University and AUST under the law.
  - o While serving at Hazara University, he has been absent from duty since 2015.
  - o Salary was last drawn for November 2015; the December 2015 slip shows zero payment, confirming cessation of service benefits due to unauthorized absence.

  
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5. The Khyber Pakhtunkhwa Universities Act, 2012 (as amended) does not provide for unilateral or automatic transfer of employees between public sector universities.

**Decision:**

1. *After due deliberation and upon consideration of the record, the findings of the inquiry, and relevant provisions of the law, the Syndicate of Hazara University found Mr. Kashif Irshad, Lecturer (BPS-18), Department of Management Sciences, guilty of misconduct for wilful and unauthorized absence from duty with effect from 16.11.2015. The House also noted that the individual had managed to join AUST without having been duly relieved by this University, allegedly by fraudulent means, which constitutes a violation of the prescribed procedure*
2. *Consequently, the Syndicate decided to remove his services from the rolls of Hazara University with effect from 16.11.2015, being the date of commencement of unauthorized absence.*
3. *The Registrar, Hazara University, was directed to:*
  - *Strike off the name of Mr. Kashif Irshad from the university's employee records w.e.f. 16.11.2015.*
  - *Recover any salary/benefits drawn after November 2015, if any, in accordance with the law.*
  - *Convey this decision to Abbottabad University of Science & Technology (AUST) and,*
  - *Higher Education Department, Government of Khyber Pakhtunkhwa – for information and appropriate action at their end.*

**On table Agenda Item No.3**

**Approval of the minutes of 39th Meeting of Affiliation Committee, Hazara University Mansehra**

The meeting of the 39th Affiliation Committee was held on October 22, 2025. The minutes of 39<sup>th</sup> meeting of Affiliation Committee were submitted to the Syndicate for approval/decision.

**Decision:** *The Syndicate unanimously approved the minutes of the 39th meeting of the Affiliation Committee. Furthermore, regarding Item No. 6, the Syndicate authorized the Vice Chancellor to grant affiliation to Saani Islamia Law College, Haripur, subject to the fulfillment of all codal formalities.*

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**On table Agenda Item No.4**

**Need Assessment for Faculty Positions and NOC requirement for appointments and promotions.**

In accordance with Section 3(1)(a) of the *Hazara University Teachers Appointment & Scales of Pay Statutes, 2016*, the announcement of faculty positions is contingent upon the identification of hiring needs by the Need Assessment Committee. Faculty-wise meetings of the Need Assessment Committee were held on **30-07-2025, 31-07-2025, 04-08-2025 and 05-08-2025**, during which recommendations were made based on student-teacher ratio and the workload of the concerned departments. It is pertinent to mention that the number of positions recommended for advertisement by the Need Assessment Committee exceeds the allocations reflected in the **Budget 2025-26**. Therefore, the Vice Chancellor convened a series of meetings held on **18-09-2025, 20-10-2025 & 22-10-2025** with all Deans, Director Academics & Research, Treasurer, and Registrar to rationalize the recommendations in light of the directives as communicated by the Higher Education Department (HED) vide letter No. **SO(U-V)/HE/1-1/Gen.Misc/2025** dated **27-08-2025**. The recommendations of the Need Assessment Committee, HED letter and detail of sanctioned faculty positions were presented to the Syndicate for approval.

**Discussion:** The Vice Chancellor apprised the forum of the initiative to launch a program on Special Education by Hazara University for persons with special needs. He explained that the program is aimed at providing specialized and inclusive education to individuals with physical, sensory, intellectual, or developmental challenges in line with national and international standards. The House appreciated the visionary initiative of the Vice Chancellor.

**Decision:**

*The Syndicate approved the recommendations of the Need Assessment Committee with the following additions and adjustments:*

1. *Department of Pharmacy – One post of Professor*
2. *Department of Telecommunication – One post of Professor*
3. *Department of Computer Science – One post of Professor*
4. *Department of Education – One post of Associate Professor in Special Education*

*Furthermore, two posts of Assistant Professor from the Department of Telecommunication have been transferred, one each to the Department of Management Sciences and the Department of Law. One post of Professor from Department of Botany have been transferred to the Department of Sociology. The Syndicate endorsed the recommendations of the Need Assessment Committee as detailed below for onward submission to the Higher Education Department (HED) for grant of NOC for the current financial year, as per the prescribed format:*

Vice Chancellor

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S#	Department	Lecturer	Assistant Professor	Associate Professor	Professor
1	Computer Science & IT	0	2	1	1
2	Bioinformatics	0	0	0	1
3	Chemistry	0	2	1	0
4	Geology	1	1	0	0
5	Environmental Sciences	0	1	1	0
6	Telecom	0	0	1	1
7	Mathematics	0	0	1	0
8	Statistics	0	0	0	0
9	Physics	0	0	0	0
10	Microbiology/MLT	0	2	1	1
11	Doctor of Physical Therapy (DPT)	2	0	0	0
12	Biochemistry	0	1	0	0
13	Biotech: & Genetic Engineering	0	1	1	1
14	Botany	0	0	0	1
15	Pharmacy	1	2	0	1
16	Agriculture	0	2	0	1
17	Zoology	0	0	1	1
18	Management Sciences	0	1	0	2
19	Law	0	2	1	0
20	Economics	0	1	0	0
21	Public Policy & Administration	1	0	0	0
22	Psychology	0	0	0	0
23	Sociology	0	1	0	1
24	Political Science	0	1	0	0
25	International Relations	0	0	1	0
26	Islamic & Religious Studies	0	0	1	0
27	Archaeology	0	0	0	0
28	Art & Design	0	0	0	0
29	Architecture	0	0	0	0
30	Education / Physical Education/Special Edu.	0	1	1	1
31	Tourism & Hospitality	0	0	0	0
32	English	0	1	1	0
33	Urdu	0	0	0	0
34	Communication & Media Studies	0	0	1	0
35	Pakistan Studies	0	1	0	0
<b>Total</b>		<b>5</b>	<b>23</b>	<b>14</b>	<b>13</b>



Vice Chancellor



Registrar

**On table Agenda Item No.5**

**Discriminatory anomaly in the Hazara University service statutes 2016 section 10(A) (vi)**

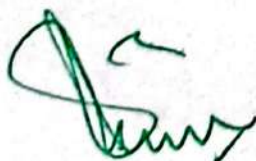
Hazara University Academic Staff Association (HUASA) has submitted an appeal against the incorporation of section new section through anomaly in after Hazara University Service Statutes No.10 regarding personal upgradation whereas stated that *"the personal upgradation shall not be applicable to faculty members"*.

They have submitted that a discriminatory anomaly in the Hazara University service statutes 2016 section 10(A) (vi) is brought to your kind notice in which subsection (vi) is an injustice to the teaching faculty. During addressing the long-standing halt in the promotion of Computer Operators who had served the University for years without any prospects of promotion due to the absence of a structured career progression path in their cadre. These employees remained in the same grade with no upward mobility options available within the existing service structure. Following established university governance procedures, the Syndicate in its 62nd meeting recognized the legitimacy of this concern and forwarded the anomaly to the Senate for consideration. The 19th Senate, exercising due diligence, forwarded to the Senate Standing Committee to examine the specific issue of Computer Operators' career stagnation and recommend appropriate remedial measures.

However, the Senate Standing Committee, while deliberating on the narrow issue of Computer Operators' personal grades, inexplicably expanded its scope beyond the assigned terms of reference. Without any justification, consultation, or authority, the Committee added a sweeping exclusionary clause stating that "No such personal grade can be awarded to Teachers." This addition was neither part of the original anomaly, nor was it within the Committee's mandate, nor was there any discussion or rationale provided for such exclusion. Unfortunately, upon the Committee's recommendations, this discriminatory addition was approved without adequate scrutiny or deliberation despite its legal implications and fairness of university rules. This discriminatory provision has now been incorporated into the University Statutes, further strengthening the impression of denying due promotion rights to faculty who have been serving on the same position since long time. This approved anomaly has created serious concerns among the faculty members about their job opportunities and promotion pathways. In this context, they requested to review the same approved anomaly in Hazara University Statutes. The case was submitted to the Syndicate for consideration.

**Decision:** *The house regretted the item.*

The meeting ended with mutual of thanks.



Vice Chancellor



Registrar