



The United Republic of Tanzania

THE MBEYA UNIVERSITY OF SCIENCE AND
TECHNOLOGY,

CHARTER AND RULES, 2013

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THE MBEYA UNIVERSITY OF SCIENCE AND TECHNOLOGY,

CHARTER, 2013

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THE UNIVERSITIES ACT, 2005
CAP. 346

GRANT OF CHARTER OF INCOPORATION

(Made under section 25)

CHARTER OF INCORPORATION OF THE MBEYA UNIVERSITY OF SCIENCE
AND TECHNOLOGY

PREAMBLE

Cap. 346
WHEREAS the Mbeya University of Science and Technology, has applied to the Tanzania Commission for Universities for the grant of a Charter in the manner prescribed under the Universities Act, and Regulations made thereunder;

WHEREAS the Tanzania Commission for Universities has visited and inspected the said Mbeya University of Science and Technology, and is satisfied that the objects of the Mbeya University of Science and Technology are consistent with the advancement of university education in Tanzania;

Cap. 346
G.N. No.
39 of 2006
WHEREAS the Tanzania Commission for Universities is also satisfied that the Mbeya University of Science and Technology, has complied with the provisions of the Universities Act, and the Universities (Chartering, Registration and Accreditation Procedures) Regulations;

WHEREAS the Tanzania Commission for Universities after being satisfied with the University's Draft Charter submitted it to the Minister, with a recommendation that the Mbeya University of Science and Technology be granted the Charter;

WHEREAS the said Minister has submitted the Charter to me with positive recommendations thereon;

AND WHEREAS I am satisfied that the granting of the Charter will be of benefit to the advancement of university education in Tanzania;

Cap. 346 NOW, THEREFORE, in exercise of the powers conferred upon me by section 25(2) of the said Universities Act;

I, **JAKAYA MRISHO KIKWETE**, President of the United Republic of Tanzania hereby grant and order with effect from the day of....., 20..... as follows:

PART I
PRELIMINARY PROVISIONS

Citation and commencement

1. This Charter may be cited as the Mbeya University of Science and Technology Charter 2013, and shall be deemed to have come into operation on the day of, 20.....

Interpretation

2.-(1) In this Charter unless the context otherwise requires:

"Act" means the Universities Act;

"By-laws" means, where the context fits, By-laws made by the Senate under the powers conferred by the Act, the rules made thereunder, this Charter to which sanction is not hereby or by Subsidiary Legislation required;

"Comprehensive education" means education offered in a comprehensive university;

"Comprehensive University" means a university designated as such and offers extensive academic choices, professional and pre-professional programmes, distinguished programmes relevant to the needs of stakeholders, state of the art facilities, exposure to international matters, and training to all people with all abilities;

"Emblem" means the emblem of the university as provided in Article 4(3);

"Fabrication of results" occurs when a candidate claims deceitfully to have carried out tests, research, experiments or observations as part of her or his assessed work, or presents fabricated results arising from the same with the object of gaining an unfair advantage;

"Library" means the main academic organ or institution of the University established as such under the rules contained in the First Schedule to be responsible for the acquisition and maintenance of literary material and as a modern information and communication technology data bank for the University;

"Minister" means the Minister responsible for higher education;

"Official seal" means the common seal of the University as provided in Article 3(3)

"Plagiarism" occurs whenever a candidate for an award of the University appropriates the writings or results of another person, whatever the medium text, written or electronic; computer programs; data sets; visual images, whether still or moving and dishonestly presents these as his or her own work;

"President" means the President of the United Republic of Tanzania;

"Regulations" means Regulations made by the Minister in accordance with the Act, and any Regulations amending, adding to or repealing the same or any of them, which may hereafter be made;

"Rules" means Rules made in accordance with this Charter;

"Schedules" means Schedule(s) made under this Charter;

(2) In this Charter, unless the context otherwise requires, words and phrases used, designations signifying offices, officers, organs or positions of governance or responsibility and the whole Charter shall be construed with reference to the Act, the Regulations made thereunder and any other applicable written law.

(3) For avoidance of doubt, the provisions of this Charter are co-extensive and in furtherance of the

provisions of the Act and shall always be read and construed together with and subject to the Act.

(4) Wherever it appears in this Charter masculine gender shall include feminine and vice-versa.

PART II ESTABLISHMENT

Establishment of
the University

3.-(1) There is hereby established a University to be known as The Mbeya University of Science and Technology (MUST).

(2) The University under sub Article (1) shall be a body corporate with perpetual succession and a Common Seal, and shall in its corporate name be capable of-

- (a) suing and being sued;
 - (b) taking, purchasing or otherwise acquiring, holding, charging, leasing, licensing the use of, hiring and hiring out and disposing of any movable or immovable property;
 - (c) from time to time borrowing such sums as it may require for its purposes;
 - (d) investing in land, debenture stocks, preferential shares, units in unit trusts and other securities but not to invest in the equity of any company, other than a company in which the University has majority share interest and established for the execution of any of the functions of the University, without specific approval of the Council;
 - (e) doing or performing all such other things or acts as are necessary for the proper performance of its functions under, and for the furtherance of the provisions of the Charter and which may lawfully be done or performed by a body corporate.
- (3) The Common Seal of the University shall-
- (a) be kept in such custody as the Council directs and shall not be used except in accordance with an order or direction of the Council;

- (b) be authenticated by the signature of the Vice-Chancellor, or of one other member of the Council authorised in that behalf by the Council, and that of the Deputy Vice Chancellor responsible for Planning, Finance and Administration.
- (c) when affixed to any document and duly authenticated under this Article, be judicially and officially noticed and, unless the contrary is proved, any necessary order or authorization of the Council under this Article shall be presumed to have been duly given.

Vision, Mission
and Emblem of
the University

4.-(1) The vision of Mbeya University of Science and Technology is to become the leading centre of excellence for knowledge, skills and applied education in Science and Technology.

(2) The mission of Mbeya University of Science and Technology is to develop academically, technologically and socially competent students, staff and other stakeholders who will be responsive to the broader needs and challenges of the society by-

- (a) facilitating appropriate tuition, practical training and support according to the needs of students and other customers;
- (b) encouraging staff commitment to quality education and services including research, consultancy and innovation;
- (c) fostering lifelong learning, honesty and responsibility;
- (d) promoting an environment conducive to human development;
- (e) promoting effective entrepreneurship and usage of appropriate technology that meet national and international needs and standards through skills and practical oriented training, research and consultancy.

(3) The University shall have the emblem bearing the words "Mbeya University of Science and Technology" reflecting its mission and be of such design, form attribute,

characters, or content as the Council may, upon the advice of the Senate prescribed.

General
Objectives

5. The general objectives of the University shall be-
- (a) to offer training in science and technology, technical education and other training, thus developing a critical mass of highly trained manpower;
 - (b) to formulate plans for the promotion, technological development and improvement of the quality of education and training being offered to students and other stakeholders;
 - (c) to promote and encourage innovation, initiative and readiness amongst staff and students in their fields of specialization and study;
 - (d) to collaborate with other institutions nationally and internationally in the initiation, promotion and conduct of technical education, science and technology programmes;
 - (e) to carry out any other assignments given by the government through its various organs;

Objects and
Functions of the
University

6.-(1) Without prejudice to the generality of the provisions of Article 5, the objects of the University shall be to advance learning and knowledge aiming at producing high quality technologists, scientists and engineers through teaching, extension services, research and consultancy, particularly in sciences, technology, humanities, management and their applications.

(2) Without prejudice to the generality of sub-Article (1), the objects, powers and functions of the University shall be to-

- (a) preserve, enhance and transmit knowledge through various means including the use of technological devices appropriate to tertiary and higher education;

- (b) foster equity and fairness in education by ensuring that access to tertiary and higher education is not based on economic, ethnic, religious and physical status of individuals;
- (c) strengthen science and technology in primary and secondary schools, colleges and universities;
- (d) promote and enable the realization of high quality livelihood, peace, stability and unity, good governance, a well educated learning society and strong economy by providing quality tertiary and higher education opportunities which produce the quantity and quality graduates sufficiently equipped with requisite knowledge to solve the society problems;
- (e) provide leadership in the promotion of excellence in science, technology and technical education through programs for school or faculty development-both for its own staff and staff of other institutions;
- (f) facilitate basic and applied research to generate new knowledge and solutions to the challenges encountered by various sectors;
- (g) enhance human resources development in different sectors of the economy;
- (h) developing and incubating scientific and technological knowledge and in disseminating that knowledge;
- (i) promote the development and enhancement of human capital in science and technology;
- (j) establish technological centres to provide services for the benefit of the University, institutions, the Government and the people of Tanzania in general;
- (k) prepare students with necessary skills to fast-track into careers in information technology industry, research and consultancy services

- in information centres and business process out-sourcing;
- (l) attract and retain quality students, researchers, and staff, thereby assisting in developing human capital and mitigating the brain drain currently afflicting Africa;
 - (m) produce world class scientists, technologists and engineers with skills necessary to be leaders and entrepreneurs within their communities and societies in Africa;
 - (n) assist the government in improving the national capacity to produce graduate scientists and technologists for the development of the industrial sector;
 - (o) prepare students to be able to work with stakeholders to serve the fast growing industries to meet the challenges of development and attain competitiveness at regional and global levels;
 - (p) develop, incubate, and disseminate scientific and technological knowledge to various sectors;
 - (q) undertake research, consultancy and contract research between the University and its clients;
 - (r) equip and prepare students to work with the stakeholders in Tanzania and worldwide in information technology industry, engineering and management;
 - (s) assume responsibility at tertiary and higher education in basic sciences, life sciences, engineering and technology, technology management through various academic programmes, and for that purpose to make provision for places and centres of learning, education, training and research;
 - (t) conduct examinations and to grant degrees, diplomas, certificates and other awards of the University;

- (u) affiliate with other institutions or to admit members thereof to any of its privileges and to accept attendance at courses of study in such institutions for relevant awards of the University and/or place them in such part of the attendance at courses of study in the University and upon such terms and conditions and subject to such rules and by-laws as may from time to time be determined by the University;
- (v) recognise any members of the teaching staff of any University, University College, Institute or similar institution of tertiary and higher education whether affiliated to the University or not as teaching staff of the University;
- (w) enable the transfer of technology to the community;
- (x) develop, promote and undertake the provision of adult and continuing education alongside the teaching of regularly enrolled students designed to secure the development and dissemination of various social and applied sciences and technologies in the country;
- (y) cooperate with national and international centres of excellence in the initiation and conduct of co-operative research and training programmes for the mutual benefit of the cooperating institutions and the United Republic;
- (z) institute and award fellowships, scholarships, studentship prizes and other aids to study and research;
- (aa) make provision for research, design, development, testing and advisory services and with these objects to enter into such arrangements with other institutions or with public or private bodies as may be thought;

- (bb) enter into such contracts, to establish such trusts, foundations and to appoint such officers, staff, employees, agents and independent contractors as may be required by the University;
- (cc) enter into appropriate pension, superannuating and provident fund schemes for the benefit of its officers, staff or employees or any section thereof and to enter into arrangements with the government, an insurance company, trustee company or other organizations or any person or persons for the operation of such schemes jointly, severally or otherwise;
- (dd) acquire property, movable and immovable, and to take, accept and hold any property which may become vested in it by way of purchase, exchange, grant, donation, lease, license, hire, testamentary disposition, trust or otherwise, and to sell, mortgage, lease, license, hire out, exchange or otherwise dispose of any property held by the University;
- (ee) borrow money for any purpose deemed fit by the council and to invest in land or securities such funds as may be vested in it for the purpose of endowment, whether for general or special purposes, or such other funds as may not be immediately required for current expenditure;
- (ff) enter into an agreement with any other institution for the incorporation of that institution into the University and for taking over its property and liabilities and for any other legitimate purpose not repugnant to the Act, the Regulations made thereunder, the Charter, these Rules and any other applicable written law;
- (gg) initiate and conduct research in the field of natural resources by ensuring sustainable and equitable use of natural resources;

- (hh) determine, demand and receive fees for activities undertaken or rendered by the University;
- (ii) provide for printing and publication of research and other works which are undertaken by the University;
- (jj) provide technical, entrepreneurship and leadership capacities to solve problems to the next generation of scientists and engineers;
- (kk) develop linkages with private sector to utilize research to improve productivity and economic growth;
- (ll) improve the relevance and quality of scientific and technological research;
- (mm) produce the highest qualified scientists and engineers who are dedicated to find solutions for community problems; and
- (nn) do any other thing in accordance with the provision of the Charter or any other written law in force in the United Republic of Tanzania in pursuance of the mission of the University.

Powers of the University

7.-(1) The University shall be a teaching, research, consultancy, extension and examining body and shall, subject to the Act, the Regulations made thereunder, this Charter and the Rules contained in the Schedule hereto, have the following powers-

- (a) to confer Bachelor, Master and Doctoral degrees in its own name;
- (b) to grant Certificates, Diplomas, and other awards in its own name:
 - (i) to persons in respect of courses of study provided by the University and approved by Senate, or
 - (ii) to persons who, in the opinion of the Senate are entitled to receive such diplomas, certificates or other awards;

- (c) to confer honorary degrees (*honoris causa*) which the Senate may, with the approval of the Chancellor by the recommendation of the Council wish to confer upon any person who, in the opinion of the Senate, has rendered distinguished service in the advancement of any branch of learning or has otherwise rendered himself worthy of such a degree;
- (d) to deprive persons of any degrees, diplomas, certificates, or academic awards granted to them by the University on what the Council and Senate of the University shall deem to be good cause; and
- (e) to do such other things as are conferred upon it by the Act, the Regulations made thereunder, this Charter and the Rules contained in the Schedules hereto.

(2) For the purpose of this Article "good cause" means conclusive evidence on forgery, plagiarism, cheating in examination(s), and fabrication of examination results.

Membership of
the University

8.-(1) The membership of the University shall comprise the following:

- (a) the Chancellor;
- (b) the Vice Chancellor;
- (c) the Deputy Vice Chancellors;
- (d) Principals of University Colleges or Institutes and Deputy Principals;
- (e) the Members of University Colleges, Institutes, Schools, Directorates, Centres, Library of the University;
- (f) the Members of the Academic Staff of the University;
- (g) the Members of the Administrative Staff of the University;
- (h) the Members of Convocation and Alumni Association;
- (i) the Members of the Council;
- (j) the Registered Students of the University;

- (k) members of Senate;
- (l) Deans and Deputy Deans of Schools or Faculties, and Directors and Deputy Directors of the Library, Centres and Directorates; and
- (m) such other members of the staff of the University or any other body formally admitted into affiliation or association with the University or with any of its University Colleges as the Council may from time to time determine.

(2) The Council shall by Rules prescribe provisions as to the duration of membership of the University, termination of such membership, the rights, duties and, if any, privileges attached thereto and other related matters.

(3) No person shall continue to be a member of the University unless he possesses at least one of the qualifications listed above.

(4) A person shall enjoy the privileges of a Registered Student only when he is pursuing a course of study approved by the Senate.

PART III

ADMINISTRATION OF THE UNIVERSITY

The Chancellor

9.-(1) There shall be a Chancellor of the University, who shall be appointed by the President and shall be the head of the University.

(2) The Chancellor shall, in the name of the University, confer degrees, and grant diplomas, certificates and other awards of the University, and shall have such other non-executive functions and privileges as are or shall be provided under the Act, the Regulations and Rules, as the case may be.

(3) Whenever the Chancellor is absent from the United Republic or is for any other reason unable to perform the functions of his office, the President or any person authorized by him in that behalf, may appoint a

person to perform the functions of the Chancellor during such absence or inability.

The Vice-Chancellor

10. There shall be a Vice-Chancellor of the University who shall be appointed by the Chancellor upon the advice of the Council and shall be the principal executive academic, administrative and chief accounting officer of the University and ex-officio Chairperson of the Senate.

Deputy Vice-Chancellors

11.-(1) There shall be two Deputy Vice-Chancellors, one responsible for Academic studies, Research and Consultancy, and the other responsible for Planning, Finance and Administration who shall be appointed by the Chancellor upon the advice of the Council, who, severally together, shall-

- (a) be responsible to the chief advisor and assistant to the Vice-Chancellor in respect such matters of the University as shall be assigned to them or their office(s) and as may be prescribed; and
- (b) deputize for the Vice-Chancellor during his absence or during a vacancy in the office of Vice-Chancellor as may be prescribed;
- (c) perform any other function as may be given to them or as may be prescribed.

(2) Notwithstanding sub-Article (1), the number of Deputy Vice Chancellors may be increased or decreased by the Council upon the recommendation of the Vice Chancellor.

Principals of University Colleges or Institutes

12. There shall be a Principal for-
- (a) every constituent University College or Institute and every connected University College or Institute of the University who shall be appointed in accordance with the Act, Regulations made thereunder and the Rules contained in the Second Schedule;
 - (b) every campus University College or Institute of the University, who shall be appointed in accordance with the Act, Regulations made

thereunder and the Rules contained in the First Schedule.

Deputy
Principals of
University
Colleges or
Institutes

13.-(1) There shall be two Deputy Principals, one responsible for Academic studies, Research and Consultancy and the other responsible for Planning, Finance and Administration, who, severally and or together, shall-

- (a) be responsible to, the Chief advisor of, and Assistant to the Principal in respect of such matters of the University College or Institute as shall be assigned to them or their office(s) and as may be prescribed;
- (b) deputize for the Principal during his absence or during a vacancy in the office of the Principal.

(2) Notwithstanding sub-Article (1), the number of Deputy Principals may be increased or decreased by the Council upon the recommendation of the Principal and on the advice of the Academic Committee and the Governing Board of the University College or Institute, or University College or Institute Board and the Senate of the University as the case may be.

Deans of
Schools or
Faculties

14. There shall be a Dean for every School or Faculty of the University who shall be the Academic and Administrative head thereof and the Chairperson of the Board of the School or Faculty.

Directors of
Centres, Library,
and Directorates

15. There shall be a Director for every University-based Centre, the Library, and Directorate, who shall be the academic and administrative head of the Centre, the Library or Directorate, as the case may be.

Deputy Deans
and Deputy
Directors

16. There shall be-

- (a) a Deputy Dean for every School or Faculty and
- (b) a Deputy Director for every University-based Centre, the Library, and Directorate, who shall be the assistant to the Dean or Director and deputize for the Dean or Director during her or

his absence or during a vacancy in the office of the Dean or Director.

(2) There may be more than one Deputy Dean of a School or Faculty and more than one Deputy Director of a Centre, the Library or Directorate, as the case may be.

Staff of the University

17. There shall be staff of the University, whose appointment and other terms of service shall be as provided in the First Schedule, for the general execution of the academic and administrative functions of the University and related matters and bearing such titles, designations and occupying such offices as are provided in the Act or established in accordance with under the Rules contained in the First Schedule or, as the case may be, By-laws.

The Council

18. There shall be a Council of the University (hereinafter called "the Council") which shall, subject to the Act, the Regulations made thereunder and the Rules contained in the Second Schedule-

- (a) be the governing body and principal policy-making organ of the University, including campus, constituent and connected University Colleges or institutes;
- (b) have custody and use of the Common Seal;
- (c) be responsible for the management and administration of properties both movable and immovable, funds and other assets including investment of such funds and other assets of the University and;
- (d) have general control over the conduct of the affairs of the University with power to manage all matters not provided otherwise by this Charter or by the Rules contained in the Schedules hereto.

The Senate

19. There shall be a Senate of the University (hereinafter called "the Senate") which shall, subject to the powers of the Council as provided in the Act, the Regulations made thereunder, this Charter and the Rules

Contained in the First Schedule, be the principal overall decision-making organ in respect of all academic matters of the University and be responsible for the academic work of the University both in teaching, research, extension and consultancy and for the regulation and superintendence of the education of the students of the University.

Constituent,
Connected, and
Affiliated or
Adopted
Institutions

20. Subject to the Act, the Regulations made thereunder, this Charter and any other written law, the University may affiliate or adopt as its branch a University College, an institute, centre or directorate, in terms as provided under the rules contained in the First Schedule hereto or as shall be provided under the Rules.

Campus
University
Colleges or
Institutes

21. There shall be Campus University Colleges or Institutes within the University, as may be from time to time established by the Council with the recommendation of the Senate in accordance with the Act, the Regulations made thereunder and the Rules contained in the First Schedule.

Schools or
Faculties,
Centres, Library,
Directorates

22. There shall be Schools or Faculties, Library, Centres and/or Directorates within the University as may, from time to time be established by the Council on the recommendation of the Senate in accordance with the Act, the Regulations made thereunder and the Rules contained in the First Schedule.

PART IV ASSOCIATIONS AND ORGANIZATIONS

The
Convocation
Alumni
Associations(s)

23. Subject to the Act, the Regulations made thereunder and the Rules contained in the First Schedule-

- (a) there shall be a Convocation of the University; and
- (b) there may be established an Alumni Association of the University or discipline-based alumni associations in the University.

Staff
Associations

24. There may be an Academic Staff Association representative of all members of the Academic Staff and an Administrative Staff Association of the University to be established in accordance with the Act, the Regulations made thereunder and the Rules contained in the First Schedule.

(2) The Council may approve the establishment of such other staff association(s) as it deems fit upon application and submission of a constitution by members of staff desirous of forming an association within the University with objects which are not in conflict with the objects of the University and the provision of any other written law.

The Students'
Organisation and
other Students'
Organisations

25.-(1) Subject to the Act, the Regulations made thereunder and the Rules contained in the Schedule hereto, there shall be a Students' Organisation representative of all students of the University and such other student organisations which objects that are not in conflict with the objects of the University and the provisions of any other written law as the Council may approve.

(2) Subject to the Act, Regulations made thereunder and this Charter, matters concerning administration, welfare and discipline of students shall be conducted in accordance with the applicable provisions of the First Schedule.

PART V SUBSIDIARY LEGISLATION

Matters
prescribed or
regulated by
Rules in the
Schedules

26. The Rules contained in the Schedules to this Charter shall form part of this Charter and shall prescribe or regulate, as the case may be-

(a) the status, appointment and continuance in office of the Chancellor, Vice-Chancellor, Deputy Vice-Chancellor(s), Principal, Deputy Principal(s), Deans, Directors, Deputy Deans, Deputy Directors, and other officers of the University;

- (b) the constitution and functions of the Council, the appointment and continuance in office of the members of the Council, the filling of vacancies among the members and all other matters relative to the Council;
- (c) the constitution and functions of the Senate and all other matters related to the Senate;
- (d) the management and administration of properties both movable and immovable and the funds and other assets including investment of such funds and other assets of the University;
- (e) the membership, constitution, functions and mode of-
 - (i) establishment and dissolution of Campus University Colleges, Institutes, Schools, faculties, Library, Centres, Directorates, Departments, and/or units and all other matters relative thereto; and
 - (ii) affiliation or adoption, procedure of de-affiliation and other relevant matters concerning affiliated or, as the case may be, adopted University Colleges, Institutes, Centres and or directorates.
- (f) the establishment of offices, appointment, terms and conditions of service, including termination other than dismissal, and discipline of the academic and the administrative staff of the University and all other matters relative thereto;
- (g) subject to the provisions of the First Schedule, the constitution and functions of the Academic Staff Association, the Administrative Staff Association and any other staff associations;
- (h) the constitution and functions of the Convocation and of alumni association(s);
- (i) subject to the provisions of the First Schedule, the Constitution and functions of the Students'

Organization and other Students' organisations;

- (j) the membership, constitution, establishment and functions of Committees; Boards of Campus University Colleges, Institutes, Schools, Faculties, Library, Centres and/or Directorates; the appointment and continuance in office of the Chairpersons of the respective Committees, Boards and all other matters relative thereto;
- (k) the administration, welfare and discipline of students; and
- (l) such other matters as the Council may deem fit with respect to or for the governing or regulation of the University, its members and constituent parts and branches, or otherwise for the promotion of the objects of this Charter.

Amendment, addition and or repeal of the Schedules

27. The rules contained in the Schedules to this Charter shall remain in force until they have been amended, added to, or repealed in the manner hereinafter prescribed.

Powers of the Council to amend or repeal Rules

28.-(1) The Council may, subject to the Act and Regulations made thereunder, from time to time amend, add to or repeal the Rules contained in the Schedules hereto for the time being in force;

provided that, no such Rules shall have effect until approved by the Commission in accordance with the Act, the Regulations made thereunder and this Charter.

(2) For avoidance of doubt, the Council may, subject to such approval, amend, add to or repeal such Rules for the time being in force.

Rules Provided or Directed in the Schedules

29. The Rules contained in the Schedules may direct that any of the matters prescribed or regulated by the said Rules as authorized or directed by this Charter shall be further prescribed or regulated by Rules or By-laws, provided that any such further prescription or regulation

shall not be repugnant to the provisions of the Act, Regulations made thereunder, this Charter or the Rules contained in the First Schedule.

Powers of
Council to make
Rules

30.-(1) Subject to the Act, Regulations made thereunder, this Charter and the Rules contained in the First Schedule hereto, the Council may make rules to direct or regulate the University, its members and the welfare and administration of its staff, students and any other affairs; provided that-

(a) notice of any proposed Rule(s)(and the date upon which it is proposed that they should come into effect) shall be given to the Council not less than fourteen (14) days before the date of the meeting of the Council at which it is to be considered; and

(b) before passing any Rules, the Council shall consider a report from the Senate and shall not, except on the recommendation of the Senate, pass any Rules:

(i) relating to courses of study, degrees, diplomas, certificates or other awards of the University;

(ii) for functions of the Boards of University Colleges, Institutes, Schools, Faculties, the Library, Centres and directorates;

(iii) the affiliation or adoption of, or association with, other institutions; and

(iv) the recognition of academic staff and the constitution of any Joint Committees of the Council and the Senate.

(2) The power to make Rules shall include the power to amend, add to or repeal any Rule(s) thereof made or passed.

Powers of the Senate to make By-laws

31. Subject to the Act, the regulations made thereunder, this Charter, the Rules contained in the First Schedule, the Senate may make By-laws to regulate the academic work of the University, the admission, education and examination of the students of the University, and such other matters as lie within the functions of the Senate.

Powers of the Senate to amend By-laws

32. The By-laws made by the Senate may be added to, amended or repealed by the Senate from time to time.

PART VI MISCELLANEOUS PROVISIONS

No gender discrimination

33. Subject to the Act, the Regulations made hereunder, this Charter and the Rules contained in the First Schedule, men and women shall be equally eligible for holding any office in the University and for membership of any of its constituent bodies, for holding all degrees, diplomas, certificates and other awards and for the pursuit of all courses of study in the University.

Gender balance principle to be observed

34. The principle of gender equality or balance as provided in the Act, the Regulations made thereunder and the Rules contained in the First Schedule hereto shall be observed and implemented by all persons exercising powers under the said Act, Regulations and Rules.

No test of religion, race, ethnicity and disability

35. No test of religion, race, ethnicity, sex, physical condition and disability, ideology or political belief orientation or other similar criteria shall be imposed upon any person in order to entitle her or him to be admitted to the University or to hold any office therein or to graduate or to hold or enjoy any advantage or privilege thereof.

Provision of suitable environment for teaching and learning

36. Subject to the Act and the Regulations made thereunder, the University shall provide-

(a) academic facilities including library services and equipment for the academic programmes

and the manner in which they are to be maintained; and

- (b) a structural, physical and technological environment as well as equipment, facilities and amenities suitable for the respective appropriate requirements of both female and male staff and students and for the academic and other needs of staff and students who have physical disabilities and or are otherwise vulnerable requiring special teaching and learning aids including hearing, sight and movement aids.

Prohibition on declaration of dividend

37. The University shall not make any dividend, gift, division or bonus in money unto or between any of its members except by way of prize, allowance, reward or special grant for duly authorized work done or to be done in furtherance of the objects of the University.

Amendment of the Charter

38.-(1) Subject to the Act, the President may, upon a recommendation of the Minister, after the Minister's consultation with the Commission, at any time amend or add any Article of this Charter or otherwise repeal the Charter if he is satisfied that such amendment, addition or, as the case may be, repeal-

- (a) is in the interest of tertiary and higher education in the United Republic; or
- (b) that it may assist the University to operate in a more efficient and effective manner.

(2) Such amendment, addition or repeal shall have effect so that this Charter shall thenceforward continue and operate as so amended, added to or, as the case may be, repealed.

Revocation of the Charter

39. The President may, subject to the Act, revoke this Charter if-

- (a) it is evident that the University is not carrying on its functions in a proper manner;
- (b) the University is in breach of the Charter; or

- (c) it is in the interest of tertiary and higher education to revoke the Charter.

FIRST SCHEDULE

(Made under Article 26)

THE MBEYA UNIVERSITY OF SCIENCE AND TECHNOLOGY RULES, 2013

PART I
PRELIMINARY PROVISIONS

- Citation 1. These Rules may be cited as the Mbeya University of Science and Technology Rules, 2013
- Interpretation 2.-(1) In these Rules, unless the context otherwise requires-
- "Academic Committee" means a committee of a Constituent University College of the University responsible for academic affairs;
- "Academic Staff" shall have the meaning assigned to that term by Rule 31 of this Schedule;
- "admission" means the process of accepting applications by potential students for entry into the University on the basis of the criteria set for respective awards, courses or programmes of the University;
- "Administrative Staff" shall have the meaning assigned to that term by Rule 33 of this Schedule;
- "Affiliated Institutions" means autonomous tertiary and higher education institutions accredited to offer degree programme and confer degree on behalf of the University as provided for under Article 20 of the Charter;
- "Appropriate Officer" means an officer assigned functions of the Corporate Counsel under Paragraph (c) of the provision to sub-Rule (5) of Rule 78,
- "Article" means an Article of the Charter;
- "Associate University College" means an autonomous institution provided for under Rule 65;
- "Award" includes certificates, diplomas, degrees, postgraduate diplomas, postgraduate degrees, and honorary degrees and any other awards determined by Senate and approved by the Council;
- "By-laws" means the By-laws made by the Senate under Article 31;
- "Campus College" means any non-autonomous institution within the premises of, or in close proximity to the University established under Article 21;
- "Centre" means any Centre established to undertake or administer specific functions, and it includes centres established under Article 22;
- "centre of excellence" means a university or a University College or institute designated as such and which has excelled in a particular field;
- "Certificate" means an award of a professional qualification and competence, bearing that name or title, offered by the University;
- "Chancellor" means the Chancellor of the University provided for under Article 9;
- "the Charter" means the Charter of Incorporation of the Mbeya University of Science and Technology to which these Rules constitute the First Schedule;

- "the Commission" means the Tanzania Commission for Universities established under Section 4 of the Act;
- "Connected College" means an autonomous institution empowered to offer university level education, established under Article 20;
- "College" means a college other than a University College;
- "College Board" means a Board of a campus University College established under Rule 26;
- "Constituent College" means a semi-autonomous institution, established in accordance with the provisions of Article 20;
- "Continuing Education" includes such short courses, seminars colloquia, workshops, refresher courses, and the like, as are designed or carried on for members of respective professions, work disciplines or vocations, desirous of improving, updating, expanding or deepening their knowledge or skills through such ways or means;
- "the Convocation" means the Convocation of the University established under Article 23;
- "Corporate Counsel" means the Corporate Counsel of the University appointed under Rule 78;
- "Council", means the Council of the University established in accordance with Article 18;
- "Course" includes a planned series of instruction periods based on an approved syllabus and forming part of a curriculum or a programme designed for an award;
- "course of study" means the structure for degrees or other academic or professional qualifications and the subjects of study in such structure;
- "Dean" means a Dean of a school appointed under Article 14;
- "Director of Students Services" means the Director of Students Services appointed by Council in accordance with Rule 48;
- "Degree" means an award of a full academic and, or professional qualification and competence, bearing that name or title offered by the University;
- "Department" means a subdivision established as such within the general structure of the University;
- "Deputy Dean" means the Deputy Dean of the School provided for under Article 16;
- "Deputy Director" means the Deputy Director of the University-based institute, library, centre or directorate provided for under Article 16;
- "Deputy Principals" means the Deputy Principals of a University College or Institutes provided for under Article 13;
- "Deputy Vice Chancellors" means the Deputy Vice Chancellors of the University provided for under Article 11;
- "Diploma" means an award of an intermediate professional qualification and competence, bearing that name or title, offered by the University;
- "Director" means the Director of the University based centre, library, or directorate provided for under Article 15;
- "Director of Higher Education" means the Director of Higher Education in the Ministry responsible for higher education;
- "Executive Officers" include the Vice Chancellor and Deputy Vice Chancellors, Principals and Deputy Principals;
- "Financial Year" means the financial year of the University as determined under Rule 73;

- "Gazette" means the official Gazette of the Government of the United Republic of Tanzania;
- "Governing Board" means the governing board of a university college other than a campus University College provided for under Section 43 of the Act;
- "Graduate" means a person upon whom a degree has been conferred by the University;
- "Grant" means financial assistance from public funds or money given by or through the Government, local authority or other institution to the University to help it pay fully or partially for its projects, programmes or courses of study;
- "Tertiary and Higher Education Institution" means a university which offers a level of academic education and professional training that leads to full academic and or professional qualifications and competence;
- "Institute" means an institute of the University established under Article 21;
- "Institution" means a tertiary and higher education institution;
- "intermediate awards" has the same meaning as "intermediate professional qualifications";
- "intermediate professional qualifications" means certificates or diplomas offered by the University;
- "Legal Unit" means the Legal Unit of the University established under Rule 78;
- "membership of the University" means membership as declared under Article 8;
- "Minister" means the Minister responsible for higher education;
- "Officer" means any person in the employment of the University holding a position of authority, but does not include the Chancellor, Vice Chancellor, Deputy Vice Chancellors, Principals and Deputy Principals;
- "Organs of governance" include the Council, the Senate, a board or boards, a committee or committees or a meeting or meetings under the provisions of the Charter or the Rules;
- "other employees of the University" means employees of the University other than those in the employment of the University on permanent terms;
- "other students' organization" includes students organizations, associations, societies and clubs other than the Students' Organization, established under Article 25;
- "persons in disadvantaged groups" includes persons with physical, mental or social disabilities;
- "prescribed" includes prescribed by the Rules, By-laws, resolutions, directives, instructions, or decisions by the Council, the Senate or other authority to whom or to which the Council or the Senate has delegated its powers and functions;
- "President" means the President of the United Republic of Tanzania;
- "Principal" means the Principal of a University College or Institute provided for under Article 12;
- "Private tertiary and higher education institution" means a tertiary and higher education institution whose infrastructure, maintenance and costs are owned and borne by a private person or a company, trust or a non-governmental organization or an association;
- "Professor Emeritus" means a person who, with the express approval of the Council, holds an honorary, as opposed to a substantive, title of

- Professor or Research Professor corresponding to that held last by that person during the person's active service in the University or any other recognised university;
- "Programme" means a curriculum of studies that leads to some form of recognition or an academic or professional award;
- "Public Institution" means any academic institution established by or under any written law or owned by the Government or a parastatal organisation within the United Republic;
- "Public University" means a university which is owned by the Government of the United Republic of Tanzania, Regional or Local Government or by the Revolutionary Government of Zanzibar;
- "the Rules" include these Rules and the Rules made by the Council under Article 30;
- "School" means a School of the University established under Article 22;
- "School Board" means a board of school established under Rule 27;
- "Senate" means the senate of the University provided for under Article 19;
- "Senior Academician" includes academic member of staff with rank of senior lecturer, senior research fellow, senior librarian and above or a person with similar proven academic experience;
- "strative positions" include the position of the Chancellor, Vice-Chancellor, Deputy Vice-Chancellors, Principal, Deputy Principals, Deans, Directors, Deputy Deans, Deputy Directors, and Heads of Departments;
- "senior management level" includes the level of a Dean, Director, Deputy Dean, Deputy Director, Assistant Director and Head of Department of the University;
- "Staff Association" means an academic or administrative staff association established in the University or the University College or Institute in accordance with Article 24;
- "Student" means any person admitted to the University as a candidate for a degree, diploma, certificate or other award of the University, and includes a part-time and an occasional or short-term student;
- "Students' Organisation" means the students' organisation established in accordance with Article 25;
- "United Republic" means United Republic of Tanzania;
- "University College" includes a Campus University College, a Constituent University College or a Connected University College as established in terms of Article 20;
- "university education" means education offered at the University;
- "the University Library" means the Library of the University established under Article 22;
- "University Institution" includes a university college or Institute, a university school or a centre, directorate, department, library or organ established within or as part or sub-division of the University;
- "the Vice Chancellor" means the Chief Executive Officer of the university as provided in Article 10;
- (2) Reference in the Charter, legislation, order or other instrument by which a University college is established or governed, and designations thereunder of, offices or authorities of the University college shall be construed subject to the provisions of the Act, Regulations made thereunder, this Charter and of the Rules made hereunder.
- (3) For avoidance of doubt, and without prejudice to the generality of sub-Rule (2):

- (a) unless it shall otherwise be expressly provided by any other written law other than the Charter, campus colleges, connected colleges and constituent colleges of the University shall abide by and be governed fully by the provisions of the Charter and of the Rules and By-laws made thereunder relating to academic matters;
- (b) Wherever it appears in this Schedule masculine gender shall include feminine and vice-versa.

PART II
ADMINISTRATION OF THE UNIVERSITY

(a) The Chancellor and Principal Officers of the University

The Chancellor

- 3.-(1) There shall be a Chancellor of the University.
- (2) The President of the United Republic of Tanzania shall appoint the Chancellor of the University.
- (3) The Chancellor shall be appointed from a list of three candidates proposed by the Council upon the recommendation of a Search Committee appointed by the Council.
- (4) The term of office of the Chancellor shall be six years, and may be re appointed consecutively for one further term of six years.
- (5) The Chancellor shall-
 - (a) be a person of outstanding integrity and proven academic or administrative experience;
 - (b) be the Head of the University and shall, in the name of the University, confer all degrees, diplomas, certificates and other awards for the University;
 - (c) have the right, from time to time, to direct an inspection of the University or an inquiry into the teaching, research, consultancy or any other work of the University;
 - (d) have power to direct for visitation to the University and constituent University college(s) in such manner as may be appropriate or prescribed;
 - (e) provide such advice and guidance to the Council as he or she may consider necessary or desirable for the betterment of the University.
- (6) The Chancellor shall have such other functions and powers as are conferred upon him by the Charter or as may be provided for under rules or any other written laws.
- (7) Whenever the Chancellor is absent from the United Republic of Tanzania or is for any other reason unable to perform the functions of his office, the President or any person authorized by him in that behalf may appoint a person to perform the functions of the Chancellor during such absence or inability.
- (8) The privileges, other than those provided under paragraph (b) to (e) of sub-Rule (5), and if any, allowances, accruing to the position of Chancellor shall be proposed by the Council.

The Vice-Chancellor

- 4.-(1) There shall be a Vice Chancellor of the University, who shall be appointed by the Chancellor upon the advice of the Council.
- (2) The Vice Chancellor shall be appointed from a list of three candidates who have attained the status of professor or associate professor or senior academician with outstanding academic qualification and or

administrative experience and capability of at least six years at senior management level on the basis of recommendations submitted by a Search Committee set up in accordance with the Third Schedule or through a procedure of public advertisement or both for the post and, upon such terms and conditions as the Chancellor may prescribe upon the advice of the Council.

(3) The Vice Chancellor shall-

- (a) be the Chief Executive Officer of the University;
- (b) be responsible to the Council for the implementation of the decisions of the Council;
- (c) have such other functions as are conferred upon him by the Act, the Charter, Rules or as may be prescribed.

(4) The Vice Chancellor may, as he deems fit, delegate any one or more of the powers and functions conferred on him by the Act, the Charter and these Rules or any other written law to a Deputy Vice-Chancellor or Deputy Vice-Chancellors and to the Principal of an affiliated or adopted college, subject to any limitations or conditions as the Vice Chancellor may prescribe; provided that such delegation shall be in writing.

(5) The Vice Chancellor shall hold office for a term of five years and may be re-appointed consecutively for one more term of five years.

(6) The terms and conditions of employment including salaries, allowances, honoraria and any other relevant privileges accruing to the position of Vice-Chancellor shall be determined and prescribed in the executive officers' scheme of service by the Council.

The Deputy Vice-Chancellors

5.-(1) There shall be two Deputy Vice Chancellors, one responsible for Academic studies, Research and Consultancy and the other responsible for Planning, Finance and Administration.

(2) Subject to sub-Rule (1) Deputy Vice Chancellors shall be appointed by the Chancellor on the advice of the Council, and upon such terms and conditions as the Council may prescribe from a list of three candidates who have attained a status of professor or associate professor or senior academician or its equivalent in either teaching or research or both teaching and research, and who have outstanding academic and administrative capability in the area of tertiary and higher education on the basis of recommendation submitted by Search Committee set up in accordance with the Third Schedule or through a procedure of Public advertisement for the post;

(3) The Deputy Vice Chancellors shall hold office for a period of four years and may be re-appointed consecutively for one more term of four years.

(4) The Deputy Vice Chancellor responsible for Academic studies Research and Consultancy shall be the principal assistant of, and responsible to the Vice Chancellor in all matters pertaining to the academic activities of the University and in the absence of the Vice Chancellor, deputize for the Vice Chancellor.

(5) The Deputy Vice Chancellor responsible for Academic studies Research and Consultancy shall have such other functions as are conferred upon her/him by the Charter or as may be prescribed.

(6) The Deputy Vice Chancellor responsible for Planning, Finance and Administration shall be the principal assistant and responsible to the Vice Chancellor in all matters pertaining to the administration of the University, including Planning, the administration of funds and other assets of the University and in the absence of both the Vice Chancellor and the

Deputy Vice Chancellor responsible for Academic studies Research and Consultancy, deputize for the Vice Chancellor.

(7) The Deputy Vice Chancellor responsible for Planning, Finance and Administration shall have such other functions as are conferred upon her/him by the Charter or as may be prescribed by his or her superiors.

(8) The terms and conditions of employment including salaries, allowances, honoraria and any other relevant privileges accruing to the position of Deputy Vice-Chancellors shall be determined and prescribed in the executive officers' scheme of service by the Council.

The Principals of
University
Colleges or
Institutes

6.-(1) There shall be a Principal in every, Constituent and Connected College or Institute of the University.

(2) The Principal shall-

(a) be recommended by the Senate from a list of three professors or associate professors or senior academician with outstanding academic qualification or administrative experience and capability of at least six years at senior management level on the basis of recommendations submitted by a Search Committee set up in accordance with the Third Schedule or through a procedure of public advertisement for the post and, upon such terms and conditions as the Chancellor may prescribe upon the advice of the Council; and

(b) be appointed by the Chancellor on the advice of the Council after consultation with the Governing Board of the University College or Institute, and upon such terms and conditions as the Council may prescribe

(3) The Principal shall hold office for a term of five years and may be re-appointed for one more term of five years.

(4) Subject to the Act, Regulations made thereunder, the Charter and the University College's Charter the Principal appointed under this Rule shall-

(a) be the academic and administrative head of the University college and have such powers and duties as may be prescribed by Rules of the principal organs of governance of the University or any other written law;

(b) in the case of University colleges, other than connected colleges, be responsible to the Vice Chancellor, the Governing Board, the Senate and the Council in respect of all matters concerning the University College;

(c) in the case of connected colleges, be responsible to the Vice Chancellor, the Governing Board and the Council in respect of all academic matters of the connected college.

(5) There shall be a Principal for each Campus College who-

(a) shall be recommended by the Senate from a list of three professors or associate professors, officers of equivalent status or designation, on the basis of recommendations submitted by a Search Committee set up in accordance with the Third Schedule or through a procedure of public advertisement post and, upon such terms and conditions as the Chancellor may prescribe upon the advice of the Council; and

- (b) shall be appointed by the Chancellor on the advice of the Council in such manner and upon such terms and conditions as the Council may prescribe.
- (6) Subject to the Act, Regulations made thereunder and the Charter, principal shall-
 - (a) hold office for a period of five years with eligibility for re-appointment consecutively for one further term of five years;
 - (b) be the academic and administrative head of the University College of which he or she is Principal and shall under the general authority of the Vice-Chancellor, have such powers and duties as may be provided by Rules or any other applicable written law; and
 - (c) be responsible to the Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy on academic studies, research and consultancy matters, and to the Deputy Vice Chancellor responsible for Planning Finance and Administration on planning, finance and administration matters, the College Board, and the Senate in respect of all matters concerning the University College.
- (7) The terms and conditions of employment including salaries, allowances, honoraria and any other relevant privileges accruing to the position of Principal shall be determined and prescribed in the executive officers' scheme of service.

Deputy Principals
of the University
Colleges or
Institutes

7.-(1) There shall be two Deputy Principals for every University College or Institute, one responsible for Academic studies, Research and Consultancy and the other responsible for Planning, Finance and Administration

(2) The Deputy Principal of a University College or Institute shall be recommended by the Senate from a list of three professors or associate professors senior academician with outstanding academic qualification or administrative experience and capability of at least six years at senior management level on the basis of recommendations submitted by a Search Committee recommendation or results of a procedure involving public advertisement and interviews for the post, processed through the Senate and the Council.

(3) Notwithstanding sub-Rule (1), above the number of Deputy Principals may be increased or decreased by the Council upon the recommendation of the Principal and on the advice of the Academic Committee and the Governing Board of the University College, or College Board and the Senate of the University as the case may be.

(4) In appointing a Deputy Principal, the appointing authority shall have regard to the recommendations of the Principal and advice of the Governing Board or College Board, as the case may be.

(5) A Deputy Principal shall-

- (a) be the Chief advisor and assistant to the Principal in respect of all academic studies, research and consultancy matters or planning, finance and administration matters of the University College or Institute;
- (b) have such powers as the Principal may in writing delegate to him;
- (c) in the absence of the Principal, deputize for the Principal in such matters as the Principal or Rules may specify;

(d) have such other powers, duties and functions as are conferred upon him by the Charter, the Constituent College's Charter or as may be prescribed under any other written law or relevant regulations.

(6) Where there are two or more Deputy Principals, the Deputy Principal responsible for academic, research and consultancy shall deputize for the Principal during the Principal's absence from office.

(7) In case both the Principal and Deputy Principal responsible for Academic, Research and Consultancy are absent then the Deputy Principal responsible for planning, finance and administration shall deputize for the Principal.

(8) A Deputy Principal shall hold office for a period of four years, and may be re-appointed consecutively for one more such term of four years.

(9) The terms and conditions of employment including salaries, allowances, honoraria and any other relevant privileges accruing to the position of Deputy Principals shall be determined and prescribed in the executive officers' scheme of service.

Deans of School
or Faculty

8. There shall be a Dean for every School or Faculty who shall be appointed by the Council from a list of three academic members of staff of the rank of senior lecturer or senior research fellow or above and upon recommendation by Senate and the Governing Board and College Board, as the case may be, on the basis of a Search Committee's recommendation or results of a procedure involving public advertisement and interviews for the post, processed through the Senate and the Council.

(2) The Dean of the School or Faculty shall hold office for a term of four years and may be re-appointed consecutively for one more term of four years.

(3) The Dean of the School shall have the following duties and functions.

- (a) be the academic and administrative head of the School or Faculty;
- (b) ensure that proper and acceptable standards of teaching research, extension, and consultancy are maintained in the School or Faculty;
- (c) serve as the Examinations Officer of the School or Faculty;
- (d) represent the School or Faculty at University's Committees and other bodies as required;
- (e) prepare and up-date plans for the academic administrative, and infrastructure development of the School or Faculty;
- (f) perform such other functions related to the School or Faculty as may be prescribed by the Charter and Rules;

Deputy Deans

9.-(1) There shall be a Deputy Deans(s) in every School or Faculty.

(2) The Deputy Deans(s) shall be appointed by the Vice Chancellor upon the recommendation of the respective Dean and the Principal of the Campus College.

(3) The Deputy Dean shall hold office for a term of four years and may be re-appointed consecutively for one more term of four years.

(4) The duties and responsibilities of the Deputy Dean shall be as may be prescribed.

- Directors of Centres, Directorates, Library and other Officers
- 10.-(1) There shall be a Director of Centre, Directorate, Library or other similar organs of equivalent designation of the University.
- (2) The Director shall be appointed by the Council, from a list of three academic members of staff of the rank of senior lecturer or senior research fellow or senior librarian or above and upon recommendation by the Senate on the basis of a Search Committee's recommendation or the result of a procedure involving public advertisement and interviews for the post, processed through the Senate and the Council.
- (3) The Director shall hold office for a term of four years and may be re-appointed consecutively for one more term of four years.
- (4) The duties and responsibilities of Directors shall be as may be prescribed.
- Deputy Directors and other Officers
- 11.-(1) There shall be a Deputy Director of Centre, Library or Directorate or any other appropriate organ of the University.
- (2) The Deputy Director shall be appointed by the Vice Chancellor upon the recommendation of the respective Director, and the Principal of Campus College.
- (3) The Deputy Director shall hold office for a term of four years and may be re-appointed consecutively for another term of four years.
- (4) The duties and responsibilities of Deputy Directors shall be as may be prescribed.
- (5) The appointment, terms and conditions of service of other officers of the University shall be as may be prescribed.
- Heads of Academic Departments
- 12.-(1) There shall be a Head of an academic Department in every University College, School, Faculty Institute, Library, Centre or directorate who shall be appointed by the Vice Chancellor after consultation with the Principal or Director.
- (2) The Head of Department shall be appointed from amongst senior members of academic staff of the Department through prescribed procedures;
- (3) The Head of Department shall hold office for a term of three years and may be re-appointed for a consecutive one more term of three years;
- (4) In addition to his teaching, research and other duties and responsibilities, the Head of Department shall-
- (a) serve as Chairperson of departmental meetings;
 - (b) represent department at University's Committees and other bodies as required;
 - (c) ensure that proper and acceptable standards of research, teaching, consultancy and extension services are maintained in the Department;
 - (d) provide professional leadership and be responsible for the administration of the Department.
- Performance of Functions in the event of incapacity of one of the Senior Officers
- 13.-(1) In the event of the incapacity of Vice Chancellor, the Council may, appoints one of the Deputy Vice Chancellors of the University to discharge the functions of the Vice Chancellor.
- (2) In the event of the incapacity of Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy or Deputy Vice Chancellor responsible for Planning, Finance and Administration, the Vice Chancellor may appoint one of the Principals of the Campus Colleges to act in the office until such time as the incapacity ceases.

(3) In the event of the incapacity of Principal of the Campus College, the Vice Chancellor may appoint one of the Deputy Principals of the Campus College to act in the office until such time as the incapacity ceases.

(4) In the event of the incapacity of a Dean or Director, the Vice Chancellor may appoint a Deputy Dean, or Deputy Director to act in that office until such time as the incapacity ceases.

(5) In the event of the incapacity of a Head of Department, the Vice Chancellor may appoint an officer from among the senior academic staff of that Department to act in that office until such time as the incapacity ceases.

(6) In the event of the simultaneous incapacity of the Vice Chancellor and the Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy, the functions of the office of Vice Chancellor shall be discharged by the Deputy Vice Chancellor responsible for Planning, Finance and Administration.

(7) In the event of the incapacity of all the Deputy Vice Chancellors, a Principal, a Dean, a Director, the Vice Chancellor may, if in his opinion it is necessary or desirable to do so appoint a senior academician to act in that office whose holder is incapacitated until such time as the incapacity ceases.

(8) In the event of the incapacity of the holder of any other senior office of the administrative or technical staff, the Vice Chancellor may, if in his opinion it is necessary or desirable to do so, appoint a senior officer in rank to act in the office whose holder is incapacitated until such time as the incapacity ceases.

(9) A person who acts in the office whose holder is incapacitated may while she so acts, be paid an acting allowance at such a rate as may be prescribed.

(c) The Council of the University

Composition of
the Council

14.-(1) There shall be a Council of the University which subject to the Act shall consist of-

- (a) Chairperson who shall be appointed by the President in accordance with the Act;
- (b) Vice Chancellor (ex-officio);
- (c) Deputy Vice Chancellors (ex-officio);
- (d) one member who shall be nominated by the Chancellor;
- (e) representative of the Permanent Secretary of the ministry responsible for Science and Technology;
- (f) one member of Parliament who shall be nominated by the National Assembly from among its members;
- (g) one member who shall be nominated by the University Academic Staff Association;
- (h) one member who shall be nominated by the Students' Organization from amongst its members;
- (i) one Principal representing Constituent College(s) of the university who shall be nominated by the constituent college(s);
- (j) one member who shall be nominated by the Minister responsible for Finance;
- (k) one member nominated by the Vice-Chancellor representing international advisory bodies;

- (l) one member of the Zanzibar House of Representatives who shall be nominated by the Zanzibar House of Representatives;
- (m) one Vice Chancellor representing Public Universities who shall be nominated by the Senate;
- (n) one member representing the Minister;
- (o) one member who shall be nominated by the Revolutionary Government of Zanzibar;
- (p) one member who shall be nominated by the Trade Unions at the University; and
- (q) one member representing the private sector.

(2) Except for the Chairman, Vice-Chancellor and Deputy Vice Chancellors, all other members of the Council shall be appointed by the Minister responsible for Science and Technology in consultation with the Minister.

(3) Except for the Chairman whose tenure shall be four years and that of ex-officio members whose tenure shall be subject to their being in office, the tenure of office of the members of the Council shall be three years, subject to the member's eligibility for re-appointment for a further term or further terms of three years each.

(4) Proceedings and meetings of the Council shall be as provided in the Second Schedule.

The Powers and functions of the Council

15.-(1) The Council shall be the principal policy making body of the University.

(2) Without prejudice to generality of sub-rule (1) the Council shall have power:

- (a) to govern, administer, manage and regulate the finances, accounts, investments, property, business and all affairs whatsoever of the University;
- (b) to appoint bankers and any other officers or agents whom it may deem expedient to appoint and to cause books of account to be kept in such manner as to give a true and fair view of the state of the University's affairs;
- (c) to invest any moneys belonging to the University in such stocks, funds, fully paid shares or securities;
- (d) to form companies of the University which shall be registered under the Companies Act or any other relevant law;
- (e) to sell, buy, exchange, lease and accept leases of right of occupancy on behalf of the University;
- (f) to provide the buildings, premises, furniture and equipment and other means required for carrying on the work of the University;
- (g) to borrow money on behalf of the University and for that purpose to mortgage or charge all or any part of the property of the University;
- (h) to enter into, vary, carry out and cancel contracts on behalf of the University;
- (i) to make provision for schemes of insurance, superannuating, pensions or retirement benefits for all salaried officers;

- (j) to provide for the welfare of the students of the University after taking into consideration any recommendations or reports by the Senate;
- (k) to establish, after consideration of the recommendation of the Senate, University Colleges, Schools, Institutes, Directorates, Centres, departments and similar organs of equivalent designation as may be required;
- (l) to grant, following a recommendation by the Senate, the title of Professor Emeritus or other academic distinction;
- (m) to determine the duties, right, privileges terms and conditions of employment of all University staff;
- (n) to propose or to set standards of levels for remuneration packages for Chancellor, Executive officers, academic and administrative of the University;
- (o) to dissolve University colleges, schools, institutes, directorates, centres and departments or similar organs of equivalent designations;
- (p) to make By-laws for the administration of students, and other matters relating to students affairs;
- (q) to hear and determine students appeals from the decision lodged in accordance with the Rules or By-laws as the case may be;
- (r) to signify the acts of the university by use of the common seal;
- (s) to make policies for the better implementation of the University objects;
- (t) to approve awards of the University as recommended by Senate;
- (u) to propose such Rules and give such directives in relation to the governance of the University or of any of its organs as would ensure or facilitate a system of adequate democratic representative participation of the members of the University in the said governance and efficient and effective execution of policies, laws, Rules or decisions relating to the University, including the staff and the students of the University; and
- (v) to do all such other acts and things whether incidental to the powers aforesaid or not as may be requisite in order to further the objects of the University as a place of education and learning.

Validation of Proceedings of the Council

16. No act or proceeding of the Council shall be invalid by reason only of the number of the members not being complete at the time of that act or proceeding or of any member of the Council was at the time in question disqualified or disentitled to act as such.

Secretary to Council

17. There shall be Secretary to the Council who shall be appointed by the Council upon the recommendation of the Vice Chancellor as provided under Rule 76.

Appointments and Human Resource management

18.-(1) There shall be an Appointment and Human Resource Management Committee for the Academic Staff which shall consist of-

- (a) the Vice Chancellor, who shall be the Chairperson;

Committee for
Academic Staff

- (b) the Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy, who shall be the Vice-Chairperson;
 - (c) the Deputy Vice Chancellor responsible for Planning, Finance and Administration;
 - (d) the Principals of Campus University Colleges;
 - (e) one member appointed by the Minister responsible for Science and Technology;
 - (f) two members appointed by the Chairperson of the Council from amongst the members of Council;
 - (g) one member elected by the Senate from amongst its members;
 - (h) Chairperson of the University Academic Staff Association;
 - (i) Chairperson of Trade Union at the University;
 - (j) Corporate Counsel; and
 - (k) Senior administrative officer dealing with academic personnel matters in the University who shall be Secretary.
- (2) The following shall be entitled to sit as temporary members-
- (a) the Dean or Director of the School, Institute, Faculty, Library, Centre or Directorate,
 - (b) where the appointment is to be made for a Department of a School or Faculty, the Head of that Department, and
 - (c) two members appointed by the Vice Chancellor who, in his opinion are adequately qualified or experienced in academic matters to assist in making a suitable appointment.
- (3) The Appointment and Human Resource Management Committee for academic staff shall have such functions conferred upon it under the Charter or Rules or as may be delegated upon it by the Council.
- (4) Except for appointments of the rank of Professor and Associate Professor, which shall be referred to the Council for approval, all other academic staff appointments shall be made or approved by the Appointment and Human Resource Management Committee for academic staff.
- (5) The retirement, tenure, the right to terminate appointment, and appointment of a new member to fill any vacancy in relation to members of the Appointments and Human Resource Management Committee for academic staff and also in relation to the election of a temporary Chairperson, the quorum, proceedings and meetings shall, *mutatis mutandis*, be as provided in the Second Schedule.

Appointments and
Human Resource
management
Committee for
Administrative
Staff

19. There shall be an Appointment and Human Resource Management Committee for the Administrative Staff which shall consist of-
- (a) the Vice Chancellor, who shall be the Chairperson;
 - (b) the Deputy Vice Chancellor responsible for Planning, Finance and Administration, who shall be the Vice-Chairperson;
 - (c) the Deputy Vice Chancellor responsible for Academic, Research and Consultancy;
 - (d) two members appointed by the Chairperson of Council from amongst the members of Council;
 - (e) One representative of Trade Union at the University;
 - (f) one representative of the University Administrative Staff Association;
 - (g) Corporate Counsel;

- (h) Head of Human Resources Department responsible for Administrative Staff who shall be the Secretary;
- (i) the Principals of Campus University Colleges;
- (2) Deans, Directors of Schools Faculties, Centres, Library or Directorates shall be entitled to sit as temporary members.

(3) The Appointment and Human Resource Management Committee for administrative staff shall have such functions as may be conferred upon it by the Charter or Rules or as may be delegated upon it by the Council.

(4) The retirement, tenure, the right to terminate appointment, and appointment of a new member to fill any vacancy in relation to members of the Appointments and Human Resource Management Committee for Administrative staff and also in relation to the election of a temporary Chairperson, the quorum, proceedings and meetings shall, *mutatis mutandis*, be as provided in the Second Schedule.

Finance, Planning and Development Committee

20.-(1) There shall be a Finance, Planning and Development Committee which shall consist of-

- (a) the Vice-Chairperson of the Council who shall be the Chairperson;
- (b) three members elected by the Council, from amongst its members;
- (c) the Vice Chancellor;
- (d) Deputy Vice Chancellor responsible for Academic, Research and Consultancy;
- (e) Deputy Vice Chancellor responsible for Planning, Finance and Administration;
- (f) Director responsible for Planning in the Ministry responsible for Science and Technology;
- (g) the Bursar who shall be the Secretary;
- (h) the Head of the Planning Department of the University;
- (i) one representative from the University Staff Academic Association;
- (j) one representative from the Trade Union of the University;
- (k) one representative from the University Students' Organization;
- (l) Principals, Deans and Directors.

(2) The Finance, Planning and Development Committee shall have such functions as may be delegated upon it by the Council.

Students' Affairs Committee

21.-(1) There shall be a Students' Affairs Committee which shall comprise the following members-

- (a) a representative from the University Council who shall be the Chairperson;
- (b) Deputy Vice Chancellor responsible for Planning, Finance and Administration who shall be the Deputy Chairperson;
- (c) Director of Students Services who shall be the Secretary;
- (d) two representatives of the Senate;
- (e) Assistant Director of Students Services;
- (f) a representative of the Ministry responsible for Science and Technology;
- (g) six students' representatives, at least two females and one postgraduate student;

- (h) officer responsible for guidance and counseling in the Directorate of Students Services;
 - (i) Corporate Counsel of the University;
 - (j) a representative from an organ responsible for students' accommodation; and
 - (k) Medical Officer in-charge of the University.
- (2) The Students' Affairs Committee shall have such functions as may be delegated upon it by the Council;

Other Committees of the Council and the Senate

22.-(1) The Council or the Senate as the case may be may from time to time, appoint such other Boards and Committees, as it may consider necessary.

(2) A Board or Committee appointed under this Rule shall be composed of such number of members as the Council or Senate may determine and appoint, save that, at least one-third of the total number of members appointed to any such Board or Committee shall be appointed from amongst the members of Council or Senate.

(3) The quorum necessary for the conduct of the business of any Board or Committee appointed under this Rule shall be fixed by the Council or Senate.

(4) Where the Council or Senate establishes a Board or Committee under this Rule the Council or Senate shall elect one of its members to be the Chairperson of the Board or of the Committee, as the case may be.

(c) Senate of the University

Composition of the Senate

23.-(1) There shall be a Senate of the University which shall consist of-

- (a) the Vice Chancellor, who shall be the Chairperson of the Senate;
- (b) the Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy, who shall be the Vice-Chairperson of the Senate;
- (c) the Deputy Vice Chancellor responsible for Planning, Finance and Administration;
- (d) the Director of Students Affairs;
- (e) the Principal of each University College;
- (f) the Deans of Schools or Faculties of the University;
- (g) two members appointed by the Council from amongst the members of the Council, at least one of whom shall be a woman;
- (h) the Directors of Institutes, Centres, Directorates, Library or other similar organs of equivalent designation in the University;
- (i) Deputy Principals from each University College
- (j) Deputy Dean responsible for academics from each School or Faculty of the University;
- (k) one Deputy Director from each Centre, Directorate, Library or other similar organs of equivalent designation in the University;
- (l) one representative of the Minister to represent Ministry responsible for higher education;

- (m) four members elected by the professors of the University from amongst, themselves at least one of whom shall be a woman;
 - (n) one member appointed by the Minister responsible for Science and Technology
 - (o) one member appointed by Tanzania Commission for Universities
 - (p) one member who shall be elected by the trade unions
 - (q) three members elected by the Students' Organization from amongst its members one of whom shall be a female and at least one shall be a postgraduate student;
 - (r) one member elected by the academic staff association from amongst its members;
 - (s) one member elected by the Convocation;
 - (t) Corporate Counsel who shall be the Secretary to the Senate.
 - (u) one senior member of academic staff who shall be appointed by Vice-Chancellor
- (2) The provisions of the Second Schedule to this Charter shall apply *mutatis mutandis* in relation to the tenure of office for members of the Senate and other proceedings of the Senate.

Powers and functions of the Senate

24.-(1) Subject to the provisions of the Act, the Regulations made thereunder and the Charter, the Senate shall be the principal decision making body in all academic matters of the University.

(2) Without prejudice to the generality of sub-rule (1) the Senate shall have the following powers-

- (a) to regulate and control, after considering views of Academic Committees and or Academic Boards, all teaching, courses of study and the conditions for qualifying for admission to the various academic programmes offered by the University;
- (b) to regulate and control all awards offered by the University as validated awards, in conjunction with other bodies in respect of validated awards upon such terms and conditions as may be required by the University;
- (c) to regulate the admission of persons to courses of study and their continuance thereon;
- (d) to make recommendations to the Council on the establishment of such University Colleges, Schools or Faculties, Institutes, Directorates, Centres, Departments, and equivalent organs as may be required;
- (e) to regulate all University examinations and assessments and to appoint examiners, both internal and external where appropriate;
- (f) to hear and determine appeals of students from the provisional examination results;
- (g) to direct, regulate and promote training, research, extension services and consultancy within the University through relevant organs of the University and to require reports from time to time on their progress;
- (h) to review the duties and conditions of service of members of the academic staff and to advise the Council accordingly;

- (i) to recommend to the Council on the allocation of resources for teaching, research, extension services and consultancies;
- (j) to advise the Council on the long-term development of the University, including any capital and estate proposals;
- (k) to advise the Council on the welfare of the students of the University;
- (l) to monitor the academic progress of students and determine their continuation from semester to semester or year to year;
- (m) to discontinue students, on academic grounds, for a stated time, from any part of the University or its premises, or from attending any course of study or from doing any examination or other forms of assessment;
- (n) to recognise such examinations and periods of study at such universities and places of learning as equivalent to such examinations and periods of study in the University;
- (o) to make recommendations or to express an opinion to the Council on any matter of interest to the University and its affairs;
- (p) to satisfy itself regarding the content and academic standard of any course of study offered by a schools or faculties, institutes, University colleges, or departments under its control and the general regulation in respect of a degree, diploma, certificate or any other award of the University and to report its findings thereon to the Council;
- (q) to propose for approval by the Council By-Laws regarding the-
 - (i) eligibility of persons for admission to courses for a degree, diploma, certificate or other award of the University; and
 - (ii) standard of proficiency to be attained in each examination for a degree, diploma, certificate or other award of the University;
- (r) to regulate the conduct of all examinations of the University;
- (s) to decide whether any candidate for a degree, diploma, certificate or other award of the University has attained the standard of proficiency prescribed in the By-Laws made under paragraph (q) and is otherwise fit for the grant of such degree, diploma, certificate or other award of the university;
- (t) to consider recommendations made to it by boards of University colleges, institutes, schools or Faculties relating to the conduct of the University generally and take appropriate action;
- (u) to establish or appoint Committees for the proper or better carrying out of its functions, and to dissolve any one or more of such Committees;
- (v) to satisfy itself regarding the performance of the University Library, Laboratories and other academic related facilities; and

- (w) to perform such other functions as are conferred upon it by the Act, Regulations thereunder, the Charter or Rules.

(3) The Senate may, as it deems fit, delegate its powers and functions conferred on it under the Charter, these Rules, or any other applicable written law, to the Academic Committee of a University College, a Board of a Campus University College, a School or Faculty, Institute, the Library, Centre or Directorate, subject to any limitations or conditions the Senate may prescribe.

(4) In respect of any matter in relation to which the Senate is required to report to the Council or to make By-laws in accordance with or furtherance of the provisions of paragraphs (d), (i), (o) and (q) of sub-Rule (2), the Council shall not initiate any action in respect thereto until such report has been received from the Senate or, as the case may be, such By-laws have been made by the Senate, and shall not reject any such report or By-laws without further reference to the Senate.

Delegation of the Powers of the Council and the Senate

25.-(1) The Council and the Senate may delegate to a committee or committees or to an officer or officers such powers as they see fit, subject to sub-Rule 2 below, and shall state the terms of delegation, what confirmation if any, is required, and the duration of the delegation.

(2) The Council may delegate, without any requirement of confirmation, to a Committee of the Council, or to a Committee of the Senate, or to a joint Committee of the Council and the Senate of which in no case students shall be members, or to a particular person not a student, the power, to appoint, promote or dismiss or to determine the powers, duties, remuneration or terms or conditions of an officer or class of officers.

(3) The Senate may delegate, without any requirement of confirmation, the following powers to a Committee or Committees of which no students shall be members-

- (a) the admission of a student;
- (b) the conduct of the examination of a student, and the determination of the results of any form of academic assessment of the work of a student.

(d) The Boards and Academic Committees

University College or Institute Boards

26.-(1) There is hereby established a University College or Institute Board in respect of each Campus University College or Institute which unless otherwise determined by the Council on the recommendation of the Senate shall consist of the following members-

- (a) Principal, who shall be the Chairperson of the Board;
- (b) Deputy Principal responsible for Academic studies, Research and Consultancy, who shall be the Vice Chairperson;
- (c) Deputy Principal responsible for Planning, Finance and Administration;
- (d) all Heads of Academic Departments within the University College;
- (e) one member appointed by the Senate from outside the University;
- (f) one representative of each of the School or Faculty Boards appointed by each Board from amongst its members who are not members of the University College Board by virtue of any other provision of this sub-Rule;

- (g) four members elected to the Board by the students in the School or Faculty, one of whom shall be a postgraduate;
 - (h) three members elected by the academic staff of the University College from amongst themselves;
 - (i) two members from the Senior Administrative staff of the University College elected from amongst themselves;
 - (j) Chairpersons of University Colleges Undergraduate Studies Committee, Postgraduate Studies Committee, and Research and Publications Committee.
- (2) A University College or Institute Board-
- (a) may, subject to any direction of the Senate, meet at such intervals as it considers necessary;
 - (b) shall act in accordance with the directions of the Senate and shall report on the discharge of its functions and actions to the Senate in such manner and at such intervals as the Senate may direct; and
 - (c) subject to the directions of the Senate, may regulate its own proceedings and fix a quorum for its meetings.
 - (d) Subject to any general or specific directions of the Senate, every University College or Institute Board may, from time to time-
 - (i) review and make recommendation to the Senate in respect of the control and regulation of the training, research, extension services and consultancy within the University College or Institute;
 - (ii) make recommendation to the Senate of any matter pertaining to the University College or Institute; and
 - (iii) do any other act or thing as it may be directed by the Senate or as prescribed.

Board of Schools
Faculties,
Directorates,
Centres and
Libraries

27.-(1) There shall be established in respect of every

- (a) School or Faculty, a School or Faculty Board;
- (b) Directorate, a Board of the Directorate;
- (c) Centre, a Board of the Centre, and
- (d) Library, a Board of the Library.

(2) The constitution, composition and functions of the Boards of Schools or Faculties, Directorates, Centres and Library shall be prescribed by the Council on the advice of the Senate and University College Boards as the case may be.

Tenure of
Membership of
Boards

28. The provision of the Second Schedule to the Charter shall apply *mutatis mutandis* in relation to tenure of board's members.

PART III

STAFF OF THE UNIVERSITY AND TERMS OF EMPLOYMENT

Staff of the
University

29.-(1) The staff of the University shall comprise the academic staff and administrative staff appointed to any office of any description in the service of the University.

(2) The power to constitute and to abolish offices in the service of the University are hereby vested in the Council, subject to sub-Rule (3).

(3) Nothing in sub-Rule (2) shall apply to any office constituted by or provided for in the Charter.

Terms and Conditions of Employment	<p>30.-(1) The terms and conditions of employment of all staff of the University shall be such as may be prescribed.</p> <p>(2) Notwithstanding sub-Rule (1), a person seconded to the service of the University from the service of any other University or similar institution, the Government or any other public institution or authority shall be employed on such terms and conditions as may be agreed between the Council and the seconding body or authority-</p> <p>(3) Where a member of staff reaches a retirement age, he or she may request for a contract on such conditions and terms as may be prescribed.</p>
Academic Staff of the University	<p>31.-(1) The academic staff of the University shall comprise-</p> <ul style="list-style-type: none">(a) Professors, Research Professor and Library Professors;(b) Associate Professors, Associate Research Professors and Associate Library Professors;(c) Senior Lecturers or Senior Research Fellows and Senior Librarians;(d) Lecturers, Research Fellows and Librarians;(e) Assistant Lecturers, Assistant Research Fellows and Assistant Librarians;(f) Tutorial Assistants, Research Trainees, and Trainee Assistant Librarians;(g) Tutors, Instructors, Education Officers, Scientists and Technologists. <p>(2) Notwithstanding the provisions of sub-Rule (1), where the Vice Chancellor or Deputy Vice Chancellor or Principal or Deputy Principal or Dean or Deputy Dean or Director or Deputy Director was an academic member of staff of the University, may continue to be a member of the academic staff.</p> <p>(3) Such other members of staff of the University who are engaged wholly or partly in teaching or research in any University College, School or Faculty, Institute, the University Library or Centre or Directorate, may be designated as academic staff by the Council on the advice or recommendation of the Senate or the Appointment and Human Resources Management Committee for the academic staff.</p> <p>(4) Without prejudice to the generality of sub-Rule (3), the staff so designated shall have the required basic qualifications for an academic staff.</p>
Appointment of Academic Staff	<p>32.-(1) The power of making appointments to all offices of academic staff is hereby vested in the Council.</p> <p>(2) Each member of the academic staff shall be appointed by the Council in accordance with guidelines prescribed by it from time to time.</p> <p>(3) The Council may delegate its powers of appointing academic staff to the Appointment and Human Resources Management Committee for the Academic Staff.</p>
Administrative Staff of the University	<p>33. The administrative staff of the University shall comprise-</p> <ul style="list-style-type: none">(a) the Bursar;(b) the Director of Students Affairs;(c) the Director of Planning;(d) the Director of Administration and Human Resources;(e) the chief internal Auditor;

- (f) the Director buildings and Estates;
- (g) the Corporate Counsel;
- (h) the technicians and artisans;
- (i) members of the staff of the University who hold positions related to administration, technical and library work as the Council may from time to time determine;
- (j) such other members of the staff of the University not engaged in teaching or research as the Council may, from time to time determine, on the advice or recommendation of the Appointment and Human Resources Management Committee for the administrative staff.

Appointment of Administrative Staff

34.-(1) The powers of making appointments of administrative staff, are hereby vested in the Council.

(2) Each member of the administrative staff shall be appointed by the Council in accordance with guidelines prescribed by it from time to time.

(3) The Council may delegate its powers under sub-Rule (1) in relation to any office to the Appointment and Human Resources Management Committee for Administrative Staff.

Delegation of Council's Appointment Powers

35. The Council may, delegate any or all of the powers vested in Rule 32 and Rule 34, to the Appointment and Human Resources Management Committees, the Vice Chancellor, the Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy, the Deputy Vice Chancellor responsible for Planning, Finance and Administration or any other officer of the University, subject to such limitations as the Council may specify.

PART IV

DISCIPLINE OF STAFF AND TOP EXECUTIVE OFFICERS

Disciplinary Action against Staff

36.-(1) Every staff shall abide by the Terms and Conditions of Service for the University staff for the time being in force and shall in addition abide by the specific instructions issued to him by the Council.

(2) Every staff shall conduct himself in a manner designed to the interest, good name and well being of the University and as provided under the code of ethics, conduct and good practices for the administrative and academic staff of the University.

(3) Staff failing to conduct himself in such manner through willful acts, omission or negligence shall be guilty of misconduct and subject to disciplinary action.

(4) The powers of dismissing or terminating the appointment of any member of academic or administrative staff other than, the Vice-Chancellor, Deputy Vice-Chancellors, Principals and Deputy Principals, by way of disciplinary action or of punishing any member of the academic or administrative staff otherwise than by dismissal or termination of his appointment, for any disciplinary offence or misconduct shall be vested in the Council.

(5) There shall be a Staff Disciplinary Committee which shall consist of the following members:

- (a) a Chairperson, who shall be the Deputy Vice-Chancellor responsible for Planning Finance and Administration;

- (b) a legally qualified person holding senior position in the Attorney General's Chambers nominated in that behalf by the Attorney General;
- (c) two members, one from the Academic Staff and the other from the Administrative Staff chosen by the Vice-Chancellor; and
- (d) a representative of each of the following:
 - (i) the University's Academic Staff Association;
 - (ii) the University's Administrative Staff Association;
 - (iii) the Trade Union at the University.

(6) Three members of the Staff Disciplinary Committee, one of whom shall be the member referred to in paragraph (b) of sub-Rule (3), and the Chairperson, shall form a quorum.

(7) Charges of disciplinary offence, misconduct or against academic members of staff and senior administrative staff, Professors or Associate Professors of constituent, connected or associate University Colleges, other than the Vice-Chancellor and Deputy Vice-Chancellors, shall be handled in accordance with the provisions of Rule 37.

(8) Recommendation shall be made to the Vice-Chancellor through the Deputy Vice-Chancellor responsible for Planning Finance and Administration for imposition of such punishment as the Appointments and Human Resources Management Committee, exercising its powers under these Rules or any other applicable Rules, may deem justified

(9) Charges of disciplinary offence, misconduct or breach of code of ethics against other members of staff shall be handled in accordance with the provisions of Rule 37 and a recommendation shall be made to the Vice-Chancellor through the Deputy Vice-Chancellor responsible for Planning Finance and Administration and imposition of such punishment as the Appointments Committee, exercising its powers under these Rules or any other applicable Rules, may deem justified.

(10) All matters concerning discipline of staff, other than members of staff of level of Professor or Associate Professor, of constituent, connected or associate University Colleges, shall be dealt with in accordance with their respective enabling legal instruments or other applicable written law.

Disciplinary
Procedures and
Principles of
Natural Justice

37. Notwithstanding Rule 36 the power to dismiss staff by way of a disciplinary action shall not be exercised unless:

- (a) a disciplinary charge is made against the staff;
- (b) the staff is afforded a fair opportunity to answer the charge;
- (c) an inquiry is held into the charge in accordance with Provisions of the Rules made by the Council in that behalf in accordance with the Rules, or any applicable general law of the land as the case may be;
- (d) the staff concerned as the case may be, has, after such inquiry and defense, been found to be guilty of the charge leveled against him or of a minor charge of the same category established on the basis of the findings made in the course of dealing with the said charge; and
- (e) unless otherwise provided in her/his conditions of appointment the staff of the University may resign by writing to the appointing authority.

- Disciplinary Action against Executive Officers
- 38.-(1) A charge of disciplinary offence or misconduct against the Vice Chancellor or Deputy Vice Chancellors or Principals or Deputy Principals shall be investigated by a Special Committee of the Council whose composition and terms of reference shall be determined by the Council.
- (2) The Special Committee appointed under sub-Rule (1), in carrying out any investigation, shall adhere to the principles of natural justice, that is the right-
- (a) of the accused to know the nature of the disciplinary offence or misconduct he stands accused of;
 - (b) to be granted a fair opportunity for self-defense; and
 - (c) to be judged without bias.
- (3) If the charge is established against the officer, the Council shall make a decision as it deems fit, or if deems it proper, it may refer the findings to the Appointing Authority where-
- (a) two-thirds majority vote at a special meeting of the Council to recommend to the Appointing Authority that a Vice Chancellor or Deputy Vice Chancellor or Principal or Deputy Principal be removed and replaced;
 - (b) the Council does not deem it proper to refer the findings to the Appointing Authority for a decision, the Council shall itself decide on what measure, other than a punitive measure, is to be taken against the officer and shall forward such a decision to the Appointing Authority for endorsement; and
 - (c) the Appointing Authority does not endorse the decision of the Council, the Appointing Authority may substitute its own decision after consultation with the Council where such consultation is deemed fit.
- (4) If the charge is not established against the officer in question, it shall be dropped and the officer shall be informed in writing of that outcome forthwith.

- Disciplinary Appeals Committee for Staff of the University
- 39.-(1) There is hereby established a Committee, to be known as the Staff Disciplinary Appeals Committee, which shall deal with appeals of members of the for Academic and Administrative Staff.
- (2) The Staff Disciplinary Appeals Committee shall be composed of-
- (a) the Chairperson appointed by the Chancellor from amongst the members of the Council;
 - (b) one member appointed by the Chancellor;
 - (c) three members elected from amongst the members of the Council;
 - (d) two representatives appointed by the Vice Chancellor, one nominated by the Academic Staff Association and one by the Administrative Staff Association at the University or, as the case may be, the University college;
 - (e) one representative nominated by the Trade Union at the University or, as the case may be, the University college, appointed by the Vice-Chancellor;
 - (f) a senior legally qualified person appointed by the Attorney General.
- (3) The Committee may appoint one of its number as Vice Chairperson thereof.

(4) The Chairperson shall select one of the members of the Staff Disciplinary Appeals Committee to take the record of proceedings as Secretary.

(5) The quorum for meetings of the Staff Disciplinary Appeals Committee shall be a simple majority of the members of the Committee, including sub-Rule (2)(f).

(6) The Staff Disciplinary Appeals Committee shall have appellate power over the decisions of a disciplinary nature or dismissals and terminations of service or employment with the University affecting officers, other than the Vice Chancellor or a Deputy Vice Chancellor or Principal or Deputy Principal.

Appeals of
Executive Officers

40.-(1) Subject to the Charter, these Rules and any other applicable written law, the provisions of Rule 40 shall apply, *mutatis mutandis*, in respect of the appeals by the Vice Chancellor or, as the case may be, a Deputy Vice Chancellor, Principals and Deputy Principal

(2) Any recommendation for disciplinary action including removal and replacement or dismissal from or termination of service, made under Rule 38 against the Vice Chancellor, a Deputy Vice Chancellor or Principal or Deputy Principal, shall be open to contestation by the affected person before the Council which shall submit a recommendation to the Appointing Authority who may-

- (a) act on the Council's recommendation; or
- (b) appoint an *ad-hoc* Committee with terms of reference for investigating and recommending the action to be taken; and
- (c) on receipt of the ad-hoc Committee's findings as to the guilt or innocence of the accused person, accept or reject the recommendation submitted by the Council.

(3) The Vice-Chancellor or any Deputy Vice Chancellor or Principal or Deputy Principal shall have the right to appear before or make written representations to the Council, the *ad-hoc* committee or the Appointing Authority when an adverse recommendation made by the Council against any one of them is under consideration before the Council, the ad-hoc Committee or, as the case may be, the Appointing Authority.

PART V

STAFF ASSOCIATIONS, CONVOCATION AND ALUMNI

Establishment of
Staff Association

41.-(1) The Council may approve the establishment of an academic staff association representative of all the academic staff of the University and an administrative staff association representative of all administrative staff of the University.

(2) An Academic Staff Association and an Administrative Staff Association whose establishment is approved under sub-Rule (1), may transmit its resolutions to the Council and the Senate and may exercise such other functions and enjoy such other privileges as Rules may prescribe.

(3) The Council may as it deems fit, upon an application and submission of a constitution by members of staff desirous of forming an association within the University, approve the establishment of any other staff association or associations whose objects and constitution are not in conflict with the objects of the University and the provisions of any other written law.

(4) The affairs and functions of the Associations shall be conducted in accordance with their constitutions, which shall be approved

by the Council including amendment thereof, and in compliance to the Act and the Charter.

- Establishment and Membership of Convocation
- 42.-(1) There is hereby established a Convocation of the University which shall consist of-
- (a) Vice Chancellor;
 - (b) Deputy Vice Chancellors;
 - (c) Principals;
 - (a) Deputy Principals;
 - (b) Deans, Directors, Deputy Deans and Deputy Directors;
 - (c) all members of the academic staff;
 - (d) all persons who become graduates of the University; and
 - (e) such persons as the Chancellor may, upon recommendation by the Council, appoint to be members of the convocation.
- (2) The Deputy Vice Chancellor responsible for Academic, Research and Consultancy shall cause to be compiled and maintained a Convocation Roll in which he shall enter the names of all persons who are, for the time being, members of the Convocation.
- Functions of the Convocation
43. The Convocation may meet and discuss any matter within the sphere of competence of the University and transmit any resolution arising from such discussion to the Chancellor, the Minister and the Minister responsible for science and technology, or to the Council, to the Senate or any other authority as the convocation may consider appropriate.
- President of the Convocation
- 44.-(1) The Convocation shall at its meeting elect from amongst its members a President of the Convocation.
- (2) The President of the Convocation shall, subject to his continuing to be qualified to be a member of the Convocation and unless he sooner dies or resigns, hold office for a period of three years and shall be eligible for re-election.
- Procedures of the Convocation
45. The Deputy Vice Chancellor responsible for Academic studies Research and Consultancy shall be the Secretary of the Convocation.
- (2) The Convocation shall meet at such times as may be necessary or expedient for the transaction of its business.
- (3) The Secretary shall give to every member of the Convocation at least twenty-one days, notice of the date, time and place of meeting.
- (4) The President of the Convocation shall preside over the meetings of the Convocation.
- (5) Where at any meeting of the Convocation the President of the Convocation is absent, the members present may elect from amongst their number a temporary Chairperson who shall preside over the meeting.
- (6) One-third of the members shall constitute a quorum for a meeting of the Convocation.
- (7) A decision of the majority of the members present and voting at a meeting of the Convocation shall be deemed to be a decision of the Convocation.
- (8) In the event of an equality of votes, the President of the Convocation or the temporary Chairperson, as the case may be, presiding over the meeting, shall have a casting vote in addition to his deliberative vote.

(9) No proceeding of the Convocation shall be invalid by reason only of the fact that a person who is entitled to be a member of the Convocation has not been registered in the Convocation Roll.

Report on
Activities of
Convocation

46.-(1) The Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy shall report to the Council the activities of the Convocation and shall transmit to the Chancellor, the Council or the Senate, as the case may be, any resolution passed by the Convocation.

(2) The Deputy Vice Chancellor responsible for Academic studies, Research and Consultancy shall send a copy of the minutes of every meeting of the Convocation to the Chancellor, the Minister as well as the Minister responsible for Science and Technology.

Alumni
Associations

47.-(1) The Council may approve the establishment of an Alumni Association of the University or discipline-based alumni associations whose affairs shall be governed by its or their constitution(s) which shall be subject to approval by the Council including amendment thereof.

(2) An Alumni Association of the University whose establishment is approved under sub-Rule (1), may transmit its resolutions to the Council and the Senate and may exercise such other functions and enjoy such other privileges as Rules may provide.

(3) A discipline-based alumni association whose establishment is approved under sub-Rule (1), may transmit its resolutions to the Board of the School or Faculty, Institute, the Library, Centre or Directorate, as the case may be, under which the association's based discipline falls.

(4) In this Rule the word "discipline" includes University College, School or Faculty, Institute, the Library, Centre or Directorate, as the case may be.

PART VI

STUDENTS ADMINISTRATION, WELFARE AND DISCIPLINE

Director of
Students Affairs

48.-(1) There shall be a Director of Students Affairs for the University who shall be appointed by the Council from a list of three candidates obtained through the result of a procedure involving public advertisement and interviews for the post.

(2) The Director of Students Affairs shall be responsible to the Deputy Vice Chancellor responsible for Planning Finance and Administration for proper efficient and effective administration of the affairs and general welfare of the students of the University.

(3) For the purposes of this part, the administration of the affairs of the students of the University shall include establishment and overseeing the machinery for monitoring, coordinating, regulating, controlling and facilitating the general conduct of students on the campus or campuses of the University, the University's branches and any other place where the affairs of the University in which its students are involved may take place, be conducted or extended to or where the residence of its students is established.

(4) There shall be Assistant Director of Students Affairs who shall be appointed by the Deputy Vice Chancellor responsible for Planning Finance and Administration upon the recommendation of the Director of Students Affairs.

Establishment and Recognition of Students' Organization	<p>49.-(1) There shall be a Common Students Organization of the University which shall be known by such name as may be agreed upon by its founder members and approved by the Council.</p> <p>(2) The affairs of the organization shall be conducted in accordance with its Constitution as approved by the Council including amendments thereof.</p> <p>(3) No students' organization shall have objects which are in conflict with the objects of the University and the provisions of any other written law.</p> <p>(4) Subject to the provisions of Section 51 of the Act, the Students' Organization shall not engage in any political party activity.</p> <p>(5) For the purpose of this Rule:- "engaging in political party activity" includes regular recruitment, training, registering or enrolment of political party members, regular organization of meetings, seminars and conferences for a political party or political parties, operating a branch office or cell or the like of a political party or political parties and matters of a similar nature.</p>
Other Students' Organisations	<p>50.-(1) The Council may, by Rules, provide for the approval and conduct of other students' organizations.</p> <p>(2) The provisions of sub-Rule (3) and (4) of Rule 48 shall apply mutatis mutandis in respect of other students' organizations.</p>
Interpretation	<p>51.-(1) In this Part, unless the context requires otherwise:- "Disciplinary Authority" means the Deputy Vice Chancellor responsible for Planning Finance and Administration exercising the powers conferred upon him by Rule 53 and includes any person to whom such powers have been delegated in accordance with Rule 54.</p> <p>(2) "Disciplinary offence" means the contravention of any Rules made under Rule 52 where the contravention constitutes a disciplinary offence.</p> <p>(3) "Inquiry Officer" means an officer appointed by the Disciplinary Authority under sub-Rule (3) of Rule 56 to hold an inquiry into the charge and students defense</p> <p>(4) "Rules" mean students Rules made under Rule 52.</p>
Students' Rules	<p>52.-(1) The Council may make Rules designed to secure the maintenance of discipline amongst the students.</p> <p>(2) Rules made under sub-Rule (1), may provide that the contravention of any of the Rules shall constitute a disciplinary offence and may further provide for the punishment that may be imposed for such a disciplinary offence.</p> <p>(3) Rules made under this Rule shall be published in the University Prospectus and every such Rule shall be brought to the notice of the students in such manner as the Council may determine.</p>
Students' Disciplinary Authority	<p>53.-(1) The Deputy Vice Chancellor responsible for Planning, Finance and Administration shall be the Disciplinary Authority.</p> <p>(2) The Disciplinary Authority shall-</p> <p>(a) investigate every charge of disciplinary offence against a student in accordance with the procedure prescribed under the Rules;</p>

- (b) have the power to impose such punishment as may consider appropriate after inquiring into the offence in accordance with the procedure prescribed under the Rule 51 and upon being satisfied that the charge against the student has been proved; and
- (c) have other powers as may be prescribed.

Delegation of Powers of Disciplinary Authority

54.-(1) The Deputy Vice Chancellor responsible for Planning, Finance and Administration may, in writing under his hand, delegate, subject to such limitations as she may prescribe any or all of powers vested in him by Rule 53.

(2) Notwithstanding the provisions of sub-Rule (1), the disciplinary authority shall not delegate such powers to the Director of Students Services, or any officer responsible for the general administration of the welfare of students.

Disciplinary Procedures

55.-(1) Disciplinary procedure under this part may be either formal or summary.

(2) Formal proceedings shall be instituted where, in the opinion of the disciplinary authority, the disciplinary offence which the student is alleged to have committed is of such gravity that should she be found guilty, it may warrant her/his dismissal or rustication from the University;

(3) Summary proceedings may be instituted where, in the opinion of the disciplinary authority, the disciplinary offence which the student is alleged to have committed is of such gravity that should she be found guilty, may not warrant his dismissal or rustication from the University.

(4) Notwithstanding the nature of the procedure intended to be adopted by the disciplinary authority, no disciplinary proceedings shall be instituted against any student after the expiration of thirty days from the date of commission, of neglect, offence or, in the case of a continuance of injury or damage, within fifteen days next after its cessation.

Formal Proceedings

56.-(1) No formal proceedings for a disciplinary offence shall be instituted against a student unless he has previously been served with a copy of the charge setting out the nature of the offence which he is alleged to have committed, and the charge shall be prepared by the disciplinary authority after carrying out such preliminary investigations as he may consider necessary.

(2) The charge shall state briefly the nature of the offence which the accused is alleged to have committed, and shall set out in concise form the allegations made against the accused student.

(3) The charge drawn up shall then be served upon the accused student, together with a notice addressed to him, inviting him to state in writing, within twenty one days, the ground upon which he relies to exculpate himself.

(4) The disciplinary authority shall within thirty days from the day on which the charges were served to the accused student appoint an inquiry officer or officers, to hold an inquiry into the charge together with an accused student's defense if any;

(5) The Inquiry Officer shall notify the accused student of the day, date, time and place at which the inquiry shall be held and the inquiry shall not be open to the public.

(6) The accused student shall have the right to appear before the Inquiry Officer, examine witnesses and be heard in his own defense, save

that failure by the accused student to appear at the inquiry shall not vitiate the proceedings.

- (7) The accused student shall have the right to-
 - (a) cross-examine any witness examined by the Inquiry Officer or by the disciplinary authority or his representative;
 - (b) examine and make copies of any document produced as evidence against him; and
 - (c) call witnesses on his own behalf and produce any document relevant to the inquiry.

(7) The Inquiry Officer may take into consideration any evidence which he considers relevant to the subject of the inquiry before him, notwithstanding that such evidence would not be admissible under the law relating to evidence, and shall record the gist of the evidence adduced before him.

(8) Upon the conclusion of the inquiry, the Inquiry Officer shall forward the record of proceedings before him, together with his report on the proceedings to the disciplinary authority.

- (9) A report under sub-Rule 8 shall state-
 - (a) whether in the opinion of the Inquiry Officer the charges against the accused student have been proved;
 - (b) the reason or reasons for holding that opinion;
 - (c) any fact which, in the opinion of the Inquiry Officer, aggravates or mitigates the gravity of the act or omission which was the subject matter of the charge;
 - (d) any other fact which in the opinion of the Inquiry Officer is relevant but shall not contain any punishment to be awarded.

(10) Upon receipt of the record of proceedings and the report, the disciplinary authority shall, after considering the evidence and the report of the Inquiry Officer within thirty days after receiving the report, make and record a finding whether or not, in his opinion, the accused student is guilty of the offence with which he was charged.

(11) Where the disciplinary authority's finding as to the guilt or innocence of the accused is contrary to the opinion of the Inquiry Officer as expressed in her report, the disciplinary authority shall record his reasons for the findings.

(12) Where the disciplinary authority finds the accused student guilty, he shall proceed to award the punishment prescribed by the Rules in respect of the disciplinary offence or such lesser punishment as he deems appropriate.

Summary
Proceedings

57.-(1) Where the disciplinary authority decides to institute summary proceedings against an accused student, he shall cause a statement giving particulars of the charge or charges to be prepared and served upon the accused student.

(2) The disciplinary authority shall appoint the day, time and place for the investigation of the charges and shall give the accused student Notice.

(3) The investigation of the charge or charges shall be carried out in such manner as the disciplinary authority may determine.

(4) The accused student shall have a right to appear at the investigation and make his defense, but failure or refusal by him to attend the investigation shall not vitiate proceedings.

(5) Where at any stage of the proceedings before the findings are made, it appears to the disciplinary authority from the nature of the facts and circumstances disclosed that it is necessary or desirable that the matter be

dealt with by way of formal proceedings, the disciplinary authority may terminate the summary proceedings and institute formal proceedings in accordance with Rule 56.

(6) Upon the conclusion of the investigation the disciplinary authority shall make findings whether or not, in his opinion, the accused student is guilty to the disciplinary offence or offences with which he is charged, and if he finds the accused student guilty, the disciplinary authority shall proceed to award such punishment as he may consider appropriate, save that under no circumstances shall, on investigation under this Rule, the accused student be punished by dismissal or rustication from the University.

Summary
Proceedings

57.-(1) Where the disciplinary authority decides to institute summary proceedings against an accused student, he shall cause a statement giving particulars of the charge or charges to be prepared and served upon the accused student.

(2) The disciplinary authority shall appoint the day, time and place for the investigation of the charges and shall give the accused student Notice.

(3) The investigation of the charge or charges shall be carried out in such manner as the disciplinary authority may determine.

(4) The accused student shall have a right to appear at the investigation and make his defense, but failure or refusal by him to attend the investigation shall not vitiate proceedings.

(5) Where at any stage of the proceedings before the findings are made, it appears to the disciplinary authority from the nature of the facts and circumstances disclosed that it is necessary or desirable that the matter be dealt with by way of formal proceedings, the disciplinary authority may terminate the summary proceedings and institute formal proceedings in accordance with Rule 56.

(6) Upon the conclusion of the investigation the disciplinary authority shall make findings whether or not, in his opinion, the accused student is guilty to the disciplinary offence or offences with which he is charged, and if he finds the accused student guilty, the disciplinary authority shall proceed to award such punishment as he may consider appropriate, save that under no circumstances shall, on investigation under this Rule, the accused student be punished by dismissal or rustication from the University.

Students'
Disciplinary
Appeals
Committee

58.-(1) There is hereby established a Committee to be known as the Students' Disciplinary Appeals Committee of the University.

(2) The Students' Disciplinary Appeals Committee shall be composed of-

- (a) a Chairperson, who shall be appointed by the Council;
- (b) four members elected by the Council, one of whom shall be a member elected to the Council by the Students' Organization;
- (c) a legally qualified person holding position in the Attorney General's Chambers nominated in that behalf by the Attorney General.

(3) The quorum of the meetings of the Students' Disciplinary Appeals Committee shall be the Chairperson and four other members, one of whom shall be the member referred to in paragraph (c) of sub-Rule (2).

(4) The provisions of the schedule of this Charter shall apply *mutatis mutandis* in relation to the tenure of office of the members of the Students' Disciplinary Appeals Committee, their retirement, the right to terminate their appointment, and appointment of a new member to fill any

vacancy, and also in relation to the proceedings and meetings of the Committee, as they apply to the Council.

Students' Appeals
Procedures

59.-(1) Where a student has been punished for any disciplinary offence and he wishes to appeal, he may, while carrying out the punishment, appeal to the Students' Disciplinary Appeals Committee within thirty days of the decision of the Disciplinary Authority.

(2) Where a student wishes to appeal pursuant to sub-Rule (1), he shall, within not more than three working days of the decision of the disciplinary authority, give a written notice of his intention to so appeal to the disciplinary authority who shall forthwith submit it to the Chairperson of the Students Disciplinary Appeals Committee.

(3) Upon receiving an appeal, the Students Disciplinary Appeals Committee, shall meet within thirty days to determine appeals.

(4) On every appeal under this Rule the student appealing and the disciplinary authority shall both have a right to appear before and be heard by the Students' Disciplinary Appeals Committee.

(5) The Students' Disciplinary Appeals Committee shall dismiss an appeal where the appellant student fails to appear without reasonable cause.

(6) On an appeal under this Rule the Students' Disciplinary Appeals Committee may either-

- (a) set aside the findings made against the student and the punishment imposed on him;
- (b) uphold the findings; or
- (c) reduce or modify the punishment imposed upon the student.

(7) Notwithstanding sub-Rule (6) (c), where the investigations of the offence by the disciplinary authority was conducted in accordance with the summary proceedings prescribed by Rule 57, the Student's Disciplinary Appeals Committee shall not enhance the punishment to dismissal or rustication from the University.

Interpretation of
Disciplinary
Offences

60. For the purposes of Section 72 of the Interpretation of Law Act disciplinary offences under the Charter shall be deemed not to be offences created by or under any written law.

Restriction on
Representation

61.-(1) No advocate or representative whatsoever shall be allowed to act or appear for any party in the students' disciplinary proceedings.

(2) In this Rule "disciplinary proceedings" include disciplinary procedures and appeals procedures.

PART VII
ESTABLISHMENT OF UNIVERSITY COLLEGES, SCHOOLS OR FACULTY,
INSTITUTES, CENTRES

Establishment of
Campus Colleges,
Schools,
Institutes,
Directorates,
Centres,

62.-(1) There is hereby established a College of Sciences and Education with the following Departments-

- (a) the Department of Mathematics;
- (b) the Department of Physics;
- (c) the Department of Chemistry;
- (d) the Department of Biology; and
- (e) the Department of Education.

- Departments and others
- (2) There is hereby established a College of Engineering and Technology with the following Departments-
- (a) the Department of Information and Communication Technology;
 - (b) the Department of Electronics and Telecommunication Engineering;
 - (c) the Department of Energy and Power Engineering;
 - (d) the Department of Mechatronics;
 - (e) the Department of Settlement, Planning and Designing Technology;
 - (f) the Department of Agricultural Engineering;
 - (g) the Department of Textile Technology;
 - (h) the Department of Medical Engineering;
 - (i) the Department of Food Science and Technology.
- (3) There is hereby established a School of Life Sciences and Technology with the following Departments-
- (a) the Department of Bio-Technology;
 - (b) the Department of Molecular Technology;
 - (c) the Department of Marine Technology;
 - (d) the Department of Wildlife Science-
- (4) There is hereby established a School of Humanities with the following Departments-
- (a) the Department of Political Science and Administration;
 - (b) the Department of Linguistics and Foreign Languages; and
 - (c) the Department of Legal and Ethical Studies;
- (5) There is hereby established a School of Business Studies with the following Departments-
- (a) the Department of Entrepreneurship and Development;
 - (b) the Department of Business Administration;
 - (c) the Department of Languages and communication Skills; and
 - (d) the Department of Development studies.
- (6) There is hereby established a College of Earth Sciences and Engineering with the following Departments:
- (a) the Department of Mining Engineering and Mineral Processing;
 - (b) the Department of Built Environment and Engineering;
 - (c) the Department of Geology;
 - (d) the Department of Environmental Science and Technology; and
 - (e) the Department of Geotechnics.
- (7) There is hereby established an Institute of Science and Technology with the following Departments:
- (a) the Department of Civil Engineering;
 - (b) the Department of Computer Engineering;
 - (c) the Department of Science and Business Management;
 - (d) the Department of Electrical and Electronic Engineering;
 - (e) the Department of Mechanical Engineering; and
 - (f) the Department of Architecture.
- (8) There is hereby established a Centre for Distance and Continuing Education.
- (9) There is hereby established a Centre for Networking and Computing.
- (10) There is hereby established a Centre for Industrial linkages.

- Establishment of
Constituent
University
Colleges or
Institutes
- 63.-(1) Subject to the Act, the Regulations made thereunder and the Charter, the President may, on the advice of the Commission after consultation with the Council, grant a Charter to establish or declare a public institution of higher learning, education or training to be a Constituent University College or Institute of the University.
- (2) A Constituent University College may:
- (a) consist of campus University Colleges, Schools or Faculty, Institutes, Centres, Directorates, Departments and other organs as may be provided for or declared by the Charter under which it is established;
 - (b) affiliate schools, institutes, centres or directorates;
 - (c) establish associateship with University colleges, Institutes, Schools or Faculties, Centres or Directorates.
- (3) A Constituent University College shall be a semi-autonomous institution under the auspices of the University for Nurturance, during a transitional period, towards its establishment as an independent University.
- (4) Without prejudice to the generality of sub-rule (3), a Constituent University College shall be established as a body corporate with legal personality, a common seal, perpetual succession and all the rights and privileges pertaining to a body corporate, except that a Constituent University College shall have no right to grant or confer awards other than the awards in the name of the University.
- (5) Subject to the Act, the Regulations made thereunder and the Charter, the administration of Constituent University College shall be vested in the Governing Board.
- Establishment of
Connected
University
Colleges or
Institutes
- 64.-(1) The Minister may, on the advice of the Council, after consultation with the Commission by order published in the Gazette, declare a public institution of higher learning, education or training to be a Connected University College or Institutes of the University.
- (2) Subject to the Act, the Regulations made thereunder, the Charter and these Rules, a public institution declared to be a Connected University College or Institute of the University shall-
- (a) retain its separate legal status or personality in accordance with its enabling legal instrument;
 - (b) depend on the University for approval of its academic programmes, courses and awards, including student entry qualifications, course syllabi and examination rules; and
 - (c) have no right to grant or confer awards other than the awards of and in the name of the University.
- Establishment of
Associate
University
Colleges or
Institutes
- 65.-(1) The Chancellor, on the advice of the Council after consultation with the Commission by order published in the Gazette, may declare a higher institution of learning, education or training or a college, other than a Campus University College, a Constituent University College or a Connected University College, to be an Associate University College or Institute of the University.
- (2) The University shall accord to an Associate University College or Institute of the University professional and academic guidance and supervision over the academic programme(s) of the Associate University College or Institute in order to ensure that the Associate University College or Institute operates in accordance with the provisions of its enabling legal instrument to the highest standard,
provided that-

- (a) the Associate University College shall not have any right to participate in any of the academic programmes of the University with which it is associated nor to make awards bearing the name or emblem of the University; and
- (b) the order under which an institution or University College is declared to be an Associate University College of the University may provide for the means by which and the mode, ways or manner in which the University shall accord to the Associate University College such professional and academic guidance and supervision as are required by this sub-rule and any other matter connected or associated therewith.

(3) Subject to the provisions of sub-rule (2), the establishment, mode, terms and conditions of the association with or participation in the academic programme or programmes of the Associate University College by the University and other related matters shall be prescribed by the Council.

Affiliation with other Universities

66. Subject to the Act, Regulations made thereunder and the Charter. The mode of affiliation between the University and other world universities renowned in science and engineering shall be as prescribed by the Council.

Establishment of the Library and Directorates

- 67.-(1) There is hereby established a University Library.
- (2) There is hereby established a Directorate of Students Services.

Powers of Council to Establish University Colleges, Institutes, Schools or Faculties, Directorates, Centres, Libraries and other Organs

68.-(1) Subject to the Act, Regulations made thereunder and the Charter the Council may from time to time by the recommendation of the Senate and approval of the Chancellor and by order published in the Gazette establish in the University such University colleges, Schools or Faculties, Directorates, Libraries, and Centres or other similar organs of equivalent designation as the Council may from time to time determine.

(2) Notwithstanding sub-Rule 2, the Council may from time to time after consultation with the Senate and with approval of the Chancellor disestablish any University college, School, Directorate, Institute, Centre, and Library.

Establishment of Academic Departments

69.-(1) In every School or Faculty, Directorate, Library and Centre, there shall be academic departments, as may be determined by the respective Boards from time to time with the approval of the Senate and, by the recommendation of the University College Board.

(2) The course of study to be conducted in any school, library, centre or directorate, shall be determined by the respective Boards with the approval of the Senate and, by the recommendation of the University College Board.

PART VIII FINANCIAL PROVISIONS

Management of assets of the University

70. The Council shall manage all the assets and properties, movable and immovable, of the University, in such manner and for such purposes as in the opinion of the Council would promote the best interest of the University.

Funds and properties of the university	<p>71. The funds and properties of the University shall consist of-</p> <ul style="list-style-type: none">(a) such sums as may be provided for the purposes of the University by Parliament, either by way of grant or loan;(b) such sums as the Council may, from time to time, borrow for the purposes of the University, or other means of income such as fund raising activities;(c) such sums as may in any manner become payable to or vested in the University either under the provisions of the Charter or incidental to the carrying out of its functions; and(d) any such sums obtained by the University through its internal revenue generating sources.
Investment of the University funds	<p>72. The Council shall have power to invest the funds of the University in such investment, and subject to such conditions, as are prescribed by the Act or any relevant law, in relation to investment of funds by a trustee.</p>
Financial year of the University	<p>73. The Council may determine any period of twelve consecutive months which shall constitute the financial year of the University.</p> <p>(2) In the event of any change in the financial year and for the purposes of the transition from one financial year to another, the transitional period, whether of more or less than twelve months, shall be regarded as if it were a financial year.</p>
Annual Estimates of the University	<p>74.-(1) Before the commencement of any financial year, the Bursar shall prepare or cause to be prepared for the approval of the Council annual estimates of the revenue and expenditure of the University for the ensuing financial year.</p> <p>(2) The Council shall, before the commencement of a financial year, consider and approve, subject to such modifications and amendments as it may consider appropriate the estimates prepared in accordance with sub-Rule (1).</p> <p>(3) The annual estimates shall contain provision for all the estimated expenditure during the ensuing financial year and in particular for the-</p> <ul style="list-style-type: none">(a) payment of salaries, allowances, passages and other charges in respect of officers of the University including the Vice Chancellor, the Deputy Vice Chancellors;(b) payment of allowances, fees and expense in respect of the members of the Council, the Senate, the Convocation, the Boards and Committees;(c) payment of all pensions, gratuities and other charges in respect of retirement benefits which are payable in accordance with the University Scheme of Service;(d) construction, improvement, maintenance and replacement of any building or other immovable property of the University,(e) proper maintenance and replacement of the furniture and equipment of the University; and(f) creation of such reserve funds to meet future contingent liabilities as the Council may think fit. <p>(4) No expenditure shall be incurred for the purpose of the University except in accordance with the provisions of the annual estimates</p>

or in accordance with the provisions of any supplementary estimates approved by the Council.

Accounts and Auditing

75.-(1) The Council shall cause to be kept proper accounts and shall, as soon as practicable after the end of each financial year, cause such accounts relating to such financial year together with a statement of-

- (a) income and expenditure during such financial year; and
- (b) the assets and liabilities of the University on the last day of such financial year, to be submitted to and audited by a professional body or company appointed in accordance with provisions of law relating to public procurement and in accordance with the procedure prescribed by the provisions of the Charter;
- (c) copies of the statements referred to sub-Rule (1), and a copy of the auditor's report if any, shall be forwarded to the Chancellor, the Minister, Minister responsible for science and technology and the Commission.

The Vice-Chancellor's Annual Report

76. The Vice Chancellor shall at the end of each financial year prepare a report on the activities of the University during that financial year and submit such report to the Chancellor, the Minister for Science and Technology and the Commission.

Report to be laid before national Assembly

77. The Minister shall cause to be laid before the National Assembly, as soon as may be practicable after he has received them-

- (a) copies of the statement referred to in Rule 75;
- (b) a copy of the auditor's report, if any; and
- (c) a copy of the Vice Chancellor's report referred to in Rule 76.

PART IX MISCELLANEOUS PROVISIONS

The Legal Unit and Corporate Counsel

78.-(1) There is hereby established a Legal Unit of the University which shall be responsible for handling of the legal affairs of the University.

(2) There shall be a Corporate Counsel of the University.

(3) The Corporate Counsel, shall be appointed by the Council on the recommendation of the Vice-Chancellor upon such terms and conditions as the Council may prescribe and shall be a person with minimum academic qualification of a first degree in law or equivalent and experience as a lawyer on the roll of advocates.

(4) The Corporate Counsel shall-

- (a) be the head of the Legal Unit;
- (b) be responsible to the Vice-Chancellor in respect of all legal matters of the University;
- (c) be Secretary to the Senate and the Council;
- (d) have such other functions as are conferred upon her or him by the Act, the Charter, these Rules or any other written law or as may be prescribed.

(5) It shall be lawful for the University to hire the services of a legal counsel from outside the establishment of the Legal Unit to carry out the functions and duties provided for under this Rule, either in whole or in part and concurrently or in collaboration with the Corporate Counsel.

(6) where the University hires the services of a legal counsel from outside the establishment of the Legal Unit to carry out such functions and duties in whole and does not employ a Corporate Counsel within the establishment of the Legal Unit-

- (a) provisions of sub-Rule (1) shall apply to the extent that the Legal Unit shall serve as liaison between the University and the external legal counsel.
- (b) provisions relating to the functions of the Corporate Counsel under paragraphs (a), (b), (c) and (d) of sub-Rule (4) shall not apply;
- (c) functions of the Corporate Counsel provided for under paragraphs (a), (b), (c) and (d) of sub-Rule (4) shall be assigned to such other appropriate officer(s) of the University as the Council, on the advice of the Vice Chancellor, shall deem fit.

Memoranda of Understanding

79.-(1) In the discharge of its functions under the Charter and these Rules, the University shall abide by the terms and conditions of any such memorandum or memoranda of understanding as may be agreed between the Government of the United Republic and the University.

(2) Without prejudice to the generality of sub-Rule (1), the terms and conditions of a memorandum of understanding may include-

- (a) development and running of academic programmes, courses, institutions;
- (b) developing and conducting research and consultancy or research and development programmes, arrangements, projects, training, extension or related activities; and
- (c) providing funds for the general and development expenditure of the University.

Rules and By-laws of the University

80.-(1) Subject to the provision of the Act, Regulations made thereunder the Charter, Rules may prescribe or regulate as the case may be-

- (a) the powers, duties, terms and conditions, appointment and continuance in office of the Vice Chancellor, Deputy Vice Chancellors, Principals and other officers of the University;
- (b) the constitution, powers and business of the Council, the Senate and other committees and Boards of the University or its University Colleges, Schools, Directorates and Centres, the appointment and continuance in office of the members of those bodies, and all other matters relative to those bodies;
- (c) such other provisions or matters as the Council may deem fit and meet with respect of or for the governing of the University, its Members and constituent parts, or otherwise for the convenience, effective attainment, execution or promotion of the objects of the Charter, such as-
 - (i) prescribing the degree, diplomas, certificates and other awards which may be conferred or granted by the University;
prescribing the conditions which must be satisfied before the award of certificate or other award;
 - (ii) prescribing the manner in which a degree may be conferred or a diploma, certificate or other award may be granted;

- (iii) regulating the administration of any University College, or Institute established by or under the Charter;
- (iv) prescribing the manner in which By-laws made by the Senate under Paragraph (q) of sub-Rule (2) of Rule 23 shall be submitted to the Council for its approval;
- (v) regulating the conducting of examinations;
- (vi) prescribing fees for admission to the University, University Colleges, or Institutes established by or under the Charter;
- (vii) prescribing fees payable by the candidate for any examination held or conducted by the University;
- (viii) providing for and regulating disciplinary proceedings against the staff and executive officers of the University;
- (ix) prescribing terms and conditions of service, including the appointment, dismissal, termination, remuneration and retirement benefits of the executive officers and staff of the University;
- (x) providing for the general welfare of students;
- (xi) prescribing for the administration of students which may provide that, the contravention of any such Rules shall constitute a disciplinary offence and may further provide the punishment that may be imposed for such disciplinary offence;
- (xii) prescribing the composition, functions, procedure and powers of the Disciplinary Authority and of Disciplinary Appeals Committee and the rights, duties and privileges of the members thereof;
- (xiii) prescribing the establishment, composition, functions, procedure and powers of University Colleges, Schools, Institutes, Directorates, Centres, Departments or any other similar organs of the University and their organs of governance, as well as the members and quorum for meetings of the organs of the governance;
- (xiv) prescribing provisions governing the appointment and the duration thereof, the rights, duties and privileges of holders of the position of Professor Emeritus;
- (xv) prescribing anything which may be prescribed under the Charter and Rules;
- (xvi) governing any matter in respect of which Rules and or By-laws may be made under the Charter;
- (xvii) providing for any matter or thing which, in the opinion of the Council, is necessary to provide for the furtherance of the functions and objects of the University.

Amendments or
Repeal Provisions

81.-(1) The Rules or By-laws made under the Charter shall be the Rules of the University until they have been amended, added to or repealed in the manner hereinafter prescribed and such amendment, addition or repeal shall, when approved by the Commission have effect so that the Charter shall henceforward continue and operate as though it had been originally granted and made as so amended, added to or repealed.

	<p>(2) The Council may, from time to time with the concurrence of the Senate, make Rules for the University amending, adding to or repealing the Rules for the time being in force.</p>
Powers to make Rules or By-laws	<p>82.-(1) The Council and the Senate may make Rules or By-laws in relation to any matter within the powers of each respective body.</p> <p>(2) The power to make such Rules or By-laws shall include the power to add to, amend or repeal any such Rules or By-laws as the case may be.</p>
Students' Admission By-laws	<p>83.-(1) Subject to the provisions of the Act, the University shall enunciate and publish in the University Prospectus the students' admission By-laws of the University, including qualifications required by the University's programmes and awards.</p> <p>(2) No applicant shall be admitted to pursue a programme of study in the University unless he meets the admission qualifications spelt out in the enunciated admission regulations governing the University in accordance with sub-Rule(1).</p>
Deployment of Forces	<p>84. The Vice Chancellor may request through civil authority deployment of police or para-military forces on the University or University College grounds where he finds that there are threats of endangering life, property and peace.</p>
Appointment Procedures for Senior Administrative Positions	<p>85.-(1) In making appointments to senior administrative positions in the University the appointing authorities shall ensure that such appointments are made on merit; and in accordance with an open system capable of inspiring confidence, fairness, that the respective appointee's competence for the relevant positions and their general acceptability in the University, have all been taken into account.</p> <p>(2) The Council shall, by Rules, prescribe the attributes of the open system referred to in sub-Rule (1), which attributes shall include or form, manner or method of identifying candidates, participation of the community or the organs of governance of the University that shall be involved in the process of such system.</p>
Special needs for women and disabled	<p>86.-(1) In the construction or maintenance of any building, appliance, facility, amenity, convenience, road, path or passage way for use by students or staff of the University, due regard shall be paid to the special needs of women and of persons with common physical disabilities of sight, hearing and movement.</p> <p>(2) The Library and other buildings of the University where studies, research or classes are conducted, including their branches wherever they may be, shall be so constructed or structured, set up and equipped as to cater, as far as possible, for the needs specified under sub-Rule(1).</p>
Restriction	<p>87. The University shall not, without express authorisation by the Minister, dispose of or alienate in any manner any immovable property acquired from or with the financial assistance of the Government.</p>
Fees and Allowances	<p>88. The Council may issue directions prescribing fees and allowances payable to the members of the Council, the Senate, Board and Committees.</p>

Other Directives
from the
Chancellor

89. The Chancellor may give the Council directions of a general or specific character and the Council shall give effect to every such direction as prescribed by the Act and the Charter.

Protection of
Members of
Council, Senate,
Convocation,
Boards and
Committees

90. No matter or thing done by any member or officer of the Council, the Senate, the Convocation or a Board or Committee shall, if done for bonafide in the execution or purported executive of the functions of such Council, Senate, Convocation or Board or Committee as the case may be, render such member or officer personally liable for such matter or thing.

Protection of
Proceedings of
Senate, Boards
and Committees

91. No act or proceeding of the Senate or a Board shall be invalid by reason only of any vacancy in the membership absence of member, or any defect in the appointment of any member or of the fact that any member was at the time in question disqualified to act as such.

SECOND SCHEDULE

(Made under article 14)

PROVISIONS RELATING TO THE COUNCIL

1. The Chairperson of the Council shall hold office for office for a period of four years from the date of his appointment and shall be eligible to be re-appointed for one more term.
2. Subject to the provisions of this Schedule, the term of office of all members of the Council other than the chairperson and the ex-officio members shall be three years after which all such members shall, and their places shall be filled by the newly appointed, or as the case may be, elected members who shall come into office immediately upon such retirement:

Provided that-

- (a) nothing in this Schedule shall be construed as preventing any person otherwise eligible to be appointed or elected as member from being re-appointed or, as the case may be re-elected for another term of office;
 - (b) in the case of a member elected by the National Assembly or the Zanzibar House of the Representatives shall cease to hold office if at any time prior to the date of retirement ceases to be a member of the National Assembly or the Zanzibar House of Representatives;
 - (c) in the case of a member elected by the Students' Organisation, he shall cease to hold office if at any time prior to the date of his retirement under this paragraph he ceases to be a Students' Organisation Leader.
3. Nothing in paragraph 2 of this Schedule shall be construed as preventing any appointing authority from terminating the appointment of any member appointed or elected by it prior to the date when such member is required to retire from office.
 4. Where any member absents himself for three consecutive meetings of the Council without reasonable excuse the Council shall advise the appointing authority of the fact and the appointing authority may if it deems so terminate the appointment of the member and appoint or, elect another member in his place.
 5. (1) Any member of the Council, not being ex-officio member, may resign in writing addressed to the Council.
(2) Where any member of the Council ceases to be such a member by resignation or death or by virtue of the operation of the provision to Rule 2 of this Schedule or is unable to perform her or his functions as such member by reason of her or his absence from the United Republic or by reason of any infirmity of body or mind or where the appointing authority terminates her or his appointment Rule 3 of this Schedule or Rule 4 of this Schedule the appointing authority may appoint or as the case may elect another member in his place and the member so appointed or elected shall subject to the provision of this Schedule hold office for the remainder of the term of her or his predecessor.
(3) Where in the opinion of the appointing authority, the absence or infirmity of any member is of a temporary nature only it may appoint or as the case may be elect a temporary member to take his place and such temporary member with all the powers and functions of a member of the Council. Provided that on the resumption of office by the substantive member the temporary member shall cease to hold office.

6. The Secretary to the Council shall have a right to be present at every meeting of the Council but shall have no right to vote.
7. The Council shall elect one of its members to be the Vice Chairperson and any member elected as Vice Chairperson shall subject to her or his continuing to be a member, hold office of Vice Chairperson for a term of one year renewable.
8. Power of Chairperson and Vice Chairperson
 - (1) The Chairperson shall preside at all meetings of the Council.
 - (2) Where at any meeting of Council, the Chairperson is absent, the Vice Chairperson shall preside.
 - (3) In the absence of both the Chairperson and the Vice Chairperson at any meeting of the Council, the members present may, from amongst their number, elect a temporary chairperson who shall preside at that meeting, save that no ex-officio member shall be elected to that position.
 - (4) The Chairperson, Vice Chairperson or temporary Chairperson presiding at any meeting of the Council shall have a vote and, in the event of an equality of votes, shall have a casting vote in addition to his deliberative vote.
9. Meeting and Procedures of the Council
 - (1) Subject to any general or specific direction by the Chancellor, the Council shall meet not less than four times during every financial year and at such additional times as may be fixed by the Chairperson or, if he is absent from the United Republic or unable for any reason to act, the Vice Chairperson shall, at the request of at least ten members, summon a meeting of the Council within thirty days of such request being made to him in writing.
 - (2) The Secretary of the Council shall give to each member not less than fourteen days notice of the time and place of the meeting.
10. Quorum
 - (1) At any meeting of the Council not less than one-third of the members in office for the time being shall constitute a quorum.
 - (2) If a quorum is not present within half-an-hour of the time appointed for the meeting the members present,
11. Decision of the Council

Subject to the provisions relating to a casting vote, all questions at a meeting of the Council shall be decided by a majority of the votes of the members present at the meeting and if any member fails or refuses to vote on any question, his vote shall be counted in the negative.
12. Decision by Circulation of Papers

Notwithstanding the foregoing provisions of this Schedule, decisions may be made by the Council without a meeting, by circulation of the relevant papers among the members and expression of the views of the majority thereof in writing.

Provided that any member may be entitled to require that any such decision be deferred and the subject matter be considered at a meeting of the Council.
13. Seal
 - (1) The Seal of the University shall be of such shape, size and form as the Council may determine.
 - (2) The Seal shall be affixed in accordance with Article 3 and the person or persons present shall sign over or underneath the seal in witness thereof.

14. Execution of Contracts and other Related Instruments

Subject to paragraph 13 of this Schedule, all conveyances, transfers, contracts, guarantees, agreements, bonds, authorities, mortgages, charges, bills of exchange, promissory notes, bank drafts, letters of credit, securities and other instruments whatsoever to which the University is a party shall be executed on behalf of the University by-

- (a) The Vice Chancellor;
- (b) The Deputy Vice Chancellor responsible for Planning Finance and Administration;
- (c) Such other officer of the University as the Vice Chancellor may appoint in that behalf in writing.

15. Council may Regulate its Proceedings

Subject to the provisions of this Schedule the Council may regulate its own proceedings.

SECOND SCHEDULE

(Made under Article 12)

PROVISIONS RELATING TO SEARCH COMMITTEE

1. There shall be search Committees for making recommendations to the Chancellor for appointments of the Executives of the University or such other positions/posts where the Search Committee recommendation is prescribed as mandatory.
2. A Search Committee shall consist of three members of whom two shall be nominated by the Council and one by the Chancellor, and the person nominated by the Chancellor shall be the convener of the Committee.
3. No person who is an employee of the University or any authority of the University shall be nominated to be a member of the Committee.
4. The Council shall have powers to delegate to the Senate power to appoint Search Committee in general or for specified posts or position.
5. The Chancellor shall appoint a Vice Chancellor, Deputy Vice Chancellors, or Principal as the case may be from out of a panel of not more than three persons recommended by the Search Committee constituted under paragraph 2 of this Schedule:
6. Where the Chancellor does not approve any of the persons so recommended he shall call for a fresh recommendation process.

Given under my hand and the public seal this 19th day of August, 2013.

The State House,
Dar-es-Salaam.

JAKAYA MRISHO KIKWETE,
President