

**STATUTES FOR APPOINTMENT OF ASSISTANT PROFESSORS,
INCLUDING CONTRACTUAL APPOINTMENTS OF ASSISTANT
PROFESSORS, IN THE UNIVERSITIES OF BIHAR, 2026**

1.0 Short title, extent and commencement- These Statutes may be called "The Statutes for appointment of Assistant Professors, including contractual appointments of Assistant Professors, in the Universities of Bihar, 2026"

1.1 It shall be applicable to all the Universities and to the Constituent Colleges, governed under Bihar State Universities Act, 1976, Patna University Act, 1976 and any other University Act of the Bihar, as decided by the State Government.

1.2 It shall come into force with effect from the date of assent by the Chancellor.

2.0 Definitions- In these Statutes, unless there is anything repugnant in the subject or context,

2.1 "Chairperson" means "Chairperson of Bihar State University Service Commission" or any other Commission authorized by the State Government of Bihar, for recruitment of Assistant Professors in the Universities of Bihar

2.2 "Commission" means "The Bihar State University Service Commission" as established under section-3 of the Bihar State University Service Commission Act- 2017 or any other Commission authorized by the State Government of Bihar, for recruitment of Assistant Professors in the Universities of Bihar.

2.3 "Department" means "Higher Education Department, Government of Bihar"

2.4 "Member" means "Member of Bihar State University Service Commission" or any other Commission, authorized by the State Government of Bihar for recruitment of Assistant Professor in the Universities of Bihar.

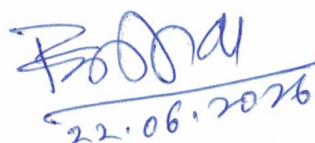
2.5 "NET" means National Eligibility Test for Assistant Professorship.

2.6 "SLET/SET" means "State-Level Eligibility Test conducted by the Bihar government or on its behalf for this purpose"

2.7 "State Government" means "The Government of Bihar".




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- 2.8 "Statutes" means "The Statutes for appointment of Assistant Professors, including contractual appointments of Assistant Professors, in the Universities of Bihar, 2026".
- 2.9 "Teacher" means an "Assistant Professor"
- 2.10 "UGC" means "University Grants Commission"
- 2.11 "University" means a University as defined under the "Bihar State Universities Act, 1976, Patna University Act, 1976 and any other University Act of the Bihar".
- 2.12 Vice Chancellor means "Vice Chancellor of the University".
- 2.13 "Written Exam" means written examination conducted by the Bihar State University Service Commission or any other Commission authorized by the State Government of Bihar, for recruitment of Assistant Professor in the Universities of Bihar.
- 2.14 The Terms and Words used here, but not defined, shall have the same meaning as defined in the BSU Act, 1976 or PU Act, 1976 or any other University Act of the Bihar (as amended up to date)

3.0 **Recruitment of Assistant Professors**

3.1 **Objective:**

The objective is to ensure that the candidates possess optimum knowledge of the subject, teaching and research capabilities, the ability to motivate students, and proficiency in modern teaching tools and technology, and are selected as per the minimum qualifications prescribed by the UGC.

3.2 **Procedure for appointment**

3.2.1 The appointment shall be made through an open All India Advertisement.

3.2.2 The appointment of Assistant Professors (Regular/ Contractual) shall be made on the recommendation of the Commission, by the concerned University, in accordance with the minimum qualifications prescribed by the University Grants Commission (UGC) and adopted/ modified by the Government of Bihar.

3.2.3 The Competent Authority of the Universities, on the basis of subject wise vacancies of teachers along with reservation roster, shall send requisition to the Commission through the Higher Education Department. The Department shall consolidate the requisitions from the



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Universities and after due diligence forward it to the Commission.

3.2.4 The Commission shall accordingly undertake the selection process on priority basis for the requisitioned subjects.

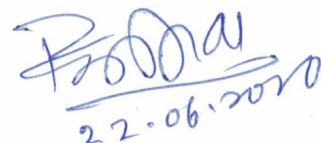
3.3 Essential qualifications:

3.3.1 A Master's degree with a minimum of 55% marks or an equivalent grade in a point scale, wherever the grading system is followed, in concerned/allied subjects, as advertised by the Commission, from an Indian University, or an equivalent degree from an accredited foreign university.

Note-Relaxation of 5% marks, for minimum qualification, at Master's Degree shall be admissible, for SC/ST/EBC (Non-creamy layer)/BC (Non-creamy layer) candidates having domicile of Bihar, while Persons with Disabilities [(a) Blindness and Low Vision; (b) Deaf and Hard of Hearing; (c) Locomotors disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness]] with minimum disability percentage as prescribed by the competent authority for the purpose of eligibility and assessing good academic record for recruitment from any part of the country. But both benefits shall not be admissible to the same candidate.

3.3.2 Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC at National Level or state-level eligibility test (SLET/SET), if conducted by the Bihar government or by any agency on its behalf for this purpose.

3.3.3 Provided that the candidates having a Ph.D. Degree in relevant discipline in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or 2016, as amended from time to time, may be exempted from NET/SLET/SET.


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3.3.4 Further Provided that the candidates registered for the Ph.D. programme prior to implementation of UGC Regulation 2009, shall be governed by the provisions of the then existing Ordinances/Bye- laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/State-Level Eligibility Test (SLET/SET) conducted by the Bihar government or on its behalf for this purpose subject to fulfillment of the following condition :

- 3.3.4.1** The Ph.D. degree of the candidate has been awarded in a regular mode;
- 3.3.4.2** The Ph.D. thesis has been evaluated by at least two external examiners;
- 3.3.4.3** An open Ph.D. viva voce of the candidate has been conducted;
- 3.3.4.4** The Candidate has published two research papers from his/ her Ph.D. work, out of which at least one is in a refereed journal;
- 3.3.4.5** The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/ supported by the UGC/ICSSR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs/Concerned Faculty) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

The Ph.D. degree has been obtained from a foreign University/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

3.3.5 In the context of disciplines like Music, Performing Arts, Visual Arts and other Traditional Art forms like sculpture etc and Drama/Natya, the eligibility of a traditional or




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professional artist will be judged according to the criteria for specific disciplines laid down in UGC Regulation on Minimum Qualifications for Appointment of Teacher in Universities and colleges and Measures for the Maintenance of Standards in Higher Education, 2018 or as amended from time to time.

3.4 Age Limit:

The minimum age for appointment as an Assistant Professor shall be 21 years, and the maximum age shall not exceed 40 Years as on 1st July of the year of Advertisement. Age relaxation will be given as per extant provisions by the State Government, whereas age relaxation for Persons with Disabilities will be as per the Government of India Rules.

3.5 Processing Fee:

The Commission shall determine the application processing fee, as deemed appropriate for inviting application.

3.6 Selection Criteria for regular appointment:

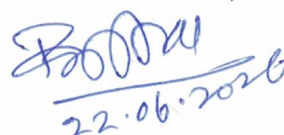
The final selection of candidates shall be made on the basis of Written Examination and Interview. The allocation of marks for the Written Examination and Interview shall be as follows:

Component	Marks Allocated
Written Examination	175
Interview	25 (13+12) Maximum 13 Marks shall be awarded based on Teaching Skills to be tested by the Interview Board on Spot (the Teaching Skill Demonstration shall be Mandatorily Video-Recorded) while Maximum 12 Marks shall be awarded based on Interaction with the Interview Board.

3.7 The examination shall be subjective and the Scheme of Examination shall be as described in **Annexure-I**. The Syllabus shall be the same as that of NET in the concerned subject/discipline. In areas, like Life Sciences, where NET is




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awarded for Group of Subjects, the candidate appearing for written examination shall choose the concerned subject and that concerned Syllabus of NET shall be applicable. In those subjects/disciplines where NET is not conducted, the Syllabus shall be decided by the Commission in consultation with the Subject Experts. For removal of any difficulty with regard to determination of Syllabus for any particular subject, the decision of the Commission shall be final. In all cases, the Syllabus shall be uploaded on the Website of the Commission.

3.8 The short listing of candidates for the Interview shall be conducted based on their performance in the Written Examination by all eligible candidates in the respective subject/discipline. The procedure for conducting the interview shall be determined by the Commission, ensuring fairness and transparency and also to explore the qualifications as described in objectives clause 3.1 of these Statutes, however, the interview shall mandatorily consist of a teaching skill demonstration by the candidate which will be mandatorily video-graphed.

3.9 Number of candidates called for interview:

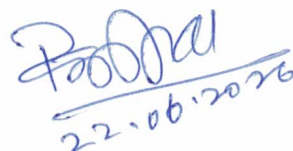
For each post, the number of candidates to be shortlisted for the Interview shall be in the ratio of 1:3 from the concerned subject, strictly based on their merit in the written examination subject to the candidate attaining the minimum qualifying marks as described in **Annexure-II**. If more than one candidate is having the same marks at the end of the merit position as per the prescribed ratio, in that case all such candidates will be called for interview.

3.10 Interview Board :

More than one Interview Board for every or any Subject may be constituted as per the need, to complete the process in a fixed timeline. The Chairperson of the Interview Board shall normally be the Chairman or the Member of the Commission. In the case of need for larger number of Interview Boards, the Interview Board may be chaired by an eminent academician of the subject concerned (not below the rank of Professor) who shall be nominated by the Chairman of the Commission. In addition, subject experts shall be nominated to the Interview Board by the Chairman. The Interview Board constituted shall have at least three Subject Experts nominated by the Chairman of the Commission, out of which at least one expert must be from SC/ST/BC/EBC/Women/PWD category.




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3.12 Preparation of Merit List for regular appointments:

The merit list for regular appointments for each subject, as per the reservation category shall be prepared by adding the marks obtained by the candidate in written examination and Interview. Allocation of the University to the finally selected candidates shall be done by the Commission on the basis of Merit-cum-Choice as opted by the candidate in his/ her application form.

- 3.13** In the event of total marks obtained from written examination and interview being the same, candidate having higher marks in written examination shall be placed higher in the final merit list. In the event of candidate having same marks in interview and written examination then candidate who is older in age according to the date of birth shall be placed higher in the final merit list and in the event of candidates having same date of birth, candidates whose name appears alphabetically first in Devnagari Script shall be placed higher in the final merit list.

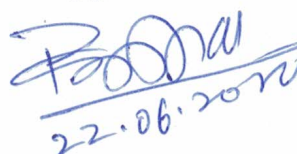
4. Contractual Appointments for Essential and/or Emergent Requirements:

The teachers shall be appointed on contract basis only when it is absolutely necessary and emergent or when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed than the emergent requirements within the maximum limit of sanctioned posts. The qualifications and selection procedure for appointing them shall be on the basis of API Score (based on Knowledge & Research Domain) and Interview, as explained below in **Para-.....**, of all the candidates fulfilling the minimum eligibility. The fixed emoluments paid to such contractual appointed teachers **shall be** equivalent to the minimum monthly gross salary (Basic+DA only) of a regularly-appointed Assistant Professor, at the entry level. Such appointments shall not be




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made initially for more than one academic session, and the performance of any such entrant teacher shall be reviewed for academic performance before reappointing him/her on contract basis for another session. The contractual appointment shall cease to exist once the sanctioned post, against which the contractual appointment was made, is filled on a regular basis.

Provided further that the notice period calling for applications from the eligible applicants for emergent recruitment on contract basis may be reduced to a period, not less than ten days only.

4.1 Calculation of API Score for contractual appointment:
The API Score shall be calculated as follows-

Component	Score	Maximum Combined Permissible Score
Research		22
Ph. D.	11	(Subject to the following Combinations) (Ph. D.+JRF=22) (Ph. D.+NET=19)
JRF	11	
NET	8	
Post Graduation		26
80% and Above	26	
70% and <80%	23	
60% and <70%	20	
55% and <60%	17	
50% and <60% (Applicable Only for Candidates belonging to the SC & the ST Category)	17	

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Graduation		17
80% and Above	17	
70% and <80%	15	
60% and <70%	13	
55% and <60%	11	
45% and <55%	09	
Less than 45%	00	
Intermediate (10+2)	13	The Score on account of Marks obtained by the candidate in Intermediate Examination shall be calculated based on the Formula (13/100)*Percentage of Marks obtained
Matric (10 th)	10	The Score on account of Marks obtained by the candidate in Matric Examination shall be calculated based on the Formula (10/100)*Percentage of Marks obtained

4.2 Interview for contractual appointments:

In case of contractual appointments, the maximum marks allotted for Interview, including the teaching skill demonstration shall be 12 Marks as described below:

Interview	12 (6+6) Maximum 6 Marks shall be awarded based on Teaching Skills to be tested by the Interview Board on Spot (the Teaching Skill Demonstration shall be Mandatorily Video-Recorded) while Maximum 6 Marks shall be awarded based on Interaction with the Interview Board.
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4.3 Preparation of Merit List for contractual appointments:

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The merit list for contractual appointments for each subject, as per the reservation category shall be prepared by adding the marks obtained by the candidate in API score and Interview. Allocation of the University to the finally selected candidates shall be done by the Commission on the basis of Merit-cum-Choice as opted by the candidate in his/ her application form.

5. Reservation

5.1 The Reservation Policy of the State Government, as applicable on the date of advertisement, shall be strictly followed. The reservation shall be followed category-wise and subject-wise and university wise, in accordance with the Reservation Roster prepared by the university administration and approved by the competent authority of the State Government. However, for Contractual appointment, the Reservation Roster of the Regular Vacancies only shall be followed. If a candidate belonging to a reserved category secures marks that qualify them for the selection under the General Merit List, they shall be considered for selection under the General Category and University shall be allocated to them accordingly.

5.2 The Commission shall prepare a composite merit list for each subject, considering the number of vacancies and the reservation roster. Based on this composite merit list, a university-wise panel shall be formulated, duly taking into account the preferences of universities as specified by the candidates. The finalized university-wise panel shall be forwarded to the Department for further action.

6.0 Appointment

6.1 The Commission shall submit its recommendation of the selected candidates to the Higher Education Department. The Department shall forward the recommendation to the Vice-Chancellor of the University concerned for further necessary action and appointment.

6.2 The Vice-Chancellor shall, subject to the provisions of the Act, shall have the power to appoint teachers as per the

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recommendations of the Commission. Such appointments shall be made within the prescribed grade and pay scale and within the sanctioned strength of the University. Before finalizing the appointment, the University shall scrutinize all relevant certificates and documents to ensure compliance with the prescribed eligibility criteria.

Provided that in the case of emergent recruitment, the verification of Certificates of the selected candidates shall be done after appointment and such candidates will have to submit an Affidavit to the University concerned to the effect that in case any of the Certificates submitted by them at the time of selection is found fake, forged or tempered, their appointment shall be cancelled forthwith without any notice to them and they will further be liable for civil proceedings (including barring them from any future recruitment process for the next five years) and initiation of criminal proceedings in accordance with law.

- 6.3** The recommendations of the Commission shall be placed before the syndicate of the University concerned for approval, ordinarily at its next schedule meeting.

Provided that in the case of Contractual appointment, the Vice Chancellor may issue the appointment letters in anticipation of the approval of the Syndicate.

7.0 Pay Scale:

The Pay scale of Assistant Professors of the University shall be same as recommended by the University Grants Commission from time to time and as adopted by Government of Bihar.

8.0 Joining Time:

- 8.1** The appointment letter shall clearly specify the time period within which the selected candidate must join the post. This period should normally be one month.

Provided that in the case of Contractual appointment, the selected candidate will have to mandatorily join within a maximum of seven days from the date of issue of appointment letter.


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- 8.2** Upon a written request from the selected candidate, the competent authority, may grant an extension of the joining date for a period not exceeding six months.

Provided no extension of joining time shall be afforded to the candidates selected for appointment on Contractual basis.

- 8.3** If the selected candidate fails to join the post on or before the due date, their appointment shall stand cancelled.


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Annexure-I

S. No.	Type of questions	No of questions	Marks allotted to each	Total Marks
1	Very Short answer type	20	01	20
2	Short answer type	15	02	30
3	Reasoning based analytical type	15	03	45
4	Long answer type	10	08	80
Total				175

Explanatory Notes for broad guidance:-

1. The very short answer type should explore the conceptual understanding of the subject and not merely memory based. The answers must be one word / Fill in the blanks / One sentence.
2. Short answer type should explore the relationship/ mapping / conceptual interlinking and focus on synthesis ability on intra-subject concepts. Typical answer / response should be one paragraph/ one image/ one graph.
3. Reasoning based analytical type questions should explore the application capabilities of learner based on the arguments / reasoning / extrapolation / application of knowledge gained in the subject in unexplored areas. The typical response should be co-relation/ matching of synonyms /antonyms / application areas, etc.
4. Long answer type should focus on deep understanding in the disciplinary areas and the response should be typically in 200-250 words.


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Annexure-II

The minimum qualifying marks in the written examination, applicable for candidates belonging to respective categories of reservation, will be as follows:-

General Category		40%
Backward Class		36.5%
EBC		34%
Scheduled Castes/ Scheduled Tribes and women		32%

Candidates of respective categories obtaining the minimum marks shall only be considered for interview, provided that they fall within the range of 1:3.

Kalpana Srivastava
(Kalpana Srivastava) 22/06/26
OSD (J) Governor's Secretariat
Member-Secretary


22.06.26
(Prof. Vivekanand Singh)
VC, Purnea University, Purnia
Member


22/06/26
(Prof. Dinesh Chandra Rai)
VC, BBABU, Muzaffarpur
Member

Participated through Virtual Mode
(Prof. Bimlendu Shekhar Jha)
VC, BNMU, Madhepura
Member


22.06.2026
(Prof. Parmendra Kumar Bajpai)
VC, JPU, Chapra
Convenor