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GOVERNOR'S SECRETARIAT

NOTIFICATION

24th July, 2026

No.-L/STA./04/2026-1588/GS(I)—Whereas, the Promotion of Different Categories of Teachers (Assistant Professors, Associate Professors, etc.) under Career Advancement Scheme (CAS) for Deficit Grant Colleges, including Religious Minority Colleges, of the Universities of Bihar, 2026 governed by the Bihar State Universities Act, 1976 and Patna University Act, 1976 is a subject of common interest for all the Universities governed by the aforesaid two Acts in view of the provisions of Section-36 (7) of the Bihar State Universities Act, 1976 and Section-36 (7) of the Patna University Act, 1976;

And whereas, a Committee of four Vice Chancellors constituted by the Hon'ble Chancellor, has prepared a Draft Statute for Promotion of Different Categories of Teachers (Assistant Professors, Associate Professors, etc.) under Career Advancement

Scheme (CAS) for Deficit Grant Colleges, including Religious Minority Colleges, of the Universities of Bihar, 2026;

And whereas, the Draft Statute for Promotion of Different Categories of Teachers (Assistant Professors, Associate Professors, etc.) under Career Advancement Scheme (CAS) for Deficit Grant Colleges, including Religious Minority Colleges, of the Universities of Bihar, 2026, was circulated to all the Vice Chancellors of the Universities governed by the Bihar State Universities Act, 1976 and Patna University Act, 1976 for their respective opinions in accordance with the provisions of Section-36 (7) of the Bihar State Universities Act, 1976 and Section-36 (7) of the Patna University Act, 1976, as also to the Bihar State Higher Education Council in accordance with the provisions of Section-11 (2) (v) of the Bihar State Higher Education Council Act, 2018;

And whereas, the Vice Chancellors of the Universities governed by the Bihar State Universities Act, 1976 and Patna University Act, 1976 and the Bihar State Higher Education Council have sent their respective opinions.

Now, therefore, in exercise of the powers vested in the Hon'ble Chancellor by Section-36 (7) of the Bihar State Universities Act, 1976 and Section-36 (7) of the Patna University Act, 1976 and all other enabling provisions obtaining in this behalf, and after due consideration of the opinions of the Vice Chancellors of the Universities, governed by the Bihar State Universities Act, 1976 and Patna University Act, 1976, and the Bihar State Higher Education Council, the Hon'ble Chancellor is pleased to assent to the Statute for Promotion of Different Categories of Teachers (Assistant Professors, Associate Professors, etc.) under Career Advancement Scheme for Deficit Grant Colleges, including Religious Minority Colleges, of the Universities of Bihar, 2026 with effect from **24th July, 2026**.

By order of the Hon'ble Chancellor,

DIPAK KUMAR SINGH,

Additional Chief Secretary to Governor.

**STATUTES
FOR
PROMOTION OF DIFFERENT CATEGORIES OF TEACHERS UNDER
CAREER ADVANCEMENT SCHEME IN DEFICIT GRANT COLLEGES,
INCLUDING RELIGIOUS MINORITY COLLEGES, OF THE
UNIVERSITIES OF BIHAR, 2026**

1.0 The Scheme of Promotion of College teachers shall be known as the Career Advancement Scheme (CAS) for the Promotion of different categories of teachers under Career Advancement Scheme for Deficit Grant Colleges, including Religious Minority Colleges, of the Universities of Bihar, 2026.

2.0 Notwithstanding anything to the contrary of the contained in the previous Statutes for the Promotion of different categories of Teachers in Deficit Grant Colleges including Religious Minority Colleges, of the Universities of Bihar, this Promotion Scheme shall be enforced as mentioned in note-5.

3.0 *Definitions: -*

In this Statutes, unless otherwise required in the subject of context:

- (i) Universities stand for the Universities managed and maintained by the Government of Bihar, and includes the following Universities: -
 1. Patna University, Patna.
 2. B.B.A. Bihar University, Muzaffarpur.
 3. Magadh University, Bodh Gaya.
 4. Tilka Manjhi Bhagalpur University, Bhagalpur.
 5. Lalit Narayan Mithila University, Darbhanga.
 6. Kameshwar Singh Darbhanga Sanskrit University, Darbhanga.
 7. Veer Kunwar Singh University, Ara.
 8. Jai Prakash University, Chapra.
 9. Bhupendra Narayan Mandal University, Madhepura.
 10. Munger University, Munger.
 11. Purnea University, Purnia.
 12. Patliputra University, Patna.
 13. Maulana Mazharul Haque Arabic & Persian University, Patna.
 14. Nalanda Open University, Nalanda.
 15. Aryabhatta Knowledge University, Patna.
- (ii) The term **College** includes all Deficit Grant Colleges, including Religious Minority Colleges, of the Universities of Bihar.
- (iii) *Academic/Entry level.*—This level is the level of Assistant Professor who will be recruited under the provision of the relevant Statutes. They shall be entitled initially to Grade Pay level 10 under the recommendation of the 7th pay Commission.
- (iv) *'Senior Scale/Academic level 11'* stands for Academic level 11 under the 7th Pay Commission Scale.
- (v) *'Selection Grade / Academic level 12'*.—Assistant Professors having achieved Academic level 11 shall be promoted to Academic level 12 which shall be defined as 'Assistant Professor- Selection Grade' as per provisions defined hereunder.

- (vi) '*Academic Level 13A*' stands for the post of Associate Professor, Assistant Professor having Academic Level 12 shall only be eligible for promotion to Academic Level 13A.
- (vii) '*Academic Level 14*' stands for the post of Professor. Associate Professor having Academic level 13A shall be eligible for promotion to the Academic level 14.
- (viii) '*Academic levels*' are based on the UGC Regulations, 2018.

4.0 *The proposed Career Advancement Scheme shall be effective under the following framework of promotion.—*

4.1.0. *Assistant Professor [Academic/Entry Level (Grade Pay Level 10) in the Scale (10-14)] to Assistant Professor (Senior Scale/Academic Level 11)*

Eligibility.—

- (i) An Assistant Professor who has completed four years of service with Ph.D. Degree or five years of service and having M. Phil./P.G. Degree in Professional Courses such as LL.M., M. Tech., M. V. Sc., M.D. or six years of service for those without Ph.D./M.Phil. /P.G. Degree in Professional Courses and satisfies the following conditions:
 - (a) Attended one Orientation Course of 21 days duration on Teaching Methodology;
 - (b) Any one of the following:
Completed a Refresher/Research Methodology Course /Workshop/ Syllabus Up- gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs Course (with e-certification) or development of e-Contents in four-quadrants MOOC's Course during the assessment period; and
 - (c) Publication of at least one research publication in the peer-reviewed Journals or UGC-listed journals during assessment period.

4.1.1 *CAS Promotion Criteria.—* A Teacher shall be promoted if;

- (i) He/She gets '**Satisfactory**' or '**Good**' grade in the Annual Performance Assessment Reports of at-least three of the last four years of the assessment period as the case may be, or four of the last five years or five of the Six years as prescribed in **Table-1**
- (ii) The promotion is recommended by the Screening-cum-Evaluation Committee as defined in University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.

4.2.0 *Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)*

Eligibility.—

- (i) Assistant Professors who have completed five years of service in Academic level 11/Senior Scale.
- (ii) A Ph.D. Degree in the concerned subject/allied/relevant disciplines.
- (iii) Has done any two of the followings in the last five years of Academic Level-11/ Senior Scale:
Completed Course /Programme from among the categories of Refresher Courses/Research Methodology course workshops /Syllabus Up-gradation Workshop / Teaching-Learning-Evaluation / Technology Programmes / Faculty Development Programmes of at-least two week (ten days) duration or completed two courses of at-least one week (five days) duration in lieu of every single course / program of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification);or contribution towards development of e-content in 4-quadrants (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conducting of a MOOCs course during the period of assessment.
- (iv) Publication of at-least three Research Papers in the peer-reviewed Journals or UGC-listed during assessment period.

4.2.1 CAS Promotion Criteria.—*A teacher shall be promoted if;*

- (i) The teacher gets ‘Satisfactory’ or ‘Good’ grade in the Annual Performance Assessment Reports of at least four of the last five years of the assessment period as prescribed in **Table-1** and;
- (ii) The promotion is recommended by the Screening-cum-Evaluation Committee as defined in University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018, as amended time to time.

4.3.0. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

- 1) Assistant Professors who have completed three years of service in Academic level 12/Selection grade.
- 2) A Ph.D. Degree in the concerned subject/allied/relevant disciplines.
- 3) Any one of the following during last three years:
Completed one course/programme from among the categories of Refresher Courses/Research Methodology Workshops/ Syllabus Up-Gradation Workshop/Teaching-Learning-Evaluation Technology Programmes/Faculty Development Programmes of at least two weeks (ten days) duration or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs

course (with e-certification); or contribution towards development of e-content in 4-quadrants (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

4.3.1 CAS Promotion Criteria.—A Teacher shall be promoted if:

- i) He/She gets ‘Satisfactory’ or ‘Good’ grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in **Table 1**, and has a research score at least 70 as per **Table 2**.
- ii) The promotion to the post of Associate Professor is recommended through Selection Committee constituted as per the Guidelines prescribed in the Statues.

4.4.0 Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic level 13A.
- 2) Ph.D. Degree in concerned subject/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer-reviewed/UGC- listed Journal out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per **Table 2**.

4.4.1 CAS Promotion Criteria.—A Teacher shall be promoted if:

- 1) He/She gets ‘Satisfactory’ or ‘Good’ grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per **Table 1** and at least 110 research score, as per **Table-2**.
- 2) The promotion to the post of Professor is recommended through Selection Committee as constituted for the promotion from Academic level 13A to 14.

The Scrutiny Committee duly constituted by the Vice-Chancellor, will prepare the list of eligible candidates and submit it to the Vice-Chancellor comprising all the required information about each candidate along with all relevant papers including service records and appraisal reports as prepared on the basis of **Tables 1 & 2** before Syndicate for approval or necessary directions.

Constitution of various Committees for promotion of different Categories of Teachers under Career Advancement Scheme in the Universities of Bihar: -

Note-1. **4.1.0. Assistant Professor [Academic/Entry Level (Grade Pay Level 10) in the scale (10-14)] to Assistant Professor (Senior Scale/Academic Level 11)**

Constitution of the Committee.— The Screening-cum-Evaluation Committee shall consist of the Vice Chancellor as Chairman, the Dean of the faculty concerned, the Head of the Department concerned (Professor Rank) as an internal expert, one representative of State Government not below the rank of Professor and one representative of Chancellor not below the rank of Professor. In case the Head of the Department is not of Professor Rank then the Head of the Department of other University will be invited as the member of the committee. The quorum for the meeting shall be 3 out of 5 Members including the Chairman.

Note-2. **4.2.0** *Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)*

Constitution of the Selection Committee- The constitution of the Selection Committee and quorum shall be as defined in the case of Academic level 10 to 11.

Note- 3. **4.3.0.** *Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)*

Constitution of the Selection Committee- The Selection Committee shall consist of Vice Chancellor as Chairman, three experts (not below the rank of Professor) from a Panel approved by Academic Council, one representative of the State Government not below the rank of Professor and one representative of the Chancellor not below the rank of Professor, Head of the Department concerned (in case the Head is not in Professor rank then the Head of any other University of Professor Rank shall be called. One of the subject experts should belong to SC/ST. In case, there is no availability of SC/ST experts, that will be replaced by woman/differently-abled/ EBC /OBC in preferential order.

Note- 4. **4.4.0.** *Associate Professor (Academic Level 13A) to Professor (Academic Level 14)*

Constitution of the Selection Committee.—

- (a) The Selection Committee for the promotion to the post of Professor shall consist of the following persons:
- i) Vice-Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Chancellor.

- iii) An academician not below the rank of Professor to be nominated by the State Government.
 - iv) Three experts in the subject/field concerned to be nominated by the Vice- Chancellor out of the panel of names approved by the Academic Council of the university concerned.
 - v) Dean of the faculty concerned.
 - vi) Head/Chairperson of the Department.
 - vii) An academician belonging to the SC/ST/EBC/BC/ Minority/Women/Differently-abled categories, if any, of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the Selection Committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum.

Note- 5. *Enforcement of Statutes for promotion under Career Advancement Scheme:*

- 5.a** The promotion of different categories of teachers in deficit grant Colleges, including religious minority Colleges, be same as those for Universities and Constituent Colleges with the same effective date and with the same Career Advancement Scheme as applicable from time to time after the promulgation of First Career Advancement Scheme from 23.09.1995.
- 5.b** The Candidates, who were eligible for promotion under the CAS notified by the UGC from time to time, however, could not be promoted due to the lack of enabling Statutes before the enforcement of this Statute, i.e., 18th July 2018, will have Two Options: **either** to opt for Promotion under this Statute **or** follow the Old CAS Promotion Schemes till the date of enforcement of this Statute.
- 5.c** Teachers belonging to Deficit Grant Colleges, including Religious Minority Colleges, if otherwise earlier promoted either under the Time Bound Promotion Scheme or any other Scheme, their promotion will not be affected by this Statute.

Table-1
Assessment Criteria and Methodology

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned): 100% Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above - Satisfactory Less than 70% -Not satisfactory
2.	Involvement in the University/College students related activities/research activities: a. Administrative responsibilities such as Head, Chairperson/ Dean/Director/ Coordinator, Warden etc.	Good— Involved in at least 3 activities Satisfactory-1-2 activities Not-satisfactory-

S.No.	Activity	Grading Criteria
	b. Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. c. Student related co-curricular, extension and field-based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. d. Organizing seminars/ conferences/ Workshops/Other College/University activities. e. Evidence of actively involved in guiding Ph. D. students. f. Conducting minor or major research project sponsored by national or international agencies. g. At least one single or joint publication in peer reviewed/UGC listed Journals.	Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
Overall Grading: Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2. Not Satisfactory: If neither good nor satisfactory in overall grading Note: For the purpose of assessing the grading of Activity at Serial No. 1 and serial no. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leaves/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.		

Table 2

Methodology for Teachers for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of Publications, Project Sanction Letter, Utilization and Completion Certificates issued by the University and Acknowledgements for Patent Filing and Approval Letters, Students' Ph.D. Award Letter, etc.)

Sl. No.	Academic/Research Activity	Faculty of Science/Engineering/Agriculture/Medical/Veterinary	Faculty of languages / Humanities/Art / Social Sciences/Library/Education/Physical Education/Commerce/Management & other related Disciplines
1	Research Papers in Peer-Reviewed or UGC listed Journals	Per paper as per Table-3	Per paper as per Table-3
2	Publications (other than Research Papers)		
	(a) Books authored which are published by;		
	International Publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Language by qualified faculties		
	Chapter of Research paper	03	03
	Book	08	08
3	Creation of ICT Mediated Teaching, Learning Pedagogy and Content and development of New and Innovative Courses and Curricula		
	(a) Development of Innovative Pedagogy	05	05

Sl. No.	Academic/Research Activity	Faculty of Science/Engineering/Agriculture/Medical/Veterinary	Faculty of languages / Humanities/Art / Social Sciences/ Library/Education/ Physical Education/ Commerce/ Management & other related Disciplines
	(b) Design of new Curricula and Courses	02 per curricula/ course	02 per curricula / course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (420 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit courses) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) e-Content		
	Development of E-Content in 4 quadrants for or complete course/e-book	12	12
	E-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of E-Content module in complete course/paper/e-book(at least one quadrant)	02	02
	Editor of e-content for complete course/paper/e-book	10	10
4	(a) Research Guidance		
	Ph.D.	10 per Degree awarded 05 per Thesis submitted	10 per Degree awarded 05 per Thesis submitted
	M.Phil./P.G. Dissertation	02 per Degree awarded	02 per Degree awarded

Sl. No.	Academic/Research Activity	Faculty of Science/Engineering/Agriculture/Medical/Veterinary	Faculty of languages / Humanities/Art / Social Sciences/ Library/Education/ Physical Education/ Commerce/ Management & other related Disciplines
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research projects ongoing:		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	Nation	07	07
	(b) *Policy Document (Submitted to an International Body/Organization like UNO/UNESCO/World Bank/ International Monetary Fund, etc. or Central Government or State Government).		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6	*Invited lectures/Resource Person/paper presentation in Seminars/Conference/full paper in conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

Table 3**The Research Score for papers would be augmented as follows:**

Peer reviewed /UGC listed journals (Impact factor to be determined as per Thomson Reuters list):

- i. Paper in referred journals without impact factor - **5 Points**
- ii. Paper with Impact Factor less than 1 - **10 Points**
- iii. Paper with Impact Factor between 1 and 2 - **15 Points**
- iv. Paper with Impact Factor between 2 and 5 - **20 Points**
- v. Paper with Impact Factor between 5 and 10 - **25 Points**
- vi. Paper with Impact Factor >10 - **30 Points**
- a. Two authors: 70% of total value of publication for each author=
- b. More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

* **Note 6.**

- i. Paper presented if part of edited book or proceeding then it can be claimed only once.
- ii. *For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- iii. For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). **Policy Document** and 6. **Invited lectures / Resource Person /paper presentation** shall have an upper capping of 30% of the total research score of the teacher concerned.
- iv. The research score shall be from the minimum of three categories out of six categories.

DIPAK KUMAR SINGH,
Additional Chief Secretary to Governor.

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