

# **Guidelines for Advancement Under the Step Plus System - Professor of Clin\_X Titles**

This applies to Professor of Clin\_X.

## **General Principles**

In formulating our criteria for recommending larger-than-normal advancements, we should aim to strike a balance between concreteness and flexibility. Our goal should be to clarify the criteria for accelerations without tying our hands to quantitative assessments that understate or overstate the total contributions of candidates.

## **One-Step Advancement**

All members of the faculty are eligible for regular advancement at scheduled intervals. A balanced record, appropriate for rank and step, with evidence of good accomplishments in all areas of review is rewarded with normal advancement. All Clin\_X faculty can expect to advance at normal rates, unless a major flaw in their performance is evident. Departmental, School, and Professional service duties are expected to increase as faculty advance in rank and step.

## **One-and-One-Half-Step Advancement**

A 1.5-step advancement requires a strong record with outstanding achievement in at least one area of review across teaching, research or creative work, clinical competence, and service. However, outstanding achievement in one area may not qualify the candidate for 1.5-step advancement if performance in another area does not meet UC Davis standards. Chairs and Deans should articulate in the departmental and Dean's letters the grounds for acceleration beyond simple numerical tabulations of papers, citations, courses, and committees: for example, by describing the special impact or quality of the work, the awarding of prizes for achievement, or the scale and scope of the undertaking.

## **Two-Step Advancement**

A 2-step advancement will require a strong record in all areas of review, with outstanding performance in at least two areas. In most cases, one of those areas will be teaching or clinical competence, however, exceptional performance in the two other areas (University and public service, research or creative work) will also warrant such unusual advancement. Two-step advancement requests will go to CAP for review and the Vice Provost-Academic Affairs for decision. The two-step advancement should be considered for individuals who would have been eligible for multi-year acceleration under the previous system to avoid disadvantage over progress under the step-plus system.

## **Advancements Beyond Two Steps**

An advancement beyond 2.0 steps is expected to be extremely rare, and will go to CAP for review and the Vice Provost-Academic Affairs for decision, if proposed. These advancements will require an exceptionally strong and balanced record, highlighted by extraordinary levels of achievement in at least two of the areas under review, and excellent contributions in the other areas.

## **Larger-Than-One-Step Above-Scale Increments**

The criteria for merit increases are steep at this high rank. Advancements of 1.5 steps require an exceptionally strong record of excellence in all areas of review, with exceptional achievement in teaching and clinical competence, and outstanding performance in at least one additional area of review. All actions at Above Scale will go to CAP for review and the Vice Provost – Academic Affairs for decision.