

**Criteria for Advancement to
Professor, Step VI, Professor, Step VII, Professor, Step VIII,
Professor, Step IX and Professor, Above Scale**

To Professor, Step VI

1. Advancement to Professor, Step VI, will not occur after less than 3 years of service at Step V except in very strongly justified cases. Many professors will not qualify for this advancement and will remain indefinitely at Step V.
2. Advancement to Professor, Step VI, calls for "evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching." In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching.
3. The total career of the candidate must have distinction when considered as a unit, and his or her reputation and influence should be continuing to grow.
4. Supporting documentation for advancement to Professor, Step VI, is required for achievements since promotion to the rank of Professor.

To Professor, Step VII

1. Advancement to Professor, Step VII, will not usually occur after less than 3 years of service at Step VI. Some professors will not qualify for this advancement and will remain indefinitely at Step VI.
2. Advancement to Professor, Step VII, calls for "continuing great distinction, national or international recognition, highly meritorious service, and excellent teaching performance."
3. The record should continue to show superior achievement in all the normal categories of performance (teaching, research, University and public service, and professional competence).
4. Supporting documentation for advancement to Professor, Step VII, is required for achievements since advancement to Step VI. Extramural letters are not required.

To Professor, Step VIII

1. Advancement to Professor, Step VIII, will not usually occur after less than 3 years of service at Step VII. Some professors will not qualify for this advancement and will remain indefinitely at Step VII.
2. Advancement to Professor, Step VIII, calls for "continuing great distinction, national or international recognition, highly meritorious service, and excellent teaching performance."
3. The record should continue to show superior achievement in all the normal categories of performance (teaching, research, University and public service, and professional competence).
4. Supporting documentation for advancement to Professor, Step VIII, is required only for achievements since advancement to Step VII. Extramural letters are not required.

To Professor, Step IX

1. Advancement to Professor, Step IX, will not usually occur after less than 3 years of service at Step VIII. Some professors will not qualify for this advancement and will remain indefinitely at Step VIII.
2. Advancement to Professor, Step IX, calls for "continuing great distinction, national and international recognition, highly meritorious service, and excellent teaching performance."
3. The record should continue to show superior achievement in all the normal categories of performance (teaching, research, University and public service, and professional competence).
4. Supporting documentation for advancement to Professor, Step IX, is required only for achievements since advancement to Step VIII. Extramural letters are not required.

Professor, Above-Scale

1. Except in rare and compelling cases, advancement to an above-scale salary will not occur after less than 4 years at Step IX. Advancement to above-scale is unusual. Almost all professors attaining Step IX will remain there indefinitely.
2. Advancement to an above-scale salary "is reserved for scholars and teachers of the highest distinction, whose work has been internationally recognized and acclaimed." Mere length of service and continued good performance at Step IX is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step IX was based.
3. The record should show superior achievement in all the normal categories of performance (teaching, research, University and public service, and professional competence).
4. The total career of the candidate must have distinction when considered as a unit, and his or her reputation and influence should be continuing to grow.
5. Further advancement in salary for a person already serving at an above-scale salary must be justified by new evidence of merit and distinction. Mere continued good service is not an adequate justification. In particular, the criteria for advancement at the above-scale level are more demanding than those required for advancement from Professor, Step VI to VII, from Professor, Step VII to VIII, and from Professor, Step VIII to IX. Although the new evidence of merit and distinction may be somewhat less than that necessary for advancement from Professor, Step IX to above-scale, it must be distinguished in its own right and commensurate with the very high standards required for above-scale service. Intervals between such salary increases may be indefinitely long, and only in the most strongly justified cases will increases at intervals shorter than 4 years be approved.
6. Supporting documentation for advancement to Professor, above-scale, is required only for achievements since promotion to the rank of Professor. Extramural letters are required. Subsequent advancements beyond above-scale require documentation for achievements only since the last above-scale review. Extramural letters are not required for these subsequent reviews.