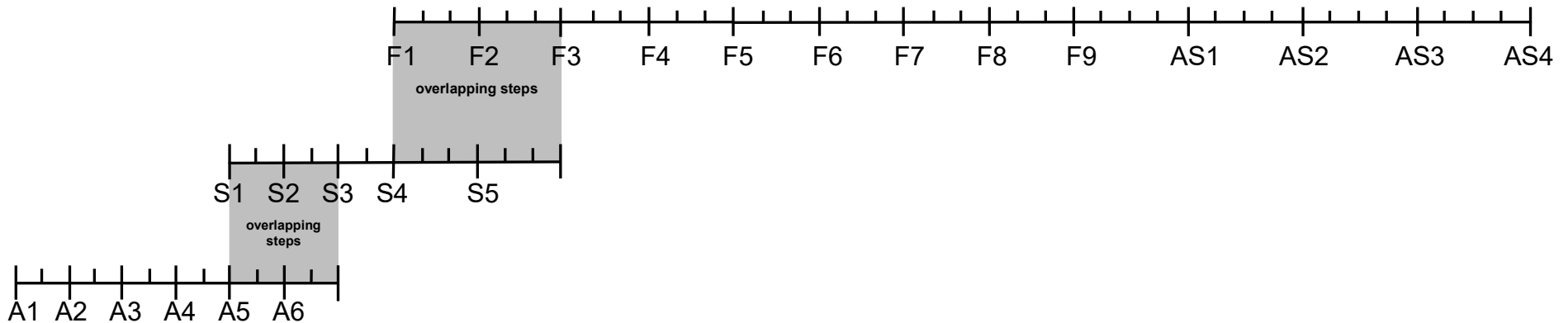


Guide to UC Step System



Each *line* represents a *rank* of Professor: A = Assistant; S = Associate; F= Full; AS = Above Scale

Each *digit* represents a *step* at that rank: for example, A3 = Assistant Professor step 3

Each *small tick* represents a year and each *large tick* represents a merit review, while moving from one rank to the next is a promotion. For Assistant and Associate Professors (up to Associate step 4), reviews normally occur every two years; for Associate step 4 through Full step 8, reviews normally occur every three years; for advancement from Full step 9 to Above Scale and Further Above Scale steps, reviews occur at four year intervals at the earliest.

A candidate may defer or postpone a merit or promotion review, and actions not deferred can receive an advancement of 0.0, 1.0, 1.5 or 2.0 steps under the UC Davis Step Plus system. At Professor step 5 and above an individual may choose to remain at step without deferrals, but all individuals without any merit or promotion review after five years will undergo a 5-year review.

The shaded areas in the diagram represent *overlapping steps*: Assistant steps 5 and 6 (A5, A6) overlap with Associate steps 1 and 2 (S1, S2), and Associate steps 4 and 5 (A4, A5) overlap with Full steps 1 and 2 (F1, F2). Overlapping steps at a lower rank earn \$100 less than the equivalent step at a higher rank, and they allow for extra time if needed and if permitted at the lower rank while a candidate prepares for promotion to the higher rank.