

220-18      **Salary**

- a. Authorized salary scales established for this series are issued by the Office of the President.
- b. Normal Periods of Service

The normal periods of service at rank and step in this series are shown in the published salary scales and are described below. Although these time periods indicate the usual intervals between advancements, they do not preclude more rapid advancement in the case of exceptional merit, or more gradual advancement when warranted. Personnel reviews that are deferred due to a family accommodation as defined in APM - 760 should be treated procedurally in the same manner as personnel reviews conducted at the usual intervals. The file shall be evaluated without prejudice as if the work were done in the normal period of service and so stated in the department chair's letter.

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- (4) Professor: The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V; This involves an overall career review and will be granted on evidence of sustained and continuing excellence in each of the following three categories: (1) highly distinguished scholarship or creative achievement, highly meritorious service, and evidence of excellent (2) University teaching, and (3) service. 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 Above and beyond that, great academic distinction, recognized nationally or internationally, will be required in scholarly or creative achievement or in teaching. Service at Professor, Step VI or higher may be of indefinite duration. Advancement from Professor, Step VI to Step VII, from Step VII to Step VIII, and from Step VIII to

Step IX usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.

Those Professors who are ~~paid~~ on the special Law School scale ~~which~~ that has nine steps for the range are subject to the same criteria as Professors as outlined above.

Advancement to an above-scale ~~salary rank~~ involves an overall career review and is reserved only for scholars and teachers of the highest distinction the most highly distinguished faculty (1) whose work has been internationally recognized and acclaimed of sustained and continuing excellence has attained national and international recognition and broad acclaim reflective of its significant impact; and (2) whose teaching performance is excellent; and (3) whose service is highly meritorious. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, 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. A further merit increase in salary for a person already serving at an above-scale salary level must be justified by new evidence of merit and distinction. Continued good service is not an adequate justification. Intervals between such salary increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increases at intervals shorter than four years be approved.