

**UCSF CRITERIA FOR ADVANCEMENTS – FACULTY SERIES**  
(excerpted from the UCSF Criteria for Advancements)

**ACCELERATED ADVANCEMENTS (FULL PROFESSORS)**

Accelerated advancement is a form of recognition that rewards faculty who perform at an exceptional level over a sustained period of time. Within this context, the term “accelerated advancement” denotes merit increases or promotions that are awarded one or more years earlier than the usual, *on-time* schedule for such academic actions.

**On-Time Schedules for Advancement**

The usual period is 3 years (4 years for Professor Above Scale). Accelerated actions are defined as merit actions that are proposed when the faculty member has served less than the usual number of years at any step.

**Guidelines for Accelerated Advancement**

**Proposing an accelerated advancement**

A recommendation for accelerated advancement is usually made by departmental faculty following a review of a faculty member’s academic portfolio since the time of the faculty member’s prior academic action. Any member of the faculty, including the Department Chair, may propose that an individual faculty member be evaluated for accelerated advancement. Additionally, any member of the faculty can request that his or her name be placed in consideration for accelerated advancement. Such requests should be made, in writing, to the Department Chair and submitted by the Departmental deadline. Requests for retroactive accelerated advancements will not be considered.

**Review of accelerated actions**

All advancement actions, including on-time and accelerated actions, are subject to review and approval by the Dean and the Vice Provost, Academic Affairs.

- Merit actions that are accelerated by one year are reviewed at the Departmental and School levels and do not usually require review by the Committee on Academic Personnel (CAP).
- Merit actions that are accelerated by more than one year must be reviewed by the CAP.
- Consecutive accelerated actions require review by CAP.

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### Non-consecutive accelerated actions

The faculty member must demonstrate that the criteria for an accelerated advancement have been fulfilled *based on accomplishments since the date of the last academic action*. Accelerated actions will not be awarded based on achievements in prior review periods.

### Consecutive accelerated actions

Consecutive accelerated actions are rare. The faculty member must demonstrate that the criteria for the requested accelerated advancement have been fulfilled *based on accomplishments since the date of the last action*.

### **Information for Department Chairs**

Accelerated advancement may be proposed as a retention strategy when a faculty member is actively being recruited to another institution. In this circumstance, the faculty member must meet the academic standards for *exceptional* performance and the dossier must include sufficient information to justify the request for accelerated advancement. It is highly recommended, but not required, that Department Chairs consult with the Vice/Associate Dean for Academic Affairs prior to proposing a multiyear and/or a consecutive accelerated action.

### Criteria for Accelerated Advancement

*Exceptional* performance is defined as work that exceeds departmental expectations in one or more of the following categories: teaching, research or other creative activities, professional competence and activities, and University and public service. In addition, the faculty member who is being considered for acceleration must meet departmental criteria for advancement in *all other* categories of evaluation.

### Examples of Exceptional Performance for a one-year accelerated action:

- Award of a prestigious, competitive grant representing achievement beyond that expected for advancement within the individual's academic series.
- Receipt of a competitive professional service award to recognize outstanding national or international contribution to the profession, to a discipline, or to professional education.
- A sustained level of outstanding achievement over a period of years in one or more of the four categories listed above, i.e., exceptional teaching evaluations, teaching awards, or service to the University and/or the public that exceeds expectations.

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- Unusual productivity in publishing original work in scholarly, peer-reviewed publications exceeding the expectations that apply for the individual's academic series.
- Extraordinary service or development of innovative programs that advance the fundamental missions of the Department, School, or the University.
- Sustained (minimum of 3 years) and dedicated University service on a major campus committee such as CAP, CHR, CAR or a School's admissions committee, as appropriate.

### Examples of Exceptional Performance for multi-year accelerated actions *not related to retention (achievements since the last review period)*:

- Exceptional performance in multiple areas (see the section on one-year accelerated actions).
- Receipt of multiple prestigious, competitive grants that represent achievement at a level that is significantly greater than the expected level for the individual's academic series.
- Receipt of multiple, competitive professional service awards that recognize outstanding national or international contribution to the profession, to a discipline, or to professional education.
- Sustained (minimum of 3 years for each committee) and dedicated University service on multiple campus committees – either simultaneously or successively - such as CAP, CHR, CAR or on a School's admissions committee, as appropriate.

Requests for one- two- or three-year accelerations are appropriate at the Professor rank.

### Accelerated advancement to or within Professor Above Scale:

UCSF follows the guidelines provided in [APM 220-18 b.\(4\)](#):

“Advancement to an above-scale rank involves an overall career review and is reserved only for the most highly distinguished faculty (1) whose work of sustained and continuing excellence has attained national and international recognition and broad acclaim reflective of its significant impact; (2) whose University 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

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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.”

Accelerated actions to Professor Above Scale or within Above Scale are extremely rare since on time advancements at this level already require an extremely high level of distinction and performance. Accelerated actions will only be considered when there is demonstration of a seminal achievement in one or more of the following categories: teaching, research or other creative activities, professional competence and activities, and University and public service.

## OTHER HELPFUL RESOURCES

[APM 760](#) – Benefits & Privileges, Family Accommodation for Childbearing and Child Rearing

[APM 133](#) – General University Policy Regarding Academic Appointees, Limitation on Total Period of Service with Certain Academic Titles