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.

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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 involves a career review, usually will not occur after less than three years of service at Step V, and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching. Sustained excellence in interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching and service, and University teaching. In addition, with respect to scholarly or creative achievement or teaching, great 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 has nine steps for the range are subject to the same criteria as Professors as outlined above.

Advancement to an above-scale salary **is involves a career review that is reserved for scholars and teachers of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent; whose work of sustained excellence has attained international recognition and broad acclaim, reflective of its wide impact across the field; whose teaching performance is excellent, and whose service is 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 previous advancements to Step IX was have been 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.