

I-37
OVERLAPPING STEPS
(Revised 4/24)

Steps V and VI of the Assistant Professors/Assistant Teaching Professor rank, Steps IV and V of the Associate Professor/Associate Teaching Professor, and steps V+ and IX+ of the Professor/Teaching Professor rank are overlapping steps in the sense that these steps may be utilized for advancement when a member of the faculty is eligible for promotion or career review, but whose established record of accomplishment has not yet attained sufficient strength to warrant the promotion or career review advancement. Placement on the overlapping steps may occur only when the expectations for a normative, one-step advancement (Red Binder I-36) have been met. Overlapping steps may not be used for new faculty appointments.

Service at the overlapping steps is in lieu of service at the corresponding next normal rank or step progression. Upon advancement to an overlapping step, the faculty member is eligible for review for promotion or career review each year until promoted or successful in the career review. If the promotion or career review occurs earlier than the normative time at step the promotion or career advancement will be lateral with no increase in salary. After a lateral promotion or career review advancement, eligibility for review will be determined based on the combination of years at the overlapping step and years at the new step.

Further advancement within the overlapping steps, for example from Associate Professor IV to Associate Professor V, will not occur at less than the normative time at step.

The [Overlapping Step Advancement Matrix](#) on the AP website provides a summary of advancement options for faculty at the overlapping steps and upon promotion in rank.