

I-43
**MERIT TO, OR WITHIN, PROFESSOR OR TEACHING PROFESSOR ABOVE
SCALE**
(Revised 4/25)

Advancement to Professor Above Scale is reserved for scholars and teachers of the very highest distinction (1) whose research/creative activity and professional achievement is of sustained and continuing excellence and has attained national and international recognition (2) whose University teaching performance is excellent, and (3) whose University and public service is highly meritorious.

Advancement to Teaching Professor Above Scale is reserved for teachers of the highest distinction (1) whose contributions to University teaching and education outcomes are excellent; (2) whose work is of sustained and continuing excellence has attained national or international recognition and broad acclaim reflective of its significant impact on education within the discipline; and (3) whose service is highly meritorious.

Advancement to Above Scale may occur after at least normative time at the current step, with the individual's complete academic career being reviewed. Further advancement within Above Scale may occur after four years of service.

The level of performance required for merit increases is significantly higher at Above Scale than for advancement within the steps. When performance at Above Scale, or going to Above Scale, meets or exceeds these high standards, increases will be awarded in increment-based amounts consistent with those described in Red Binder I-36. Normal, one-increment advancement requires continued performance at levels commensurate with the expectations for an Above Scale Professor in all areas of review and must be justified by new evidence of merit and distinction appropriate to this highest level of the professoriate.

The Above Scale advancement increment is equivalent to 10% of the on-scale rate for step IX on the applicable salary scale, rounded to the 100's.

Merit from the overlapping step of IX+ may be a lateral change in step without an increase in salary if the advancement occurs prior to the normative time at step. See Red Binder I-37.

Professorial appointees who have attained Above Scale status may use the title "Distinguished Professor" as an honorary title. Teaching Professor appointees who have attained Above Scale status may use the title "Distinguished Teaching Professor" as an honorary title. Because these titles are honorific, they may not be used on legal documents such as contract and grant applications that require an official employment title. The title may be used for such purposes as correspondence, CV, or website listings. Faculty who retire at Above Scale status may use the title Distinguished Professor or Distinguished Teaching Professor emeritus/a.