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ACCELERATIONS
(Revised 6/20)

Departments should not hesitate to propose accelerated advancement to reward cases of superior performance where there is clear justification. Acceleration can occur during an on-time review, or through early advancement to the next step or rank. For on-time reviews, an adjustment in salary via an increase in an existing off-scale supplement may be proposed when the appropriate reward does not correspond to early advancement in step. Response to “market pressures,” as evidenced by competitive outside offers in the context of a retention case, would typically be addressed via increase in the off-scale salary supplement, as described in Red Binder I-8, and not necessarily by advancement in step.

In formulating justification for larger-than-normal advancements, the department and reviewing agencies must first provide evidence that the candidate has met the requirements for a normal, one-step advancement prior to addressing any recommendation for acceleration. The record must include evidence of superior performance beyond the requirements for the one-step advancement, with no significant deficiencies in the record.

Examples of possible evidence of superior performance include but are not limited to:

- Achievement well above disciplinary/field norms in creative activities (such as research publication, exhibitions, or performance), with particular emphasis on research/creative activities in significant venues that would have an impact beyond normal expectations.
- Prestigious new awards or other such evidence of peer recognition for the impact of past creative work or teaching.
- Extraordinary achievements in two or more areas of review, coupled with excellent performance in the other areas.

Acceleration at the time of a merit review must be based on activity during the period since the last review.

Acceleration at the time of a career review may be based on the cumulative record.

As with any on time advancement, the individual’s next eligible date for advancement will be based on the effective date of the accelerated advancement if an advancement in step occurs. The next eligible date will not normally be affected by an increase in off-scale supplement with no change in step.