

I-36
ACCELERATIONS
(Revised 4/23)

Accelerations in step and/or off-scale may be proposed at or after normative time at step (see RB I-4 for unique circumstances). Departments should not hesitate to propose accelerated advancements to reward cases of superior performance where there is clear justification. Adjustments in salary via an increase in off-scale supplement would primarily be proposed when the appropriate reward does not correspond to an 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, and not necessarily by advancement in step, as described in Red Binder I-8 and I-44.

In formulating justifications for accelerated 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 evidence of superior performance are noted below. It is possible to be accelerated on the basis of achievements that do not fit into the listed examples; however, this is expected to be rare and must be justified by compelling evidence.

- Professor series: Achievement well above disciplinary/field norms in research/creative activities coupled with excellent performance in all other areas.
- Lecturer with Security of Employment Series: Achievement well above the high campus standards in teaching coupled with excellent performance in all other areas.
- Extraordinary achievements in two or more areas of review, coupled with excellent performance in the other areas
- Prestigious new awards or other such evidence of peer recognition for the impact of past creative work or teaching.
- Extraordinary achievements and activities in DEI, exceeding normative expectations, within the areas of research/creative activities, teaching/mentoring, professional activities, and/or service.
- Extraordinary accomplishments in administrative service roles after the completion of a normative term (e.g., completion of 3 years as Department Chair; excluding career administrators), with significant leadership, activities, and achievements exceeding normative expectations for the role. Term of office and accomplishments should be documented in the case record. (See RB I-67 for more on Evaluation of Administrative Service)

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

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

As with any on-time advancement, the individual’s next eligibility date for academic review will be based on the effective date of the advancement, if an acceleration in step or off-scale occurs. If the outcome of a merit review is no change in step or off-scale, the faculty member remains eligible for review each year until advancement in rank or step occurs. See Red Binder I-4-III for important parameters.