

**MERIT TO, OR WITHIN, PROFESSOR OR SENIOR LECTURER SOE ABOVE SCALE**

(Revised 9/20)

Advancement to Professor Above Scale is reserved for scholars and teachers of the highest distinction (1) whose work of sustained and continuing excellence has attained national and international recognition (2) whose University teaching performance is excellent, and (3) whose University and public service is highly meritorious, and (4) whose professional activity is judged to be excellent.

Advancement to Sr. Lecturer SOE Above Scale is reserved for teachers of the highest distinction (1) whose contributions to University teaching and education outcomes are excellent; (2) whose work 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 will normally occur after at least four years of service at step IX with the individual's complete academic career being reviewed. Further advancement within Above Scale will normally occur after four years of service. Early advancement within Above Scale is not permitted.

Normal, on-time advancement requires continued performance at levels commensurate with the expectations for an Above-Scale faculty member in all areas of review and must be justified by new evidence of merit and distinction appropriate to this highest level of the rank.

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 one, one and one-half, and two-increment amounts. Normal, one-increment advancement requires continued performance at levels commensurate with the expectations for an Above Scale Professor in all areas of review and will not occur if there are deficiencies in any area of review. One and one-half increment advancement requires continued performance at levels commensurate with the expectations for an Above Scale Professor, accompanied by extraordinary achievement beyond the already high level, in two or more areas of review. In most cases, one of those areas will be scholarly and creative activity. Two-increment advancement will be exceptionally rare and will require continued performance at levels commensurate with the expectations for an Above-Scale Professor, supported by extraordinary achievement beyond the expected level in all areas of review. In rare circumstances, when performance at Above Scale does not meet the high standards listed above for a one-increment increase, an increase of one-half increment may be granted, when justified by a convincing explanation. Such increases will only be considered when extraordinary achievement beyond the expected levels exist in multiple areas of review.

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.

Professorial appointees who have attained Above Scale status may use the title "Distinguished Professor" as an honorary title. Sr. Lecturer SOE 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.