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, but early advancement to the next step or rank is the most appropriate form of acceleration. For on-time reviews, an adjustment in salary (the addition of an off-scale supplement or an increase in an existing 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.

To this end, Departments should review faculty performing at a superior level in advance of their normal eligibility for merit increase or promotion. Evidence of superior performance compared to faculty at similar rank and step will depend on the field, but may consist of:

1. A substantial increase in creative activities (such as research publication, exhibitions, or performance), with particular emphasis on creative activities in significant venues that would have an impact beyond normal expectations.

2. Prestigious new awards or other such evidence of peer recognition for the impact of past creative work.

3. 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.