

Special Steps

- Provide faculty member additional time to prepare for promotion
- MAY allow for future on-time advancement without “losing” years
 - Assistant 5 (advance on-time to Associate 1 or 2* after 2 years)
 - Assistant 6 (advance on-time to Associate 1, 2* or 3* after 2 years)
 - Associate 4 (advance on-time to Professor 1 or 2* after 3 years)
 - Associate 5 (advance on-time to Professor 1, 2* or 3* after 3 years)

* must be justified by evidence of performance commensurate with the step proposed