

A: Let's say you were hired as an Assistant Professor, Step 1:

Assistants and Associates spend two years at each step. Full Professors spend three years at each step, and may remain at Step 5 indefinitely (and not sooner than four years at Step 5)

Beginning in 2004-05, during the [Annual Call for Academic Personnel Actions](#), UCSF faculty can initiate a Career Review, which includes a review to determine if a change in series is warranted.