Q: How long will it take to become a full Professor if I advance on track?

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

## FIGURE 3: TIMELINE FOR ON-TRACK ADVANCEMENT

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)

| Assistant  | ·  | •         | •               |             |          |
|--|--|-----------|-----------------|-------------|----------|
| Step 1   |  |           |                 |             | Year 1   |
| merit  |  |           |                 |             | Year 2   |
| Step 2   |  |           |                 |             | Year 3   |
| merit  | During the Fourth Year: Appraisal of Achievement & Promise |           |                 |             | Year 4   |
| Step 3   |  |           |                 |             | Year 5   |
| merit  | or promotion to  | Associate |                 |             | Year 6   |
| Step 4   |  | Step 1    |                 |             | Year 7   |
| merit  |  | merit     |                 |             | Year 8   |
| Step 5   | laterally promotes to                                      | Step 2    |                 |             | Year 9   |
|  |  | merit     |                 |             | Year 10  |
|  |  | Step 3    |                 |             | Year 11  |
|  |  | merit     |                 | Professor   | Year 12  |
|  |  | Step 4    | or promotion to | Step 1      | Year 13  |
|  |  | merit     |                 |             | Year 14  |
|  |  | Step 5    | or promotion to |             | Year 15  |
|  |  |           |                 | Step 2      | Year 16  |
|  |  |           |                 |             | Year 17  |
|  |  |           |                 |             | Year 18  |
|  |  |           |                 | Step 3      | Year 19  |
|  |  |           |                 |             | Year 20  |
|  |  |           |                 |             | Year 21  |
|  |  |           |                 | Step 4      | Year 22  |
|  |  |           |                 |             | Year 23  |
|  |  |           |                 |             | Year 24  |
| Faculty may remain at Step 5 indefinitely.                               |  |           |                 |             | Year 25  |
|  | -  |           |                 |             |          |
| Advancement to Step 6 may occur after a minimum                          |  |           |                 |             | Possibly |
| of three years at Step 5 and involves a full career review.              |  |           |                 |             | Year 28  |
| •  | •  |           |                 | Step 7      | Year 31  |
|  |  |           |                 | Step 8      | Year 34  |
|  |  |           |                 | Step 9      | Year 38  |
|  |  |           |                 |             | Possibly |
| See section 2.4.2 for criteria for avancement to Step 6 and Above Scale. |  |           |                 | Above Scale | Year 41  |

## 1.5 Changes in Series

At some point in your career, it may be appropriate to consider a **change in series** because of a change in the direction of your work. For example, you may start as a Clinician, but your scholarly enterprise may have built an academic profile that qualifies you for a change from the Clinical series to the Clinical X series. Therefore, *you should be knowledgeable of your department's policies regarding changes in series*. Issues such as space, sources of funding, and programmatic needs may affect your Department Chair's consideration of requests for changes in series. Because departments may vary in their criteria for such changes, ideally, you should negotiate the proper series at the time of your initial appointment. The "correct" or "best" series usually is the one that most closely aligns with your career goals and academic background. Dossiers submitted for a change in series are identical to those prepared for new appointments.

Beginning in 2004-05, during the <u>Annual Call for Academic Personnel Actions</u>, UCSF faculty can initiate a Career Review, which includes a review to determine if a change in series is warranted.