

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					Year 4
Step 3					Year 5
merit	or promotion to	Associate			Year 6
Step 4		Step 1			Year 7
merit					Year 8
Step 5	laterally promotes to	Step 2			Year 9
		merit			Year 10
		Step 3			Year 11
		merit			Year 12
		Step 4	or promotion to	Professor	Year 13
		merit			Year 14
		Step 5	or promotion to		Year 15
				Step 2	Year 16
					Year 17
				Step 3	Year 18
					Year 19
				Step 4	Year 20
					Year 21
				Step 5	Year 22
					Year 23
					Year 24
					Year 25
<i>Faculty may remain at Step 5 indefinitely.</i>					
<i>Advancement to Step 6 may occur after a minimum of three years at Step 5 and involves a full career review.</i>					
				Step 6	Possibly Year 28
				Step 7	Year 31
				Step 8	Year 34
				Step 9	Year 38
<i>See section 2.4.2 for criteria for advancement to Step 6 and Above Scale.</i>					
				Above Scale	Possibly 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 [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.