

October 22, 2015

[Advisory to Deans #AA2015-10](#)

**DEANS, EXECUTIVE ASSOCIATE DEANS, ASSOCIATE DEANS, ASSISTANT DEANS, CHAIRS,  
AND ACADEMIC PERSONNEL ANALYSTS**

Re: Step Plus - Guidelines for Above Scale Advancements in the Senate series

Dear colleagues,

As many of you will recall from recent discussions of the 2014-15 interim Step Plus guidelines, the members of CAP have argued persuasively for changes in the guidance language for advancements of greater than one step at the Above Scale rank. CAP's recommendation was recently reviewed by the Senate's Step Plus Implementation Advisory Committee, and the committee members agreed with the proposed revisions. I concur with my Senate colleagues, and am approving the proposed changes, effective immediately.

The new interim guidelines for the 2015-16 merit cycle have now been posted to the Academic Affairs Step Plus webpages, but I provide them below for easy reference.

Professor and Professor In Residence: <http://academicaffairs.ucdavis.edu/policies/step-plus/guidelines-for-advancement-professorial.html>

Professor of Clinical \_\_: <http://academicaffairs.ucdavis.edu/policies/step-plus/guidelines-for-advancement-prof-clin-x.html>

Senior Lecturer with Security of Employment: <http://academicaffairs.ucdavis.edu/policies/step-plus/guidelines-for-advancement-lecturersoe.html>

For Above Scale actions, the 2015-16 interim Step Plus advancement guidelines are as follows:

- Above Scale, Normal, One-Step Advancement  
Continued performance at levels commensurate with the expectations for an Above-Scale Professor.
- Above Scale One and One-Half Step Advancement  
Continued performance at levels commensurate with the expectations for an Above-Scale Professor, accompanied by outstanding achievement in one area.
- Above Scale Two-Step Advancement  
Continued performance at levels commensurate with the expectations for an Above-Scale Professor, accompanied by outstanding achievements in two areas.

As many departments may soon be evaluating Above Scale actions, please share these criteria with your department chairs, and urge them to discuss these changes with their faculty members.

All the best,



Maureen L. Stanton  
Vice Provost—Academic Affairs  
Distinguished Professor, Evolution and Ecology

c: Chair André Knoesen, Davis Division Academic Senate Office  
Chair Debra Long, CAP-OC  
Executive Director Gina Anderson, Academic Senate

/kla