The table below illustrates the step-by-step process for promotion and appointment for academic administrators (see UCD 2204). These steps include detailed information for each level of administration (see UCD 2204):

<table>
<thead>
<tr>
<th>Step</th>
<th>Title</th>
<th>Initial Contingent Level</th>
<th>Contingent Level</th>
<th>Contingent Level</th>
<th>Contingent Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Full Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td>2</td>
<td>Associate Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td>3</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
</tr>
</tbody>
</table>

- **External Letters**: Necessary for all steps.
- **External Letters**: Only required for steps 2 and 3.
- **External Letters**: Only required for steps 3 and 4.

- **Initial Contingent Level**: Required for all steps.
- **Contingent Level**: Required for steps 2 and 3.
- **Contingent Level**: Required for steps 3 and 4.
- **Contingent Level**: Required for step 4.

- **Steps IV**: Appointment at Associate Professor level.
- **Steps III**: Appointment at Full Professor level.
- **Steps II**: Appointment at Assistant Professor level.
- **Steps I**: Appointment at Assistant Professor level.

**Promotion Full Rank**: Required for all steps.

**Steps IV**: Appointment at Associate Professor level.

**Steps III**: Appointment at Full Professor level.

**Steps II**: Appointment at Assistant Professor level.

**Steps I**: Appointment at Assistant Professor level.