

**COUNCIL ON ACADEMIC PERSONNEL (CAP)  
FREQUENTLY ASKED QUESTIONS (FAQS)**

Revised November 1, 2008

**15. Which personnel actions are promotions?**

The University of California personnel system designates changes of rank from Assistant Professor to Associate Professor and from Associate Professor to Full Professor as promotions. In addition, the system includes two further “barrier” distinctions. Movement from Professor Step V to Step VI and from Professor Step IX to Professor Above Scale are also treated as promotions.

Six years normally separate the first two promotions. The normal period of service in step in each of the first four steps of the rank of Professor is three years. Service at Step V may be of indefinite duration. Movement to Professor Step VI represents fifteen years of work at the level of Professor with national or international recognition for significant research accomplishments (**APM 220-18 b (4)**). Advancement to Professor VII, VIII and IX will usually not occur after less than three years of service at the previous step.

The APM states that, “except in rare and compelling cases,” advancement to Above Scale will not occur after less than four years at Step IX. Promotion to Above Scale is reserved for the most distinguished scholars, creative artists, and clinical researchers whose work achieves international recognition and acclaim and whose teaching performance is excellent.