

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

Revised November 1, 2008

17. What is an accelerated action?

Individuals may request early consideration for higher step or rank on the basis of exceptional accomplishments in research or creative activity. Accelerations are rarely granted solely on the basis of exceptional performance in the classroom or for professional, university, or community service alone. Accelerations at a more senior level will usually require more evidence of exceptional performance than accelerations at a more junior level.

Actions may be requested one or two years earlier than the next normally scheduled review. As per the APM, teaching and service should be commensurate with the acceleration under consideration. A doubled number of publications, for instance, with little or poor teaching would not constitute a strong case for a two-year acceleration. The most successful accelerated actions occur one year earlier than the normally scheduled review. Because these are “off” cycle, responsibility for such requests lies with the individual.

Accelerations requested at the time of a normally scheduled review involve “skipping” a whole step, and must show excellence in research productivity, in teaching, and in various forms of service. For accelerations within ranks, external evaluations from within the UC system that speak to step are useful and recommended, but not required.

Accelerations of more than three years have been requested on the basis of current research productivity and have been denied more often than granted. Superlative teaching and/or extraordinary service are expected together with research productivity and impact. In the rare case of a proposed acceleration of more than three years, external letters, especially from UC faculty who can speak to step, are advisable.