**CAREER REVIEW ACTIONS**

* Merit to Step VI: Advancement to Step VI usually will not occur after less than three years of service at Step V and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and excellent University teaching. There must be evidence of continuing achievement in all areas at the prescribed level. Continuing great distinction in scholarly and creative achievement should be recognized nationally or internationally. The file must reflect a critical career review. Service at Professor, Step VI, may be of indefinite duration.
* Merit to Above Scale – Distinguished Professor: Advancement to Professor, Above Scale, is reserved for scholars and teachers of the highest distinction, whose work has been internationally recognized and acclaimed and whose teaching performance and service are excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX are not a justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step IX was based. The file must reflect a critical career review.