

2/17/2010

## STEP IX ADVANCEMENTS

In the context of the Fall 2007 system-wide plan for salary adjustments, the Berkeley campus reduced the number of steps at certain ranks (see campus memo from the EVCP and VP, AAFW, November 2, 2007). Included in the new policy was the elimination of off-scale positions within Professor, Step IX. The top of the Professorial Scale became Step IX, with the next possible advancement only to Above Scale (see campus memo from the VP, AAFW, March 7, 2008). The latter action would ordinarily occur after four years at Step IX and would conform to APM requirements and campus standards concerning the demonstration of distinguished achievement in the review period as well as the time spent in the Professoriate rank.

Experience over the last two years suggests that the elimination of fractional steps above Step IX has created potential problems and inequity for those faculty who are at Professor, Step VIII.5 and are deserving of a normal one-step merit increment; and for those faculty at Professor, Step VIII and are deserving of a 1.5 step merit advancement. For such faculty, the appropriate merited step increase cannot be awarded. In its absence, pressure is created to recommend such faculty for an accelerated (and perhaps premature) advancement to Above Scale, in which situation these cases are burdened by the need to meet both the exacting standards for Above Scale as well as the demanding expectations for larger-than-normal merits at this high level of the professoriate. In addition, faculty who are currently at Step IX and whose accomplishments do not warrant advancement to Above Scale, may nonetheless have achieved records deserving of some advancement. In an attempt to address this situation, the Vice Provost for Academic Affairs and Faculty Welfare and the Committee on Budget and Interdepartmental Relations will implement the following plan for the introduction of a new Step IX decoupled increment, to be applied to appropriate merit cases with an effective date July 1, 2009 or later.

1) For those faculty who are currently at Professor, Step VIII.5, and for whom a normal merit case is being considered (i.e., for those who will not be considered for advancement to Above Scale), the case should come forward for a one-step increment based on the current review period. If the case is deemed deserving of a normal merit, the faculty member will be advanced to Professor, Step IX AND receive a decoupled salary increment of \$5,400 (half of the current \$10,800 increment that accompanies advancement from Step IX to Above Scale). The normal time at Step VIII.5 will be three years. The special salary award will be referred to as a "Step IX increment."

2) For those faculty who are at Professor, Step VIII, and who are deserving of a larger-than-normal increase such as 1.5 steps, the same adjustment will be made. That is, the faculty member will be advanced to Professor, Step IX, but will receive an additional decoupled amount of \$5,400. The normal time at Step VIII will be three years.

3) For those faculty who are currently at Professor, Step IX, and whose accomplishments do not warrant advancement to Above Scale, consideration will be given for a decoupled increment. Award of this increase requires time at Step IX of at least four years. After receiving a Step IX increment, a faculty member would be eligible for advancement to Above Scale after four years. However, if in

four years, the faculty member's accomplishments do not warrant advancement to Above Scale, they would not be able to receive a second Step IX increment.

4) For those faculty who are currently below Step IX and for whom the proposal is to advance to Above Scale, then the typical period at the current step is four years. Recommendation for advancement to Above Scale requires review of the current review period as well as review of the accomplishments since advancement to the Full Professor rank; in addition, external letters need to accompany the case.

We believe the proposed adjustment enables us to recognize the accomplishments of faculty members whose records cannot fully be credited solely by advancement to Step IX or by a five-year review at Step IX. Their accomplishments would be recognized through financial means while the initial concern of proliferation of off-scale step values would be allayed. It should be noted that the step from which a faculty member reached Step IX and the issue of whether or not a Step IX increment was awarded upon advancement to Step IX, has no bearing on the criteria for advancement to Above Scale. In the assessment of Above Scale cases, all faculty are treated as similarly situated at Step IX, and the same levels of distinction are required for the review period AND the period since advancement to the rank of Professor. Consistent with established practice, advancement to Above Scale results in a single salary figure with no decoupling component.