

## PROFESSOR – MERIT (ACCELERATED & DEFERRED)

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### definition

- "Advancement in step in advance of eligibility or to a higher step than normal constitutes acceleration and requires evidence of exceptional achievement."
- "Merit increases that are deferred by one or more years are not subject to Senate Review unless requested by the candidate."

### general information

- The department must consider the candidate's teaching, research and creative work, professional activity, and University and public service since the last personnel action.

### references

- [The CALL, Regular Professor Series.](#)

### dossier submission

➤ **Original + 1 copy of entire dossier**

**Dean's Final Merit Short Form**

- If applicable, list the joint or split appointment(s).
- Be sure to indicate whether it's accelerated or deferred and the number of years.

If applicable, a copy of the joint appointment waiver form.

**Salary History record**

- Be sure to include all pages.

**Data Summary, Page 2 (Vote Page)**

**Data Summary, Pages 3-6**

- Be sure to have candidate initial bottom right corner of each page prior to committee review.

**Prior Certification page**

- This page must be read by the candidate and signed before any committee review or committee/department votes.
- List any information and evidence supplied by the candidate at the bottom of page.

**Research/Teaching Statement**

- No more than five pages long.

**After Certification page**

- This page must be read by the candidate and signed after the department votes on action.
- This page must have a date LATER than the prior certification page.

**Departmental Recommendation**

- Written by Chair, a report on the faculty vote and their recommendation. This can be included in the "Departmental Evaluation" box on the merit short form.

**Chair's confidential letter (if applicable)**

- Giving Chair's own opinion

**Ad hoc Committee Report**

- Best practice – signatures on separate page

## Candidate CV/Bibliography

### **publications and teaching evaluations**

Submit all publications and teaching evaluations since last review. In publication box, on top of the publications, place one copy of the “Inventory” (listing all the publications), with checkmarks to the left for each publication submitted.

### **routing and approval**

#### **Accelerated/Deferred**

The HSSEAS APO office will inspect, analyze, and recap the case then forward to the Dean for review. The Dean has final approval authority on the merit action that does not involve skipping a skip. The Vice Chancellor has final approval authority for off-scale salaries beyond the Dean’s authority.

#### **Skipping a Step**

The HSSEAS APO office will inspect, analyze, and recap the case then forward to the Dean for review. The Dean will provide a recommendation and the case will be forwarded to APO. APO will forward to CAP. CAP reviews the file and makes a recommendation to the Vice Chancellor, who will decide on the final outcome of the case.

### **dat**

The action must be entered in DAT before submitting the case to the Dean’s office.

### **edb**

Professional series employees are paid from Sub 0, these transactions are subject to the HSSEAS fiscal close “freeze” periods. Please follow the year-end instructions to add these actions at the appropriate time. When approved, please follow the steps in the EDB manual, [C5.0 EDB ACADEMIC ACTIONS - MERIT INCREASES](#).

### **HSSEAS APO contact**

If you have any questions at all about merits, please contact the HSSEAS APO Director at x57506.