POLICY ON
ACCELERATED ADVANCEMENT

Faculty who have demonstrated exceptional achievement in their respective academic series may be considered for an accelerated merit advancement or promotion. One-year accelerations are highly discouraged, unless there are extraordinary reasons for doing so (e.g., retention cases). The academic file and division recommendation must contain, with specificity and detail, documentation of accomplishments that exceed the criteria for regular academic advancement.

The PPM states, *Accelerations should be used to reward extraordinary contributions in research, teaching, or scholarly and educational contributions, or for recalibration purposes at career reviews. It should be noted that acceleration requires demonstration of unusual achievement and exceptional promise of continued growth. The degree of achievement and promise required for acceleration is greater than that expected for normal advancement; the character of achievement and promise required for acceleration is identical to that expected for normal advancement...Chairs must specifically describe the impact on the discipline of the work that is being used as a justification for acceleration...An acceleration proposal based primarily on the quality and quantity of contributions other than research must contain documentation and evidence of these extraordinary achievements.*

*For Professors at Step IX and Above Scale, there must be rare and compelling reasons for accelerated advancement to or as Professor, Above Scale, and departments must address the rare and compelling reasons when proposing such advancement. Further, acceleration cases should not be proposed if there is a weakness in the appointee’s performance in any area of responsibility specified in the review criteria.*

In keeping with DOMCAP's criteria for each series, the following will be taken into consideration:

I. **Ladder-Rank and In Residence Series:**
   a. Earlier than usual appointment to a prestigious society, an NIH Study Section, a governance role in a national society and/or editorial board, or scientific awards.
   b. Exceptional scholarly creativity documented by quality and/or quantity of research publications, research grant and/or scientific awards.
   c. Unique contributions to either national or local organizations in the areas of research, teaching, or University service.

II. **Clinical Series:**

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a. Evidence of exceptional accomplishments in either teaching, clinical activities or University service.

b. Earlier than usual appointment to clinical/research societies, governance appointments in these organizations, appointment to editorial boards, etc.

c. Unique contributions to the mission of the Department and/or SOM in either teaching, patient care, or administration.

III. Adjunct Series:

a. If the major focus is research, the guidelines would be similar to the ladder-rank criteria, and based on exceptional research accomplishments.

b. If the major focus is administration, evidence of new and novel administrative creativity, effectiveness, etc. must be demonstrated.

IV. Clinical-X Series:

a. Exceptional achievements either as a biomedical educator, clinical investigator, or in University service.