

Normal Progression Chart Professional Research

Assistant Rank

Step	Years @ Step
I	2
II	2
III	2
IV	2
V	2
VI	2

<overlapping steps>

<overlapping steps>

After the indicated years at step, Assistant IV becomes eligible to Promote to Associate I (or Merit to Assistant V).

After the indicated years at step, Assistant V becomes eligible to Promote to Associate II (or Merit to Assistant VI).

After the indicated years at step, Assistant VI has the option to Promote to Associate III (or request a Deferral).

Associate Rank

Step	Years @ Step
I	2
II	2
III	2
IV	3
V	3

<overlapping steps>

<overlapping steps>

After the indicated years at step, Associate III becomes eligible to Promote to Full Rank I (or Merit to Associate IV).

After the indicated years at step, Associate IV becomes eligible to Promote to Full Rank II (or Merit to Associate V).

After the indicated years at step, Associate V has the option to Promote to Full Rank III (or request a Deferral).

Full Rank

Step	Years @ Step
I	3
II	3
III	3
IV	3
V	*
VI	*
VII	*
VIII	*
IX	*

* Normal years at step for Step V-IX is 3 years. In the absence of a merit review, Step V or above shall have a performance review at least once every five years (aka 5-Year Review).

Advancement from Step V to Step VI shall follow promotion procedures.

bargaining contract: ARTICLE 21 --- PROFESSIONAL RESEARCH SERIES

https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ra/docs/ra_2019-2022_21_professional-research-series.pdf