

Normal Progression Chart Cooperative Extension ADVISOR

Assistant Rank

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

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).

<overlapping steps>

<overlapping steps>

Associate Rank

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

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).

<overlapping steps>

<overlapping steps>

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.