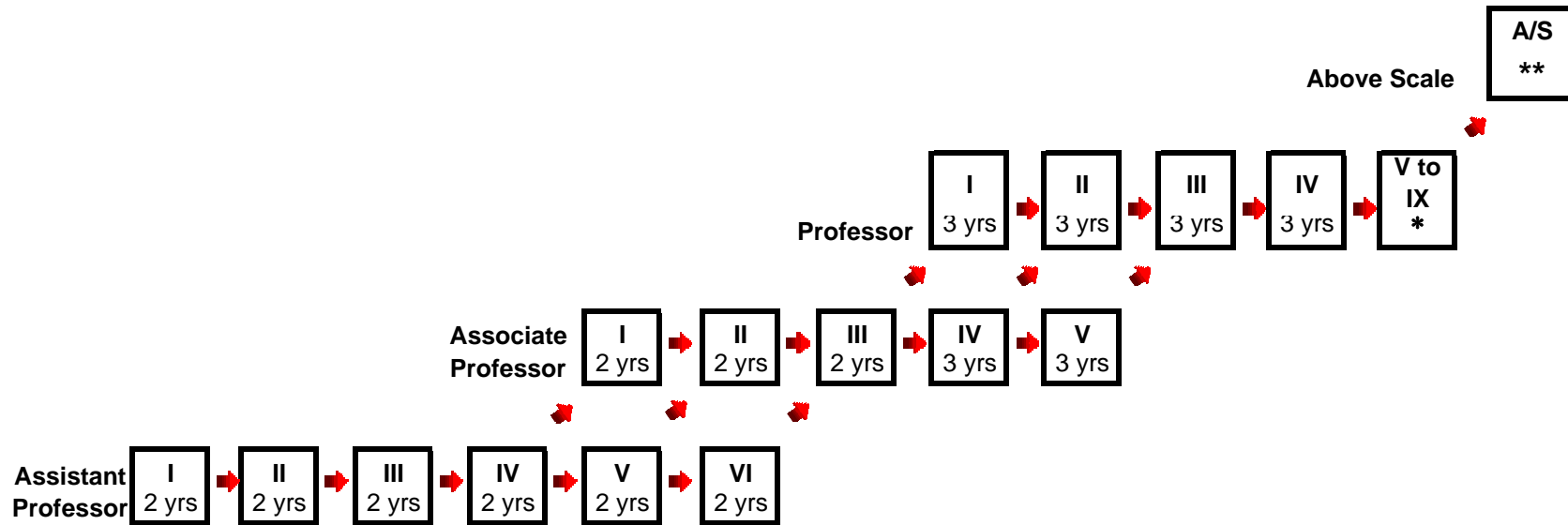
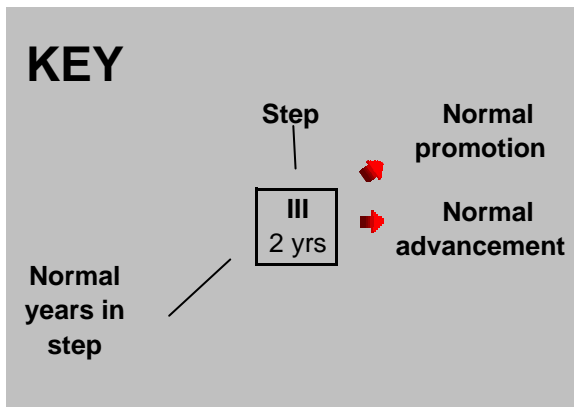


# Normal Paths of Progression On the Academic Ladder



- \* Service in steps V through XIII is of indefinite duration; there are no "normal" years in step, but minimum time at step is 3 years
- \*\* Service at Step IX and within A/S status is of indefinite duration: there are no "normal" years in step, but minimum time at "step" is 4 years



**NOTE:** Mid-Career Appraisals are conducted in the 7th Semester

Final Appraisals are conducted in the 11th Semester