Normal Paths of Progression On the Academic Ladder

**KEY**

- **Step**
- **Normal promotion**
- **Normal years in step**
- **Normal advancement**

**Assistant Professor**
- I 2 yrs
- II 2 yrs
- III 2 yrs
- IV 2 yrs
- V 2 yrs
- VI 2 yrs

**Associate Professor**
- I 2 yrs
- II 2 yrs
- III 2 yrs
- IV 3 yrs
- V 3 yrs

**Professor**
- I 3 yrs
- II 3 yrs
- III 3 yrs
- IV 3 yrs
- V to IX *

* 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