

Normal Progression Chart

Specialist [aka: Research Specialist / non-CE Specialist]

Junior Specialist	
Step	Years @ Step
I	1
II	1

*Junior Specialists **do not** undergo merit review.*

Junior Specialists are normally appointed for a term not to exceed one year, and may be reappointed for a maximum of one second full year. An additional reappointment for up to a third full year may be requested by a PI and is subject to review and approval by the relevant/appropriate designee. No Junior Specialist will be appointed at this rank for more than three (3) years.

Assistant Rank	
Step	Years @ Step
I	2
II	2
III	2

Associate Rank	
Step	Years @ Step
I	2
II	2
III	2
IV	2

Full Rank	
Step	Years @ Step
I	3
II	3
III	3
IV	3
V	3
VI	3
VII	3
VIII	3
IX	at least 4 yrs

bargaining contract: ARTICLE 26 --- SPECIALIST SERIES

https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ra/docs/ra_2019-2022_26_specialist-series.pdf