

**COUNCIL ON ACADEMIC PERSONNEL (CAP)
FREQUENTLY ASKED QUESTIONS (FAQS)**

Revised November 1, 2008

5. How does CAP weigh teaching?

Good teaching is essential for any advancement, and can be the deciding factor in an acceleration. CAP gives more weight to courses for which evaluations are provided (except for the College of Health Sciences). Bad teaching can sink an otherwise adequate case for a merit increase. It cannot be the sole basis for advancement; CAP is obliged to consider the four areas enumerated in question #1 above. The University of California is a research university, and its professors are given released time in order to carry on vigorous research programs; its faculty cannot be advanced on the basis of teaching alone. CAP also considers supervision of graduate students to completion of their degrees and their subsequent placement as evidence of teaching effectiveness.

At UCI a professor may provide a "Teaching Portfolio" as part of the materials for review. Information about these is available from the Instructional Resources Center. CAP does not require a Teaching Portfolio, but does require careful evaluation by the department of a candidate's teaching, according to guidelines spelled out in the **Academic Personnel Manual**.