

**COUNCIL ON ACADEMIC PERSONNEL (CAP)**  
**FREQUENTLY ASKED QUESTIONS (FAQS)**  
Revised November 1, 2008

**7. Why does CAP trouble to review initial assistant professor appointments?**

CAP reviews initial assistant professor appointments to ensure equity across the campus with regard to the appropriate step at which a faculty member is hired. CAP also considers the candidate's potential for a distinguished career in independent research and creative activity. CAP rarely recommends against initial appointments, although it may recommend a higher or lower step.