

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

8. What is CAP's view of proposals for the initial appointment of a recent Ph.D. at a level above assistant professor, step I?

Practice from school to school varies. CAP attempts to recommend the proper step based on the criteria laid out in the APM and on achieving equity across campus. In some disciplines, time as a postdoctoral researcher and publication of independent research often occur before the initial assistant professor appointment. This and other professional qualifications can justify appointment beyond step I. But CAP is reluctant to recommend a step beyond step I for a candidate who has just completed a Ph.D. and who has no publications, formal post-secondary teaching, or other professional qualifications.