

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

Revised November 1, 2008

22. How can a professor exclude others (department members, chair, dean, members of CAP, extramural referees) from participation in a review?

Although a professor has no absolute right to exclude anyone who would normally participate in the review, the professor may give notice in writing of her or his concerns, which are often honored. Reviewers at all levels will in any case be aware of any potential prejudice and will take the notice into consideration. Explanation of the grounds for suspected prejudice might be helpful to reviewers. The complex and multi-tiered nature of the UC review system goes as far as is practical toward obviating the effects of prejudicial reviews or actions. Sometimes a person who is presumed to be prejudiced against a candidate in fact turns out to be a strong supporter and vice versa.