

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

Revised November 1, 2008

26. Why do we preserve the cumbersome "tentative decision" process?

To protect the faculty. Sometimes files are unwittingly imperfect. The EVCP's tentative decision, when it differs from that of prior levels of review, affords the department an opportunity to clarify matters, to correct mistakes, or to emphasize overlooked aspects of a case. The tentative decision is sometimes reversed in the review of the response to the tentative decision.

The EVCP's tentative decision takes into account recommendations from all previous levels of review, including that of CAP and the *ad hoc* committee (if there is one); it usually, but not always, agrees with CAP's recommendation. While the comments in the tentative decision letter are generally assumed to be those of CAP, they are in fact a selection or conflation from all levels of review (the department, chair, dean, external referees, CAP, *ad hoc* committees, and the EVCP).

UCI is one of the few, if not the sole, campus in which CAP provides this step before a final decision.