

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

**29. How can CAP make personnel recommendations about professors whose work the members of CAP cannot understand?**

CAP relies on the department's presentation of a candidate's work. For major actions CAP depends as well on the reports of extramural reviewers, and can call upon the advice of an *ad hoc* committee or request that the department provide more extramural letters. A dossier usually includes evidence of the professor's standing in the profession.

In short, CAP must rely on the judgments of others, and on its own experience of the career profiles of professors in similar disciplines. Service on CAP is for three years; each member will have reviewed over 1,000 cases from ten different schools by the end of his or her term.