

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

36. How can non-UC referees be expected to understand our step system?

They cannot entirely, but some steps (tenure, full professor) are widely understood in this country. Those referees who provide full and cogent analyses of the candidate's work, and specific comparisons with a candidate's peers, are most helpful.