

**THE GRADUATE CENTER
THE CITY UNIVERSITY OF NEW YORK
PROGRAM POLICIES REGARDING APPOINTMENT TO THE DOCTORAL FACULTY
SURVEY RESULTS SUMMARY**

1. How are nominations for appointment to the doctoral faculty solicited? (check all that apply)

N	Percent	
5	16.7%	Memo to members of the doctoral faculty
13	43.3%	Memo to chairs of college departments
13	43.3%	Other(please specify)
10	33.3%	No such solicitation takes place

Total Responses = 30

2. Who nominates faculty for appointment to the doctoral faculty? (check all that apply)

N	Percent	
21	70.0%	Self-nomination
22	73.3%	Nomination by member of doctoral faculty
17	56.7%	Nomination by department chairs
17	56.7%	Nomination by Faculty Membership Committee
7	23.3%	Other (please specify)

Total Responses = 30

3. Who votes on the nomination for appointment to the doctoral faculty?

N	Percent	
19	63.3%	Faculty Membership Committee
22	73.3%	Executive Committee
2	6.7%	Existing doctoral faculty
2	6.7%	Other (please specify)

Total Responses = 30

4. What are the criteria for appointment to the doctoral faculty? (check all that apply)

N	Percent	
22	73.3%	Teaching need
16	53.3%	Desire on part of faculty member to participate in the program
16	53.3%	Need for faculty to serve on dissertation committees
20	66.7%	Need for faculty with particular research expertise
28	93.3%	Outstanding research record or other professional accomplishments
6	20.0%	Other (please specify)

Total Responses = 30

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5. Is there a limit on the number of members of the doctoral faculty?

N	Percent	
3	10.0%	Yes
27	90.0%	No

Total Responses = 30

6. Thinking about the past two years, estimate the percentage of doctoral faculty who have done at least one of the following: teach doctoral courses, serve on dissertation committees, supervise the research of doctoral students, serve on program or GC committees?

100 % (Art History, Classics, English, French, Physics, Social Welfare), 95% (Anthropology), 90-95% (Philosophy), 90% (Chemistry, Criminal Justice, Political Science, Theatre), 80-90% (Engineering), 85% (Comp. Lit.), \	73% (Biochemistry), 70% (Business, Sociology), 65% (Educational Psychology), 60% (Linguistics, Mathematics), 50% (Earth & Env. Sci.), 25% (Economics), 20% (Computer Science, Urban Education), 15% (History)
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7. Does your program have a systematic review of the composition of the doctoral faculty?

N	Percent	
11	36.7%	Yes
19	63.3%	No

Total Responses = 30

8. If yes, how often?

1. [Anthropology] Every 3 years	6. [French] the evaluation of productivity is once a year. The review of composition and needs is at least once a semester. Student evaluations are every semester in every course.
2. [Biochemistry] Once a year in the spring	7. [History] No set schedule. Done very occasionally.
3. [Biology] annually, with more intensive review at 5 year intervals.	8. [Psychology] Every 3 years
4. [Comparative Literature] Once a year	9. [Urban Education] Constantly
5. [Engineering] Once a year	

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9. Are faculty members removed from the doctoral faculty for reasons other than resignation, retirement, or death?

N	Percent	
8	26.7%	Yes
22	73.3%	No

Total Responses = 30

10. If yes, what are the reasons for removal?

1. **[Anthropology]** Non-participation
2. **[Biology]** A member may be removed on the recommendation of the appropriate Advisory Committee, but only after the member has been given one year's prior notice of intention to remove.
3. **[Comparative Literature]** Inappropriate classroom conduct, lack of student interest (one faculty has been removed for each of these reasons).
4. **[Educational Psychology]** Non-Participation, Does not fit with present focus, Course offerings.
5. **[Social Welfare]** Fails to attend meetings and/or serve on dissertation committees.
6. **[Psychology]** Non-participation, Non-publication

11. If yes, who initiates the removal? (check all that apply)

N	Percent	
6	60.0%	Executive Officer
6	60.0%	Faculty Membership Committee
6	60.0%	Executive Committee
0	0.0%	Other faculty member
0	0.0%	Other (please specify)

Total Responses = 10

12. If yes, who votes to remove the faculty member? (check all that apply)

N	Percent	
6	54.5%	Faculty Membership Committee
11	100.0%	Executive Committee
0	0.0%	Other (specify)

Total Responses = 11