

Faculty Senate Minutes #284

John Jay College of Criminal Justice

Thursday, November 3, 2005

3:15 PM

Room 630 T

Present (25): Teresa Booker, Marvie Brooks, Orlanda Brugnola, James Cauthen, Francisco Chapman-Veloz, Roddrick Colvin, Edward Davenport, Virginia Diaz, Janice Dunham, DeeDee Falkenbach, Robert Fox, Amy Green, Betsy Hegeman, Karen Kaplowitz, Tom Litwack, James Malone, Evan Mandery, Dagoberto Orrantia, Valli Rajah, Rick Richardson, Raul Romero, Francis Sheehan, Thalia Vrachopoulos, Robin Whitney, Susan Will

Absent (12): Danette Brickman, Robert DeLucia, Greg Donaldson, P. J. Gibson, Yi He, Ann Huse, Ping Ji, Roderick MacGregor, Mary Ann McClure, Edward Paulino, Nicholas Petraco, Shonna Trinch

Agenda

1. Approval of Minutes #283 of the October 19, 2005, meeting
2. Election of faculty to Faculty Senate and College Committees
3. Ratification of change of status from Alternate UFS Delegate to full UFS Delegate
4. Update on the budget issues: Senators Tom Litwack, Francis Sheehan, Karen Kaplowitz
5. Discussion and vote on the proposed plan for expenditure of the Graduate Investment monies
6. Discussion about the June 2005 commencement ceremony: Senator Teresa Booker
7. Report on the upcoming EPA Audit of JJ: VP Francis Sheehan
8. Discussion of the results of the UFS Faculty Experience Survey
9. Discussion of the agenda of the November 10 meeting of the College Council

1. Approval of Minutes #283 of the October 19, 2005, meeting

By a motion made and carried, Minutes #283 of the October 19 meeting were approved.

2. Election of faculty to Faculty Senate and College Committees [Attachment A]

The slates for Faculty Senate representatives to College committees and for Faculty Senate committees were presented to the Senate. Slates were ratified and contested elections were decided by secret, written ballots [Attachment A].

3. Ratification of change of status from Alternate UFS Delegate to full UFS Delegate

A motion ratifying the change in status of Professor Angela Crossman (Forensic Psychology) from UFS Alternate Delegate to UFS Delegate was adopted by unanimous vote. The Delegate seat became vacant when Professor Tom Kucharski (Forensic Psychology) resigned his seat last month. Alternate Delegates Ned Benton and Anthony Carpi expressed their preference to continue in their current positions whereas Professor Crossman expressed her willingness to take on the responsibilities of a full Delegate.

4. Update on the budget issues: Senators Tom Litwack, Francis Sheehan, Karen Kaplowitz [Attachment B]

The John Jay Budget Compact proposal [Attachment B] was amended in response to the Faculty Senate's October 21 Resolution and as a result of discussions on Friday, October 21, between the College administration and Professors Ned Benton, Tom Litwack, Francis Sheehan, and Karen Kaplowitz.

The Faculty Senate Fiscal Advisory Committee was charged with recommending to the Senate as soon as practicable a strategy or strategies that the Senate shall consider with regard to communicating with the CUNY Central Administration about John Jay's continued inequitable and severe underfunding.

5. Discussion and vote on the proposed plan for the expenditure of the Graduate Investment monies [Attachment C]

A proposal for the expenditure of monies derived from the tuition increase for graduate students as outlined in the College's Graduate Investment proposal was presented for the Senate's comment and endorsement [Attachment C].

President Kaplowitz introduced the issue of John Jay's plan for spending its share of monies from graduate student tuition. Senator Susan Will asked about the proposal to hire assistant professors at \$54,000 a year, which is a much lower salary than is appropriate to fill positions for faculty who will be teaching students in the graduate program.

Senator Tom Litwack explained that the College is undoubtedly planning to subsidize the lines, so that appropriate hires can be made. President Kaplowitz concurred, saying that is her understanding.

Senator Will said she does not approve of such a plan because a plan to pay parts of a faculty member's salary from various sources would diminish transparency in budget and hiring. President Kaplowitz said this is how expenditures are made, that at CUNY faculty (and other) lines are no longer allocated to colleges but rather dollars are allocated by CUNY to each college, which has to then determine how to spend those dollars, such as for faculty hires. She added that the Senate has identified the hiring of more full-time tenure-track faculty as a top priority and this approach is a good way to make such hires. Senator Litwack agreed.

The draft plan for the spending of funds allocated by 80th Street from graduate tuition was approved with recommended changes in language. [These proposed changes in language were incorporated in the document sent to 80th Street.]

6. Discussion about the June 2005 Commencement ceremony and the John Jay homepage depiction of that ceremony: Senator Teresa Booker

Senator Teresa Booker said that the June commencement was her first at John Jay and that she had been dismayed by the ceremony. She spoke about her surprise that so many people had left commencement while the ceremony was still in progress, including the graduates themselves. She also decried the photograph on the John Jay website which showed students in their caps and gowns talking on their cell phones with empty seats all around them. Senator Booker said that she was embarrassed by the behavior of the students both at graduation and by those who left early. The Senate members concurred. President Kaplowitz said she would convey these concerns to Vice President Tova Friedler, who is responsible for planning commencement.

Senator Janice Dunham said she has heard some talk that we are having a convocation but she does not know whether this is true or not. President Kaplowitz said that a convocation is scheduled for December 7th at which time Joan Wallach Scott will be receiving the honorary degree that she was unable to receive in June because the date of commencement had been changed at the last moment when Madison Square Garden bumped us for a higher-paying client. The Senate members reported that they, too, had not known about a convocation.

Senator James Malone said these events used to be handled by a Ceremonial Occasions Committee which perhaps ought to be in charge of these matters. But planning for a better commencement needs to start now and not in May, he added. President Kaplowitz said she would transmit the Senate's concerns and convey the fact that faculty do not have knowledge about next month's convocation and do not have information about renting academic attire for the academic procession.

Senator Robert Fox said the best way to handle this issue would be to make it a College Council issue instead of making it a Senate issue only. Senator Booker agreed and the Senate adopted a motion directing the President of the Senate to place on the agenda of the December meeting of the College Council a request that a report be given on plans by the Committee on Ceremonial Occasions and other relevant parties with regard to June commencement.

7. Report on the upcoming Environmental Protection Agency (EPA) Audit of the College and the issue of privacy of faculty offices and work spaces: Vice President Francis Sheehan

Vice President Francis Sheehan reported that the College administration had planned to search our offices, cabinets, and desks in advance of an environmental audit by the Environmental Protection Agency (EPA), an audit which is being conducted of every CUNY college. Vice President Sheehan said the leadership of the Senate and of the Chairs and of the PSC Executive Board raised objections based on privacy issues and issues of confidentiality agreements, but he reminded the Senate that our attempt to establish a privacy policy at the College was stopped last

year by the University and, therefore, we do not have any privacy protection. He said his understanding is that the administrators involved had already asked department heads for keys to faculty and other offices to begin spot checks. Vice President Sheehan added that he and the Senate's Committee on Security are trying to help inform everyone as to what materials we are required to get rid of, such as old, unused computers, and the methods for getting rid of these materials.

Senator James Cauthen said he has an old computer in his office which he has not been able to get rid of, despite many attempts to do so, adding that the process for doing this is too complex and doesn't work. He added that if the College wants us to be safe and in compliance with EPA regulations, the College must provide a simple procedure for getting rid of hazardous materials. Senator Virginia Diaz said she had had to dispose of an old computer and it took her a month. Vice President Sheehan said it had taken him a year. Senator Amy Green said it had taken her a year and a half.

Vice President Sheehan said this issue is serious because the EPA can fine us millions of dollars for violations. He added that he believes the administration has backed off, for the moment, from its plans to search offices without our permission as a result of both the strong objections of the faculty leaders and the commitment of the faculty leadership to work with the administrators on this CUNY mandate.

8. Discussion of the results of the University Faculty Senate Faculty Experience Survey [Attachment D]

President Kaplowitz explained that in April 2005 the University Faculty Senate (UFS) sent all full-time CUNY faculty an anonymous Faculty Experience Survey. The survey questions were drawn from a national faculty survey instrument, the National Survey of Postsecondary Faculty, which has been conducted every three years since about 1987 and is available online at <http://www.nces.ed.gov/> and, thus, there is a national baseline to which we can compare CUNY as a whole as well as each CUNY college. The survey results have just been tabulated and released [Attachment D].

The CUNY survey was designed by a UFS Committee: Professors Susan O'Malley (KCC and UFS Chair); Karen Kaplowitz (UFS Vice Chair); Alfred Levine (Staten Island); Dean Savage (Queens); and Ken Sherrill (Hunter). Professors Savage and Sherrill are experts on the design of survey instruments. CUNY Dean for Institutional Research David Crook worked with this faculty group on the survey instrument.

Professor Ned Benton has generously translated the tables into graphs for John Jay's Faculty Senate [Attachment D]. He is still working on this labor intensive project and for this reason not all the tables are accompanied by graphs. She added that the UFS plans to send the survey to CUNY faculty every two years, which means the next survey would be sent in April 2007.

Referring to Table 38, which shows that 76% of John Jay faculty who responded said that, in general, they are satisfied or very satisfied with their teaching position at CUNY, President Kaplowitz said this measure shows that John Jay faculty are not malcontents and yet the survey results also reveal that the level of John Jay faculty satisfaction is extremely low in many areas and

is, in fact, at or near the bottom of all 19 campuses in many categories. She said the Senate's Executive Committee recommends that copies of these tables and graphs be sent to the College administration.

Senator Tom Litwack said he believes the cause of our low faculty satisfaction scores is attributable to the terrible underfunding of the College by the University and is not because of actions by the College administration. He added that the situation is only getting worse in terms of our budget and proposed enrollment increases. He said it is time for us to take more assertive action and he proposed that we make our case directly to the CUNY Board of Trustees. Senator Amy Green suggested we invite Chancellor Goldstein back to meet with the Senate and tell him that things are even worse than the last time he met with the Faculty Senate, in April 2004, when he made many promises to us.

In response to a comment by a Senator that it is likely that the Chancellor would respond by citing his proposed Budget Compact, Senator Litwack said we have been at this budget struggle for twelve years and, in his opinion, there would not be a Budget Compact proposal if it weren't for the fact that the John Jay faculty have been consistently and informatively arguing for more equitable funding, and so although he does not feel that nothing has been accomplished, the proposed Budget Compact, even if it were fully funded by the Legislature and the Governor, is not nearly good enough.

President Kaplowitz said that she agrees, of course, that our John Jay's budget situation is terrible but said that it is noteworthy that the faculty at the best funded college, City College, are among the least satisfied faculty of all the 19 campuses. She noted that the City College faculty ratings are at or close to the bottom in almost all categories, adding that she does not think there is necessarily a causal relationship between funding and faculty satisfaction at either John Jay or City.

She noted that our faculty are very dissatisfied with the level of respect the administration shows them: only 43% are satisfied or very satisfied with the respect shown them by administrators compared to 83% at LaGuardia Community College [Table 33]; she added that the City College faculty are the least satisfied of the faculty of the 19 campuses with the respect shown them by their administrators. Similarly, John Jay faculty score near the bottom of the 19 campuses in terms of satisfaction with the support by the administration for faculty decisions on academic integrity, that is, decisions on cheating, plagiarism, and grades [Table 32]; the faculty at 16 campuses are more satisfied than John Jay's and City College faculty are even less satisfied than John Jay faculty. She said that she does not consider this a funding issue.

On the other hand, President Kaplowitz noted, John Jay faculty are very pleased with the collegiality of faculty here, with 84% rating themselves very satisfied or satisfied; the faculty at only two other colleges reported a higher satisfaction rating [Table 31], which she said is another measure not related to a college's funding.

President Kaplowitz said she finds it particularly important that John Jay faculty are the least satisfied of any faculty in CUNY – except for the Graduate Center faculty for whom this question is not relevant for the purposes of the survey – with the engagement of undergraduate students. Only 33% of John Jay faculty are satisfied or very satisfied with the engagement of our undergraduates [Table 22]. She added that this is one of the categories in which City's faculty are more satisfied than John Jay faculty.

Senator Amy Green said she thinks our colleagues' comparative satisfaction with access to information about the budget [Table 29] and with access to information about University matters [Table 30] is largely because the Faculty Senate so assiduously and effectively makes this information available to our colleagues.

With regard to the funding issue, President Kaplowitz proposed that John Jay faculty testify on November 21 at the annual CUNY Board of Trustees budget hearing about the Chancellor's proposed Budget Compact. Senator Litwack called that an excellent idea and suggested that those who sign up should testify that the Chancellor's Compact Budget proposal is a good proposal and should be approved by the Board of Trustees but that it is not nearly good enough. He said that those who testify should provide data to demonstrate why it is not nearly good enough.

By a unanimous vote, the Senate directed the President of the Senate to transmit copies of the UFS Survey tables and graphs available to date to President Travis and to the other John Jay senior administrators as well.

9. Discussion of the agenda of the November 10 meeting of the College Council

The agenda for the meeting not having been received, no discussion could take place.

By a motion duly made and carried, the meeting was adjourned at 5 pm.

Respectfully submitted,

Edward Davenport
Recording Secretary

&

James Cauthen
Associate Recording Secretary

&

Virginia Diaz
Senator

The Faculty Senate elected faculty to College and to Faculty Senate committees as follows:

College Committees

4 positions: ADA/504 (Americans With Disabilities Act) Committee

Marvie Brooks – Library
Orlanda Brugnola – AMP
Rodrick Colvin – Public Management
Francis Sheehan – Forensic Science

4 positions: College Advisory Committee on Security

Teresa Booker – African-American Studies
Marvie Brooks – Library
Gail Garfield – Sociology
Francis Sheehan – Forensic Science

1 Faculty Senate representative: College-wide Emergency Response Team

Elizabeth Hegeman – Anthropology

1 Faculty Senate representative: Honors Program Task Force

Evan Mandery – Law, Police Science, CJ Adm

4 positions: Strategic Enrollment Management Committee

Ned Benton – Public Management
Karen Kaplowitz – English
Tom Litwack – Psychology
Richard Lovely – Sociology

3 positions: Curriculum Architecture Committee

Ned Benton – Public Management
Kathy Killoran – Library
Karen Kaplowitz – English

6 positions: Cultural Pluralism and Diversity Committee of the College Council

Luis Barrios – Puerto Rican/Latin American Studies
Dara Byrne – Speech, Theater, Media Studies
Daniel Pinello – Government
Chitra Raghavan – Forensic Psychology
Raul Romero – Foreign Languages & Literature
Sung Ha Suh – Counseling & Student Life

Faculty Senate Committees

Adjunct Issues Committee

Rick Richardson – Sociology

Fiscal Advisory Committee

Tom Litwack – Psychology (Chair)

Karen Kaplowitz – English

Francis Sheehan – Forensic Science

Technology Committee

Bonnie Nelson – Library (Co-Chair)

Lou Guinta – Communication Skills (Co-Chair)

Anthony Carpi – Science

Douglas Salane – Mathematics

Robert Hong – Public Management

Katherine Killoran – Library

Richard Lovely – Sociology

Keith Markus – Forensic Psych

Peter Moskos – Law, PS, CJA

Alexander Schlutz – English

Peter Shenkin – Mathematics

Maggie Smith – Law, PS, CJA

Liliana Soto-Fernandez – Foreign Languages & Lit

Concerns of Untenured Faculty Committee

Desmond Arias (Chair)

Committee on Security

Francis Sheehan (Chair)

Orlanda Brugnola

Marvie Brooks

Susan Will

Thalia Vrachopoulos

ATTACHMENT B

THE CITY UNIVERSITY OF NEW YORK
2006-2007 Senior College Programmatic
Budget Request- John Jay College of Criminal Justice

Programmatic Initiatives

Flagship Environment

In Fall 2005, there were over 14,000 students enrolled at John Jay College of Criminal Justice. There are 19 undergraduate majors, 6 graduate programs and 2 Ph.D. programs, (Criminal Justice and Forensic Psychology), shared jointly with The City University Graduate Center. Graduates of the College help provide the expertise and specialists within the City and State workforce in areas such as police management & leadership, crime mapping, forensic science, forensic computing, forensic psychology, fire science and disaster preparedness. Under the new leadership of President Jeremy Travis, the College is committed to achieving pre-eminence in criminal justice and its related fields and support student success.

The College recently established two new centers, the *Center on Crime Control and Prevention* and the *Center on Race, Crime and Justice*. These will complement the work of existing centers such as the *Center of Criminal Justice Ethics*, the *Center on Terrorism and Counter-Terrorism* and the *Dispute Resolution Consortium*. With assistance from the Master Plan funding the College will be able to establish a new *Center on Emergency Preparedness*. These Centers, and the recruitment of top faculty, further advance research and help shape public policy which in turn contributes to enhancing public safety and sensitivity to issues of social justice.

A. Faculty to Strengthen Flagship Programs

1. Professor (possibly Distinguished Professor) to promote research, teach and oversee the *Center on Race, Crime and Justice*.
2. Professor (possibly Distinguished Professor) to promote research, teach and to offer courses on terrorism and counter-terrorism.
3. Professor to promote research, teach and establish the Center on Emergency Preparedness.

\$323,190

B. Improve Undergraduate Education

Increasing the number of sections taught by full-time faculty is essential to the improvement of undergraduate education. Only 40% of our undergraduate sections in Spring 2005 were taught by full-time faculty. John Jay has the highest ratio of student FTE's to full time faculty among the senior colleges and the lowest percentage of full time faculty in the classroom. There is broad consensus at the College that this request reflects a strong commitment to the hiring of full-time faculty, especially in departments where the percentage of courses taught by full time faculty falls below 40%. These new faculty will play an essential role in efforts underway to improve and integrate general education and to enrich the Freshman Year Experience.

C. Faculty to Strengthen Undergraduate Education

- 4. & 5. English Composition / Assistant Professor
- 6. Literature / Assistant Professor
- 7. & 8. Philosophy/Critical Thinking / Assistant Professor
- 9. & 10. Basic Mathematics / Assistant Professor

D. Strengthen Majors

- 11. Forensic Science / Assistant Professor
- 12. & 13. Psychology / Assistant Professor
- 14. Law Professor / Assistant Professor

Sub Total \$845,010

E. Expanding Technology in Teaching

The creation of a *Center for Teaching and Learning* will facilitate the University's Master Plan to synthesize pedagogy and technology. It will build on an established tradition of the Better Teaching Seminar Series. This new academic support service will be used to accelerate faculty development in such areas as Writing Across the Curriculum, Informational Technology, Quantitative Reasoning, and Critical Thinking, all essential for the improvement of undergraduate education.

Specialist in Pedagogy & Technology (60k plus fringe benefits)

(Costs appear in Information Management System section below)

Faculty Development	
Fall, Spring, Winter and Summer Sessions	\$52,000

Flagship Environment Grand Total \$ 1,220,200

Academic Support

The skillful use of support services is essential for enhancing the College's goal of student success. Courses where students face the greatest challenge are in Mathematics and Science. The College will embark on an initiative of integrating the Mathematics and Science Lab for economies of scale and more effective tutoring and advisement. The Master Plan's emphasis on Writing Across the Curriculum requires the need to expand the capabilities of the Writing Center. The peer mentoring program for Freshmen and Sophomores and the work of the ESL Resource Center have been vital to the College's improvement in its retention and graduation

rates. The new resources will be used to strengthen supervision and training in the Peer Mentoring Program.

Math and Science Lab	\$70,000
Supplementary Instruction and Tutoring in Math and Science Courses	\$48,200
ESL Resource Center (staff person including fringe benefits)	\$66,500
Peer Mentoring Program	\$45,000
Writing Center	\$70,000
Academic Support Total	\$299,700

Student Services

John Jay College of Criminal Justice defines itself as a student centered institution. In the recent study of 12 colleges and universities that had demonstrated marked improvement in retention and graduation rates, including John Jay College of Criminal Justice, the American Association of State Colleges and Universities (AASCU) highlighted the importance of the culture of student success. John Jay College will use the additional resources to invest in student services to further foster a student centered culture student and academic excellence.

The Counseling Department has played a critical role in the improvement of retention and graduation rates but the number of Counseling faculty has not kept pace with the enrollment growth of the College. There is a need to add three more Counseling faculty.

Student Survey Data of 2002 and 2004 indicated that Freshmen and Sophomores were pleased with the College's outreach programs and those same data revealed that Transfers, Juniors, and Seniors expected more in academic advisement and in career counseling. The needs of Disabled Students have grown and there is the need to coordinate and provide a more effective delivery of tutoring services for disabled students. The infusion of resources in student services will enhance the College's capacity for institutional effectiveness.

Three New Counseling Faculty Members	\$203,490
Advisement Coordinator	\$66,500
Career Job Developer	\$53,200
Disabled Student Coordinator	\$53,200
Support for Students with Disabilities	\$34,580
Coordinator of Student Activities	\$53,200
Immunization Coordinator (Health Svc)	\$47,880
Equipment Manager (Athletics)	\$51,950

Sub-total	\$564,000
Peer Mentors Juniors and Seniors	\$20,000
Peer Mentors Transfer Students	\$20,000
Student Services Total	\$604,000

Workforce and Economic Development

John Jay College has a contract with the NY State Department of Criminal Justice Services to upgrade the workforce skills of police officers in leadership positions. Training of police executives has emerged as a serious workforce issue not just in police departments in upstate New York but throughout the nation. Under the auspices of Professional Studies, John Jay College of Criminal Justice intends to establish a Police Leadership Institute that would provide online and in person leadership training of police officers taking into consideration the changing requirements of police leadership in the new age of terrorism and disaster preparedness.

Police Leadership Institute Specialist	\$52,857
(Fringe Benefits)	\$17,443
Workforce and Economic Development Total Cost	\$70,300

Information Management Systems

Specialist in Pedagogy & Technology (Center for Teaching and Learning) **\$79,800**

Upgrading Facilities Infrastructure

The Testing Office will be expanded and their operation consolidated in one location. The office of Media Services will be relocated, consolidated and expanded to include a new screening room for faculty and students. As a result of this initiative, we will be able to renovate some of the vacated space to create additional faculty offices.

\$179,500

Total Programmatic Initiatives **\$2,453,500**

ATTACHMENT C

DRAFT

(Written by Dean James P. Levine, Provost Basil Wilson, Dr. Jannette Domingo)

November 2, 2005

To: Vice Chancellor Ernesto Malave

From:

Re: Senior College Investment Program

I write you in response to your memorandum dated October 6, 2005 requesting a plan for the expenditure of funds allocated to John Jay College to improve graduate education. This plan has been worked out in consultation with the John Jay College Committee on Graduate Studies, the John Jay College Faculty Senate, and representatives of the graduate study body.

We propose to utilize the \$266,000 allocated to John Jay College as follows:

-Four full time faculty members assigned primarily to graduate teaching (\$54,000 per faculty member)	\$216,000
-Graduate studies academic advisor/career counselor (Higher Education Officer)	\$50,000
	Total \$266,000

The hiring of four faculty members will benefit five out of the six graduate programs currently at John Jay College. The lines will be assigned to the Masters Programs in Criminal Justice, Forensic Psychology, Protection Management, and Public Administration. A fifth program, Forensic Computing, will also benefit because students in the program are required to take a number of courses in the criminal justice curriculum. Our sixth program, Forensic Science, already has new lines assigned to it and a recruitment effort is under way to fill these positions.

Adding these faculty positions will enable us to ameliorate two pressing problems. Because of the growth in graduate enrollment at John Jay College, a doubling of students in less than a decade, we are teaching more classes and relying on adjuncts extensively. The percentages of all graduate sections taught by adjuncts in recent semesters are as follows:

Fall 2003	41%
Spring 2004	41%
Fall 2004	40%
Spring 2005	48%
Fall 2005	41%

The additional four full time faculty will contribute to John Jay College's effort to come closer to the Chancellor's goal of 70 percent of courses taught by full time faculty in the graduate program. Graduate students regularly express their concerns about the availability of full time faculty and course sections. A small student services survey (n=154) conducted this semester indicated that only 41% of the graduate students surveyed agreed that the number of faculty is adequate and only 33% agreed that the number of sections of required courses is adequate.

A second problem that we will be able to redress is the rise of class size in the two foundation courses in criminal justice, our largest graduate program. Despite adding several sections to accommodate enrollment growth, the average class size of these team taught courses has been 49 over the last six semesters and some sections had nearly 60 students. This is pedagogically unsound, and new full time faculty members will help to alleviate this situation. Criminal Justice students surveyed responded strongly (70%) that the number of sections of foundation courses is inadequate and even more strongly (75%) that such classes are too large.

The second part of our proposal is to add a higher education officer to provide a combination of academic guidance, career counseling, and assistance with attaining jobs. Of those students surveyed, only 9% percent found career placement services to be adequate. The proposed higher education officer will report to the Academic Director of Graduate Studies and work closely with our faculty members who serve as graduate program directors. Our thinking is that graduate students have special needs related to career planning and job placement. Students will benefit immensely from this new graduate support service.

The additional funds provided by the Senior College Investment Program will provide immediate enhancement of graduate instruction and serve the needs of the majority of the students engaged in graduate study at John Jay. It is our intention to hire the four faculty members on tenure-track lines as of Fall 2006 and place substitutes on these lines for Spring 2006. The academic advisor/career counselor will be hired by the beginning of the Spring 2006 semester.

**University Faculty Senate FACULTY EXPERIENCE SURVEY:
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TABLE 1

**Rating of Basic Research Equipment Available for Faculty Member's Own Use,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
Baruch	46	56	26	32	2	2	27	31	100	121
CUNY Law	43	6	36	5	7	1	14	2	100	14
Lehman	38	32	39	33	1	1	22	19	100	85
Brooklyn	35	59	35	58	2	7	28	46	100	167
KBCC	35	40	19	22	9	10	37	42	100	114
Hunter	26	45	46	79	5	8	23	40	100	172
Bronx CC	26	19	28	21	15	11	31	23	100	74
QBCC	25	27	36	39	6	7	33	36	100	109
Queens	25	56	41	93	6	14	29	65	100	228
CSI	25	32	37	48	7	9	32	41	100	130
LAGCC	24	24	22	22	8	8	46	46	100	100
City	24	42	49	87	3	5	25	44	100	178
York	21	16	51	38	9	7	19	14	100	75
Hostos CC	20	10	32	16	10	5	38	19	100	50
John Jay	20	23	53	63	8	9	20	23	100	118
BMCC	18	21	44	50	6	7	32	37	100	115
Grad Center	18	7	62	24	3	1	18	7	100	39
NYC Tech	13	12	45	41	13	12	29	27	100	92
Medgar Evers	8	3	54	21	18	7	21	8	100	39
Total	26	530	39	792	6	128	28	570	100	2020

**Basic Research Equipment for Faculty Member's Own Use,
Excellent or Good / Don't Know**

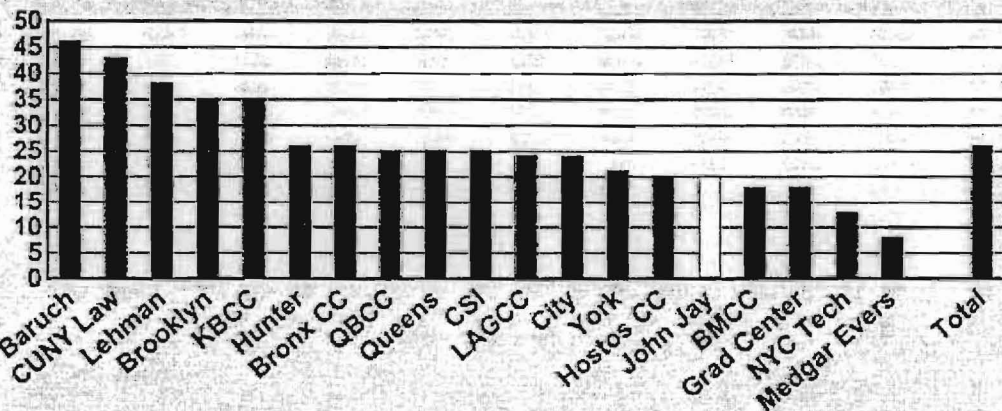


TABLE 2

**Rating of Availability of Teaching Assistants for Faculty Member's Use,
Full-time Faculty, By College, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
CUNY Law	39	5	31	4	15	2	15	2	100	13
LAGCC	14	14	13	13	45	45	29	29	100	101
Baruch	13	16	41	50	24	29	24	27	100	122
City	12	22	40	73	35	64	12	22	100	181
Brooklyn	10	17	24	41	41	69	25	43	100	170
Hunter	10	18	32	56	44	77	13	23	100	174
Bronx CC	9	7	20	15	41	31	29	22	100	75
CSI	8	10	22	28	45	58	26	33	100	129
Grad Center	7	3	20	8	37	15	37	15	100	41
John Jay	7	8	26	31	52	61	15	18	100	118
KBCC	7	8	11	13	42	49	40	46	100	116
Lehman	7	6	15	13	55	47	23	20	100	86
Queens	7	16	25	57	45	103	23	52	100	228
BMCC	6	7	27	31	44	51	24	28	100	117
Medgar Evers	5	2	28	12	54	23	14	6	100	43
QBCC	5	6	13	15	48	54	33	37	100	112
Hostos CC	4	2	19	10	43	23	34	18	100	53
York	3	2	20	15	49	37	28	21	100	75
NYC Tech	2	2	20	19	60	56	17	16	100	93
Total	8	171	25	504	44	894	23	478	100	2047

TABLE 3

**Table 5 -- Rating of Availability of Research Assistants for Faculty Member's Use,
Full-time Faculty, By College, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
CUNY Law	29	4	57	8	14	2	0	0	100	14
Grad Center	21	9	50	21	17	7	12	5	100	42
Baruch	15	19	45	56	24	30	15	19	100	124
Hunter	9	16	32	55	44	76	15	26	100	173
Brooklyn	8	13	26	43	36	59	31	51	100	166
City	8	14	41	74	33	60	18	33	100	181
York	8	6	21	16	44	33	27	20	100	75
John Jay	6	7	36	42	41	48	16	19	100	116
LAGCC	6	6	13	13	41	41	40	40	100	100
Queens	6	13	27	61	40	91	27	61	100	226
Bronx CC	5	4	15	11	43	32	37	27	100	74
BMCC	4	4	24	27	41	47	32	37	100	115
Hostos CC	4	2	19	10	42	22	36	19	100	53
QBCC	4	4	14	15	48	53	35	38	100	110
Lehman	3	4	21	18	46	39	29	24	100	84
CSI	2	3	32	41	39	50	27	34	100	128
KBCC	2	2	9	10	40	46	49	56	100	114
Medgar Evers	2	1	26	11	54	23	19	8	100	43
NYC Tech	0	0	18	17	60	56	22	20	100	93
Total	6	130	27	549	40	815	26	537	100	2031

TABLE 4

**Rating of PCs & Local Networks Available for Faculty Member's Own Use
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
LAGCC	90	92	10	10	0	0	0	0	100	102
Baruch	86	107	14	18	0	0	0	0	100	125
KBCC	83	96	14	16	1	1	3	3	100	116
BMCC	73	86	25	30	0	0	2	2	100	118
QBCC	68	76	31	35	0	0	1	1	100	112
Bronx CC	65	49	32	24	3	2	0	0	100	75
Hostos CC	63	34	37	20	0	0	0	0	100	54
John Jay	62	73	37	43	0	0	1	1	100	117
Queens	60	138	34	79	1	3	5	11	100	231
CSI	58	76	41	53	0	0	2	2	100	76
CUNY Law	57	8	43	6	0	0	0	0	100	14
Hunter	57	101	42	73	0	0	1	2	100	176
City	55	100	43	79	1	1	1	2	100	182
Medgar Evers	54	23	44	19	2	1	0	0	100	43
Brooklyn	52	87	46	77	1	2	2	3	100	169
NYC Tech	51	49	49	47	0	0	0	0	100	96
Lehman	50	43	47	40	2	2	1	1	100	86
York	47	36	49	37	1	1	3	2	100	76
Grad Center	29	12	67	28	5	2	0	0	100	54
Total	62	1286	36	734	1	15	2	30	100	2065

PCs & Local Networks for Faculty Member's Own Use
Excellent or Good / Don't Know

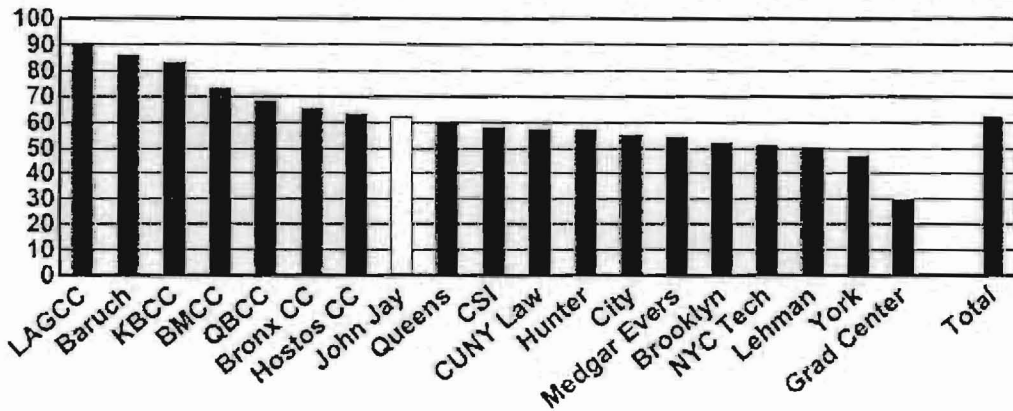


TABLE 5

**Rating of Instructional Computer Labs Available for Faculty Member's Own Use,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
LAGCC	80	81	16	16	1	1	3	3	100	101
QBCC	64	72	25	28	1	1	10	11	100	112
KBCC	61	70	22	25	1	1	17	19	100	115
CSI	60	78	21	27	5	6	15	19	100	130
Baruch	59	73	22	27	0	0	19	24	100	124
Bronx CC	56	42	39	29	0	0	5	4	100	75
Hostos CC	52	28	39	16	1	1	7	4	100	54
Brooklyn	51	86	31	53	2	3	16	27	100	169
BMCC	50	59	43	51	1	1	6	7	100	118
NYC Tech	50	48	44	42	1	1	5	5	100	96
Lehman	48	41	34	29	0	0	18	15	100	85
Hunter	47	83	35	62	2	4	15	27	100	176
Queens	44	100	31	72	1	3	24	55	100	230
York	40	30	51	39	3	2	7	5	100	76
John Jay	40	47	42	49	2	2	16	19	100	117
CUNY Law	39	5	46	6	0	0	15	2	100	13
City	32	57	50	90	1	1	18	32	100	180
Medgar Evers	26	11	51	22	9	4	14	6	199	43
Grad Center	21	9	38	16	2	1	38	16	100	42
Total	50	1020	34	704	2	32	15	300	100	2056

**Rating of Instructional Computer Labs Available for Faculty Member's Own Use
*Very Satisfied or Somewhat Satisfied***

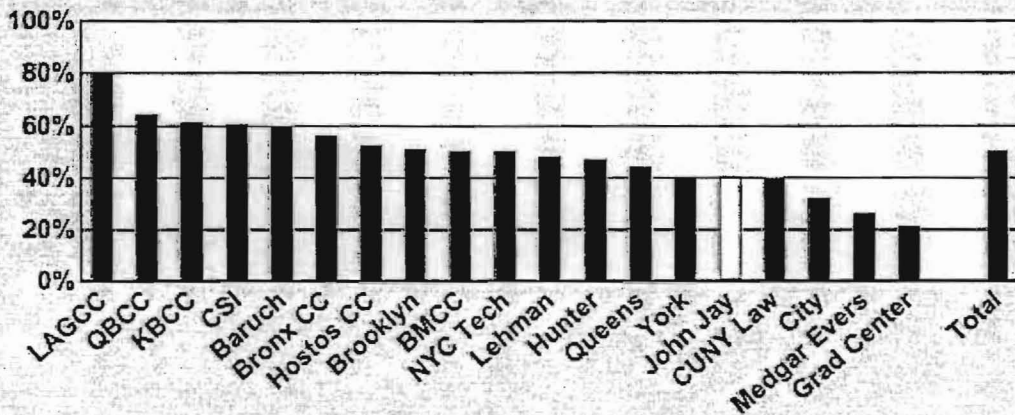


TABLE 6

Rating of Internet Connections Available for Faculty Member's Own Use,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
LAGCC	92	94	8	8	0	0	0	0	100	102
Baruch	88	111	11	14	0	0	1	1	100	126
QBCC	88	99	11	12	0	0	1	1	100	112
KBCC	82	95	16	18	0	0	3	3	100	116
Hostos CC	76	41	24	13	0	0	0	0	100	54
BMCC	75	89	23	27	0	0	2	2	100	118
CSI	74	97	24	18	0	0	4	3	100	131
Hunter	73	129	26	46	0	0	1	2	100	177
NYC Tech	72	68	28	26	0	0	0	0	100	94
York	72	53	24	18	0	0	4	3	100	74
CUNY Law	71	10	29	4	0	0	0	0	100	14
Queens	71	162	24	55	0	0	5	11	100	228
Bronx CC	70	51	29	21	1	1	0	0	100	73
City	68	122	39	54	1	1	2	3	100	180
Brooklyn	64	108	35	59	0	0	1	2	100	169
John Jay	52	61	45	53	0	0	3	3	100	117
Lehman	50	43	45	39	1	1	4	3	100	86
Medgar Evers	44	19	56	24	0	0	0	0	100	43
Grad Center	23	10	77	33	0	0	0	0	100	43
Total	71	1462	555	27	0	3	2	37	100	2057

Rating of Internet Connections Available for Faculty Member's Own Use
Very Satisfied or Somewhat Satisfied

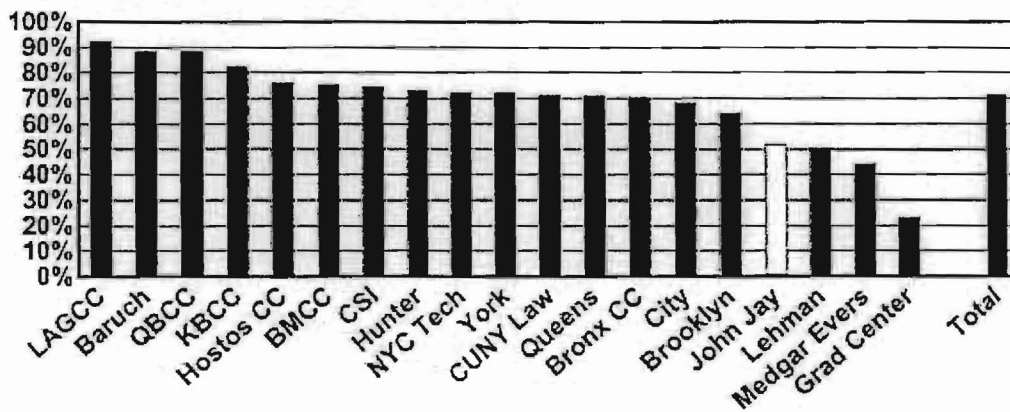


TABLE 7

**Rating of Technical Support for Computer-Related Activities,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
LAGCC	89	92	11	11	0	0	0	0	100	103
Baruch	81	101	17	21	0	0	2	3	100	125
QBCC	78	87	21	24	0	0	1	1	100	112
KBCC	65	75	27	31	0	0	8	9	100	115
Hostos CC	64	34	34	18	0	0	2	1	100	53
CSI	59	77	37	48	0	0	5	6	100	131
BMCC	58	67	41	47	0	0	2	2	100	116
CUNY Law	57	8	43	6	0	0	0	0	100	14
Brooklyn	53	89	43	73	1	2	3	5	100	169
Hunter	51	90	47	82	1	1	2	3	100	176
City	48	84	48	84	1	1	4	7	100	176
Bronx CC	47	34	49	36	0	0	4	3	100	73
NYC Tech	47	45	51	48	1	1	1	1	100	95
Queens	45	101	48	109	0	1	6	14	100	225
Lehman	42	36	52	45	1	1	5	4	100	86
Medgar Evers	40	17	61	26	0	0	0	0	100	43
York	40	30	54	41	1	1	5	4	100	76
John Jay	38	44	56	65	0	0	6	7	100	116
Grad Center	17	7	79	33	0	0	5	2	100	42
Total	55	1118	41	848	0	8	4	72	100	2046

Rating of Technical Support for Computer-Related Activities
Very Satisfied or Somewhat Satisfied

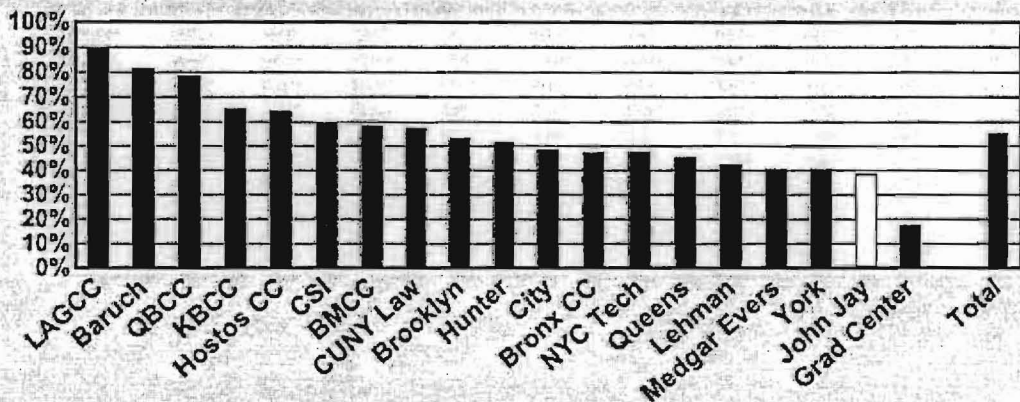


TABLE 8

**Rating of Classroom Space Available for Faculty Member's Own Use,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
Baruch	60	76	38	48	0	0	2	2	100	126
Grad Center	44	19	51	22	2	1	2	1	100	43
Queens	43	99	56	129	0	0	2	2	100	230
KBCC	39	45	60	69	0	0	2	2	100	116
QBCC	39	44	58	65	0	0	3	3	100	112
Lehman	38	33	62	53	0	0	0	0	100	86
CSI	35	46	61	80	0	0	4	5	100	131
Brooklyn	32	54	66	113	0	0	2	4	100	171
York	30	23	67	51	0	0	3	2	100	76
LAGCC	29	30	71	73	0	0	0	0	100	103
Hunter	24	42	75	132	0	0	1	2	100	176
BMCC	23	27	77	91	0	0	1	1	100	119
Hostos CC	21	11	79	41	0	0	0	0	100	52
NYC Tech	21	20	76	73	0	0	3	3	100	96
City	18	33	81	148	1	1	0	0	100	182
John Jay	17	19	82	94	0	0	2	2	100	115
Bronx CC	15	11	82	60	0	0	3	2	100	73
CUNY Law	14	2	86	12	0	0	0	0	100	14
Medgar Evers	10	4	88	36	2	1	0	0	100	41
Total	31	638	67	1390	0	2	2	31	100	2062

**Rating of Classroom Space Available for Faculty Member's Own Use
*Very Satisfied or Somewhat Satisfied***

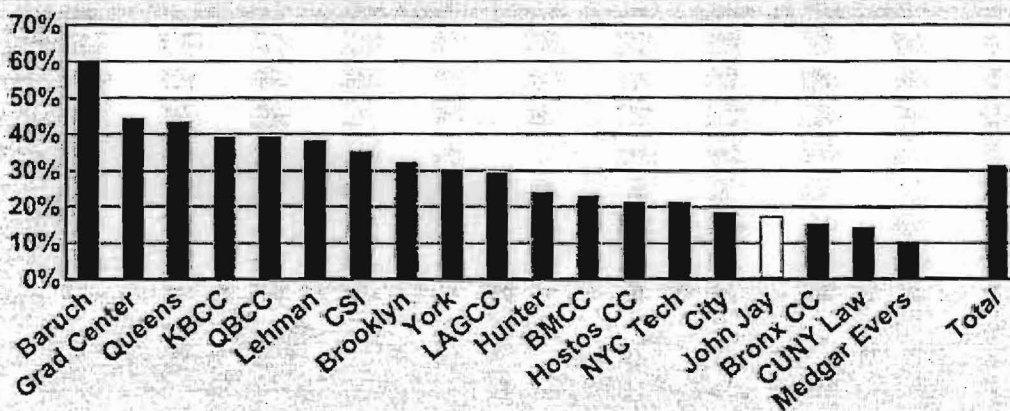


TABLE 9

**Rating of Office Space Available for Faculty Member's Own Use,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
Baruch	75	95	22	28	0	0	2	3	100	126
CSI	66	86	32	42	1	1	1	1	100	130
Queens	65	149	34	79	0	1	0	1	100	230
Grad Center	64	27	36	15	0	0	0	0	100	42
KBCC	61	71	38	44	0	0	1	1	100	116
LAGCC	54	55	44	45	0	0	2	2	100	102
Lehman	49	42	50	43	0	0	1	1	100	86
York	49	37	49	37	0	0	1	1	100	75
Hostos CC	48	26	52	28	0	0	0	0	100	54
Hunter	44	77	55	95	1	1	1	1	100	174
John Jay	44	50	56	64	0	0	1	1	100	115
CUNY Law	43	6	57	8	0	0	0	0	100	14
QBCC	37	41	62	69	0	0	2	2	100	112
Bronx CC	35	25	65	47	0	0	0	0	100	72
City	34	61	66	118	0	0	1	1	100	180
Brooklyn	33	56	66	112	1	1	1	2	100	171
Medgar Evers	28	12	72	31	0	0	0	0	100	43
BMCC	26	31	73	86	0	0	1	1	100	118
NYC Tech	21	20	79	76	0	0	0	0	100	96
Total	47	967	52	1067	0	4	1	18	100	2056

**Rating of Office Space Available for Faculty Member's Own Use
*Very Satisfied or Somewhat Satisfied***

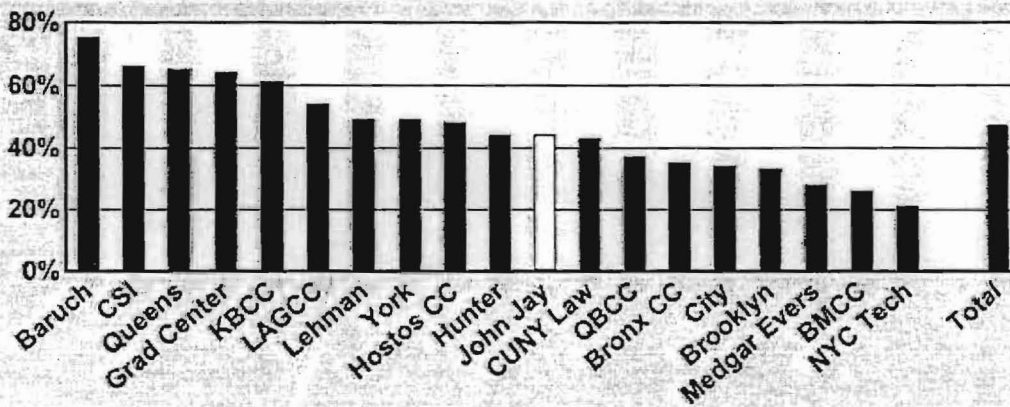


TABLE 10

**Rating of Access to Offices and Labs After Hours,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
Baruch	75	94	17	21	0	0	9	11	100	126
Hunter	69	119	19	33	2	3	10	18	100	173
CSI	63	81	14	18	2	2	17	28	100	129
John Jay	63	72	29	33	0	0	9	10	100	115
QBCC	63	71	21	24	1	1	14	16	100	112
CUNY Law	62	8	23	3	0	0	15	2	100	13
BMCC	57	67	25	29	1	1	17	20	100	117
Brooklyn	57	96	30	50	1	1	13	22	100	169
Queens	56	126	26	58	3	6	16	35	100	225
KBCC	54	62	25	29	0	0	21	24	100	115
City	53	93	32	56	1	1	15	27	100	177
LAGCC	49	50	33	34	3	3	16	16	100	103
Lehman	47	40	32	27	5	4	17	14	100	85
Grad Center	44	19	33	16	0	0	23	10	100	43
Hostos CC	43	23	30	16	4	2	24	13	100	54
NYC Tech	43	41	38	36	3	3	17	16	100	96
York	42	32	38	29	3	2	17	13	100	76
Bronx CC	36	26	43	31	6	4	16	12	100	73
Medgar Evers	30	13	47	20	5	2	19	8	100	43
Total	55	1133	27	561	2	35	15	315	100	2044

Rating of Access to Offices and Labs After Hours
Very Satisfied or Somewhat Satisfied

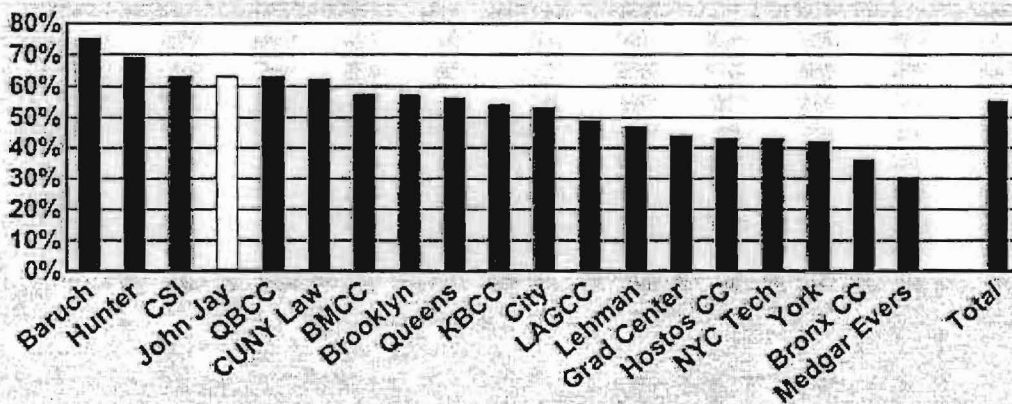


TABLE 11

Rating of Library Holdings Available for Faculty Member's Own Use,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Excellent or Good		Poor or Fair		Not Available		Don't know/ Not applicable		Total	
	%	#	%	#	%	#	%	#	%	#
Baruch	59	74	41	51	0	0	1	1	100	126
Brooklyn	51	87	44	74	0	0	5	9	100	170
CUNY Law	50	7	50	7	0	0	0	0	100	14
KBCC	47	55	44	51	0	0	9	10	100	116
John Jay	45	52	52	60	0	0	3	3	100	115
LAGCC	44	45	49	50	1	1	6	6	100	102
Hostos CC	41	22	54	29	0	0	6	3	100	54
Lehman	41	35	52	45	0	0	7	6	100	86
Bronx CC	38	27	57	41	1	1	4	3	100	72
NYC Tech	35	34	55	53	0	0	9	9	100	96
QBCC	33	37	54	60	1	1	12	13	100	111
BMCC	29	35	61	72	2	2	8	10	100	119
Queens	29	67	66	151	0	0	4	10	100	228
Hunter	27	48	71	124	0	0	2	3	100	175
CSI	21	27	73	95	0	0	6	8	100	130
Grad Center	16	7	84	36	0	0	0	0	100	43
City	14	25	77	139	1	1	9	16	100	181
Medgar Evers	14	6	79	34	0	0	7	3	100	43
York	12	9	84	63	0	0	4	3	100	75
Total	34	699	60	1235	0	6	6	116	100	2056

Rating of Library Holdings Available for Faculty Member's Own Use
Excellent or Good / Don't Know

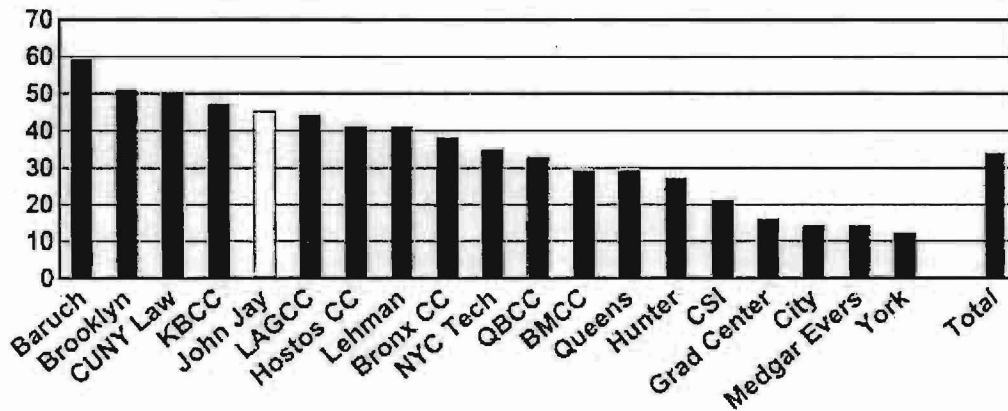


TABLE 12

**Satisfaction with Secretarial Support,
Full-time Faculty, By College, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't know		Total	
	%	#	%	#	%	#	%	#
QBCC	89	100	9	10	2	2	100	112
CUNY Law	86	12	7	1	7	1	100	14
CSI	84	109	16	21	0	0	100	130
KBCC	78	91	20	23	2	2	100	116
LAGCC	77	79	22	23	1	1	100	103
York	76	58	24	18	0	0	100	76
Brooklyn	74	126	26	44	1	1	100	171
Hostos CC	69	37	30	16	2	1	100	54
Bronx CC	68	50	31	23	1	1	100	74
Queens	68	154	30	69	2	5	100	228
Baruch	67	84	30	38	2	3	100	125
NYC Tech	67	64	31	29	2	2	100	95
BMCC	66	78	33	39	1	1	100	118
Lehman	66	57	31	27	2	2	100	86
Medgar Evers	58	25	42	18	0	0	100	43
John Jay	53	63	42	50	4	5	100	118
Grad Center	47	20	44	19	9	4	100	43
City	43	78	54	99	3	6	100	183
Hunter	43	76	52	92	5	9	100	177
Total	66	1361	32	659	2	46	100	2066

TABLE 13

Satisfaction with Access to Fax,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't know		Total	
	%	#	%	#	%	#	%	#
QBCC	87	97	11	12	2	2	100	111
CSI	86	112	12	16	2	2	100	130
Queens	82	185	15	33	4	9	100	227
City	80	147	16	29	4	7	100	183
Baruch	79	99	20	25	2	2	100	126
CUNY Law	79	11	21	3	0	0	100	14
Bronx CC	78	58	16	12	5	4	100	74
York	78	59	16	12	7	5	100	76
Hunter	76	134	20	36	4	7	100	177
NYC Tech	75	72	25	24	0	0	100	96
Lehman	74	64	22	19	4	3	100	86
KBCC	72	83	18	21	10	11	100	115
Brooklyn	69	116	23	39	8	13	100	168
LAGCC	68	69	29	30	3	3	100	102
BMCC	62	74	29	35	8	10	100	119
John Jay	59	69	39	46	3	3	100	118
Hostos CC	56	30	43	23	2	1	100	54
Medgar Evers	56	24	42	18	2	1	100	43
Grad Center	30	13	65	28	5	2	100	43
Total	74	1516	22	461	4	85	100	2062

Satisfaction with Access to Fax,
Very Satisfied / Somewhat Satisfied

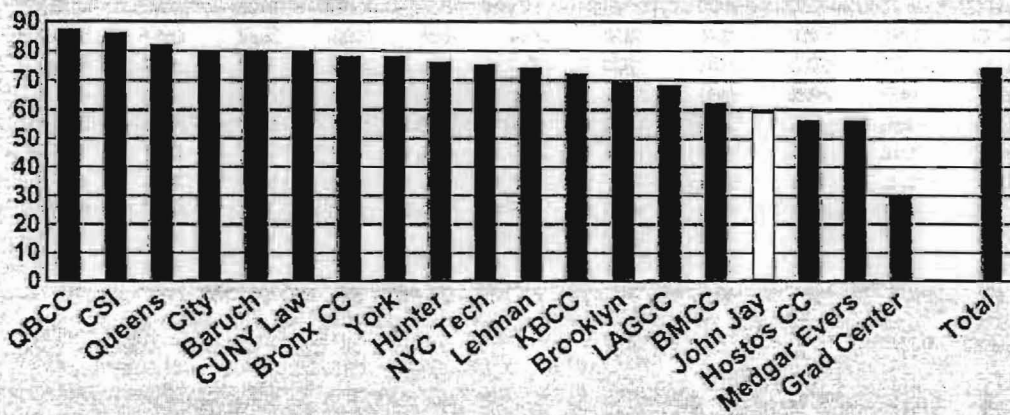


TABLE 14

**Satisfaction with Maintenance of Physical Plant,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Grad Center	74	32	16	7	9	4	100	43
Baruch	65	81	27	34	8	10	100	125
KBCC	61	70	35	40	4	5	100	115
QBCC	46	52	48	54	5	6	100	112
Queens	43	97	50	113	7	15	100	225
CSI	42	54	49	63	9	12	100	129
Hostos CC	39	21	59	32	2	1	100	54
Medgar Evers	37	16	61	26	2	1	100	43
BMCC	36	43	57	67	6	7	100	117
CUNY Law	36	5	64	9	0	0	100	14
LAGCC	36	37	58	59	6	6	100	102
Bronx CC	35	26	60	45	5	4	100	75
York	31	23	68	51	1	1	100	75
Lehman	30	25	64	54	6	5	100	84
Hunter	29	52	66	116	5	9	100	177
Brooklyn	28	47	61	101	11	19	100	167
John Jay	22	26	75	87	3	3	100	116
NYC Tech	19	18	77	72	4	4	100	94
City	12	21	85	155	3	6	100	182
Total	36	746	58	1185	6	118	100	2049

Satisfaction with Maintenance of Physical Plant
Very Satisfied or Somewhat Satisfied

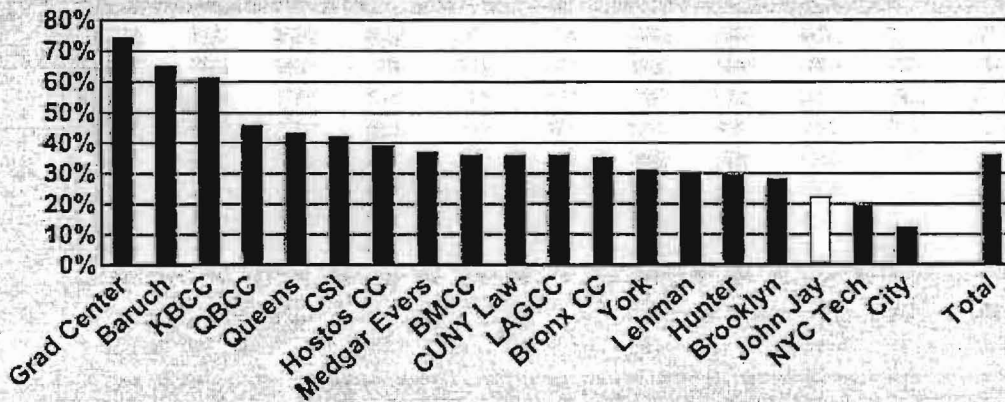


TABLE 15

Satisfaction with Restrooms,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Grad Center	88	38	12	5	0	0	100	43
Baruch	75	94	25	32	0	0	100	126
Queens	59	135	41	94	0	1	100	230
KBCC	53	62	47	54	0	0	100	116
CSI	50	65	50	64	0	0	100	129
Lehman	49	42	50	43	1	1	100	86
Brooklyn	47	80	52	89	1	2	100	171
QBCC	46	52	54	60	0	0	100	112
BMCC	45	54	55	65	0	0	100	119
Hunter	39	69	61	109	0	0	100	178
Medgar Evers	33	14	67	29	0	0	100	43
York	33	25	67	50	0	0	100	75
NYC Tech	28	27	72	69	0	0	100	96
Bronx CC	27	20	73	55	0	0	100	75
City	25	46	75	137	0	0	100	183
John Jay	24	28	76	90	0	0	100	118
Hostos CC	19	10	82	44	0	0	100	178
LAGCC	15	15	85	88	0	0	100	103
CUNY Law	14	2	86	12	0	0	100	14
Total	42	878	57	1189	0	4	100	2071

Satisfaction with Restrooms
Very Satisfied or Somewhat Satisfied

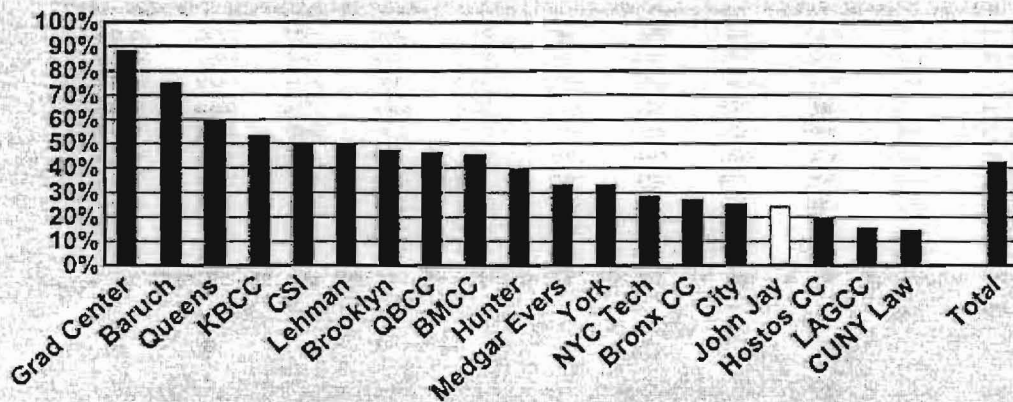


TABLE 16

**Satisfaction with Security,
Full-time Faculty, By College, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
CUNY Law	100	14	0	0	0	0	100	14
KBCC	92	107	7	8	1	1	100	116
Grad Center	91	39	7	3	2	1	100	43
QBCC	88	98	10	11	2	2	100	111
Baruch	85	107	13	16	2	3	100	126
Hostos CC	85	45	15	8	0	0	100	53
Bronx CC	81	59	19	14	0	0	100	73
York	80	60	20	15	0	0	100	75
CSI	79	102	16	15	0	0	100	75
Medgar Evers	79	34	19	8	2	1	100	43
Brooklyn	78	131	17	29	5	8	100	168
LAGCC	78	79	22	22	1	1	100	102
Lehman	74	64	23	20	2	2	100	86
NYC Tech	73	70	26	25	1	1	100	96
BMCC	71	84	29	35	0	0	100	119
Hunter	68	120	30	53	2	4	100	177
Queens	66	150	29	66	4	10	100	226
John Jay	61	70	37	43	2	2	100	115
City	46	85	50	91	4	7	100	183
Total	74	1518	24	488	2	50	100	2056

TABLE 17

**Satisfaction with Bookstore,
Full-time Faculty, By College, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Baruch	68	86	20	25	12	15	100	126
York	67	51	29	22	4	3	100	76
Brooklyn	64	108	28	47	8	14	100	169
QBCC	64	71	22	24	14	16	100	111
Hostos CC	63	34	28	15	9	5	100	54
Lehman	63	54	30	26	7	6	100	86
John Jay	60	71	31	36	9	11	100	118
Queens	52	120	40	91	8	18	100	229
Medgar Evers	49	21	44	19	7	3	100	43
Bronx CC	47	34	43	31	11	8	100	73
NYC Tech	47	45	42	40	11	10	100	95
LAGCC	45	46	42	43	14	14	100	103
BMCC	44	52	49	58	8	9	100	119
Hunter	43	75	42	73	15	26	100	174
City	42	77	42	76	16	30	100	183
CSI	41	53	51	66	9	11	100	130
KBCC	39	45	56	65	5	6	100	116
CUNY Law	36	5	21	3	43	6	100	14
Grad Center	27	11	22	9	51	21	100	41
Total	51	1059	37	769	11	232	100	2060

TABLE 18

**Satisfaction with Authority To Make Decisions About
Content and Methods in Your Instructional Activities,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Brooklyn	95	162	2	4	2	4	100	170
Queens	95	216	4	9	1	2	100	227
John Jay	94	110	5	6	1	1	100	117
CSI	93	121	5	7	2	2	100	130
Hunter	93	165	5	9	2	3	100	177
Lehman	92	79	7	6	1	1	100	86
Baruch	91	113	6	7	3	4	100	124
Grad Center	91	38	7	3	2	1	100	42
BMCC	90	103	10	11	1	1	100	115
KBCC	90	103	8	9	2	2	100	114
NYC Tech	89	84	7	7	3	3	100	94
York	87	66	12	9	1	1	100	76
City	86	157	12	21	2	4	100	182
CUNY Law	86	12	14	2	0	0	100	14
QBCC	86	95	10	11	5	5	100	111
Hostos CC	85	45	13	7	2	2	100	53
LAGCC	83	85	16	16	1	1	100	102
Bronx CC	82	60	16	12	1	1	100	73
Medgar Evers	81	35	14	6	5	2	100	43
Total	90	1849	8	162	2	39	100	2050

Support for Faculty Decisions About Instructional Content and Methods
Very Satisfied / Somewhat Satisfied

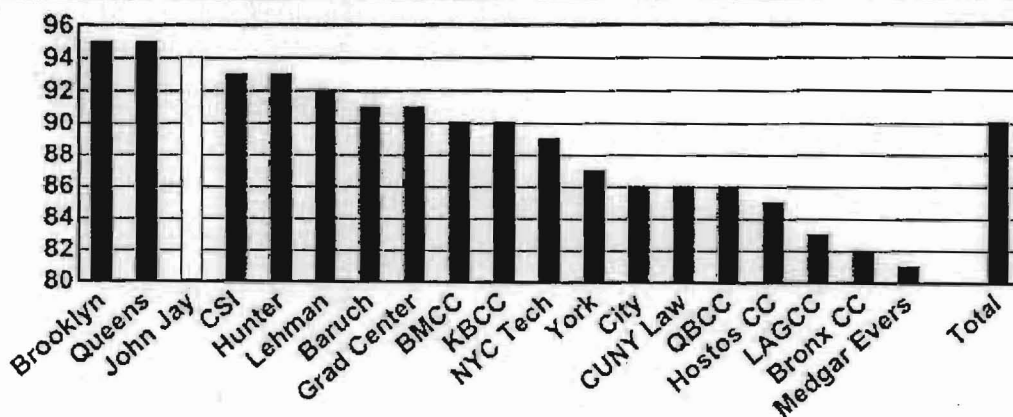


TABLE 19

**Satisfaction with Institutional Support for
Implementing Technology-Based Instructional Activities,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
LAGCC	88	89	9	9	3	3	100	101
Hostos CC	77	41	9	5	13	7	100	53
Baruch	75	94	10	13	14	18	100	125
BMCC	73	84	17	20	10	11	100	115
QBCC	73	81	17	19	10	11	100	111
NYC Tech	69	65	20	19	11	10	100	94
Bronx CC	66	49	27	20	7	5	100	74
CSI	65	85	21	27	14	18	100	130
KBCC	65	74	16	18	19	22	100	114
CUNY Law	64	9	29	4	7	1	100	14
Lehman	64	55	28	24	8	7	100	86
Hunter	63	111	29	52	8	14	100	177
Brooklyn	61	103	26	43	13	22	100	168
Queens	55	124	27	62	18	41	100	227
John Jay	54	63	30	365	16	18	100	115
Medgar Evers	51	22	42	18	7	3	100	43
City	43	77	41	75	16	29	100	181
York	43	33	43	33	13	10	100	76
Grad Center	35	15	35	15	30	13	100	43
Total	62	1274	25	511	13	263	100	2048

Support for Implementing Technology-Based Instructional Activities
Very Satisfied / Somewhat Satisfied

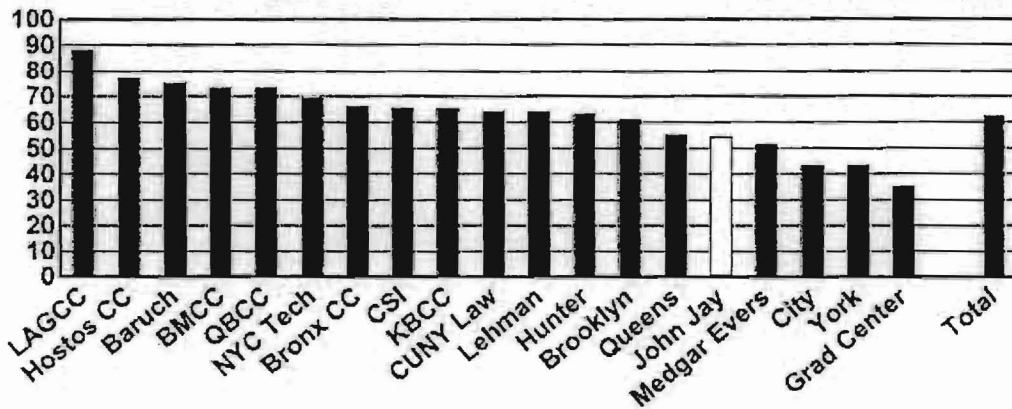


TABLE 20

**Satisfaction with Institutional Support for Improvement of Teaching
(including grants, released time, and professional development funds),
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Bronx CC	65	48	30	22	5	4	100	74
KBCC	64	74	28	32	8	9	100	115
LAGCC	63	63	34	34	3	3	100	100
Lehman	54	46	41	35	6	5	100	86
QBCC	54	60	39	43	7	8	100	111
NYC Tech	53	50	37	35	10	9	100	94
BMCC	52	59	42	48	6	7	100	114
Hostos CC	50	27	44	24	6	3	100	54
Hunter	47	82	48	85	5	9	100	176
Medgar Evers	47	20	47	20	7	3	100	43
Baruch	46	57	44	55	10	12	100	124
CSI	42	54	52	67	7	9	100	130
Queens	41	93	43	98	16	35	100	226
Brooklyn	39	65	48	79	13	22	100	166
York	38	29	55	42	7	5	100	76
CUNY Law	36	5	64	9	0	0	100	14
Grad Center	35	15	47	20	19	8	100	43
John Jay	31	36	61	71	9	10	100	117
City	24	42	64	113	13	23	100	178
Total	45	925	46	932	9	184	100	2041

**Satisfaction with Institutional Support for Improvement of Teaching
*Very Satisfied or Somewhat Satisfied***

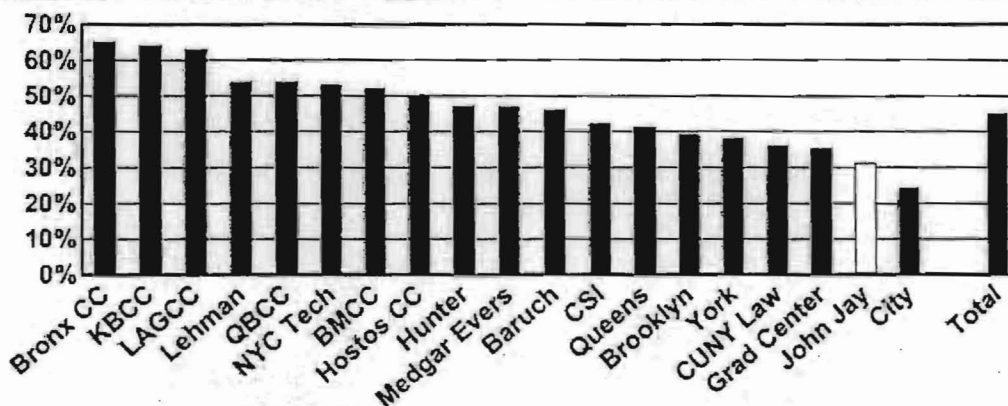


TABLE 21

Satisfaction with Availability of Released Time for Research,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Grad Center	49	21	42	18	9	4	100	43
KBCC	43	49	37	42	20	23	100	114
Baruch	39	48	57	71	4	5	100	124
Bronx CC	39	29	49	36	12	9	100	74
Lehman	38	33	45	39	16	14	100	86
Hostos CC	35	21	59	32	6	3	100	54
CSI	32	41	57	74	12	15	100	130
QBCC	32	36	55	61	13	14	100	111
Queens	32	72	53	118	15	34	100	224
Hunter	30	53	62	108	8	14	100	175
York	30	23	61	46	9	7	100	76
CUNY Law	29	4	64	9	7	1	100	14
City	28	50	62	111	10	17	100	178
NYC Tech	25	23	57	54	18	17	100	94
Brooklyn	22	37	58	98	20	33	100	168
LAGCC	22	22	60	59	18	18	100	99
BMCC	21	24	64	73	16	18	100	115
John Jay	21	24	72	84	8	9	100	117
Medgar Evers	16	7	63	27	21	9	100	43
Total	30	615	57	1160	13	264	100	2039

Satisfaction with Availability of Released Time for Research
Very Satisfied or Somewhat Satisfied

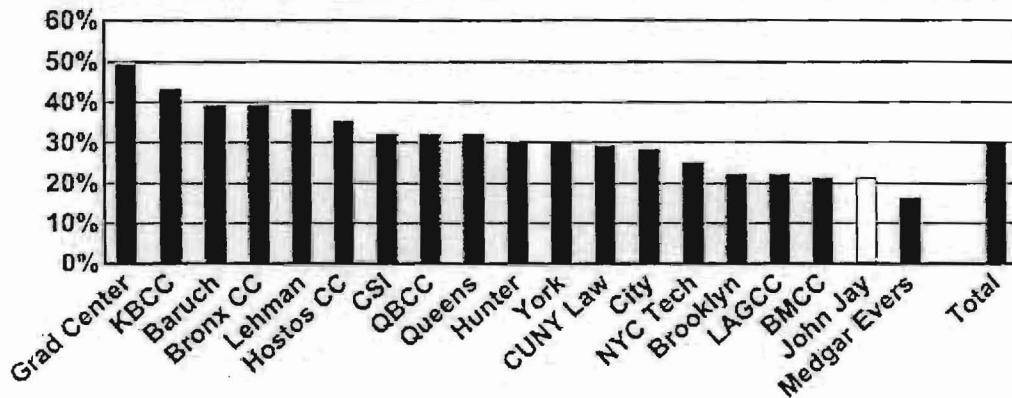


TABLE 22

**Satisfaction with Level of Engagement of Undergraduates,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Brooklyn	65	109	28	47	8	13	100	169
Baruch	61	75	33	41	6	7	100	123
City	57	101	34	60	10	17	100	178
KBCC	56	64	38	43	6	7	100	114
Hunter	54	95	27	48	19	34	100	177
Medgar Evers	54	22	42	17	5	2	100	41
Bronx CC	53	38	43	31	4	32	100	72
Queens	53	120	38	86	8	19	100	225
BMCC	51	56	46	51	4	4	100	111
Lehman	51	44	38	33	11	9	100	86
CSI	50	65	49	64	1	1	100	130
Hostos CC	50	27	44	24	6	3	100	54
LAGCC	48	48	46	46	6	6	100	100
QBCC	47	52	47	52	6	6	100	110
NYC Tech	45	41	48	44	8	7	100	92
York	43	32	56	42	1	1	100	75
John Jay	33	39	62	73	4	5	100	117
Grad Center	10	4	0	0	90	37	100	41
CUNY Law	0	0	0	0	100	13	100	13
Total	51	1032	40	802	10	194	100	2028

Satisfaction with Level of Engagement of Undergraduates
Very Satisfied or Somewhat Satisfied

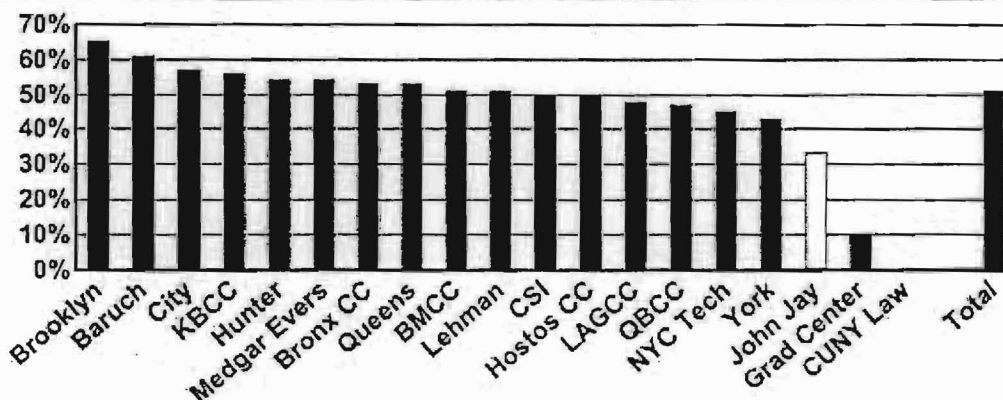


TABLE 23

**Satisfaction with Level of Engagement of Graduate Students,
Full-time Faculty Having an Opinion, By College, Spring 2005,
City University of New York***

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Total	
	%	#	%	#	%	#
Grad Center	95	39	5	2	100	41
CUNY Law	86	12	14	2	100	14
Baruch	81	69	19	16	100	85
Brooklyn	78	91	22	25	100	116
Hunter	78	114	22	33	100	147
John Jay	77	48	23	14	100	62
City	74	113	26	40	100	153
Queens	74	122	27	44	100	166
Lehman	72	41	28	16	100	57
CSI	69	57	31	26	100	83
BMCC	67	2	33	1	100	3
QBCC	63	5	38	3	100	8
York	58	7	42	5	100	12
Bronx CC	50	3	50	3	100	6
Hostos CC	50	3	50	3	100	41
KBCC	50	4	50	4	100	8
NYC Tech	50	4	50	4	100	8
LAGCC	29	2	71	5	100	7
Medgar Evers	0	0	100	5	100	5
Total	75	736	25	251	100	987

Note: this table excludes the 51% of respondents who answered "Don't know" or "Not applicable".

TABLE 24

Satisfaction with Workload,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Grad Center	81	36	19	8	0	0	100	43
Medgar Evers	59	27	34	14	7	3	100	41
CUNY Law	57	8	43	6	0	0	100	14
Queens	52	119	47	107	1	2	100	228
Bronx CC	49	36	51	38	0	0	100	74
Baruch	47	59	52	65	1	1	100	125
Hunter	47	82	52	92	1	2	100	176
KBCC	46	53	54	62	0	0	100	115
Hostos CC	43	23	57	30	0	0	100	53
QBCC	42	47	55	61	3	3	100	111
CSI	41	53	59	76	1	1	100	130
Lehman	40	34	58	50	2	2	100	86
York	39	29	61	46	0	0	100	75
BMCC	38	44	61	70	1	1	100	115
Brooklyn	38	64	61	103	1	1	100	166
City	38	69	60	109	2	3	100	181
LAGCC	30	30	71	70	0	0	100	101
NYC Tech	28	27	71	67	1	1	100	95
John Jay	26	30	72	83	3	3	100	116
Total	42	866	57	1158	1	23	100	2047

Satisfaction with Workload
Very Satisfied or Somewhat Satisfied

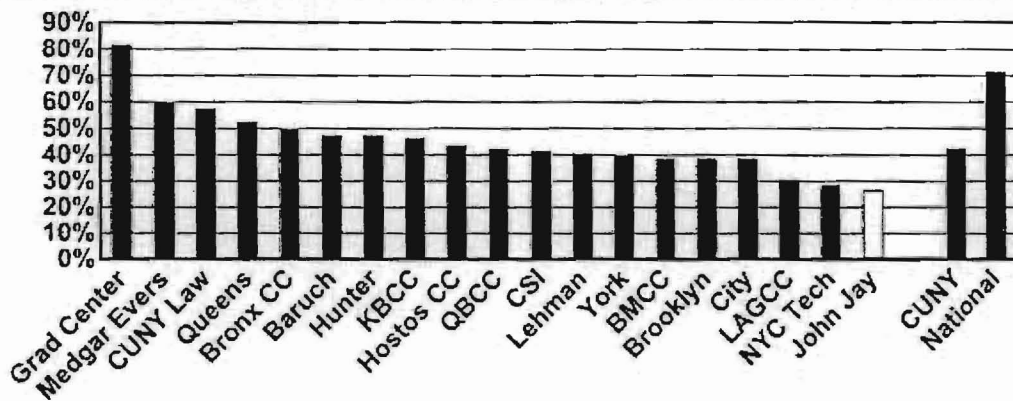


TABLE 25

**Satisfaction with Class Size,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Grad Center	84	36	14	6	2	1	100	43
CUNY Law	71	10	29	4	0	0	100	14
Lehman	70	60	26	22	5	4	100	86
City	69	124	29	53	2	3	100	180
Queens	64	146	34	77	2	4	100	227
York	62	46	32	24	5	4	100	74
Brooklyn	61	101	36	60	4	6	100	167
KBCC	53	62	46	53	1	1	100	116
QBCC	50	55	45	49	6	6	100	110
Hunter	49	86	49	86	3	5	100	177
Baruch	47	58	49	61	4	5	100	124
CSI	45	58	51	66	5	6	100	130
NYC Tech	43	41	51	48	6	6	100	95
Bronx CC	41	30	57	42	3	2	100	74
Medgar Evers	40	17	54	23	7	3	100	43
Hostos CC	39	21	57	31	4	2	100	54
John Jay	39	46	57	67	3	4	100	117
LAGCC	38	38	62	63	0	0	100	101
BMCC	33	38	64	73	4	4	100	115
Total	52	1073	44	908	3	66	100	2047

Satisfaction with Class Size
Very Satisfied or Somewhat Satisfied

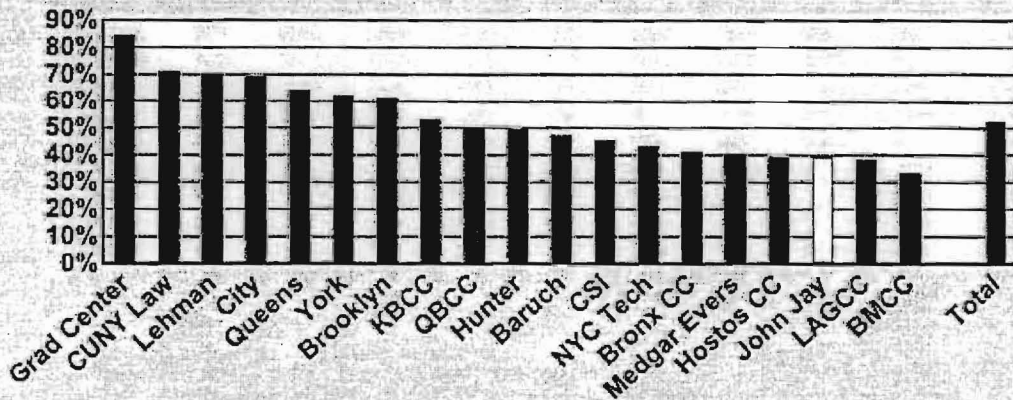


TABLE 26

Satisfaction with Availability of Sabbaticals,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
Grad Center	56	24	23	10	21	9	100	43
John Jay	35	40	34	39	32	37	100	116
York	33	25	29	22	38	29	100	76
KBCC	31	35	24	27	46	52	100	114
Medgar Evers	31	13	38	16	31	13	100	42
Hunter	29	51	46	81	25	43	100	175
Queens	28	64	44	100	27	61	100	225
Baruch	26	32	50	63	24	30	100	125
Brooklyn	25	41	40	67	35	58	100	166
City	25	44	50	88	25	45	100	166
Bronx CC	24	17	46	33	31	22	100	72
CSI	23	30	47	61	30	38	100	129
Hostos CC	22	12	37	20	41	43	100	175
Lehman	22	19	37	31	41	35	100	85
QBCC	21	23	40	43	39	42	100	108
NYC Tech	20	19	34	32	45	42	100	93
LAGCC	19	19	55	54	26	26	100	99
CUNY Law	14	2	64	9	21	3	100	14
BMCC	11	12	54	61	36	41	100	114
Total	26	522	42	857	32	648	100	2027

Satisfaction with Availability of Sabbaticals
Very Satisfied / Somewhat Satisfied

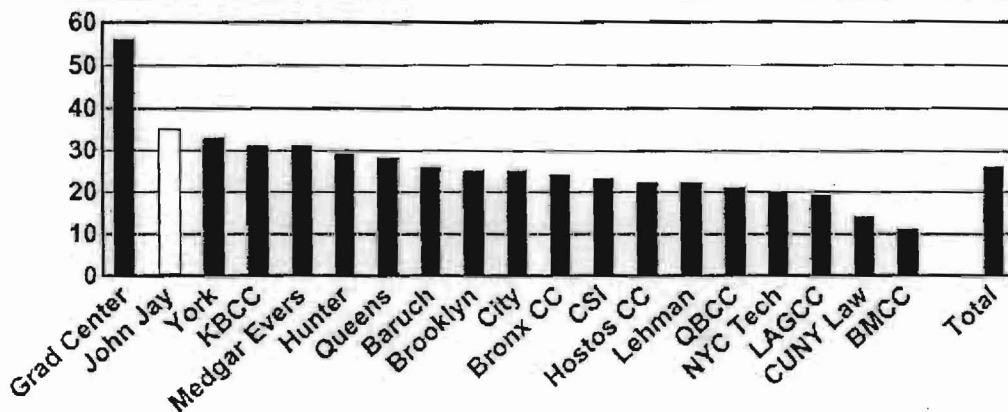


TABLE 27

**Satisfaction with Quality of Department Life ,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	78	86	20	22	2	2	100	110
KBCC	77	87	23	26	0	0	100	113
Lehman	73	62	26	22	1	1	100	85
Queens	72	163	26	59	2	5	100	227
NYC Tech	70	66	30	28	1	1	100	95
BMCC	68	78	31	36	1	1	100	115
CSI	67	87	33	43	0	0	100	130
John Jay	65	76	35	41	0	0	100	117
Bronx CC	64	47	36	26	0	0	100	73
Grad Center	63	27	37	16	0	0	100	43
Baruch	62	77	38	47	0	0	100	124
CUNY Law	62	8	31	4	8	1	100	13
LAGCC	62	63	38	39	0	0	100	102
Hostos CC	61	33	39	21	0	0	100	54
Brooklyn	56	94	42	71	2	3	100	168
Hunter	56	99	41	73	3	5	100	177
Medgar Evers	49	21	47	20	5	2	100	43
York	47	36	51	39	1	1	100	76
City	42	75	56	101	2	4	100	180
Total	63	1285	36	734	1	26	100	2045

Satisfaction with Quality of Department Life
Very Satisfied or Somewhat Satisfied

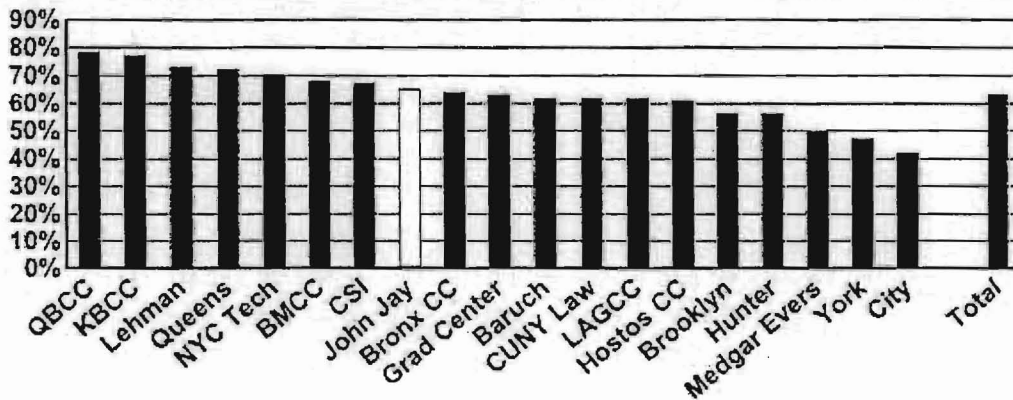


TABLE 28

**Satisfaction with Faculty Influence on College Policies,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	65	71	28	31	7	8	100	110
CUNY Law	57	8	29	4	14	2	100	14
NYC Tech	54	52	33	32	13	12	100	96
Queens	54	122	33	76	13	30	100	228
Brooklyn	52	88	37	63	11	18	100	169
KBCC	52	59	37	42	11	13	100	114
Baruch	49	61	46	58	5	6	100	125
John Jay	48	56	46	54	7	8	100	118
CSI	47	60	40	52	13	17	100	129
Bronx CC	45	32	54	38	1	1	100	71
York	42	32	49	37	9	7	100	76
Hostos CC	39	21	56	30	6	3	100	54
BMCC	38	45	53	63	9	10	100	118
Lehman	38	33	43	37	19	16	100	86
Grad Center	34	14	56	23	10	4	100	41
LAGCC	29	29	65	66	6	6	100	101
Hunter	25	45	64	114	10	18	100	177
Medgar Evers	19	8	74	31	7	3	100	42
City	14	25	75	137	11	20	100	182
Total	42	861	48	988	10	202	100	2051

Satisfaction with Faculty Influence on College Policies
Very Satisfied or Somewhat Satisfied

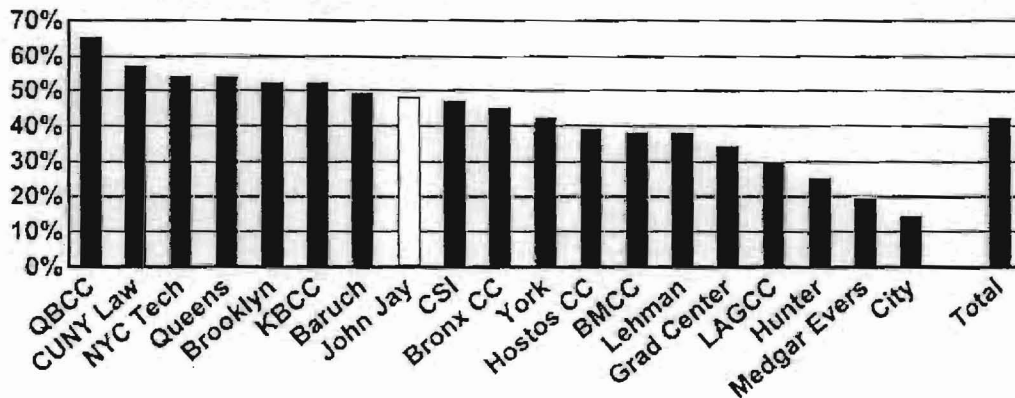


TABLE 29

Satisfaction with Access to Information About the Budget ,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	52	57	33	36	15	16	100	109
CUNY Law	50	7	43	6	7	1	100	14
NYC Tech	46	44	41	39	14	13	100	96
John Jay	42	49	48	57	10	12	100	118
Baruch	41	51	51	54	8	10	100	125
Brooklyn	39	66	43	72	18	31	100	169
KBCC	38	43	40	46	22	25	100	114
Lehman	38	32	43	36	19	16	100	84
York	38	29	57	43	5	4	100	76
Bronx CC	33	24	54	39	13	9	100	72
Grad Center	33	14	55	23	12	5	100	42
Hostos CC	33	18	52	28	15	8	100	54
LAGCC	33	34	49	50	18	19	100	103
CSI	31	40	47	61	23	30	100	131
Queens	27	61	49	110	25	56	100	227
BMCC	25	29	54	64	21	25	100	118
Hunter	17	30	67	119	16	28	100	177
City	12	22	65	118	23	42	100	182
Medgar Evers	9	4	79	34	12	5	100	43
Total	32	654	40	1045	17	355	100	2054

Satisfaction with Access to Information About the Budget
Very Satisfied or Somewhat Satisfied

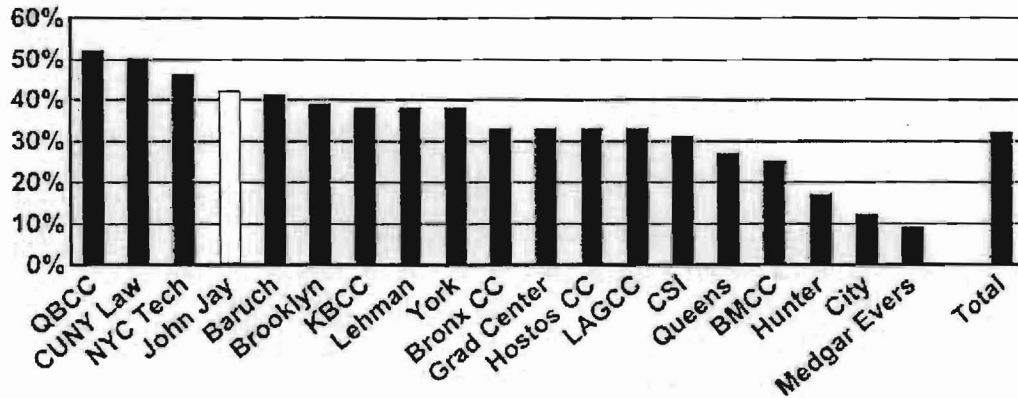


TABLE 30

Satisfaction with Access to Information About University Matters,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	70	77	24	26	6	7	100	110
CUNY Law	64	9	29	4	7	1	100	14
John Jay	55	65	41	48	4	5	100	118
Bronx CC	54	39	39	28	7	5	100	72
KBCC	54	62	34	39	11	13	100	114
Baruch	53	66	42	52	6	7	100	125
CSI	53	69	32	42	15	20	100	131
Brooklyn	52	86	37	61	12	20	100	167
NYC Tech	52	49	38	36	11	10	100	95
BMCC	50	58	42	48	8	9	100	115
Hostos CC	50	26	42	19	7	3	100	42
Queens	50	115	36	82	14	32	100	229
LAGCC	49	50	41	32	10	10	100	102
Medgar Evers	49	21	49	21	2	1	100	43
Grad Center	48	20	45	19	7	3	100	42
Lehman	48	40	38	32	14	12	100	84
York	47	36	46	35	7	5	100	76
Hunter	40	71	53	94	7	12	100	177
City	30	55	57	104	13	24	100	183
Total	50	1014	41	835	10	200	100	2049

Satisfaction with Access to Information About University Matters
Very Satisfied or Somewhat Satisfied

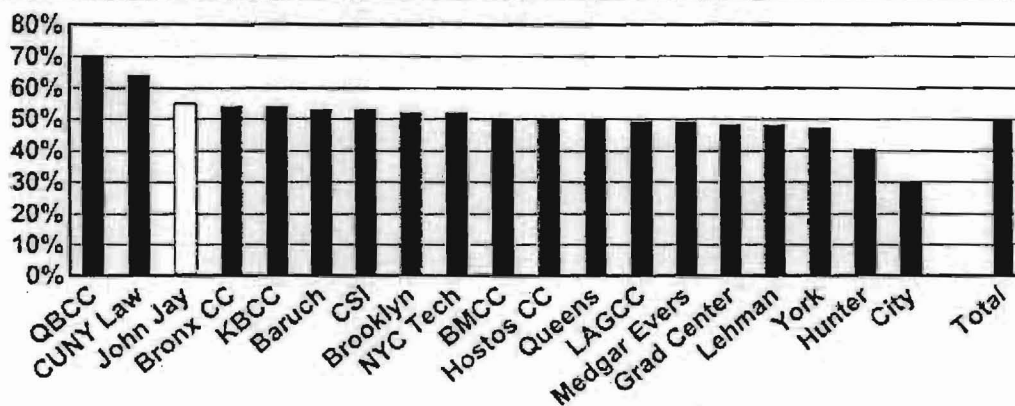


TABLE 31

Satisfaction with Collegiality of Faculty,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	90	99	10	11	0	0	100	110
LAGCC	89	92	11	11	0	0	100	103
John Jay	84	99	15	18	1	1	100	118
KBCC	84	97	14	16	2	2	100	115
Queens	83	189	15	36	1	3	100	227
BMCC	82	97	18	21	0	0	100	118
Bronx CC	79	57	21	15	0	0	100	72
CUNY Law	79	11	21	3	0	0	100	14
Lehman	79	68	19	16	2	2	100	86
Baruch	76	95	22	28	2	2	100	125
CSI	75	98	21	28	4	5	100	131
Hunter	75	132	24	42	2	3	100	177
NYC Tech	75	72	22	21	3	3	100	96
Hostos CC	74	39	26	14	0	0	100	53
Brooklyn	71	119	25	42	4	6	100	167
Grad Center	69	29	31	13	0	0	100	42
City	67	121	32	58	1	2	100	181
Medgar Evers	54	23	47	20	0	0	100	43
York	53	40	46	35	1	1	100	76
Total	77	1577	22	447	2	30	100	2054

Satisfaction with Collegiality of Faculty
Very Satisfied or Somewhat Satisfied

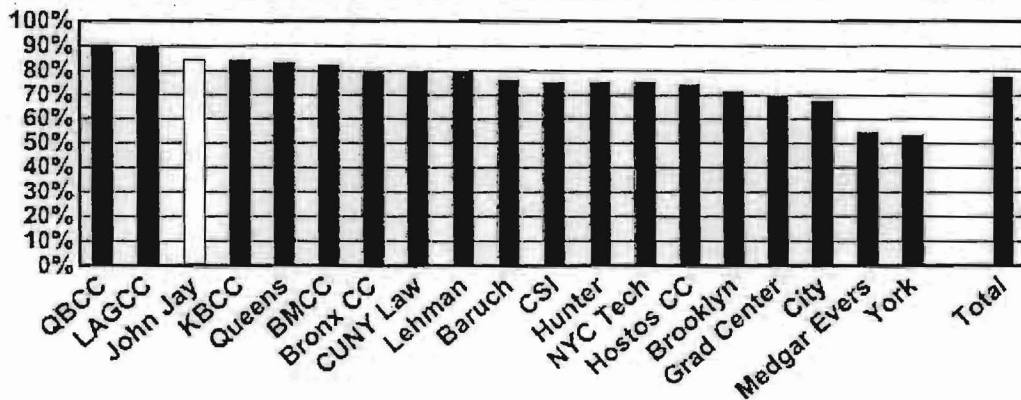


TABLE 32

**Satisfaction with Support by Administration for Faculty Decisions
on Academic Integrity (Cheating, Plagiarism, and Grades),
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
CUNY Law	93	13	7	1	0	0	100	14
QBCC	78	86	13	14	9	10	100	110
Baruch	75	94	16	20	9	11	100	125
NYC Tech	74	71	15	14	12	11	100	96
Queens	74	169	16	36	10	22	100	227
Bronx CC	71	51	19	14	10	7	100	72
Lehman	69	14	20	17	12	10	100	86
Brooklyn	67	113	22	38	11	19	100	170
Hostos CC	67	36	24	13	9	5	100	54
KBCC	67	76	26	30	7	8	100	114
Hunter	61	107	27	47	13	23	100	177
CSI	58	75	29	38	13	17	100	130
LAGCC	58	59	30	31	12	12	100	102
BMCC	56	66	32	37	12	14	100	117
Grad Center	54	23	19	8	26	11	100	42
York	53	40	33	25	13	10	100	75
John Jay	50	59	39	46	11	13	100	118
City	47	86	29	52	24	44	100	182
Medgar Evers	34	14	59	24	7	3	100	41
Total	63	1297	25	505	12	250	100	2052

Satisfaction with Support by Administration for Faculty Decisions
Very Satisfied or Somewhat Satisfied

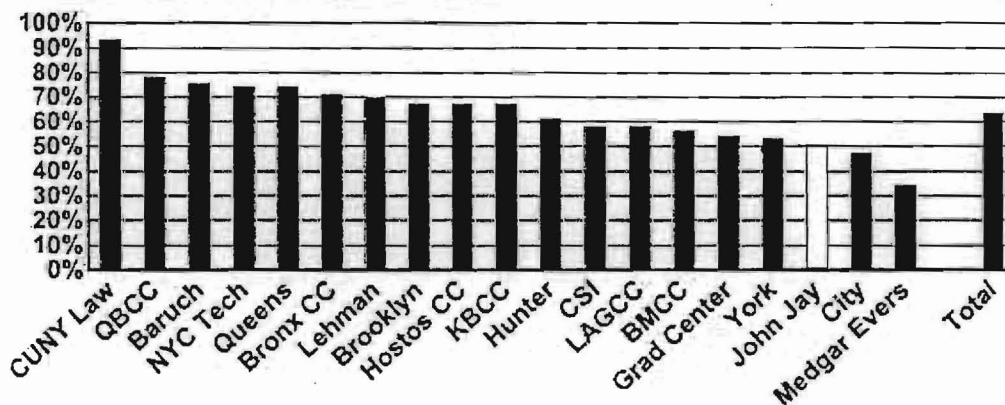


TABLE 33

**Satisfaction with Level of Respect Shown by College Administrators to Faculty,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	83	91	16	18	1	1	100	110
NYC Tech	76	73	23	22	1	1	100	96
CUNY Law	71	10	21	3	7	1	100	14
KBCC	68	78	30	34	3	3	100	115
Queens	68	154	28	62	4	9	100	225
Brooklyn	64	108	33	55	4	6	100	169
Grad Center	64	27	31	13	5	2	100	42
Baruch	62	77	36	45	2	3	100	125
Lehman	62	53	35	30	4	3	100	86
Bronx CC	61	44	38	27	1	1	100	72
CSI	61	80	36	47	3	4	100	131
Hostos CC	54	29	44	24	2	1	100	54
Hunter	46	82	49	86	5	9	100	177
York	46	35	47	36	7	5	100	76
BMCC	44	52	57	66	0	0	100	118
John Jay	43	51	55	65	2	2	100	118
LAGCC	42	43	57	58	1	1	100	102
Medgar Evers	31	13	67	28	2	1	100	42
City	23	41	73	132	5	9	100	182
Total	56	1141	41	851	3	62	100	2054

**Satisfaction with Level of Respect Shown by College Administrators to Faculty
*Very Satisfied or Somewhat Satisfied***

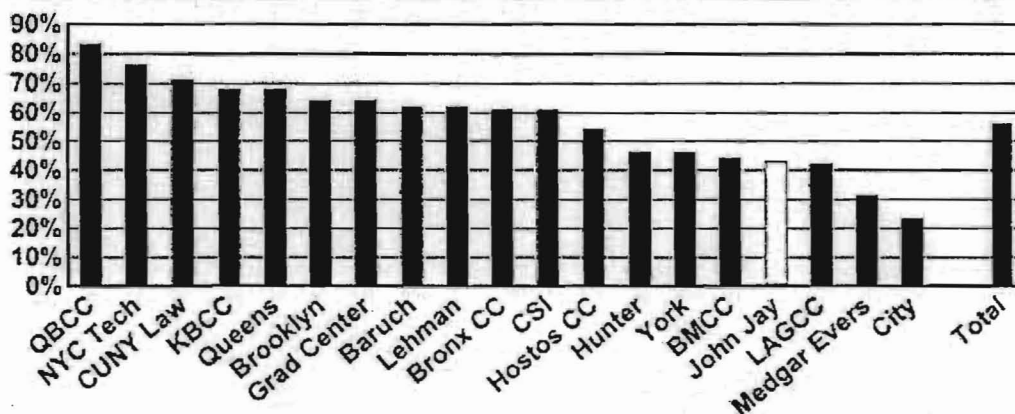


TABLE 34

Satisfaction with Effectiveness of Shared Governance
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	69	75	22	24	8	9	100	108
Queens	57	127	27	61	16	36	100	224
NYC Tech	54	51	28	27	18	17	100	95
Brooklyn	50	83	27	44	24	39	100	166
Bronx CC	48	34	34	24	18	13	100	71
KBCC	48	42	32	36	26	30	100	114
CSI	43	56	32	42	25	32	100	130
Baruch	42	52	42	52	16	20	100	124
Hostos CC	40	21	49	26	11	6	100	53
John Jay	38	45	48	56	14	17	100	118
Lehman	38	32	39	33	24	20	100	85
CUNY Law	36	5	57	8	7	1	100	14
Grad Center	35	14	50	20	15	6	100	40
LAGCC	35	36	48	49	17	17	100	102
BMCC	34	40	47	55	20	23	100	118
York	32	56	57	43	11	8	100	75
Hunter	25	44	56	98	19	34	100	176
Medgar Evers	17	7	71	30	12	5	100	42
City	12	22	60	107	28	49	100	178
Total	40	816	41	835	19	382	100	2033

Satisfaction with Effectiveness of Shared Governance
Very Satisfied or Somewhat Satisfied

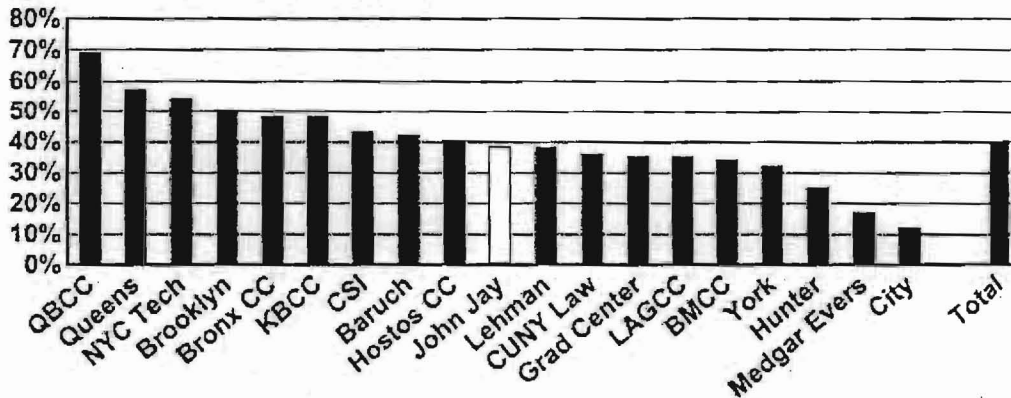


TABLE 35

**Satisfaction with Administrative Support for Intellectual Life
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	74	81	23	25	4	4	100	110
Grad Center	66	27	32	13	2	1	100	41
CUNY Law	64	9	36	5	0	0	100	14
Bronx CC	58	42	38	27	4	3	100	72
Queens	58	131	35	80	8	17	100	228
NYC Tech	53	50	41	39	6	6	100	95
Hostos CC	52	28	48	26	0	0	100	54
KBCC	51	57	41	46	8	9	100	112
Lehman	51	43	42	36	7	6	100	86
Baruch	50	62	47	58	3	4	100	124
Brooklyn	50	84	43	73	7	12	100	169
Hunter	44	78	51	90	5	9	100	177
LAGCC	43	43	55	55	3	3	100	101
John Jay	42	50	54	64	3	4	100	118
CSI	37	49	54	71	8	11	100	131
BMCC	35	41	62	72	3	4	100	117
York	33	25	62	47	5	4	100	76
Medgar Evers	30	13	61	26	9	4	100	43
City	16	29	74	133	10	17	100	179
Total	46	942	48	986	6	118	100	2046

**Satisfaction with Administrative Support for Intellectual Life
Very Satisfied / Somewhat Satisfied**

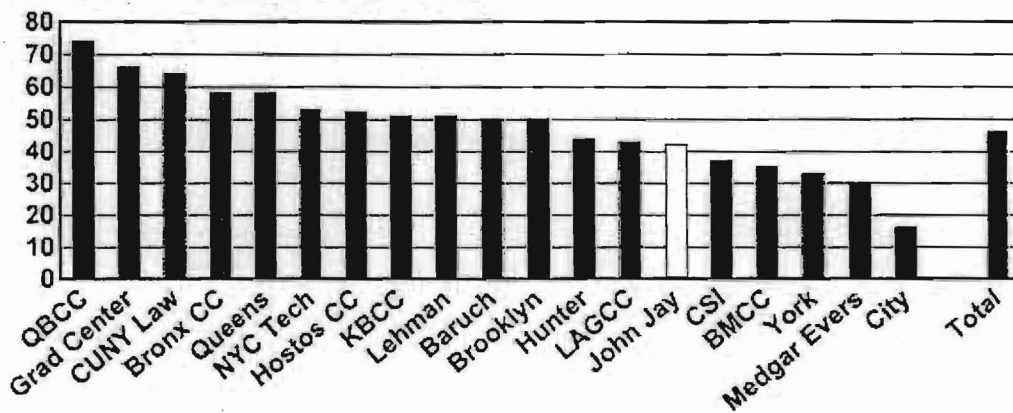


TABLE 36

Satisfaction with Administrative Support for Academic Freedom,
by College, Full-time Faculty, Spring 2005,
City University of New York

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	80	88	14	15	6	7	100	110
Baruch	76	94	17	21	7	9	100	124
Grad Center	76	31	15	6	10	4	100	41
Queens	76	173	12	28	12	26	100	227
NYC Tech	75	71	16	15	10	9	100	95
Brooklyn	72	122	14	24	14	23	100	169
CUNY Law	71	10	21	3	7	1	100	14
Bronx CC	69	50	24	17	7	5	100	72
Lehman	66	55	19	16	16	13	100	84
KBCC	65	73	21	24	14	16	100	113
CSI	63	82	21	27	17	22	100	131
Hunter	59	103	31	55	10	18	100	176
LAGCC	59	60	33	33	8	8	100	101
John Jay	53	63	39	46	8	9	100	118
BMCC	52	61	42	49	6	7	100	117
York	51	39	38	29	11	8	100	76
Hostos CC	49	26	45	24	6	3	100	53
Medgar Evers	40	17	51	22	9	4	100	43
City	35	62	47	84	18	33	100	179
Total	63	1280	26	538	11	225	100	2043

Satisfaction with Administrative Support for Academic Freedom
Very Satisfied or Somewhat Satisfied

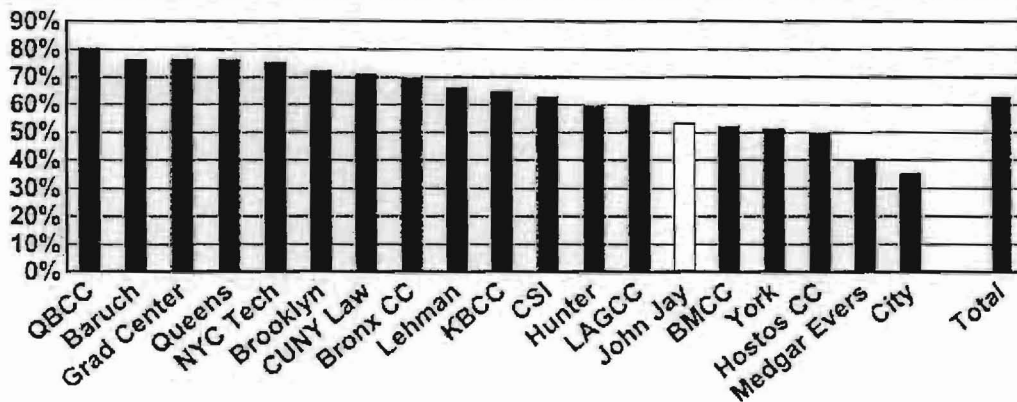


TABLE 37

**Satisfaction with Enforcement of Health and Safety Regulations,
by College, Full-time Faculty, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Not Available/ Don't Know		Total	
	%	#	%	#	%	#	%	#
QBCC	71	77	22	24	7	8	100	109
KBCC	63	72	23	26	14	16	100	114
Grad Center	58	23	5	2	38	15	100	40
Baruch	54	68	18	23	27	34	100	125
Brooklyn	54	92	24	41	21	36	100	169
Bronx CC	53	38	42	30	6	4	100	72
CUNY Law	50	7	29	4	21	3	100	14
Lehman	50	42	38	32	12	10	100	84
LAGCC	49	50	38	32	13	13	100	102
Hunter	48	84	36	64	16	29	100	177
BMCC	47	55	45	53	8	9	100	117
Queens	45	102	34	76	22	49	100	227
CSI	42	55	32	42	26	34	100	131
Medgar Evers	42	18	40	17	19	8	100	43
NYC Tech	41	39	48	46	11	10	100	95
York	38	29	51	39	11	8	100	76
Hostos CC	37	20	59	32	4	2	100	54
John Jay	24	28	70	82	7	8	100	118
City	18	33	63	112	19	34	100	179
Total	46	932	38	784	16	330	100	2046

Satisfaction with Enforcement of Health and Safety Regulations
Very Satisfied or Somewhat Satisfied

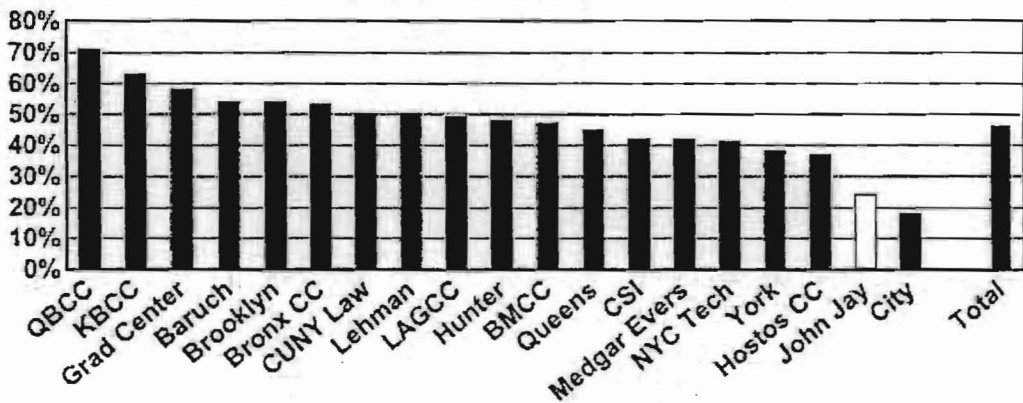


TABLE 38

**In General, How Satisfied Are You With Your Teaching Position at CUNY?
Full-time Faculty, By College, Spring 2005,
City University of New York**

College	Very Satisfied or Somewhat Satisfied		Somewhat Dissatisfied or Very Dissatisfied		Total	
	%	#	%	#	%	#
CUNY Law	86	12	14	2	100	14
CSI	85	95	15	17	100	112
QBCC	85	95	15	17	100	112
KBCC	84	96	17	19	100	115
Hostos CC	83	43	17	9	100	52
Brooklyn	78	131	23	38	100	169
LAGCC	78	79	23	23	100	102
Lehman	78	67	22	19	100	86
NYC Tech	78	74	22	21	100	95
Queens	78	177	22	49	100	226
Bronx CC	77	56	23	17	100	73
John Jay	76	89	24	28	100	117
Medgar Evers	76	32	24	10	100	42
Baruch	75	94	25	31	100	125
Hunter	75	132	25	45	100	177
Grad Center	74	31	26	11	100	42
BMCC	72	84	28	32	100	116
York	65	48	35	26	100	74
City	60	110	40	72	100	182
Total	75	1539	508	25	100	2047

**In General, How Satisfied Are You With Your Teaching Position at CUNY?
*Very Satisfied or Somewhat Satisfied***

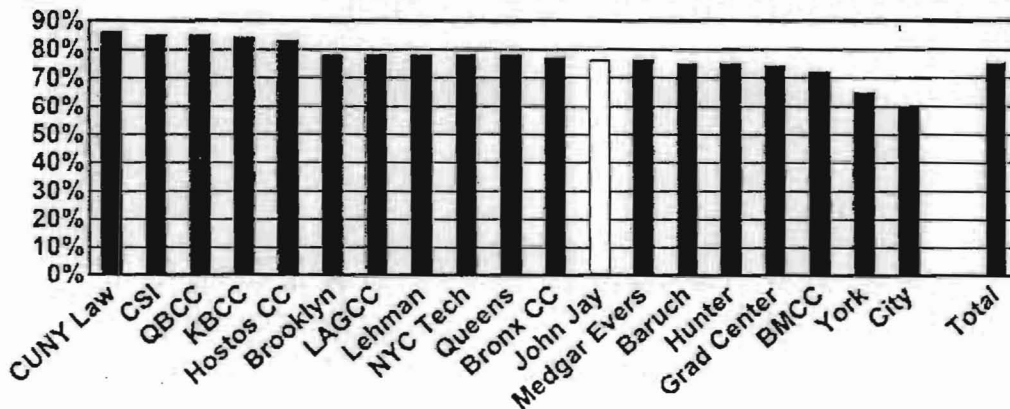


TABLE 39

Likelihood of Seeking a Full-Time Teaching Position Outside CUNY During Next Year, Full-time Faculty, By College, Spring 2005, City University of New York

College	Very Likely or Somewhat Likely		Not Very Likely or Not At All Likely		Total	
	%	#	%	#	%	#
Brooklyn	42	71	58	99	100	170
BMCC	40	46	60	68	100	114
CSI	39	50	61	77	100	127
York	38	28	62	45	100	73
City	37	67	63	115	100	182
Hunter	36	63	64	111	100	174
John Jay	35	39	66	74	100	113
QBCC	35	38	65	71	100	109
Bronx CC	32	23	68	49	100	72
Queens	32	73	68	153	100	226
CUNY Law	31	4	69	9	100	13
Baruch	30	38	70	88	100	126
Grad Center	29	12	71	29	100	41
LAGCC	25	25	75	76	100	101
Lehman	25	21	75	63	100	84
NYC Tech	23	22	77	73	100	95
KBCC	22	25	78	88	100	113
Hostos CC	21	11	79	42	100	53
Medgar Evers	20	8	80	32	100	40
Total	33	664	67	1362	100	2026

Likelihood of Seeking a Full-Time Teaching Position Outside CUNY During Next Year
Very Likely / Somewhat Likely

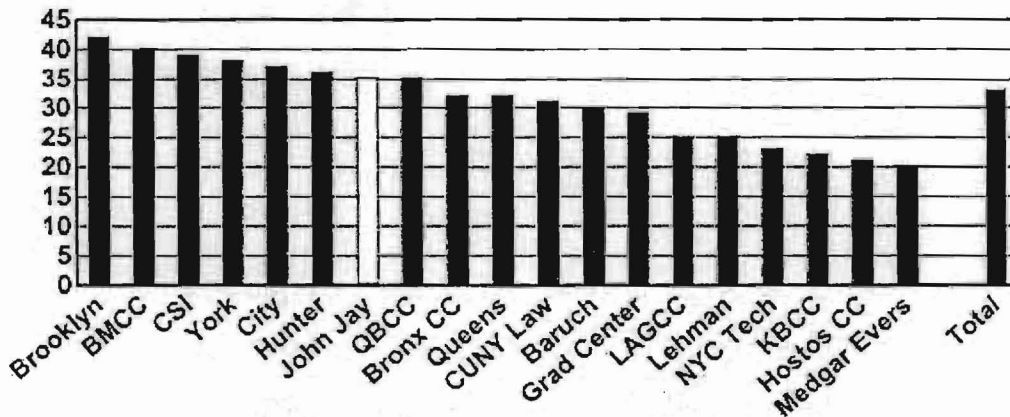


TABLE 40

Likelihood of Seeking a Position Outside Academia During Next Year,
Full-time Faculty, By College, Spring 2005,
City University of New York

College	Very Likely or Somewhat Likely		Not Very Likely or Not At All Likely		Total	
	%	#	%	#	%	#
BMCC	24	27	76	85	100	112
John Jay	20	22	81	91	100	113
Bronx CC	19	13	81	57	100	70
Hostos CC	19	10	81	43	100	53
KBCC	18	20	82	91	100	111
Brooklyn	17	27	83	136	100	163
QBCC	17	18	83	88	100	107
LAGCC	16	15	85	82	100	97
NYC Tech	16	15	84	78	100	93
City	13	23	87	155	100	178
CSI	13	16	87	107	100	123
Hunter	13	22	87	151	100	173
Lehman	13	11	87	71	100	82
Medgar Evers	13	5	87	34	100	39
York	12	8	88	61	100	69
Baruch	9	11	91	114	100	125
Queens	9	20	91	199	100	219
Grad Center	8	3	93	37	100	40
CUNY Law	0	0	100	12	100	12
Total	15	286	86	1692	100	1978

Likelihood of Seeking a Position Outside Academia During Next Year
Very Likely / Somewhat Likely

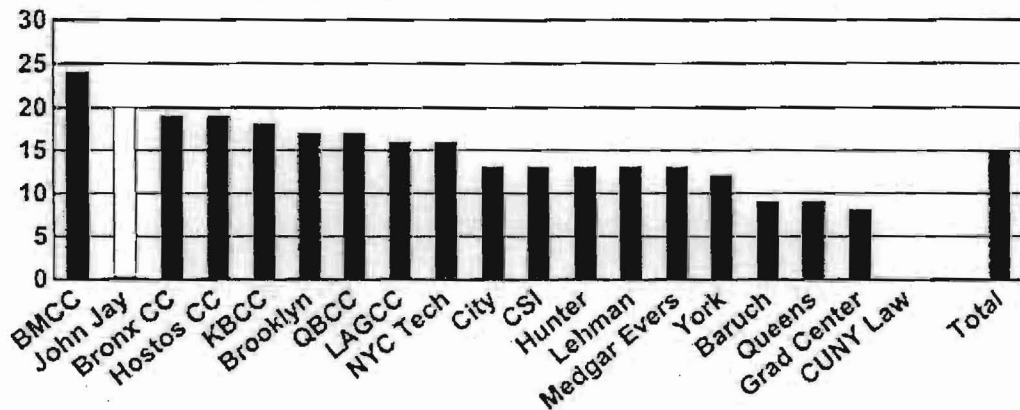


TABLE 41

Likelihood of Retiring From Teaching During Next Year,
Full-time Faculty, By College, Spring 2005,
City University of New York

College	Very Likely or Somewhat Likely		Not Very Likely or Not At All Likely		Total	
	%	#	%	#	%	#
Hostos CC	19	10	81	42	100	52
Grad Center	17	7	83	34	100	41
NYC Tech	17	16	83	76	100	92
Medgar Evers	16	7	84	36	100	43
York	16	12	84	61	100	73
Lehman	15	12	86	71	100	83
Brooklyn	14	22	86	139	100	161
CSI	14	17	86	108	100	125
Hunter	14	24	86	149	100	173
BMCC	13	14	88	98	100	112
Bronx CC	13	9	88	63	100	72
Queens	13	29	87	193	100	222
John Jay	12	14	88	100	100	114
QBCC	12	13	88	94	100	107
KBCC	11	12	90	102	100	114
City	10	18	90	157	100	175
LAGCC	5	5	95	90	100	95
Baruch	4	5	96	118	100	123
CUNY Law	0	0	100	12	100	12
Total	12	246	88	1743	100	1989

Likelihood of Retiring From Teaching During Next Year
Very Likely / Somewhat Likely

