

## SACUSP Report 2023-2024

Sonia Salari, Chair, Members: Roseann Warren, Janet Lindsley, Leslie Francis, Rohit Aggarwal, Kevin Hanson, Julia Francis, Linda Edelman, Donna Ziegenfuss, Amos Guiora, Ajla Aksamija, Harriet Hopf and Shanti Deemyad.

### SACUSP Charge

The Senate Advisory Committee on University Strategic Planning's (SACUSP) "principal roles are to (1) consult with the University administration, and present and argue for the views and interests of the whole faculty in the administration's long-range academic and budgetary planning and (2) identify and bring to the attention of the Academic Senate various long-range, strategic issues, decisions and challenges that should be addressed in furthering the University's missions and positioning the University to be responsive to the demands of a changing and competitive environment. The goal of the Committee is to assure that academic interests such as academic freedom, academic excellence and principles of shared governance are considered when developing the long-term strategic directions of the University. The Committee should strive to persuade the administration to make critical long term budgetary and academic policy decisions in as open and public a way as possible." [Policy 6-002-III-D-1-g](#)

### FACULTY STRESSORS

As we collectively move through a new reality influenced by the pandemic, a greater ability to work from anywhere in the world, 24/7 and continuing effects, we recognize new norms, opportunities and outcomes. Concurrently, we are adapting to the growth of the student population at the university and working toward impact as a top 10 public university. Therefore, recognition of stressors related to faculty time and effort—and their desire to devote time to research programs while also fulfilling obligations to high quality teaching and service – is needed.

SACUSP discussed what University growth entails, with respect to changing responsibilities for faculty. For example, as we add more faculty, there is a need for time intensive activities spent in recruiting and hiring. Once hired, faculty deserve quality mentorship, attention to their professional development, faculty reviews, etc. An example of a unit with extraordinary growth is the College of Nursing, which has increased the number of cohorts of undergraduate nursing students. While there is a recognition for the program to fulfill state and social needs created by a shortage of nurses, growing pains require attention to the faculty responsibilities which arise from such a change. Many, if not most, other units across campus are experiencing similar issues. In addition, the pandemic resulted in a number of retirements, so there is a new pressure placed upon a newly emergent senior members and leaders to handle these changes.

**SACUSP discussed the importance of work/life balance.** We utilize the SACUSP Faculty Survey conducted in 2022 as a base faculty voice. Under the leadership of former AS President Randy Dryer, the survey had a 23% response rate on the main campus, and an overall 16% response

rate campus wide. The SACUSP Faculty Needs Survey had five open-ended questions related to the primary issues/challenges that faculty face, the types of support they currently receive to address these issues/challenges, the types of support faculty thought should be provided, what could be done to improve job satisfaction and the belief that faculty are valued, and any other comments that faculty wanted to share. The Utah Education Policy Center analyzed the survey and produced a document authored by Rorrer, Groth and Altermatt:

“The SACUSP Survey was not designed to be a job satisfaction survey. However, faculty did share their challenges and information about factors that impacted their job and work satisfaction and feelings of value. For example, overall faculty feel their primary challenges and issues include being oversubscribed in their time commitments, under-compensated, under-valued, under-resourced, and generally over-burdened, particularly relative to the expectations of them... Faculty are eager not only to be seen as productive, but actually to be productive. Yet, the circumstances in which faculty find themselves limit their possibilities. For instance, faculty discuss research, teaching, and service loads that exceed available time... Faculty indicated that the prevalence of differential treatment by gender and race, across lines of faculty rank, colleges, and departments further undermined feelings of satisfaction and value. Compensation did appear as one of the primary ways the University can improve satisfaction and demonstrate that it values someone, including providing evidence of how the University recognized the extra labor faculty put into their work.... Faculty also suggested calls for expanded resources such as administrative support, technological support, and child- and family care- supports to recognize both the workload and the additional (differential and above and beyond) contributions of faculty, and the creation and maintenance of a fair, just, safe and inclusive work environment. Moreover, there were significant appeals for further attention to how career and clinical-line faculty are treated, including eliminating a system of stratification, consideration of clear expectations, salary, benefits, and timely and on-going contracts...”

(The full SACUSP report of 2022 can be found at <https://academic-senate.utah.edu/wp-content/uploads/sites/19/2022/06/Appendix-C-Final-SACUSP-2022-Faculty-Survey-Report.pdf>).

#### NEW CHALLENGES THIS YEAR

Noticeable difficulties experienced by faculty, staff, and students relate to the cost of living in Salt Lake City and Utah as a whole. KUTV (Mar 8, 2024) recently reported Utah ranks #3 for most unaffordable housing market behind Hawaii HI and California CA. <https://kutv.com/news/eye-on-your-money/utah-ranks-third-in-nation-for-most-unaffordable-housing-market-behind-hawaii-california>. For those owning homes in Utah, property taxes have increased substantially, along with housing costs for home buyers. In our university community, we have recently experienced increases in out of pocket costs for medical care and the impact of inflation more generally. Members of the UU community have not received adequate

improvements in compensation, so these changes have resulted in cuts to their standard of living.

Adding to the above stated financial strains, legislation in 2024 reversed much of the University programs and faculty work to improve Equity, Diversity and Inclusion (EDI) efforts on campus. With the University administration, we share the view that our value has always been inclusion and that this value remains constant. Nonetheless, we have changed office names, and there will also be the need for continuing development of practices to increase inclusion, belonging and welcomeness. These changes are of great concern to many faculty and may have significant unanticipated consequences. For example, Florida legislation has a similar tone, and that state's schools have been placed on an 'avoid list' by the NAACP for athletes <https://www.npr.org/2024/03/12/1238108601/naacp-black-athletes-florida-desantis-boycott>. After the treatment of our athletes in Coeur d'Alene, Idaho, during the NCAA tournament, it is clear that racism reduces safety and feelings of welcomeness for our athletes and the campus community.

<https://apnews.com/article/march-madness-utah-hate-crime-b865b768243e1d3c9c38ee796e3d80bb>

In addition, the Utah State Legislature incorrectly assumed we do not already evaluate tenured faculty members in a rigorous fashion. As a result, they added unnecessary requirements to this process, such as including people from other departments on the evaluation team. This will require quite a bit more service, taking faculty away from other forms of productivity.

Finally, our commitment to shared governance remains critically important to our faculty and our success in enhancing the University's mission for the state and its national reputation as a public university.

For these above stated reasons, the SACUSP Committee recommends the University of Utah Academic Senate and Administration should lean in and work together to strengthen our formal shared governance strategies. There is a need for greater communication and opportunities for open, honest dialog between administration and the faculty. SACUSP and AS To this end, leadership recommendations include 1) the renewal of the faculty breakfast with administration at the beginning of each semester and 2) establishment as soon as possible of a feedback system provided by an external mechanism where faculty can communicate with administration and the results are analyzed and shared without identifiers.

HOW CAN FACULTY SERVICE BE RE-DISTRIBUTED IN LIGHT OF NEW RESPONSIBILITIES?

**Service is commonly quantified as 20% of our workload.** However, the service required to increase the student body, faculty and staff has already surpassed this rule of thumb. Hence, this expansion of our burden cuts into our opportunities for research productivity, attention to teaching, our work/life balance, as well as our faculty mental and physical health. It adds to the service requirements. The addition of 10,000 new students will create more work for the faculty, which has not been considered for compensation or other relief. **Providing more time for faculty to devote toward research goals, ultimately** benefits graduate students, adds staff positions and compensation and provides great improvement to the university as a whole.

This year's SACUSP committee discussed matters of the strategic plan which included:

- 1) Physical Space for leadership in shared governance** – we consulted with President Randall's office and AVP Keith Diaz Moore, Associate Provost for Institutional Planning and Design. Dr. Diaz Moore joined two of our meetings and discussed various issues related to the built environment strategic planning. We requested a **physical space for the Academic Senate President**, where they can be accessible to faculty, and other key AS personnel, such as ASUU leadership and staff council president. The Academic Senate staff are located in the Law School Building, which has been ideal for their needs. The AS President was formerly located in the Park Building, but in more recent years, there has been no physical space for the person who holds this role. ***The committee was very appreciative of his efforts when Dr. Diaz Moore informed us, in February, that there has been a space freed up in the Park Building (Room TBD) for the Academic Senate President.*** We also learned a great deal about other spaces on campus, such as opportunities for creating gender neutral restrooms in new construction and the level of existing potential for remodeling of older buildings. He also added that there are strategic planning activities:  
Impact 2030 – town halls will be held near the end of March or early April  
Campus Master Plan – University Physical Development plan: visit this site for information on town halls (consulting firm NBBJ): <https://updp.utah.edu/>
- 2) SACUSP Voted unanimously to include concerns about inadequate compensation in our report.** Similar to the recent increase in graduate student stipends, there is a recognition of needs for compensation increases for faculty and staff to reflect the inflation of costs associated with everyday life, increased out of pocket costs on insurance, housing, groceries, childcare, etc. Career line faculty compensation needs to reflect cost of living, increases in service responsibilities and could include sabbatical leave opportunities. SLCC has the opportunity for time off from teaching in the form of sabbatical leave. ([Sabbatical Leave | SLCC](#)). When those in career line positions are asked to serve on a graduate committee or represent their unit in university service, they may not be adequately compensated for this increase in workload. Additionally, there are some who have not received compensation increases in many years.
- 3) As mentioned earlier, many times responsibilities are added, but very rarely are these removed later.** Cumulatively, the work piles up and creeps into time away from work. Being available, even from home, there is a need for recognition that it is not ideal for work to follow a person outside of normal working hours and on vacation, or with work related meetings being held into the evening or on weekends. Organizational psychologist, Charlotte Fritz, PhD, has a research program which focuses on the interplay between experiences at and outside of work. "What we find is high levels of workload, time pressure, and expectations to be available 24/7. That makes it difficult to mentally detach during nonwork time" ... Research provides a deeper understanding of breaks, indicating that regularly detaching from work tasks—both during the workday and in your off-hours—can help restore energy in the short term and prevent burnout in

the long term.” (American Psychological Association 2019  
<https://www.apa.org/monitor/2019/01/break>).

- 4) The option for structural modifications to university policies could help improve demands on faculty time. With the growth of faculty university, teaching responsibilities will also increase, as we serve more students. With **50% of the new student growth coming in at the graduate level, there will be a sharp increase in the number of committees on which faculty must serve.** The University currently has a **requirement of a minimum of 5 committee members on a supervisory committee.** An extensive SACUSP examination of 100 research universities (See Appendix 1), has an average of 3.8 member committees. The lowest of the range is 2 (for Princeton). With 5 members required, the University of Utah unnecessarily spreads its faculty thin, by requiring they serve on more PhD committees. **There is an interest in providing more flexibility by allowing units to decide between 3 and 5 (or more) members for PhD committees, rather than being restricted to 5.** It is not a matter which dictates higher quality, but rather greater flexibility.

In the fall, SACUSP Chair Salari invited Darryl Butt, Dean of the Graduate School, to meet with SACUSP. He preferred meeting with a smaller group, so Chair Salari and Senate Policy Liaison, Allyson Mower met with him to discuss the desire to create an option for units to adopt the variable 3-5 members, or continue to require the 5-person committees. He subsequently created a committee for the examination of graduate program changes. Salari was invited to one of these meetings to describe the proposed option for greater flexibility among student dissertation committees. SACUSP also met with graduate student representatives and shared the proposal.

SACUSP then consulted with Allyson Hicks to propose to the Academic Senate **to change Policy 6-203: Graduate Studies and Degrees, Doctor of Philosophy, particularly Section C. III (See highlighted in Appendix 2) to provide all PhD granting units the option to adopt 3-5 or stay with the 5-member committees.**

President Randall has heard past AS president Salari mention this during the past two years and he is aware of these goals for structural changes which would result in increased flexibility options for PhD programs. On March 29<sup>th</sup>, 2024, past AS president Salari met with President Randall and Dean Butt of the Graduate School. They discussed the requirements of peer institutions and the potential for change at the University of Utah. Dean Butt has a list of other policy changes he wishes to address, so he suggested Dr. Salari’s tasks would be to educate stakeholders and determine levels of support for this initiative. This process has begun with the consultation of deans and will continue over the summer.

Everyone wishes to have high quality outcomes at this exciting time for the institution, but support and recognition from administration and state legislative leaders is needed regarding these increased responsibilities placed on the campus community, the need for adequate compensation and the overall influence on the whole of the university.

## References

American Psychological Association 2019. Give Me a Break, Vol. 50, No. 1.

<https://www.apa.org/monitor/2019/01/break> KUTV Utah ranks third in nation for most unaffordable housing market behind Hawaii, California, Friday, March 8, <https://kutv.com/news/eye-on-your-money/utah-ranks-third-in-nation-for-most-unaffordable-housing-market-behind-hawaii-california>

Jean, T. (March 27, 2024) Florida State faculty union accuses university of 'unfair labor practices' <https://www.tallahassee.com/story/news/local/fsu-news/2024/03/27/florida-state-faculty-union-says-school-unfair-on-post-tenure-reviews/73108872007/>

Salt Lake Community College Sabbatical Leave Policy [Sabbatical Leave | SLCC](#)

Senate Advisory Committee on University Strategic Planning Faculty Needs Survey, June 2022 <https://academic-senate.utah.edu/wp-content/uploads/sites/19/2022/06/Appendix-C-Final-SACUSP-2022-Faculty-Survey-Report.pdf>

## **Appendix 1 Comparisons of the requirements across universities for the size of doctoral committees.**

Memo: Requirements for Doctoral Committee Size at U.S. Universities

To: Darryl Butt, Dean of the Graduate School, University of Utah

From: Compiled by Sonia Salari, Past Academic Senate President, University of Utah

For: Senate Advisory Committee University Strategic Planning SACUSP

Date: January 5, 2024

### **Universities in Utah**

BYU 4 faculty members <https://www.byu.edu/gradstudiesinfo/graduate-studies-policy-handbook>

Utah State University 5 faculty members <https://gradschool.usu.edu/academics/doctorate-plan>

University of Utah 5 faculty members <https://regulations.utah.edu/academics/6-203.php>

### **PAC 12 Conference**

University of Arizona 4 faculty members <https://grad.arizona.edu/policies/academic-policies/graduate-student-committee-service>

Arizona State University ASU at least 3 members <https://graduate.asu.edu/sites/default/files/asu-graduate-policies-and-procedures.pdf>

UC Berkeley Plan A: 5 members, Plan B (non PhD doctorates): 3 members recommended  
[https://grad.berkeley.edu/wp-content/uploads/GGP\\_Current.HDC\\_Policies\\_Aug.2019-2.pdf](https://grad.berkeley.edu/wp-content/uploads/GGP_Current.HDC_Policies_Aug.2019-2.pdf)

UCLA Professional Doctoral programs (Non PhD--Ed.D, D.Env, D Musical Arts, D Nursing Practice, Dr.P.H)  
3 faculty members, PhD Doctoral programs 4 faculty member minimum  
<https://grad.ucla.edu/academics/doctoral-studies/professional-non-phd-doctoral-committee-policy-effective-fall-2022/> <https://grad.ucla.edu/academics/doctoral-studies/minimum-standards-for-doctoral-committee-constitution-effective-2016-fall/>

Colorado Boulder at least 5 committee members (phone call to Grad Dean Office) Grad School Rules p. 18, link from grad catalog is broken

University of Oregon minimum 4, programs vary.

<https://graduatestudies.uoregon.edu/academics/policies/doctoral/dissertation-committee-policy>

Oregon State Univ minimum 5 <https://gradschool.oregonstate.edu/current-students/doctoral-students>

Stanford University 3 members, not more than 5 <https://gap.stanford.edu/handbooks/gap-handbook/chapter-4/subchapter-8/page-4-8-1>

University Southern California USC at least 3, no more than 5 <https://graduateschool.usc.edu/current-students/guidelines-and-forms/>

University of Washington W 4 members including chair and a Grad School Representative  
<https://grad.uw.edu/policies/4-2-supervisory-committee-for-graduate-students/>



Washington State University WSU at least 3 faculty members

<https://confluence.esg.wsu.edu/display/MPS/B.+The+Doctoral+Advisory+Committee>

### **Big 12 Conference (changes beginning 2024)**

Arizona 4 fac members (see above)

ASU at least 3 fac members (see above)

Baylor 4 faculty members <https://graduate.baylor.edu/student-resources-landing-page/completing-your-degree/dissertation-thesis-overview/committee-and>

BYU – 4 faculty members (see above)

Univ Central Florida 4 faculty members <https://graduate.ucf.edu/wp-content/uploads/sites/8/2019/11/DoctoralCandidacyForm-Online.pdf>

University of Cincinnati at least 3 faculty members <https://grad.uc.edu/fac-staff/handbook/doctoral/dissertation.html>

Univ Colorado 5 members (See above)

Univ Houston 4 members, one must be external reader

<https://www.uh.edu/class/students/graduate/thesis-dissertation-info/>

University of Kansas KU at least 4 voting members <https://policy.ku.edu/graduate-studies/oral-exam-committee-composition>

Kansas State University 4 faculty members <https://www.k-state.edu/grad/student-success/graduate-handbook/chapter3.html#Supervisory%20Committee>

Oklahoma State University at least 4 faculty members (one from outside dept at OSU)

<https://gradcollege.okstate.edu/resources/plan-of-study-faq.html>

Iowa State University 5 faculty members (one must be outside dept at ISU) <https://www.grad-college.iastate.edu/posc/help/>

University of Texas Austin 4 faculty members, variable by program, at least one from outside graduate program at UT. <https://gradschool.utexas.edu/navigating/phd/candidacy>

Texas Christian University 4 faculty members <https://iq2.smartcatalogiq.com/en/catalogs/texas-christian-university/2020-2021/graduate-catalog/degree-requirements/doctoral-and-phd-degree-requirements>

Texas Tech University 3 to 5 faculty members –I am citing COE guidelines as I could not find general grad handbook with answer <https://harriscollege.tcu.edu/wp-content/uploads/2017/06/Dissertation-Guidelines-1.pdf>

West Virginia University 4 or 5 committee members. Programs vary

[http://catalog.wvu.edu/graduate/advisingcoursesdegrees/degree\\_regulations/#committeestext](http://catalog.wvu.edu/graduate/advisingcoursesdegrees/degree_regulations/#committeestext)

### **Other U.S. Universities**

University of Alabama not fewer than 5 [https://cis.ua.edu/wp-content/uploads/2019/03/committee\\_diss.pdf](https://cis.ua.edu/wp-content/uploads/2019/03/committee_diss.pdf)

University at Albany, NY 3 faculty member minimum  
[https://www.albany.edu/graduatebulletin/requirements\\_doctoral\\_degree.htm](https://www.albany.edu/graduatebulletin/requirements_doctoral_degree.htm)

University of Arkansas 3 faculty members <https://graduate-and-international.uark.edu/graduate/current-students/commencement-graduation.php>

Auburn University 4 faculty members <https://bulletin.auburn.edu/thegraduateschool/doctoraldegrees/>

Boston University 4 or more <https://www.bu.edu/cas/academics/phd-and-mfa-academics/graduation-information/>

Bowling Green State University 4 faculty members <https://www.bgsu.edu/content/dam/BGSU/general-counsel/policies/academic-affairs/graduate/doctoral-requirements-graduate.pdf>

Brown University 3 faculty member minimum  
<https://www.brown.edu/academics/classics/content/dissertation-0>

University California Davis 3 faculty members <https://ucdavis.app.box.com/v/DoctoralCandidacy-PlanA>

University California Irvine 5 faculty members <https://grad.uci.edu/current-students/advancement-to-candidacy/>

University of California San Diego 4 faculty members <https://grad.ucsd.edu/academics/progress-to-degree/committees.html>

Case Western Reserve Univ minimum of 4  
[https://case.edu/medicine/pghs/sites/case.edu.pghs/files/2022-01/DissertationCommitteeNotificationForm\\_2021.pdf](https://case.edu/medicine/pghs/sites/case.edu.pghs/files/2022-01/DissertationCommitteeNotificationForm_2021.pdf)

Clemson University 4 faculty members <https://www.clemson.edu/cecas/departments/ce/research/ce-m/cem-graduate-academics.html>

CUNY City University of New York 3 faculty members <https://www.gc.cuny.edu/psychology/forms-and-procedures/prerequisites-dissertation>

Columbia University 4 for Professional, 5 for PhD and students do not choose, they are appointed  
<https://www.gsas.columbia.edu/content/nomination-and-appointment-defense-committee>

University of Connecticut 3 faculty members\* (\*policy unclear) <https://gradcatalog.uconn.edu/grad-school-info/advisory-system/>

Cornell University 3 faculty members <https://gradschool.cornell.edu/academic-progress/requirements/making-academic-progress/nominating-your-special-committee/>

Dartmouth University 3 faculty members <https://graduate.dartmouth.edu/policy/procedure-setting-thesis-defense-committee>

University of Delaware 4-6 faculty members [https://www1.udel.edu/gradoffice/forms-new/dissertation\\_committee\\_approval.pdf](https://www1.udel.edu/gradoffice/forms-new/dissertation_committee_approval.pdf)

Duke University 4 minimum faculty [https://gradschool-files.cloud.duke.edu/sites/default/files/form\\_committee\\_approval.pdf](https://gradschool-files.cloud.duke.edu/sites/default/files/form_committee_approval.pdf)

Emory University 3 faculty members additional may be outside of program, <https://www.gs.emory.edu/academics/policies-progress/dissertation.html>

University of Florida 4 members <https://gradcatalog.ufl.edu/graduate/degrees/>

Florida State University 4 faculty members [https://registrar.fsu.edu/bulletin/graduate/information/graduate\\_degree/](https://registrar.fsu.edu/bulletin/graduate/information/graduate_degree/)

Fordham University 3 faculty members minimum, example from grad school of arts & sciences <https://bulletin.fordham.edu/gsas/resources/handbook/requirements/>

George Mason University at least 3 faculty members <https://catalog.gmu.edu/policies/academic/graduate-policies/#ap-6-10-5>

Georgetown programs vary, at minimum 3 faculty members <https://sites.google.com/a/georgetown.edu/gsas-graduate-bulletin/iv-requirements-for-degrees>

Harvard University normally consists of 3 or 4 Harvard Fac, MIT fac may be included <https://seas.harvard.edu/office-academic-programs/graduate-policies-procedures-and-forms/phd-degree-requirements/phd-research-advisors-committees-and-meetings>

Idaho State University 5 faculty members <https://www.isu.edu/media/libraries/graduate-school/2018-Thesis-Dissertation-Manual.pdf>

Johns Hopkins University 3 faculty members minimum <https://engineering.jhu.edu/case/phd-program-graduation-deadlines-faqs/>

University of Kentucky 4 faculty members [https://gradschool.uky.edu/sites/gradschool.uky.edu/files/CheckSheet\\_Doctoral\\_Students.pdf](https://gradschool.uky.edu/sites/gradschool.uky.edu/files/CheckSheet_Doctoral_Students.pdf)

Louisiana State University 5 (one external) [https://graduatestudies.lsuhs.edu/dissertation\\_guidelines.aspx](https://graduatestudies.lsuhs.edu/dissertation_guidelines.aspx)

Loyola University of Chicago 3-5 varies by program [https://www.luc.edu/gradschool/academics\\_policies.shtml](https://www.luc.edu/gradschool/academics_policies.shtml)

University of Idaho 4 faculty members <https://www.uidaho.edu/-/media/UIIdaho-Responsive/Files/coe/General-College/Academics/Doctoral/Education-Doctoral-Guide-Handbook.pdf>

University of Illinois Urbana Champ 4 voting members <https://grad.illinois.edu/thesis/submitting-doctoral-committee-requests>

Indiana University Bloomington 3 (chair plus 2 or more faculty members) <https://bulletins.iu.edu/iu/gradschool/2019-2020/requirements/phd/research.shtml>

University of Iowa 4 faculty members <https://grad.uiowa.edu/academics/manual/academic-program/section-xii-doctors-degrees>

University of Maryland, College Park 5 faculty members, 3 must be Full Professors, Johns Hopkins University 3 faculty members minimum <https://engineering.jhu.edu/case/phd-program-graduation-deadlines-fags/>

Massachusetts Institute of Technology 3 or more (example from Bio Engineering) <https://be.mit.edu/academic-programs/current-graduate/thesis-committee>

University of Miami 4 faculty members <https://www.grad.miami.edu/policies-and-forms/forming-the-thesis-doctoral-committee/index.html>

University of Michigan 4 or more <https://rackham.umich.edu/faculty-and-staff/dissertation-committees/guidelines-for-dissertation-committee-service/>

Michigan State University 4 faculty members <https://reg.msu.edu/academicprograms/Print.aspx?Section=391>

University of Minnesota 4 faculty members <https://policy.umn.edu/education/doctoralcompletion>

University of Missouri Columbia 4 faculty members <https://gradschool.missouri.edu/current-students/doctoral/>

University of Mississippi 3 faculty members <https://gradschool.olemiss.edu/about-us/faq/>

University of Montana 5 voting members <https://www.umt.edu/grad/student-journey/current-students/academic-policies/doctorate-degree.php>

University of Nebraska Omaha 4 fac members (3 internal 1 external) <https://catalog.unomaha.edu/graduate/policies-governing-graduate-study/doctoral-programs/#text>

Northwestern University 3 faculty members <https://www.tgs.northwestern.edu/academic-policies-procedures/policies/phd-degree-requirements.html>

University of Nevada Las Vegas 5 fac members <https://www.unlv.edu/cs/graduate-doctorate>

University of New Hampshire minimum 5 fac members, (3 from the major dept. 2 from related) [https://ceps.unh.edu/sites/default/files//frm\\_doct\\_diss\\_comm.pdf](https://ceps.unh.edu/sites/default/files//frm_doct_diss_comm.pdf)

University of New Mexico 4 faculty members <https://www.unm.edu/~lkravitz/Grad%20Program/gradcommitteee.html>

New York University 3 faculty members min., differs by program <https://steinhardt.nyu.edu/current-students/doctoral-studies/proposal-and-dissertation-policies-and-guidelines>

Univ North Carolina UNC 5 faculty members <https://gradschool.unc.edu/facultystaff/faculty/faq.html>

North Carolina State University 4 faculty members <https://grad.ncsu.edu/students/degree-planning/build-an-advisory-committee/>

University of Notre Dame 4 members, with 3 votes required to pass [https://graduateschool.nd.edu/assets/41315/overview.phd\\_defense.pdf](https://graduateschool.nd.edu/assets/41315/overview.phd_defense.pdf)

Ohio State University, The 4 faculty member minimum <https://gradsch.osu.edu/graduate-school-handbook-gsh/gsh-section-12-graduate-faculty-membership>

University of Oklahoma 4 total (3 departmental faculty plus 1 Grad School Representative) <https://www.ou.edu/gradcollege/faculty-and-staff/graduate-faculty-appointments>

University of Pennsylvania at least 3 faculty members <https://catalog.upenn.edu/graduate/academic-resources/advising-mentoring/dissertation-committee/>

Pennsylvania State University PhD Doctorate 4 members, Professional (Non-PhD) Doctorate 3 members <https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-600/gcac-602-phd-committee-formation/> <https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-700/gcac-702-professional-doctoral-committee-composition/>

University of Pittsburgh 4 or more <https://catalog.upp.pitt.edu/content.php?catoid=189&navoid=17797>

University of Portland 3 faculty members <https://www.up.edu/graduate/files/Dissertation%20and%20Thesis%20Guidelines.pdf>

Princeton University at least 2 principal readers <https://gradschool.princeton.edu/academics/degrees-requirements/dissertation-fpo>

Purdue University 3 fac members min, if 4+ only 3 must sign off <https://catalog.purdue.edu/content.php?catoid=7&navoid=2854>

Rice University 3 faculty members <https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-doctoral-degrees/>

University of Rochester 3 faculty members <https://www.rochester.edu/college/gradstudies/academics/dissertation.html>

Rutgers University 4 fac members min [https://catalogs.rutgers.edu/generated/nb-grad\\_current/pg111.html](https://catalogs.rutgers.edu/generated/nb-grad_current/pg111.html)

University of South Carolina no fewer than 4 <https://academicbulletins.sc.edu/graduate/degree-requirements/doctoral-degree-requirements/>

University of Tennessee Knoxville 4 faculty member <https://gradschool.utk.edu/graduate-council/guidelines-for-phd-committee-service/>

Texas A & M University varies by program – consult programs, no university policy requirement. <https://grad.tamu.edu/knowledge-center/general-faqs/committee-faqs>

Vanderbilt University 4 faculty members <https://gradschool.vanderbilt.edu/frequentlyaskedquestions/FAQs.php>

University of Vermont 4 faculty members <https://catalogue.uvm.edu/graduate/degree-requirements/requirements-for-the-doctor-of-philosophy-degree/>

University of Virginia 4 faculty members – surveyed the grad handbooks – couldn't find university policy

Virginia Tech 4 faculty members

[https://secure.graduateschool.vt.edu/graduate\\_catalog/policies.htm?policy=002d14432c654287012c6542e38200d8](https://secure.graduateschool.vt.edu/graduate_catalog/policies.htm?policy=002d14432c654287012c6542e38200d8)

Washington University of St. Louis 5 faculty members <https://gradstudies.artsci.wustl.edu/defense-dissertation>

Univ Wisconsin Madison 4 faculty members, 3 must be readers <https://policy.wisc.edu/library/UW-1201>

University of Wyoming 5 faculty members [https://www.uwyo.edu/uwgrad/\\_files/docs/graduate-committee-formation.pdf](https://www.uwyo.edu/uwgrad/_files/docs/graduate-committee-formation.pdf)

Yale University 3 to 5 faculty members <https://registrar.yale.edu/students/dissertation-submission>

**Appendix 2 Policy relevant to the optional change in size of PhD Supervisory Committees**

**Policy 6-203: Graduate Studies and Degrees, Doctor of Philosophy**

Revision 5. Effective date: June 10, 2014

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## **I. Purpose and Scope**

### A. Purpose.

[reserved]

### B. Scope.

[reserved]

## **II. Definitions**

[reserved]

## **III. Policy**

The Doctor of Philosophy degree is awarded for high attainment in an advanced specialized field of study. It requires competence in independent research and an understanding of related subjects. This degree is not awarded simply for the fulfillment of residence requirements and the accumulation of credits.

### A. Study Requirements

1. Candidates for the Ph.D. degree must ordinarily complete not less than three full years (six semesters) of approved graduate work, inclusive of work for the master's degree. More time may be required. In truly exceptional cases, a shorter period of time in graduate work may be approved by the dean of the Graduate School. At least one year of the doctoral program must be spent in full-time academic work at the University of Utah, defined as two consecutive semesters of registration for at least nine hours. Noninteractive distance or telecourses do not satisfy the residency requirement. (Normally, no more than six semester hours of high quality work may be transferred from another institution.)

### B. Time Limit

1. The time limit for completing a Ph.D. degree is determined by individual departmental policy approved by the Graduate Council. Requests to exceed established time limits must be recommended by a candidate's supervisory



committee and approved by the departmental director of graduate studies and the dean of the Graduate school. Students whose studies have been interrupted for long periods of time and who have been granted extended time to complete their degrees may be required to complete additional courses, to pass examinations, or otherwise to demonstrate that they are current in their field.

### C. Supervisory Committee

1. A committee of five faculty members is appointed to supervise a student's graduate work. One or more members of the supervisory committee shall be appointed from another department where such appointments will enhance the ability of the committee to supervise the student's work. The supervisory committee is responsible for approving the student's academic program, preparing and judging the qualifying examinations, approving the dissertation subject and final dissertation, and administering and judging the final oral examination. The chairperson of the supervisory committee normally directs the student's research and writing of the dissertation. The final oral examination may be chaired by any member of the supervisory committee consistent with departmental policy. Decisions concerning program requirements, examinations, and the dissertation are made by majority vote of the supervisory committee.
2. Supervisory committee members should be members of the university faculty, including tenure-line, visiting, or adjunct, clinical, faculty (See Policy 6-300). They should hold an academic or professional doctorate, and should have demonstrated competence to do research, scholarly, or artistic work in the general field of the student' studies. Appointments to graduate supervisory committees of persons who do not meet these requirements must be recommended and justified by the director of graduate studies of the department and approved by the dean of the Graduate School.
3. It is the student's responsibility to initiate a request for a supervisory committee. The department chairperson or director of graduate studies,

depending on departmental policy, appoints the chairperson and the committee members subject to approval by the dean of the Graduate school. All University of Utah faculty members (including tenure-line and career-line faculty) are eligible to serve as supervisory committee chairpersons consistent with individual departmental regulations. In special cases faculty holding only visiting or adjunct appointments in the university may be chairpersons if recommended by the department and approved by the dean of the Graduate School.

#### D. Language Requirements

1. Whether foreign language proficiency is required of candidates is determined by departmental policy. Where such proficiency is required, it must be certified by the Graduate Language Committee. In some instances, language proficiency may be certified by individual departments if appropriate Procedures have been approved in advance by the Graduate Language Committee. In most cases, however, fulfillment of the language requirements must be certified by the Graduate Language Committee. The Graduate Language Committee certifies language proficiency on the basis of special examinations or academic courses completed in the language. Detailed regulations concerning language requirements are published in the Bulletin of the University of Utah Graduate School.

#### E. Qualifying Examination

1. Written and oral qualifying examinations (preliminary examinations) are required of each candidate. The nature and format of these examinations are established by individual departments subject to approval by the Graduate Council. At the discretion of the student's supervisory committee, an examination or parts of an examination may be repeated only once.
2. Qualifying examinations normally are prepared, administered, and evaluated by the student's supervisory committee. However, a department has the option of appointing a departmental examination committee which

administers the qualifying examinations and ensures that examinations are properly prepared and evaluated.

#### F. Dissertations

1. The candidate must submit a dissertation embodying the results of the scientific or scholarly research or artistic creativity which gives evidence of originality and ability in independent investigation and is a contribution to knowledge or the creative arts. The dissertation must show a mastery of the relevant literature and be presented in acceptable style. The style and format of the dissertation are determined by departmental policy and registered with the Thesis Editor, who approves the style and format of the individual dissertations in accordance with departmental policy. The dissertation is approved by the student's supervisory committee.
2. The doctoral dissertation is expected to be available to other scholars and to the general public. As copyright holders, it is the responsibility of all doctoral candidates to arrange for the publication of their dissertations. The university accepts three alternatives for complying with the publication requirements:
  - a. The entire dissertation may be published and distributed by a publisher of the candidate's choice, exclusive of vanity publishing.
  - b. The entire dissertation may consist of an article or articles accepted for publication in approved scholarly journals.
  - c. The dissertation may be included in a University-approved electronic thesis and dissertation database for public sale and the University of Utah Digital Library for public access, either immediately or after an embargo period not to exceed 3 years. Embargo periods exceeding 3 years may be requested but they are subject to negotiation with the Dean of the Graduate School..

3. Regardless of the option used for meeting the publication requirement, an abstract of each dissertation is to be published in University Microfilm's Dissertation Abstracts International.
4. Detailed policies and procedures concerning the publication requirement and other matters pertaining to the preparation and acceptance of the dissertation are contained in A Handbook for Theses and Dissertations published by The Graduate School.

#### G. Final Examination

1. A final oral examination must be passed before graduation. The examination must follow receipt of the dissertation by the supervisory committee. The committee schedules and announces a public oral examination at which the candidate must defend the dissertation. The final oral examination may be chaired by any member of the supervisory committee consistent with departmental policy.
2. In order to guarantee graduation in a particular semester, the candidate must submit a copy of the dissertation for format approval to the thesis and dissertation editor four weeks prior to the last day of classes of that semester. The copy submitted for format approval must be defended and fully approved by the supervisory committee and the final reader of the dissertation.

#### H. Registration

1. The candidate must register for a minimum of 14 credit hours of Thesis Research (7970 Thesis Research-Ph.D.). The candidate must be regularly enrolled at the university for three or more credit hours during the semester in which the final oral examination is taken.

#### I. Exceptions

1. Individual student exceptions to the general requirements for the Ph.D. as stated herein must be approved by the dean of the Graduate School upon

the recommendation of the student's supervisory committee and the respective director of graduate studies or department chair. The Graduate Council may approve departmental or programmatic exceptions to the minimum residency requirements and proposals for new programs or academic offerings using distance learning technologies and/or off-campus sites, as provided by Graduate School policy.

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*Sections IV- VII are for user information and are not subject to the approval of the Academic Senate or the Board of Trustees. The Institutional Policy Committee, the Policy Owner, or the Policy Officer may update these sections at any time.*

#### **IV. Policies/ Rules, Procedures, Guidelines, Forms and other Related Resources**

- A. Policies/ Rules. [ *reserved* ]
- B. Procedures, Guidelines, and Forms. [ *reserved* ]
- C. Other Related Resources. [ *reserved* ]

#### **V. References**

- A. [ *reserved* ]

#### **VI. Contacts**

The designated contact officials for this Regulation are:

- A. Policy Owner(s) (primary contact person for questions and advice): Dean of the Graduate School
- B. Policy Officer(s): Senior Vice President for Academic Affairs and Senior Vice President for Health Sciences

See Rule 1-001 for information about the roles and authority of policy owners and policy officers.

#### **VII. History**

Revision History.

A. Current version. Revision 5.

1. Approved by -- Academic Senate May 5, 2014, and Board of Trustees June 14, 2014, with effective date of June 10, 2014.
2. Editorial Revisions
  - a. Editorially revised [date] to move to current regulations template.

B. Previous versions.

1. Revision 4. Effective Date. July 10, 1995.

C. Renumbering

1. Renumbered from PPM 9-9.3 and previously as Faculty Regulations Chapter IX-Section 9.