

Analysis of Staffing Trends
Rutgers University and U.S. Public AAU* Institutions, Fall 2001

CATEGORY	PEER AVERAGE	RUTGERS UNIVERSITY (ALL CAMPUSES)	
		Average	Rank
Executive, Administrative and Managerial Employees per Faculty	0.16	0.09	26
Non-Instructional, Professional Employees per Faculty	1.25	1.04	18
Technical Employees per Faculty	0.31	0.18	23
Secretarial Staff per Faculty	0.68	0.48	27
Skilled Craft and Service Employees per Faculty	0.54	0.68	7
Support Staff per Faculty	2.99	2.47	24
Non-Faculty Staff per 100 FTE Students	24.54	15.15	26
Faculty per 100 FTE Students	8.17	6.13	27
Faculty as a Percent of Total Employees	26.90	28.80	11

* Refer to page 109 for a list of AAU Institutions. Pages 152 to 160 provide AAU comparisons for each category.

Source: IPEDS Fall 2001 Staff Survey

Office of Institutional Research

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Camden Campus
Academic Year 2002/2003

	CAMDEN																	
	African American			Asian			Latino			White			Foreign			Total*		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Professor	0	2	2	0	5	5	1	1	2	14	55	69	0	0	0	15	63	78
Associate Prof.	1	2	3	2	11	13	0	0	0	22	32	54	1	3	4	27	48	75
Assistant Prof.	5	1	6	1	5	6	0	0	0	23	19	42	3	6	9	32	31	63
Instructor/Lecturer	0	0	0	0	0	0	0	0	0	13	6	19	0	2	2	13	8	21
TOTAL FACULTY	6	5	11	3	21	24	1	1	2	72	112	184	4	11	15	87	150	237
PERCENTAGE	6.9	3.3	4.6	3.4	14.0	10.1	1.1	0.7	0.8	82.8	74.7	77.6	4.6	7.3	6.3	100	100	100
Exec. Admin. Mgr.	2	2	4	0	0	0	0	0	0	3	14	17	0	0	0	5	16	21
Professional	18	7	25	0	1	1	10	3	13	77	40	117	0	1	1	106	52	158
Tech. Para-Prof.	3	1	4	0	0	0	2	1	3	6	4	10	0	0	0	11	6	17
Sec./Clerical	21	2	23	2	0	2	5	0	5	52	5	57	0	0	0	80	7	87
Skilled Craft	0	3	3	0	0	0	0	0	0	0	19	19	0	0	0	0	22	22
Serv. Maint.	14	31	45	1	1	2	7	9	16	6	12	18	0	0	0	28	53	81
TOTAL STAFF	58	46	104	3	2	5	24	13	37	144	94	238	0	1	1	229	156	386
PERCENTAGE	25.3	29.5	26.9	1.3	1.3	1.3	10.5	8.3	9.6	62.9	60.3	61.7	0.0	0.6	0.3	100	100	100

* Includes American Indian.

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Newark Campus
Academic Year 2002/2003

	NEWARK																	
	African American			Asian			Latino			White			Foreign			Total*		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Professor	1	7	8	1	5	6	2	0	2	41	96	137	0	4	4	45	112	157
Associate Prof.	3	6	9	2	9	11	1	5	6	25	55	80	4	4	8	35	79	114
Assistant Prof.	6	1	7	2	3	5	0	0	0	47	26	73	6	6	12	61	36	97
Instructor/Lecturer	2	3	5	2	0	2	0	1	1	18	13	31	1	9	10	23	26	49
TOTAL FACULTY	12	17	29	7	17	24	3	6	9	131	190	321	11	23	34	164	253	417
PERCENTAGE	7.3	6.7	7.0	4.3	6.7	5.8	1.8	2.4	2.2	79.9	75.1	77.0	6.7	9.1	8.2	100	100	100
Exec. Admin. Mgr.	5	0	5	1	1	2	1	1	2	16	16	32	0	0	0	23	18	41
Professional	62	30	92	8	8	16	27	8	35	88	61	149	1	1	2	186	108	294
Tech. Para-Prof.	10	4	14	3	1	4	2	1	3	8	8	16	0	0	0	23	14	37
Sec./Clerical	73	8	81	1	0	1	31	1	32	26	3	29	0	0	0	131	12	143
Skilled Craft	0	10	10	0	1	1	0	17	17	1	23	24	0	0	0	1	51	52
Serv. Maint.	11	23	34	0	0	0	4	20	24	12	18	30	0	0	0	27	61	88
TOTAL STAFF	161	75	236	13	11	24	65	48	113	151	129	280	1	1	2	391	264	655
PERCENTAGE	41.2	28.4	36.0	3.3	4.2	3.7	16.6	18.2	17.3	38.6	48.9	42.7	0.3	0.4	0.3	100	100	100

* Includes American Indian.

Source: IPEDS 2002 Fall Staff Survey

Office of Institutional Research

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for New Brunswick Campus
Academic Year 2002/2003

	NEW BRUNSWICK																	
	African American			Asian			Latino			White			Foreign			Total*		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Professor	10	14	24	8	48	56	0	8	8	126	532	658	3	7	10	147	609	756
Associate Prof.	11	13	24	10	34	44	3	5	8	153	233	386	3	17	20	180	303	483
Assistant Prof.	7	6	13	18	23	41	7	8	15	129	142	271	31	38	69	195	220	415
Instructor/Lecturer	0	7	7	17	18	35	5	2	7	78	74	152	22	57	79	122	158	280
TOTAL FACULTY	28	40	68	53	123	176	15	23	38	486	981	1,467	59	119	178	644	1,290	1,934
PERCENTAGE	4.3	3.1	3.5	8.2	9.5	9.1	2.3	1.8	2.0	75	76	76	9	9	9	100	100	100
Exec. Admin. Mgr.	9	9	18	1	4	5	1	1	2	43	102	145	0	2	2	54	118	172
Professional	152	76	228	78	48	126	56	34	90	1048	656	1,704	5	11	16	1,343	828	2,171
Tech. Para-Prof.	34	16	50	29	12	41	16	11	27	159	121	280	3	2	5	243	162	405
Sec./Clerical	124	21	145	24	4	28	32	6	38	554	70	624	2	0	2	741	101	842
Skilled Craft	10	53	63	0	6	6	3	28	31	19	227	246	0	0	0	32	314	346
Serv. Maint.	138	146	284	33	14	47	214	137	351	123	232	355	2	1	3	511	530	1,041
TOTAL STAFF	467	321	788	165	88	253	214	217	539	1,946	1,408	3,354	12	16	28	2,924	2,053	4,977
PERCENTAGE	16.0	15.6	15.8	5.6	4.3	5.1	7.3	10.6	10.8	66.6	68.6	67.4	0.4	0.8	0.6	96	100	100

* Includes American Indian.

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Total University
Academic Year 2002/2003

	TOTAL UNIVERSITY																	
	African American			Asian			Latino			White			Foreign			Total*		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Professor	11	23	34	9	58	67	3	9	12	181	683	864	3	11	14	207	784	991
Associate Prof.	15	21	36	14	54	68	4	10	14	200	320	520	8	24	32	242	430	672
Assistant Prof.	18	8	26	21	31	52	7	8	15	199	187	386	40	50	90	288	287	575
Instructor/Lecturer	2	10	12	19	18	37	5	3	8	109	93	202	23	68	91	158	192	350
TOTAL FACULTY	46	62	108	63	161	224	19	30	49	689	1,283	1,972	74	153	227	895	1,693	2,588
PERCENTAGE	5.1	3.7	4.2	7.0	9.5	8.7	2.1	1.8	1.9	77	76	76	8	9	9	100	100	100
Exec. Admin. Mgr.	16	11	27	2	5	7	2	2	4	62	132	194	0	2	2	82	152	234
Professional	232	113	345	86	57	143	93	45	138	1,213	757	1,970	6	13	19	1,635	988	2,623
Tech. Para-Prof.	47	21	68	32	13	45	20	13	33	173	133	306	3	2	5	277	182	459
Sec./Clerical	218	31	249	27	4	31	68	7	75	632	78	710	2	0	2	952	120	1,072
Skilled Craft	10	66	76	0	7	7	3	45	48	20	269	289	0	0	0	33	387	420
Serv. Maint.	163	200	363	34	15	49	225	166	391	141	262	403	2	1	3	566	644	1,210
TOTAL STAFF	686	442	1,128	181	101	282	411	278	689	2,241	1,631	3,872	13	18	31	3,545	2,473	6,018
PERCENTAGE	19.4	17.9	18.7	5.1	4.1	4.7	11.6	11.2	11.4	63.2	66.0	64.3	0.4	0.7	0.5	100	100	100

* Includes American Indian.

Source: IPEDS 2002 Fall Staff Survey

Office of Institutional Research

Full-Time Faculty by Rank for Camden Campus and Newark Campus**1993/1994 - 2002/2003**

	CAMDEN								
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total
	#	%	#	%	#	%	#	%	#
1993/94	62	29	79	37	64	30	11	5	216
1994/95	66	30	78	36	59	27	15	7	218
1995/96	72	33	78	36	51	24	16	7	217
1996/97	70	31	80	36	60	27	15	7	225
1997/98	69	29	91	39	64	27	12	5	236
1998/99	74	32	90	39	55	24	14	6	233
1999/00	81	35	84	36	50	22	17	7	232
2000/01	84	35	79	33	55	23	19	8	237
2001/02	82	34	77	32	57	24	25	10	241
2002/03	78	33	75	32	63	27	21	9	237
	NEWARK								
1993/94	151	38	131	33	82	21	35	9	399
1994/95	145	36	132	33	89	22	36	9	402
1995/96	150	37	123	30	97	24	39	10	409
1996/97	168	38	127	28	110	25	42	9	447
1997/98	156	37	131	31	107	25	28	7	422
1998/99	158	38	131	32	95	23	29	7	413
1999/00	165	39	122	29	94	22	38	9	419
2000/01	162	38	124	29	98	23	45	10	429
2001/02	161	37	123	28	92	21	58	13	434
2002/03	157	38	114	27	97	23	49	12	417

**Full-Time Faculty by Rank for New Brunswick Campus and Total University
1993/1994 - 2002/2003**

	NEW BRUNSWICK								
	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Total*
	#	%	#	%	#	%	#	%	#
1993/94	715	40	533	30	383	21	175	10	1,806
1994/95	735	41	532	29	364	20	177	10	1,808
1995/96	756	41	537	29	369	20	171	9	1,833
1996/97	749	41	528	29	353	19	194	11	1,824
1997/98	768	42	502	27	357	20	197	11	1,830
1998/99	787	42	491	26	365	20	214	11	1,870
1999/00	765	41	492	26	378	20	240	13	1,887
2000/01	754	40	484	26	390	21	245	13	1,885
2001/02	771	40	490	25	416	22	239	12	1,923
2002/03	756	39	483	25	415	21	275	14	1,934
	TOTAL UNIVERSITY								
1993/94	928	38	743	31	529	22	221	9	2,421
1994/95	946	39	742	31	512	21	228	9	2,428
1995/96	978	40	738	30	517	21	226	9	2,459
1996/97	987	40	735	29	523	21	251	10	2,496
1997/98	993	40	724	29	528	21	237	10	2,488
1998/99	1,019	41	712	28	515	20	257	10	2,516
1999/00	1,011	40	698	28	522	21	295	12	2,538
2000/01	1,000	39	687	27	543	21	309	12	2,551
2001/02	1,014	39	690	27	565	22	322	12	2,598
2002/03	991	38	672	26	575	22	345	13	2,588

* Includes visiting faculty with no rank.

Source: Human Resources

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus
1993/1994 - 2002/2003**

	CAMDEN																	
	African American			Asian			Latino			White			Foreign*			Total**		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1993/94	6	7	13	4	14	18	1	4	5	57	122	179	-	-	-	69	147	216
1994/95	7	7	14	4	17	21	1	3	4	56	121	177	-	-	-	70	148	218
1995/96	7	6	13	4	18	22	1	3	4	55	122	177	-	-	-	68	149	217
1996/97	6	6	12	4	23	27	1	3	4	56	124	180	-	-	-	69	156	225
1997/98	9	5	14	3	16	19	2	3	5	62	121	183	3	10	13	81	155	236
1998/99	7	4	11	2	19	21	2	3	5	62	123	185	3	6	9	78	155	233
1999/00	7	4	11	2	20	22	2	3	5	61	118	179	4	9	13	78	154	232
2000/01	6	5	11	3	20	23	1	3	4	63	119	182	4	12	16	78	159	237
2001/02	7	5	12	3	21	24	1	3	4	67	114	181	4	15	19	83	158	241
2002/03	6	5	11	3	21	24	1	1	2	72	112	184	4	11	15	87	150	237
	NEWARK																	
1993/94	10	15	25	5	24	29	3	3	6	116	223	339	-	-	-	134	265	399
1994/95	10	14	24	7	25	32	4	6	10	120	216	336	-	-	-	141	261	402
1995/96	11	16	27	9	19	28	6	5	11	121	222	343	-	-	-	147	262	409
1996/97	12	20	32	10	33	43	5	5	10	121	240	361	-	-	-	149	298	447
1997/98	9	18	27	6	19	25	5	8	13	117	210	327	11	18	29	149	273	422
1998/99	10	19	29	6	19	25	6	7	13	118	199	317	8	20	28	149	264	413
1999/00	11	21	32	5	20	25	5	7	12	117	201	318	11	20	31	150	269	419
2000/01	14	22	36	5	20	25	3	7	10	126	200	326	12	20	32	160	269	429
2001/02	14	21	35	6	19	25	5	7	12	127	202	329	12	21	33	164	270	434
2002/03	12	17	29	7	17	24	3	6	9	131	190	321	11	23	34	164	253	417

* Prior to 1997, foreigners were not listed separately.

** Includes American Indian.

**Full-Time Faculty by Race/Ethnicity and Gender for New Brunswick Campus and Total University
1993/1994 - 2002/2003**

	NEW BRUNSWICK																	
	African American			Asian			Latino			White			Foreign*			Total**		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1993/94	36	54	90	38	121	159	10	29	39	453	1,064	1,517	-	-	-	537	1,269	1,806
1994/95	38	52	90	39	123	162	10	31	41	448	1,066	1,514	-	-	-	535	1,273	1,808
1995/96	34	52	86	43	122	165	11	33	44	466	1,070	1,536	-	-	-	554	1,279	1,833
1996/97	33	51	84	40	123	163	15	31	46	474	1,056	1,530	-	-	-	562	1,262	1,824
1997/98	30	46	76	39	102	141	10	22	32	450	1,016	1,466	28	85	113	557	1,273	1,830
1998/99	29	45	74	45	105	150	10	25	35	452	1,026	1,478	34	95	129	572	1,298	1,870
1999/00	28	44	72	47	104	151	12	28	40	450	1,023	1,473	41	106	147	580	1,307	1,887
2000/01	32	46	78	44	104	148	14	25	39	460	999	1,459	44	113	157	596	1,289	1,885
2001/02	30	44	74	52	116	168	14	24	38	477	1,004	1,481	48	110	158	623	1,300	1,923
2002/03	28	40	68	53	123	176	15	23	38	486	981	1,467	59	119	178	644	1,290	1,934
	TOTAL UNIVERSITY																	
1993/94	52	76	128	47	159	206	14	36	50	626	1,409	2,035	-	-	-	740	1,681	2,421
1994/95	55	73	128	50	165	215	15	40	55	624	1,403	2,027	-	-	-	746	1,682	2,428
1995/96	52	74	126	56	159	215	18	41	59	642	1,414	2,056	-	-	-	769	1,690	2,459
1996/97	51	77	128	54	179	233	21	39	60	651	1,420	2,071	-	-	-	780	1,716	2,496
1997/98	48	69	117	48	137	185	17	33	50	629	1,347	1,976	42	113	155	787	1,701	2,488
1998/99	46	68	114	53	143	196	18	35	53	632	1,348	1,980	45	121	166	799	1,717	2,516
1999/00	46	69	115	54	144	198	19	38	57	628	1,342	1,970	56	135	191	808	1,730	2,538
2000/01	52	73	125	52	144	196	18	35	53	649	1,318	1,967	60	145	205	834	1,717	2,551
2001/02	51	70	121	61	156	217	20	34	54	671	1,320	1,991	64	146	210	870	1,728	2,598
2002/03	46	62	108	63	161	224	19	30	49	689	1,283	1,972	74	153	227	895	1,693	2,588

* Prior to 1997, foreigners were not listed separately.

** Includes American Indian.

Source: Human Resources (prior to '97 Faculty Analysis Report)

Office of Institutional Research

Percent Tenured Faculty by Campus**1993/1994 - 2002/2003**

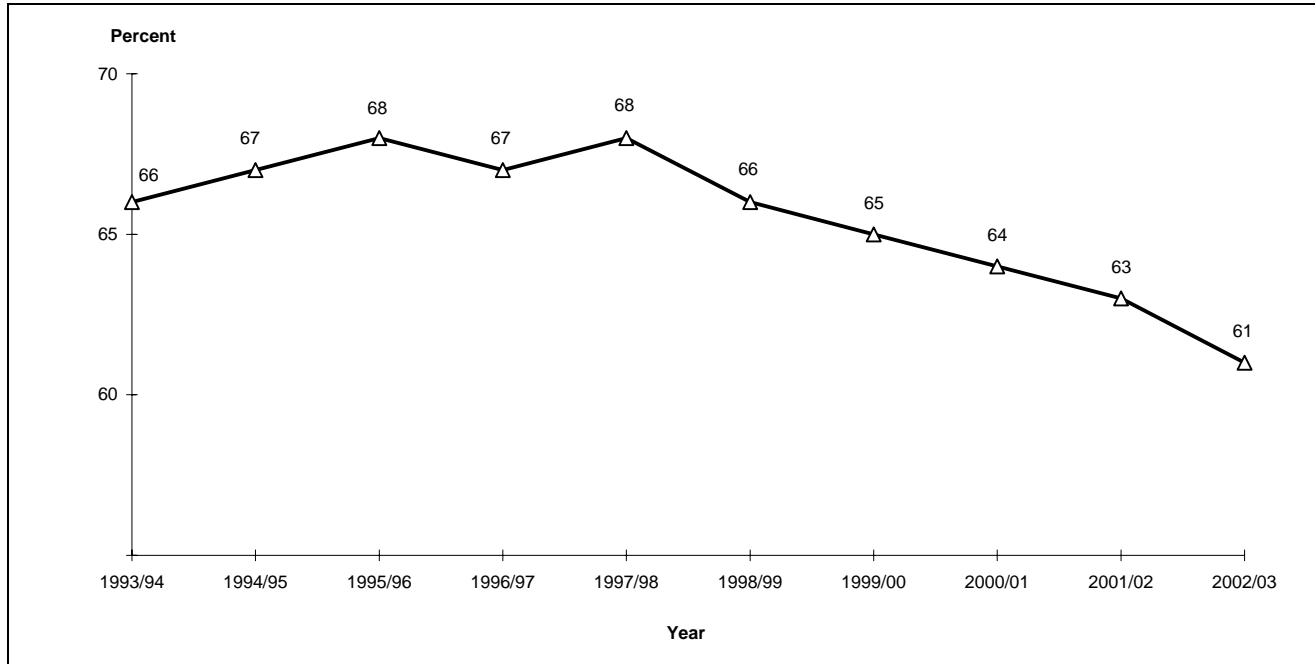
	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1993/94	61	67	66	66
1994/95	62	64	68	67
1995/96	67	64	69	68
1996/97	64	64	68	67
1997/98	64	66	68	68
1998/99	66	66	67	66
1999/00	67	65	65	65
2000/01	64	62	64	64
2001/02	63	63	63	63
2002/03	62	61	61	61

Source: Human Resources (prior to '97 Faculty Analysis Report)

Office of Institutional Research

Percent Tenured Faculty for Total University

1993/1994 - 2002/2003



Source: Human Resources (prior to '97 Faculty Analysis Report)

Office of Institutional Research