

**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 2003/2004**

	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	0	0	0	5	5	1	1	2	15	55	70	0	1	1	16	62	78
Associate Prof.	1	2	3	1	12	13	0	0	0	23	37	60	1	2	3	27	53	80
Assistant Prof.	6	1	7	1	6	7	0	1	1	20	9	29	5	7	12	32	24	56
Instructor/Lecturer	0	0	0	0	0	0	0	0	0	14	5	19	0	1	1	14	6	20
<b>TOTAL FACULTY</b>	<b>7</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>23</b>	<b>25</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>72</b>	<b>106</b>	<b>178</b>	<b>6</b>	<b>11</b>	<b>17</b>	<b>89</b>	<b>145</b>	<b>234</b>
<b>PERCENTAGE</b>	<b>7.9</b>	<b>2.1</b>	<b>4.3</b>	<b>2.2</b>	<b>15.9</b>	<b>10.7</b>	<b>1.1</b>	<b>1.4</b>	<b>1.3</b>	<b>80.9</b>	<b>73.1</b>	<b>76.1</b>	<b>6.7</b>	<b>7.6</b>	<b>7.3</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	2	2	4	0	0	0	0	0	0	3	7	10	0	0	0	5	9	14
Professional	19	9	28	0	1	1	11	3	14	79	44	123	0	0	0	110	57	167
Tech. Para-Prof.	3	1	4	0	0	0	2	1	3	6	3	9	0	0	0	11	5	16
Sec./Clerical	22	1	23	2	0	2	6	1	7	52	7	59	0	0	0	82	9	91
Skilled Craft	0	3	3	0	0	0	0	0	0	0	19	19	0	0	0	0	22	22
Serv. Maint.	13	36	49	1	1	2	7	8	15	5	13	18	0	0	0	26	58	84
<b>TOTAL STAFF</b>	<b>59</b>	<b>52</b>	<b>111</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>26</b>	<b>13</b>	<b>39</b>	<b>145</b>	<b>93</b>	<b>238</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>233</b>	<b>160</b>	<b>394</b>
<b>PERCENTAGE</b>	<b>25.3</b>	<b>32.5</b>	<b>28.2</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>11.2</b>	<b>8.1</b>	<b>9.9</b>	<b>62.2</b>	<b>58.1</b>	<b>60.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Includes American Indian.

**Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Newark Campus**  
**Academic Year 2003/2004**

	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	40	98	138	0	4	4	44	114	158
Associate Prof.	2	6	8	2	9	11	0	5	5	28	52	80	4	1	5	36	73	109
Assistant Prof.	5	2	7	3	4	7	0	1	1	39	28	67	7	3	10	54	38	92
Instructor/Lecturer	4	3	7	1	1	2	0	3	3	21	16	37	3	6	9	29	29	58
<b>TOTAL FACULTY</b>	<b>12</b>	<b>18</b>	<b>30</b>	<b>7</b>	<b>19</b>	<b>26</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>128</b>	<b>194</b>	<b>322</b>	<b>14</b>	<b>14</b>	<b>28</b>	<b>163</b>	<b>254</b>	<b>417</b>
<b>PERCENTAGE</b>	<b>7.4</b>	<b>7.1</b>	<b>7.2</b>	<b>4.3</b>	<b>7.5</b>	<b>6.2</b>	<b>1.2</b>	<b>3.5</b>	<b>2.6</b>	<b>78.5</b>	<b>76.4</b>	<b>77.2</b>	<b>8.6</b>	<b>5.5</b>	<b>6.7</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	4	1	5	0	1	1	0	1	1	16	9	25	0	0	0	20	12	32
Professional	67	27	94	7	10	17	32	9	41	96	70	166	2	0	2	204	116	320
Tech. Para-Prof.	10	5	15	5	0	5	2	2	4	8	6	14	0	0	0	25	13	38
Sec./Clerical	65	8	73	1	1	2	29	2	31	21	2	23	0	0	0	116	13	129
Skilled Craft	0	8	8	0	2	2	0	14	14	1	25	26	0	0	0	1	49	50
Serv. Maint.	10	24	34	1	0	1	5	18	23	9	23	32	0	0	0	25	65	90
<b>TOTAL STAFF</b>	<b>156</b>	<b>73</b>	<b>229</b>	<b>14</b>	<b>14</b>	<b>28</b>	<b>68</b>	<b>46</b>	<b>114</b>	<b>151</b>	<b>135</b>	<b>286</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>391</b>	<b>268</b>	<b>659</b>
<b>PERCENTAGE</b>	<b>39.9</b>	<b>27.2</b>	<b>34.7</b>	<b>3.6</b>	<b>5.2</b>	<b>4.2</b>	<b>17.4</b>	<b>17.2</b>	<b>17.3</b>	<b>38.6</b>	<b>50.4</b>	<b>43.4</b>	<b>0.5</b>	<b>0.0</b>	<b>0.3</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Includes American Indian.

Source: IPEDS 2003 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 2003/2004**

	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	7	14	21	7	46	53	0	8	8	124	536	660	2	10	12	140	614	754
Associate Prof.	11	11	22	11	34	45	3	5	8	155	228	383	6	18	24	186	297	483
Assistant Prof.	7	3	10	26	25	51	6	5	11	122	132	254	30	36	66	194	205	399
Instructor/Lecturer	0	4	4	12	19	31	5	4	9	74	64	138	26	69	95	117	160	277
<b>TOTAL FACULTY</b>	<b>25</b>	<b>32</b>	<b>57</b>	<b>56</b>	<b>124</b>	<b>180</b>	<b>14</b>	<b>22</b>	<b>36</b>	<b>475</b>	<b>960</b>	<b>1,435</b>	<b>64</b>	<b>133</b>	<b>197</b>	<b>637</b>	<b>1,276</b>	<b>1,913</b>
<b>PERCENTAGE</b>	<b>3.9</b>	<b>2.5</b>	<b>3.0</b>	<b>8.8</b>	<b>9.7</b>	<b>9.4</b>	<b>2.2</b>	<b>1.7</b>	<b>1.9</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	5	5	10	1	3	4	1	1	2	39	69	108	0	1	1	46	79	125
Professional	169	77	246	89	59	148	64	34	98	1082	697	1,779	6	12	18	1,416	882	2,298
Tech. Para-Prof.	27	12	39	29	20	49	17	12	29	138	123	261	3	0	3	216	167	383
Sec./Clerical	132	22	154	22	5	27	31	6	37	537	67	604	1	0	1	726	100	826
Skilled Craft	10	46	56	0	6	6	3	31	34	21	232	253	0	0	0	34	315	349
Serv. Maint.	142	147	289	35	17	52	225	140	365	126	214	340	2	1	3	531	519	1,050
<b>TOTAL STAFF</b>	<b>485</b>	<b>309</b>	<b>794</b>	<b>176</b>	<b>110</b>	<b>286</b>	<b>341</b>	<b>224</b>	<b>565</b>	<b>1,943</b>	<b>1,402</b>	<b>3,345</b>	<b>12</b>	<b>14</b>	<b>26</b>	<b>2,969</b>	<b>2,062</b>	<b>5,031</b>
<b>PERCENTAGE</b>	<b>16.3</b>	<b>15.0</b>	<b>15.8</b>	<b>5.9</b>	<b>5.3</b>	<b>5.7</b>	<b>11.5</b>	<b>10.9</b>	<b>11.2</b>	<b>65.4</b>	<b>68.0</b>	<b>66.5</b>	<b>0.4</b>	<b>0.7</b>	<b>0.5</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Includes American Indian.

**Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Total University**  
**Academic Year 2003/2004**

	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	8	21	29	8	56	64	3	9	12	179	689	868	2	15	17	200	790	990
Associate Prof.	14	19	33	14	55	69	3	10	13	206	317	523	11	21	32	249	423	672
Assistant Prof.	18	6	24	30	35	65	6	7	13	181	169	350	42	46	88	280	267	547
Instructor/Lecturer	4	7	11	13	20	33	5	7	12	109	85	194	29	76	105	160	195	355
<b>TOTAL FACULTY</b>	<b>44</b>	<b>53</b>	<b>97</b>	<b>65</b>	<b>166</b>	<b>231</b>	<b>17</b>	<b>33</b>	<b>50</b>	<b>675</b>	<b>1,260</b>	<b>1,935</b>	<b>84</b>	<b>158</b>	<b>242</b>	<b>889</b>	<b>1,675</b>	<b>2,564</b>
<b>PERCENTAGE</b>	<b>4.9</b>	<b>3.2</b>	<b>3.8</b>	<b>7.3</b>	<b>9.9</b>	<b>9.0</b>	<b>1.9</b>	<b>2.0</b>	<b>2.0</b>	<b>76</b>	<b>75</b>	<b>75</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	11	8	19	1	4	5	1	2	3	58	85	143	0	1	1	71	100	171
Professional	255	113	368	96	70	166	107	46	153	1,257	811	2,068	8	12	20	1,730	1,055	2,785
Tech. Para-Prof.	40	18	58	34	20	54	21	15	36	152	132	284	3	0	3	252	185	437
Sec./Clerical	219	31	250	25	6	31	66	9	75	610	76	686	1	0	1	924	122	1,046
Skilled Craft	10	57	67	0	8	8	3	45	48	22	276	298	0	0	0	35	386	421
Serv. Maint.	165	207	372	37	18	55	237	166	403	140	250	390	2	1	3	582	642	1,224
<b>TOTAL STAFF</b>	<b>700</b>	<b>434</b>	<b>1,134</b>	<b>193</b>	<b>126</b>	<b>319</b>	<b>435</b>	<b>283</b>	<b>718</b>	<b>2,239</b>	<b>1,630</b>	<b>3,869</b>	<b>14</b>	<b>14</b>	<b>28</b>	<b>3,594</b>	<b>2,490</b>	<b>6,084</b>
<b>PERCENTAGE</b>	<b>19.5</b>	<b>17.4</b>	<b>18.6</b>	<b>5.4</b>	<b>5.1</b>	<b>5.2</b>	<b>12.1</b>	<b>11.4</b>	<b>11.8</b>	<b>62.3</b>	<b>65.5</b>	<b>63.6</b>	<b>0.4</b>	<b>0.6</b>	<b>0.5</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Includes American Indian.

Source: IPEDS 2003 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Rank for Camden Campus and Newark Campus  
1994/1995 - 2003/2004**

	CAMDEN								
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total
	#	%	#	%	#	%	#	%	#
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	90	38	64	27	12	5	235
1998/99	74	32	90	39	53	23	14	6	231
1999/00	80	35	84	36	50	22	17	7	231
2000/01	83	35	79	33	55	23	19	8	236
2001/02	82	34	77	32	54	23	25	11	238
2002/03	78	33	75	32	63	27	21	9	237
2003/04	78	33	80	34	56	24	20	9	234
	NEWARK								
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	128	31	107	26	28	7	419
1998/99	156	38	129	32	93	23	28	7	406
1999/00	162	40	119	29	91	22	38	9	410
2000/01	158	38	120	29	96	23	45	11	419
2001/02	159	37	121	28	90	21	56	13	426
2002/03	155	38	114	28	94	23	49	12	412
2003/04	158	38	109	26	92	22	58	14	417

**Full-Time Faculty by Rank for New Brunswick Campus and Total University  
1994/1995 - 2003/2004**

	NEW BRUNSWICK								
	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Total
	#	%	#	%	#	%	#	%	#
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	766	42	499	27	353	19	198	11	1,816
1998/99	776	42	486	26	359	20	213	12	1,834
1999/00	758	41	485	26	365	20	238	13	1,846
2000/01	740	40	477	26	381	21	244	13	1,842
2001/02	757	40	487	26	406	21	239	13	1,889
2002/03	750	39	478	25	407	21	274	14	1,909
2003/04	754	39	483	25	399	21	277	14	1,913
	TOTAL UNIVERSITY								
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	991	40	717	29	524	21	238	10	2,470
1998/99	1,006	41	705	29	505	20	255	10	2,471
1999/00	1,000	40	688	28	506	20	293	12	2,487
2000/01	981	39	676	27	532	21	308	12	2,497
2001/02	998	39	685	27	550	22	320	13	2,553
2002/03	983	38	667	26	564	22	344	13	2,558
2003/04	990	39	672	26	547	21	355	14	2,564

Source: IPEDS 2003 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus  
1994/1995 - 2003/2004**

	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
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	4	13	3	16	19	2	3	5	62	121	183	3	10	13	81	154	235
1998/99	7	4	11	1	19	20	2	3	5	61	123	184	3	6	9	76	155	231
1999/00	7	4	11	2	20	22	2	3	5	61	118	179	4	8	12	78	153	231
2000/01	6	5	11	3	19	22	1	3	4	63	120	183	4	11	15	78	158	236
2001/02	7	5	12	2	19	21	1	3	4	67	115	182	4	14	18	82	156	238
2002/03	6	5	11	2	21	23	1	1	2	72	113	185	4	11	15	86	151	237
2003/04	7	3	10	2	23	25	1	2	3	72	106	178	6	11	17	89	145	234
	NEWARK																	
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	17	26	6	19	25	5	8	13	116	209	325	11	18	29	148	271	419
1998/99	10	19	29	6	18	24	5	7	12	116	197	313	7	20	27	145	261	406
1999/00	11	20	31	5	19	24	5	7	12	114	198	312	10	20	30	146	264	410
2000/01	14	21	35	5	19	24	3	7	10	122	197	319	12	19	31	156	263	419
2001/02	14	21	35	6	19	25	5	7	12	125	198	323	12	19	31	162	264	426
2002/03	12	17	29	7	17	24	3	6	9	130	187	317	11	22	33	163	249	412
2003/04	12	18	30	7	19	26	2	9	11	128	194	322	14	14	28	163	254	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  
1994/1995 - 2003/2004**

	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
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	29	47	76	39	99	138	10	22	32	446	1,017	1,463	26	79	105	550	1,266	1,816
1998/99	27	44	71	44	101	145	10	25	35	444	1,020	1,464	30	85	115	557	1,277	1,834
1999/00	28	43	71	45	102	147	11	27	38	438	1,016	1,454	36	96	132	560	1,286	1,846
2000/01	31	45	76	43	103	146	14	24	38	454	983	1,437	42	99	141	586	1,256	1,842
2001/02	30	44	74	51	114	165	14	24	38	473	988	1,461	47	100	147	617	1,272	1,889
2002/03	27	39	66	54	121	175	15	23	38	480	974	1,454	57	112	169	636	1,273	1,909
2003/04	25	32	57	56	124	180	14	22	36	475	960	1,435	64	133	197	637	1,276	1,913
	TOTAL UNIVERSITY																	
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	47	68	115	48	134	182	17	33	50	624	1,347	1,971	40	107	147	779	1,691	2,470
1998/99	44	67	111	51	138	189	17	35	52	621	1,340	1,961	40	111	151	778	1,693	2,471
1999/00	46	67	113	52	141	193	18	37	55	613	1,332	1,945	50	124	174	784	1,703	2,487
2000/01	51	71	122	51	141	192	18	34	52	639	1,300	1,939	58	129	187	820	1,677	2,497
2001/02	51	70	121	59	152	211	20	34	54	665	1,301	1,966	63	133	196	861	1,692	2,553
2002/03	45	61	106	63	159	222	19	30	49	682	1,274	1,956	72	145	217	885	1,673	2,558
2003/04	44	53	97	65	166	231	17	33	50	675	1,260	1,935	84	158	242	889	1,675	2,564

\* Prior to 1997, foreigners were not listed separately.

\*\* Includes American Indian.

Source: IPEDS 2003 Fall Staff Survey (prior to '97 Faculty Analysis Report)

Office of Institutional Research

**Percent Tenured Faculty by Campus**  
**1994/1995 - 2003/2004**

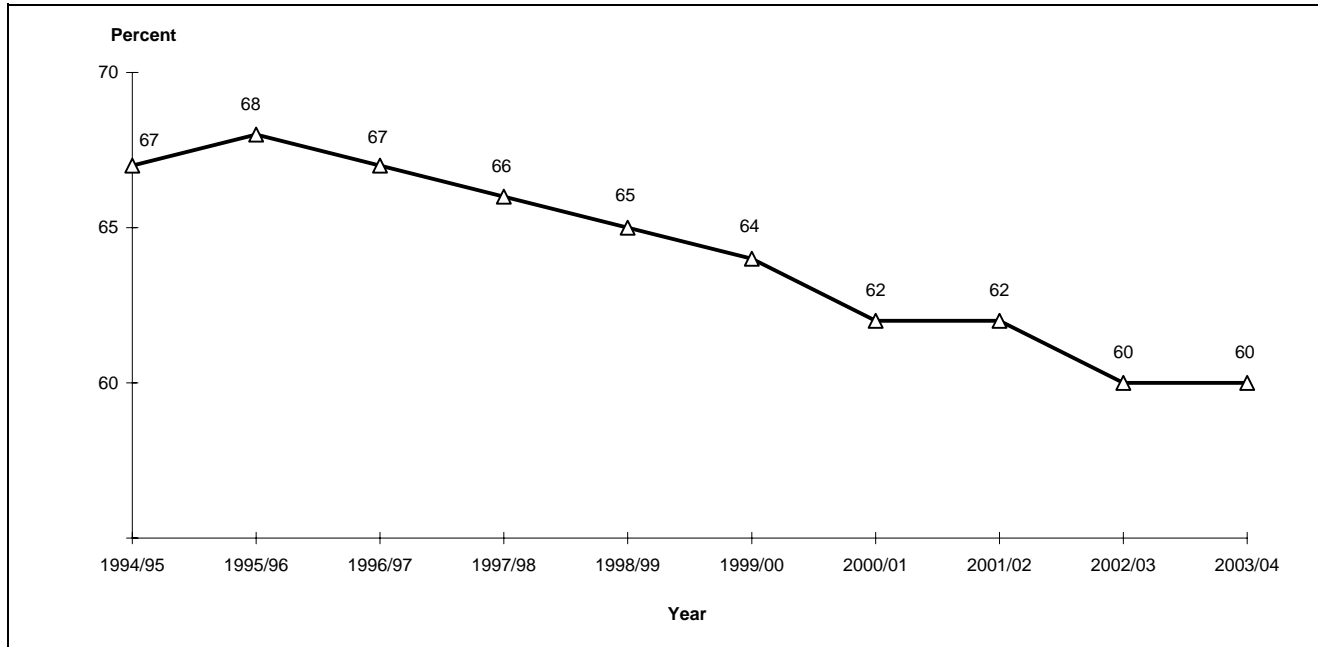
	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1994/95	62	64	68	67
1995/96	67	64	69	68
1996/97	64	64	68	67
1997/98	63	64	67	66
1998/99	66	65	65	65
1999/00	66	62	63	64
2000/01	64	61	62	62
2001/02	64	61	62	62
2002/03	62	60	60	60
2003/04	63	59	60	60

Source: IPEDS 2003 Fall Staff Survey

Office of Institutional Research

### Percent Tenured Faculty for Total University

1994/1995 - 2003/2004



Source: IPEDS 2003 Fall Staff Survey

Office of Institutional Research