

Analysis of Staffing Trends

Rutgers University and U.S. Public AAU* Institutions, Fall 2003

CATEGORY	PEER AVERAGE	RUTGERS UNIVERSITY (ALL CAMPUSES)	
		Average	Rank
Executive, Administrative, and Managerial Employees per Faculty	0.19	0.07	32
Non-Instructional, Professional Employees per Faculty	1.38	1.09	22
Technical Employees per Faculty	0.28	0.17	25
Skilled Craft and Service Employees per Faculty	0.52	0.64	11
Secretarial Staff per Faculty	0.65	0.41	28
Support Staff per Faculty	3.02	2.38	26
Non-Faculty Staff per 100 FTE Students	21.05	14.12	27
Faculty per 100 FTE Students	7.37	5.95	22
Faculty as a Percent of Total Employees	26.81	29.63	9

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

Source: IPEDS Fall 2003 Staff Survey

Office of Institutional Research

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Camden Campus
Academic Year 2004/2005

	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	14	57	71	0	1	1	15	64	79
Associate Prof.	1	2	3	1	12	13	0	0	0	27	35	62	2	2	4	32	51	83
Assistant Prof.	3	0	3	2	7	9	0	1	1	19	16	35	4	6	10	28	30	58
Instructor/Lecturer	2	0	2	0	0	0	0	0	0	14	4	18	0	0	0	16	4	20
TOTAL FACULTY	6	2	8	3	24	27	1	2	3	74	112	186	6	9	15	91	149	240
PERCENTAGE	6.6	1.3	3.3	3.3	16.1	11.3	1.1	1.3	1.3	81.3	75.2	77.5	6.6	6.0	6.3	100	100	100
Exec. Admin. Mgr.	2	1	3	0	0	0	0	0	0	3	7	10	0	0	0	5	8	13
Professional	21	9	30	0	1	1	10	4	14	83	53	136	0	0	0	115	67	182
Tech. Para-Prof.	3	1	4	0	0	0	3	0	3	5	2	7	0	0	0	11	3	14
Sec./Clerical	21	1	22	2	0	2	6	1	7	54	5	59	0	0	0	83	7	90
Skilled Craft	0	3	3	0	0	0	0	1	1	1	17	18	0	0	0	1	21	22
Service Maint.	13	35	48	1	1	2	7	6	13	4	11	15	0	0	0	25	53	78
TOTAL STAFF	60	50	110	3	2	5	26	12	38	150	95	245	0	0	0	240	159	399
PERCENTAGE	25.0	31.4	27.6	1.3	1.3	1.3	10.8	7.5	9.5	62.5	59.7	61.4	0.0	0.0	0.0	100	100	100

* Includes American Indian.

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

Academic Year 2004/2005

	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	6	7	2	1	3	37	98	135	0	5	5	41	117	158
Associate Prof.	4	7	11	3	9	12	0	3	3	32	54	86	4	2	6	43	75	118
Assistant Prof.	4	3	7	5	1	6	1	2	3	35	27	62	10	11	21	55	44	99
Instructor/Lecturer	3	2	5	0	0	0	0	2	2	21	21	42	6	8	14	30	33	63
TOTAL FACULTY	12	19	31	9	16	25	3	8	11	125	200	325	20	26	46	169	269	438
PERCENTAGE	7.1	7.1	7.1	5.3	5.9	5.7	1.8	3.0	2.5	74.0	74.3	74.2	11.8	9.7	10.5	100	100	100
Exec. Admin. Mgr.	4	3	7	0	1	1	1	1	2	12	7	19	0	0	0	17	12	29
Professional	77	31	108	8	11	19	31	13	44	99	73	172	4	1	5	219	129	348
Tech. Para-Prof.	9	3	12	5	0	5	3	2	5	7	5	12	0	0	0	24	10	34
Sec./Clerical	56	8	64	1	2	3	27	1	28	21	3	24	0	0	0	105	14	119
Skilled Craft	0	8	8	0	2	2	0	14	14	1	23	24	0	0	0	1	47	48
Service Maint.	12	22	34	0	1	1	3	17	20	10	23	33	0	0	0	25	63	88
TOTAL STAFF	158	75	233	14	17	31	65	48	113	150	134	284	4	1	5	391	275	666
PERCENTAGE	40.4	27.3	35.0	3.6	6.2	4.7	16.6	17.5	17.0	38.4	48.7	42.6	1.0	0.4	0.8	100	100	100

* Includes American Indian.

Source: IPEDS 2004 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 2004/2005

	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	16	23	6	53	59	0	8	8	127	532	659	3	8	11	143	617	760
Associate Prof.	12	12	24	13	33	46	4	7	11	168	233	401	5	13	18	202	299	501
Assistant Prof.	6	2	8	27	28	55	6	6	12	114	128	242	26	43	69	182	208	390
Instructor/Lecturer	2	3	5	14	19	33	4	2	6	77	68	145	43	84	127	140	176	316
TOTAL FACULTY	27	33	60	60	133	193	14	23	37	486	961	1,447	77	148	225	667	1,300	1,967
PERCENTAGE	4.0	2.5	3.1	9.0	10.2	9.8	2.1	1.8	1.9	73	74	74	12	11	11	100	100	100
Exec. Admin. Mgr.	5	4	9	1	2	3	1	0	1	31	61	92	0	1	1	38	68	106
Professional	182	77	259	89	71	160	73	43	116	1169	770	1,939	5	10	15	1,520	973	2,493
Tech. Para-Prof.	23	12	35	31	18	49	18	8	26	110	118	228	4	0	4	188	156	344
Sec./Clerical	131	25	156	27	5	32	28	7	35	523	69	592	1	0	1	713	106	819
Skilled Craft	10	45	55	1	6	7	2	32	34	20	215	235	0	0	0	33	299	332
Service Maint.	146	146	292	37	22	59	230	144	374	121	212	333	2	1	3	537	525	1,062
TOTAL STAFF	497	309	806	186	124	310	352	234	586	1,974	1,445	3,419	12	12	24	3,029	2,127	5,156
PERCENTAGE	16.4	14.5	15.6	6.1	5.8	6.0	11.6	11.0	11.4	65.2	67.9	66.3	0.4	0.6	0.5	100	100	100

* Includes American Indian.

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

Academic Year 2004/2005

	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	23	31	7	64	71	3	10	13	178	687	865	3	14	17	199	798	997
Associate Prof.	17	21	38	17	54	71	4	10	14	227	322	549	11	17	28	277	425	702
Assistant Prof.	13	5	18	34	36	70	7	9	16	168	171	339	40	60	100	265	282	547
Instructor/Lecturer	7	5	12	14	19	33	4	4	8	112	93	205	49	92	141	186	213	399
TOTAL FACULTY	45	54	99	72	173	245	18	33	51	685	1,273	1,958	103	183	286	927	1,718	2,645
PERCENTAGE	4.9	3.1	3.7	7.8	10.1	9.3	1.9	1.9	1.9	74	74	74	11	11	11	100	100	100
Exec. Admin. Mgr.	11	8	19	1	3	4	2	1	3	46	75	121	0	1	1	60	88	148
Professional	280	117	397	97	83	180	114	60	174	1,351	896	2,247	9	11	20	1,854	1,169	3,023
Tech. Para-Prof.	35	16	51	36	18	54	24	10	34	122	125	247	4	0	4	223	169	392
Sec./Clerical	208	34	242	30	7	37	61	9	70	598	77	675	1	0	1	901	127	1,028
Skilled Craft	10	56	66	1	8	9	2	47	49	22	255	277	0	0	0	35	367	402
Service Maint.	171	203	374	38	24	62	240	167	407	135	246	381	2	1	3	587	641	1,228
TOTAL STAFF	715	434	1,149	203	143	346	443	294	737	2,274	1,674	3,948	16	13	29	3,660	2,561	6,221
PERCENTAGE	19.5	16.9	18.5	5.5	5.6	5.6	12.1	11.5	11.8	62.1	65.4	63.5	0.4	0.5	0.5	100	100	100

* Includes American Indian.

Source: IPEDS 2004 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Rank for Camden Campus and Newark Campus
1995/1996 - 2004/2005**

	CAMDEN									
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total	
	#	%	#	%	#	%	#	%	#	
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	
2004/05	79	33	83	35	58	24	20	8	240	
	NEWARK									
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	
2004/05	158	36	118	27	99	23	63	14	438	

**Full-Time Faculty by Rank for New Brunswick Campus and Total University
1995/1996 - 2004/2005**

	NEW BRUNSWICK								
	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Total
	#	%	#	%	#	%	#	%	#
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
2004/05	760	39	501	25	390	20	316	16	1,967
	TOTAL UNIVERSITY								
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
2004/05	997	38	702	27	547	21	399	15	2,645

Source: IPEDS 2004 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus
1995/1996 - 2004/2005**

	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
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
2004/05	6	2	8	3	24	27	1	2	3	74	112	186	6	9	15	91	149	240
	NEWARK																	
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
2004/05	12	19	31	9	16	25	3	8	11	125	200	325	20	26	46	169	269	438

* 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
1995/1996 - 2004/2005**

	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
1995/96	34	52	86	43	122	165	11	33	44	466	1,070	1536	-	-	-	554	1,279	1833
1996/97	33	51	84	40	123	163	15	31	46	474	1,056	1530	-	-	-	562	1,262	1824
1997/98	29	47	76	39	99	138	10	22	32	446	1,017	1463	26	79	105	550	1,266	1816
1998/99	27	44	71	44	101	145	10	25	35	444	1,020	1464	30	85	115	557	1,277	1834
1999/00	28	43	71	45	102	147	11	27	38	438	1,016	1454	36	96	132	560	1,286	1846
2000/01	31	45	76	43	103	146	14	24	38	454	983	1437	42	99	141	586	1,256	1842
2001/02	30	44	74	51	114	165	14	24	38	473	988	1461	47	100	147	617	1,272	1889
2002/03	27	39	66	54	121	175	15	23	38	480	974	1454	57	112	169	636	1,273	1909
2003/04	25	32	57	56	124	180	14	22	36	475	960	1435	64	133	197	637	1,276	1913
2004/05	27	33	60	60	133	193	14	23	37	486	961	1447	77	148	225	667	1,300	1967
	TOTAL UNIVERSITY																	
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
2004/05	45	54	99	72	173	245	18	33	51	685	1,273	1,958	103	183	286	927	1,718	2,645

* Prior to 1997, foreigners were not listed separately.

** Includes American Indian.

Source: IPEDS 2004 Fall Staff Survey (prior to '97 Faculty Analysis Report)

Office of Institutional Research

Percent Tenured Faculty by Campus
1995/1996 - 2004/2005

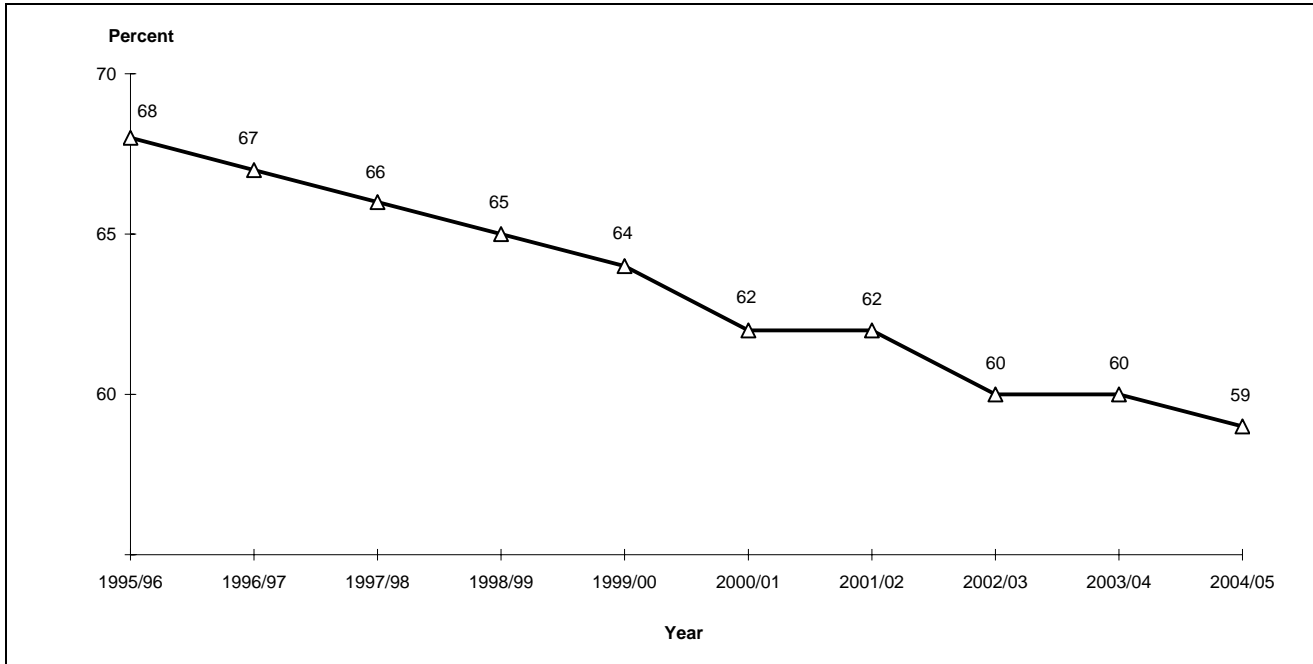
	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1995/96	67	64	69	68
1996/97	64	64	68	67
1997/98	63	64	67	66
1998/99	66	65	65	65
1999/00	66	62	63	64
2000/01	64	61	62	62
2001/02	64	61	62	62
2002/03	62	60	60	60
2003/04	63	59	60	60
2004/05	62	58	59	59

Source: IPEDS 2004 Fall Staff Survey

Office of Institutional Research

Percent Tenured Faculty for Total University

1995/1996 - 2004/2005



Source: IPEDS 2004 Fall Staff Survey

Office of Institutional Research