

**Analysis of Staffing Trends**  
**Rutgers University and U.S. Public AAU\* Institutions, Fall 2005**

CATEGORY	PEER AVERAGE	RUTGERS UNIVERSITY (ALL CAMPUSES)	
		Average	Rank
Executive, Administrative, and Managerial Employees per Faculty	0.18	0.07	31
Non-Instructional, Professional Employees per Faculty	1.22	1.08	21
Technical Employees per Faculty	0.23	0.13	27
Skilled Craft and Service Employees per Faculty	0.45	0.57	8
Secretarial Staff per Faculty	0.52	0.33	28
Support Staff per Faculty	2.60	2.18	25
Non-Faculty Staff per 100 FTE Students	20.72	15.21	24
Faculty per 100 FTE Students	8.27	6.97	22
Faculty as a Percent of Total Employees	29.52	31.42	10

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

Source: IPEDS Fall 2005 Staff Survey

Office of Institutional Research

**Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Camden Campus**  
**Academic Year 2006/2007**

	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	7	7	1	1	2	18	55	73	0	1	1	19	64	83
Associate Prof.	3	1	4	1	10	11	0	0	0	31	35	66	2	4	6	38	50	88
Assistant Prof.	3	3	6	1	5	6	1	1	2	16	16	32	6	2	8	27	27	54
Instructor/Lecturer	0	0	0	0	1	1	0	0	0	11	5	16	0	0	0	11	6	17
<b>TOTAL FACULTY</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>2</b>	<b>23</b>	<b>25</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>76</b>	<b>111</b>	<b>187</b>	<b>8</b>	<b>7</b>	<b>15</b>	<b>95</b>	<b>147</b>	<b>242</b>
<b>PERCENTAGE</b>	<b>6.3</b>	<b>2.7</b>	<b>4.1</b>	<b>2.1</b>	<b>15.6</b>	<b>10.3</b>	<b>2.1</b>	<b>1.4</b>	<b>1.7</b>	<b>80.0</b>	<b>75.5</b>	<b>77.3</b>	<b>8.4</b>	<b>4.8</b>	<b>6.2</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	1	1	2	0	0	0	0	0	0	2	7	9	0	0	0	3	8	11
Professional	26	11	37	0	1	1	12	3	15	87	63	150	0	0	0	125	78	203
Tech. Para-Prof.	5	1	6	0	0	0	3	0	3	5	4	9	0	0	0	13	5	18
Sec./Clerical	18	1	19	2	0	2	8	1	9	45	5	50	0	0	0	73	7	80
Skilled Craft	0	3	3	0	0	0	0	1	1	1	16	17	0	0	0	1	20	21
Service Maint.	13	32	45	1	1	2	7	4	11	4	11	15	0	0	0	25	48	73
<b>TOTAL STAFF</b>	<b>63</b>	<b>49</b>	<b>112</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>30</b>	<b>9</b>	<b>39</b>	<b>144</b>	<b>106</b>	<b>250</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>240</b>	<b>166</b>	<b>406</b>
<b>PERCENTAGE</b>	<b>26.3</b>	<b>29.5</b>	<b>27.6</b>	<b>1.3</b>	<b>1.2</b>	<b>1.2</b>	<b>12.5</b>	<b>5.4</b>	<b>9.6</b>	<b>60.0</b>	<b>63.9</b>	<b>61.6</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 2006/2007

	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	2	7	9	2	8	10	2	2	4	38	102	140	0	4	4	44	123	167
Associate Prof.	3	7	10	4	8	12	0	3	3	41	50	91	3	1	4	51	69	120
Assistant Prof.	6	2	8	6	0	6	0	2	2	28	18	46	6	15	21	47	37	84
Instructor/Lecturer	1	4	5	0	1	1	1	1	2	24	29	53	2	5	7	28	40	68
<b>TOTAL FACULTY</b>	<b>12</b>	<b>20</b>	<b>32</b>	<b>12</b>	<b>17</b>	<b>29</b>	<b>3</b>	<b>8</b>	<b>11</b>	<b>131</b>	<b>199</b>	<b>330</b>	<b>11</b>	<b>25</b>	<b>36</b>	<b>170</b>	<b>269</b>	<b>439</b>
<b>PERCENTAGE</b>	<b>7.1</b>	<b>7.4</b>	<b>7.3</b>	<b>7.1</b>	<b>6.3</b>	<b>6.6</b>	<b>1.8</b>	<b>3.0</b>	<b>2.5</b>	<b>77.1</b>	<b>74.0</b>	<b>75.2</b>	<b>6.5</b>	<b>9.3</b>	<b>8.2</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	3	1	4	0	0	0	2	0	2	7	5	12	0	0	0	12	6	18
Professional	94	31	125	11	11	22	37	17	54	114	64	178	3	1	4	259	124	383
Tech. Para-Prof.	7	3	10	1	1	2	3	1	4	5	5	10	0	0	0	16	10	26
Sec./Clerical	46	7	53	1	0	1	18	1	19	17	4	21	0	0	0	82	12	94
Skilled Craft	0	9	9	0	2	2	0	15	15	2	19	21	0	0	0	2	45	47
Service Maint.	14	26	40	0	1	1	14	29	43	2	20	22	0	0	0	30	76	106
<b>TOTAL STAFF</b>	<b>164</b>	<b>77</b>	<b>241</b>	<b>13</b>	<b>15</b>	<b>28</b>	<b>74</b>	<b>63</b>	<b>137</b>	<b>147</b>	<b>117</b>	<b>264</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>401</b>	<b>273</b>	<b>674</b>
<b>PERCENTAGE</b>	<b>40.9</b>	<b>28.2</b>	<b>35.8</b>	<b>3.2</b>	<b>5.5</b>	<b>4.2</b>	<b>18.5</b>	<b>23.1</b>	<b>20.3</b>	<b>36.7</b>	<b>42.9</b>	<b>39.2</b>	<b>0.7</b>	<b>0.4</b>	<b>0.6</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Includes American Indian.

Source: IPEDS 2006 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 2006/2007**

	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	6	13	19	8	64	72	0	9	9	129	516	645	3	8	11	146	610	756
Associate Prof.	11	10	21	17	24	41	6	10	16	179	222	401	8	12	20	222	279	501
Assistant Prof.	8	5	13	31	34	65	5	5	10	101	107	208	17	46	63	164	198	362
Instructor/Lecturer	1	1	2	17	21	38	6	4	10	72	79	151	51	84	135	147	189	336
<b>TOTAL FACULTY</b>	<b>26</b>	<b>29</b>	<b>55</b>	<b>73</b>	<b>143</b>	<b>216</b>	<b>17</b>	<b>28</b>	<b>45</b>	<b>481</b>	<b>924</b>	<b>1,405</b>	<b>79</b>	<b>150</b>	<b>229</b>	<b>679</b>	<b>1,276</b>	<b>1,955</b>
<b>PERCENTAGE</b>	<b>3.8</b>	<b>2.3</b>	<b>2.8</b>	<b>10.8</b>	<b>11.2</b>	<b>11.0</b>	<b>2.5</b>	<b>2.2</b>	<b>2.3</b>	<b>70.8</b>	<b>72.4</b>	<b>71.9</b>	<b>11.6</b>	<b>11.8</b>	<b>11.7</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	3	4	7	2	4	6	1	0	1	36	75	111	0	0	0	42	83	125
Professional	208	73	281	115	80	195	79	54	133	1234	804	2,038	4	11	15	1641	1025	2666
Tech. Para-Prof.	28	11	39	26	14	40	21	9	30	110	88	198	0	0	0	187	122	309
Sec./Clerical	103	21	124	24	4	28	30	6	36	434	67	501	0	0	0	592	98	690
Skilled Craft	11	43	54	3	6	9	2	40	42	18	217	235	0	0	0	34	307	341
Service Maint.	144	150	294	55	27	82	237	137	374	113	207	320	1	0	1	550	523	1073
<b>TOTAL STAFF</b>	<b>497</b>	<b>302</b>	<b>799</b>	<b>225</b>	<b>135</b>	<b>360</b>	<b>370</b>	<b>246</b>	<b>616</b>	<b>1,945</b>	<b>1,458</b>	<b>3,403</b>	<b>5</b>	<b>11</b>	<b>16</b>	<b>3,046</b>	<b>2,158</b>	<b>5,204</b>
<b>PERCENTAGE</b>	<b>16.3</b>	<b>14.0</b>	<b>15.4</b>	<b>7.4</b>	<b>6.3</b>	<b>6.9</b>	<b>12.1</b>	<b>11.4</b>	<b>11.8</b>	<b>63.9</b>	<b>67.6</b>	<b>65.4</b>	<b>0.2</b>	<b>0.5</b>	<b>0.3</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 2006/2007

	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	20	28	10	79	89	3	12	15	185	673	858	3	13	16	209	797	1,006
Associate Prof.	17	18	35	22	42	64	6	13	19	251	307	558	13	17	30	311	398	709
Assistant Prof.	17	10	27	38	39	77	6	8	14	145	141	286	29	63	92	238	262	500
Instructor/Lecturer	2	5	7	17	23	40	7	5	12	107	113	220	53	89	142	186	235	421
<b>TOTAL FACULTY</b>	<b>44</b>	<b>53</b>	<b>97</b>	<b>87</b>	<b>183</b>	<b>270</b>	<b>22</b>	<b>38</b>	<b>60</b>	<b>688</b>	<b>1,234</b>	<b>1,922</b>	<b>98</b>	<b>182</b>	<b>280</b>	<b>944</b>	<b>1,692</b>	<b>2,636</b>
<b>PERCENTAGE</b>	<b>4.7</b>	<b>3.1</b>	<b>3.7</b>	<b>9.2</b>	<b>10.8</b>	<b>10.2</b>	<b>2.3</b>	<b>2.2</b>	<b>2.3</b>	<b>73</b>	<b>73</b>	<b>73</b>	<b>10</b>	<b>11</b>	<b>11</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exec. Admin. Mgr.	7	6	13	2	4	6	3	0	3	45	87	132	0	0	0	57	97	154
Professional	328	115	443	126	92	218	128	74	202	1,435	931	2,366	7	12	19	2,025	1,227	3,252
Tech. Para-Prof.	40	15	55	27	15	42	27	10	37	120	97	217	0	0	0	216	137	353
Sec./Clerical	167	29	196	27	4	31	56	8	64	496	76	572	0	0	0	747	117	864
Skilled Craft	11	55	66	3	8	11	2	56	58	21	252	273	0	0	0	37	372	409
Service Maint.	171	208	379	56	29	85	258	170	428	119	238	357	1	0	1	605	647	1,252
<b>TOTAL STAFF</b>	<b>724</b>	<b>428</b>	<b>1,152</b>	<b>241</b>	<b>152</b>	<b>393</b>	<b>474</b>	<b>318</b>	<b>792</b>	<b>2,236</b>	<b>1,681</b>	<b>3,917</b>	<b>8</b>	<b>12</b>	<b>20</b>	<b>3,687</b>	<b>2,597</b>	<b>6,284</b>
<b>PERCENTAGE</b>	<b>19.6</b>	<b>16.5</b>	<b>18.3</b>	<b>6.5</b>	<b>5.9</b>	<b>6.3</b>	<b>12.9</b>	<b>12.2</b>	<b>12.6</b>	<b>60.6</b>	<b>64.7</b>	<b>62.3</b>	<b>0.2</b>	<b>0.5</b>	<b>0.3</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Includes American Indian.

Source: IPEDS 2006 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Rank for Camden Campus and Newark Campus  
1997/1998 - 2006/2007**

	CAMDEN								
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total
	#	%	#	%	#	%	#	%	#
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
2005/06	82	34	83	34	56	23	21	9	242
2006/07	83	34	88	36	54	22	17	7	242
	NEWARK								
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
2005/06	163	36	121	27	100	22	71	16	455
2006/07	167	38	120	27	84	19	68	15	439

**Full-Time Faculty by Rank for New Brunswick Campus and Total University**  
**1997/1998 - 2006/2007**

	NEW BRUNSWICK								
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total
	#	%	#	%	#	%	#	%	#
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
2005/06	755	38	494	25	374	19	341	17	1,964
2006/07	756	39	501	26	362	19	336	17	1,955
	TOTAL UNIVERSITY								
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
2005/06	1,000	38	698	26	530	20	433	16	2,661
2006/07	1,006	38	709	27	500	19	421	16	2,636

Source: IPEDS 2006 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus  
1997/1998 - 2006/2007**

	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
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
2005/06	5	5	10	2	23	25	1	2	3	74	113	187	8	8	16	91	151	242
2006/07	6	4	10	2	23	25	2	2	4	76	111	187	8	7	15	95	147	242
	NEWARK																	
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
2005/06	11	19	30	12	16	28	4	7	11	140	203	343	16	26	42	184	271	455
2006/07	12	20	32	12	17	29	3	8	11	131	199	330	11	25	36	170	269	439

\* Includes American Indian.

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

1997/1998 - 2006/2007

	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
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
2004/05	27	33	60	60	133	193	14	23	37	486	961	1,447	77	148	225	667	1,300	1,967
2005/06	25	29	54	65	140	205	17	23	40	490	933	1,423	78	158	236	679	1,285	1,964
2006/07	26	29	55	73	143	216	17	28	45	481	924	1,405	79	150	229	679	1,276	1,955
	TOTAL UNIVERSITY																	
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
2005/06	41	53	94	79	179	258	22	32	54	704	1,249	1,953	102	192	294	954	1,707	2,661
2006/07	44	53	97	87	183	270	22	38	60	688	1,234	1,922	98	182	280	944	1,692	2,636

\* Includes American Indian.

Source: IPEDS 2006 Fall Staff Survey

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**Percent Tenured Faculty by Campus****1997/1998 - 2006/2007**

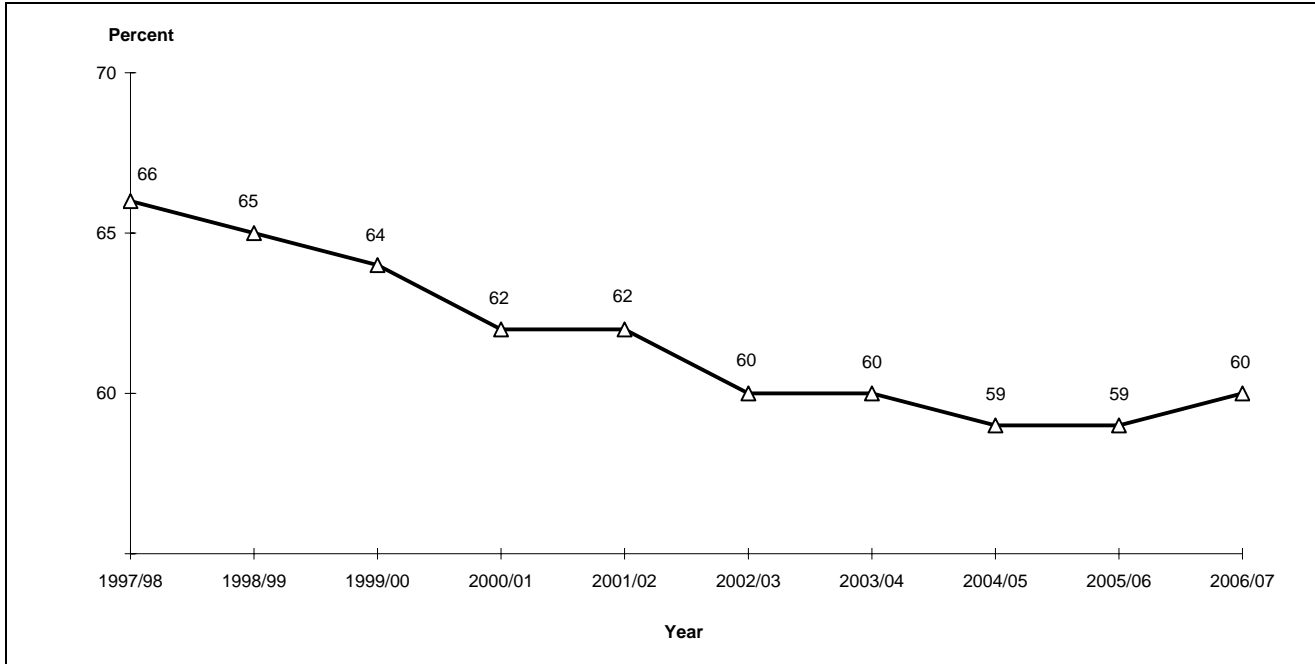
	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1997/98	63	64	67	66
1998/99	66	65	65	65
1999/00	66	62	63	64
2000/01	64	61	62	62
2001/02	64	61	62	62
2002/03	62	60	60	60
2003/04	63	59	60	60
2004/05	62	58	59	59
2005/06	63	55	59	59
2006/07	65	59	60	60

Source: IPEDS 2006 Fall Staff Survey

Office of Institutional Research

### Percent Tenured Faculty for Total University

1997/1998 - 2006/2007



Source: IPEDS 2006 Fall Staff Survey

Office of Institutional Research