

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 2007/2008

	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	1	0	1	0	6	6	1	1	2	20	53	73	0	1	1	22	61	83
Associate Prof.	2	1	3	1	12	13	0	0	0	31	42	73	2	1	3	37	56	93
Assistant Prof.	2	2	4	1	4	5	1	1	2	17	17	34	6	0	6	27	24	51
Instructor/Lecturer	0	0	0	0	1	1	0	0	0	12	4	16	0	0	0	12	5	17
TOTAL FACULTY	5	3	8	2	23	25	2	2	4	80	116	196	8	2	10	98	146	244
PERCENTAGE	5.1	2.1	3.3	2.0	15.8	10.2	2.0	1.4	1.6	81.6	79.5	80.3	8.2	1.4	4.1	100	100	100
Exec. Admin. Mgr.	1	1	2	0	0	0	0	0	0	2	7	9	0	0	0	3	8	11
Professional	24	11	35	0	2	2	12	2	14	88	62	150	0	0	0	124	77	201
Tech. Para-Prof.	6	1	7	1	0	1	2	0	2	5	4	9	0	0	0	14	5	19
Sec./Clerical	17	1	18	2	0	2	7	0	7	43	4	47	0	0	0	69	5	74
Skilled Craft	0	5	5	0	0	0	0	1	1	1	17	18	0	0	0	1	23	24
Service Maint.	14	31	45	0	1	1	9	6	15	4	10	14	0	0	0	27	48	75
TOTAL STAFF	62	50	112	3	3	6	30	9	39	143	104	247	0	0	0	238	166	404
PERCENTAGE	26.1	30.1	27.7	1.3	1.8	1.5	12.6	5.4	9.7	60.1	62.7	61.1	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 2007/2008

	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	11	13	1	2	3	40	101	141	2	4	6	47	125	172
Associate Prof.	4	7	11	6	6	12	0	3	3	40	49	89	2	1	3	52	66	118
Assistant Prof.	6	3	9	3	0	3	0	2	2	22	20	42	5	15	20	38	40	78
Instructor/Lecturer	1	5	6	1	2	3	1	1	2	24	28	52	4	4	8	31	40	71
TOTAL FACULTY	13	22	35	12	19	31	2	8	10	126	198	324	13	24	37	168	271	439
PERCENTAGE	7.7	8.1	8.0	7.1	7.0	7.1	1.2	3.0	2.3	75.0	73.1	73.8	7.7	8.9	8.4	100	100	100
Exec. Admin. Mgr.	4	1	5	0	0	0	2	1	3	6	7	13	0	1	1	12	10	22
Professional	93	27	120	10	13	23	40	15	55	113	63	176	3	1	4	259	119	378
Tech. Para-Prof.	6	3	9	1	2	3	3	1	4	5	5	10	0	0	0	15	11	26
Sec./Clerical	45	7	52	1	0	1	18	2	20	17	4	21	0	0	0	81	13	94
Skilled Craft	0	10	10	0	2	2	0	15	15	2	21	23	0	0	0	2	48	50
Service Maint.	15	26	41	0	1	1	13	26	39	2	20	22	0	0	0	30	73	103
TOTAL STAFF	163	74	237	12	18	30	76	60	136	145	120	265	3	2	5	399	274	673
PERCENTAGE	40.9	27.0	35.2	3.0	6.6	4.5	19.0	21.9	20.2	36.3	43.8	39.4	0.8	0.7	0.7	100	100	100

* Includes American Indian.

Source: IPEDS 2007 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 2007/2008

	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	8	12	20	9	69	78	0	11	11	136	498	634	2	4	6	155	594	749
Associate Prof.	11	9	20	21	26	47	6	10	16	178	225	403	7	9	16	225	280	505
Assistant Prof.	9	7	16	32	35	67	5	6	11	100	105	205	19	45	64	166	199	365
Instructor/Lecturer	2	1	3	13	21	34	7	2	9	84	100	184	43	77	120	150	201	351
TOTAL FACULTY	30	29	59	75	151	226	18	29	47	498	928	1,426	71	135	206	696	1,274	1,970
PERCENTAGE	4.3	2.3	3.0	10.8	11.9	11.5	2.6	2.3	2.4	71.6	72.8	72.4	10.2	10.6	10.5	100	100	100
Exec. Admin. Mgr.	4	4	8	1	3	4	1	0	1	39	71	110	0	0	0	45	78	123
Professional	210	84	294	122	79	201	82	53	135	1260	813	2,073	6	8	14	1683	1041	2724
Tech. Para-Prof.	28	8	36	26	14	40	22	10	32	105	87	192	1	0	1	183	119	302
Sec./Clerical	103	19	122	25	3	28	26	7	33	400	71	471	0	0	0	555	100	655
Skilled Craft	9	45	54	3	6	9	2	39	41	21	205	226	0	0	0	35	296	331
Service Maint.	148	149	297	56	32	88	238	130	368	113	204	317	1	0	1	556	516	1072
TOTAL STAFF	502	309	811	233	137	370	371	239	610	1,938	1,451	3,389	8	8	16	3,057	2,150	5,207
PERCENTAGE	16.4	14.4	15.6	7.6	6.4	7.1	12.1	11.1	11.7	63.4	67.5	65.1	0.3	0.4	0.3	100	100	100

* Includes American Indian.

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

Academic Year 2007/2008

	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	19	30	11	86	97	2	14	16	196	652	848	4	9	13	224	780	1,004
Associate Prof.	17	17	34	28	44	72	6	13	19	249	316	565	11	11	22	314	402	716
Assistant Prof.	17	12	29	36	39	75	6	9	15	139	142	281	30	60	90	231	263	494
Instructor/Lecturer	3	6	9	14	24	38	8	3	11	120	132	252	47	81	128	193	246	439
TOTAL FACULTY	48	54	102	89	193	282	22	39	61	704	1,242	1,946	92	161	253	962	1,691	2,653
PERCENTAGE	5.0	3.2	3.8	9.3	11.4	10.6	2.3	2.3	2.3	73	73	73	10	10	10	100	100	100
Exec. Admin. Mgr.	9	6	15	1	3	4	3	1	4	47	85	132	0	1	1	60	96	156
Professional	327	122	449	132	94	226	134	70	204	1,461	938	2,399	9	9	18	2,066	1,237	3,303
Tech. Para-Prof.	40	12	52	28	16	44	27	11	38	115	96	211	1	0	1	212	135	347
Sec./Clerical	165	27	192	28	3	31	51	9	60	460	79	539	0	0	0	705	118	823
Skilled Craft	9	60	69	3	8	11	2	55	57	24	243	267	0	0	0	38	367	405
Service Maint.	177	206	383	56	34	90	260	162	422	119	234	353	1	0	1	613	637	1,250
TOTAL STAFF	727	433	1,160	248	158	406	477	308	785	2,226	1,675	3,901	11	10	21	3,694	2,590	6,284
PERCENTAGE	19.7	16.7	18.5	6.7	6.1	6.5	12.9	11.9	12.5	60.3	64.7	62.1	0.3	0.4	0.3	100	100	100

* Includes American Indian.

Source: IPEDS 2007 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Rank for Camden Campus and Newark Campus
1998/1999 - 2007/2008**

	CAMDEN								
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total
	#	%	#	%	#	%	#	%	#
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
2007/08	83	34	93	38	51	21	17	7	244
	NEWARK								
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
2007/08	172	39	118	27	78	18	71	16	439

**Full-Time Faculty by Rank for New Brunswick Campus and Total University
1998/1999 - 2007/2008**

	NEW BRUNSWICK								
	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Total
	#	%	#	%	#	%	#	%	#
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
2007/08	749	38	505	26	365	19	351	18	1,970
	TOTAL UNIVERSITY								
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
2007/08	1,004	38	716	27	494	19	439	17	2,653

Source: IPEDS 2007 Fall Staff Survey

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus
1998/1999 - 2007/2008**

	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
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
2007/08	5	3	8	2	23	25	2	2	4	80	116	196	8	2	10	98	146	244
	NEWARK																	
1998/99	10	19	29	10	19	29	5	7	12	116	197	313	7	20	27	149	262	411
1999/00	11	20	31	11	20	31	5	7	12	114	198	312	10	20	30	152	265	417
2000/01	14	21	35	14	21	35	3	7	10	122	197	319	12	19	31	165	265	430
2001/02	14	21	35	14	21	35	5	7	12	125	198	323	12	19	31	170	266	436
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
2007/08	13	22	35	12	19	31	2	8	10	126	198	324	13	24	37	168	271	439

* Includes American Indian.

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

1998/1999 - 2007/2008

	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
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
2007/08	30	29	59	75	151	226	18	29	47	498	928	1,426	71	135	206	696	1,274	1,970
	TOTAL UNIVERSITY																	
1998/99	44	67	111	55	139	194	17	35	52	621	1,340	1,961	40	111	151	782	1,694	2,476
1999/00	46	67	113	58	142	200	18	37	55	613	1,332	1,945	50	124	174	790	1,704	2,494
2000/01	51	71	122	60	143	203	18	34	52	639	1,300	1,939	58	129	187	829	1,679	2,508
2001/02	51	70	121	67	154	221	20	34	54	665	1,301	1,966	63	133	196	869	1,694	2,563
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
2007/08	48	54	102	89	193	282	22	39	61	704	1,242	1,946	92	161	253	962	1,691	2,653

* Includes American Indian.

Source: IPEDS 2007 Fall Staff Survey

Office of Institutional Research

Percent Tenured Faculty by Campus
1998/1999 - 2007/2008

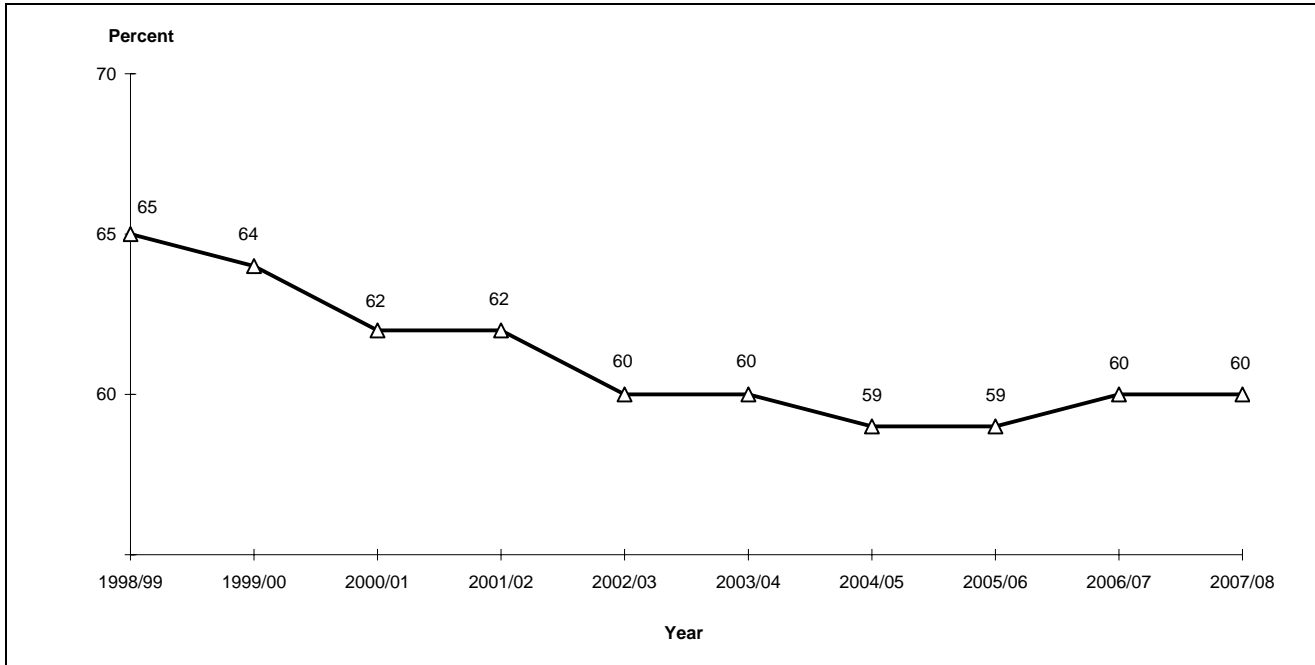
	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1998/99	66	65	65	65
1999/00	66	62	63	64
2000/01	64	61	62	62
2001/02	64	61	62	62
2002/03	62	60	60	60
2003/04	63	59	60	60
2004/05	62	58	59	59
2005/06	63	55	59	59
2006/07	65	59	60	60
2007/08	67	60	59	60

Source: IPEDS 2007 Fall Staff Survey

Office of Institutional Research

Percent Tenured Faculty for Total University

1998/1999 - 2007/2008



Source: IPEDS 2007 Fall Staff Survey

Office of Institutional Research