

Analysis of Staffing Trends
Rutgers University and U.S. Public AAU* Institutions, Fall 1997

CATEGORY	PEER AVERAGE	RUTGERS UNIVERSITY (ALL CAMPUSES)	
		Average	Rank
Executive, Administrative and Managerial Employees per Faculty	0.18	0.10	27
Non-Instructional, Professional Employees per Faculty	1.03	0.80	21
Technical Employees per Faculty	0.26	0.17	20
Secretarial Staff per Faculty	0.71	0.55	26
Skilled Craft and Service Employees per Faculty	0.50	0.68	7
Support Staff per Faculty	2.69	2.30	22
Non-Faculty Staff per 100 FTE Students	21.50	14.53	25
Faculty per 100 FTE Students	8.17	6.33	24
Faculty as a Percent of Total Employees	28.60	30.30	11

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

Source: IPEDS Fall 1997 Staff Survey

Office of Institutional Research

**Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Camden Campus
Academic Year 1999/2000**

	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	3	3	1	1	2	11	61	72	1	1	2	13	68	81
Associate Prof.	2	1	3	1	11	12	0	2	2	25	40	65	1	1	2	29	55	84
Assistant Prof.	3	1	4	1	5	6	1	0	1	12	13	25	1	4	5	20	23	43
Instructor	1	0	1	0	0	0	0	0	0	2	0	2	0	0	0	3	0	3
Other	1	0	1	0	0	0	0	0	0	8	4	12	0	1	1	9	5	14
TOTAL FACULTY	7	4	11	2	19	21	2	3	5	58	118	176	3	7	10	74	151	225
PERCENTAGE	9.5	2.6	4.9	2.7	12.6	9.3	2.7	2.0	2.2	78.4	78.1	78.2	4.1	4.6	4.4	100	100	100
Exec. Admin. Mgr.	2	1	3	0	0	0	0	0	0	2	13	15	0	0	0	4	14	18
Professional	16	9	25	0	0	0	6	2	8	65	32	97	0	0	0	87	43	130
Tech. Para-Prof.	4	1	5	0	0	0	3	1	4	7	4	11	0	0	0	14	6	20
Sec./Clerical	24	3	27	2	0	2	3	0	3	68	6	74	0	0	0	97	9	106
Skilled Craft	0	4	4	0	0	0	0	0	0	0	21	21	0	0	0	0	25	25
Serv. Maint.	18	29	47	1	1	2	2	5	7	8	18	26	0	0	0	29	53	82
TOTAL STAFF	64	47	111	3	1	4	14	8	22	150	94	244	0	0	0	231	150	381
PERCENTAGE	27.7	31.3	29.1	1.3	0.7	1.0	6.1	5.3	5.8	64.9	62.7	64.0	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 1999/2000

	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	5	7	1	3	4	0	0	0	41	105	146	0	4	4	44	117	161
Associate Prof.	0	11	11	0	9	9	3	5	8	31	57	88	2	3	5	36	85	121
Assistant Prof.	7	5	12	3	7	10	1	1	2	32	25	57	5	8	13	49	46	95
Instructor	1	0	1	0	0	0	1	0	1	6	2	8	1	1	2	9	3	12
Other	0	0	0	1	0	1	0	0	0	6	12	18	1	5	6	8	17	25
TOTAL FACULTY	10	21	31	5	19	24	5	6	11	116	201	317	9	21	30	146	268	414
PERCENTAGE	6.8	7.8	7.5	3.4	7.1	5.8	3.4	2.2	2.7	79.5	75.0	76.6	6.2	7.8	7.2	100	100	100
Exec. Admin. Mgr.	2	1	3	0	1	1	0	1	1	14	21	35	0	1	1	16	25	41
Professional	56	21	77	2	5	7	17	8	25	81	56	137	0	0	0	156	90	246
Tech. Para-Prof.	12	5	17	2	1	3	2	0	2	5	10	15	0	1	1	21	17	38
Sec./Clerical	96	10	106	0	0	0	37	3	40	39	1	40	0	0	0	172	14	186
Skilled Craft	0	13	13	0	0	0	0	14	14	1	19	20	0	0	0	1	46	47
Serv. Maint.	17	32	49	0	2	2	5	17	22	9	23	32	0	0	0	31	74	105
TOTAL STAFF	183	82	265	4	9	13	61	43	104	149	130	279	0	2	2	397	266	663
PERCENTAGE	46.1	30.8	40.0	1.0	3.4	2.0	15.4	16.2	15.7	37.5	48.9	42.1	0.0	0.8	0.3	100	100	100

* Includes American Indian.

Source: IPEDS Fall 1999 Staff Survey

Office of Institutional Research

**Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for New Brunswick Campus
Academic Year 1999/2000**

	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	16	26	5	44	49	2	9	11	115	548	663	0	6	6	133	623	756
Associate Prof.	11	15	26	9	31	40	1	9	10	159	240	399	3	8	11	183	303	486
Assistant Prof.	7	10	17	19	15	34	6	6	12	108	146	254	15	39	54	155	219	374
Instructor	0	1	1	8	10	18	1	0	1	30	29	59	11	29	40	50	69	119
Other	0	2	2	6	3	9	2	4	6	39	45	84	4	7	11	52	61	113
TOTAL FACULTY	28	44	72	47	103	150	12	28	40	451	1,008	1,459	33	89	122	573	1,275	1,848
PERCENTAGE	4.9	3.5	3.9	8.2	8.1	8.1	2.1	2.2	2.2	79	79	79	6	7	7	100	100	100
Exec. Admin. Mgr.	4	6	10	0	4	4	3	0	3	40	108	148	0	0	0	48	118	166
Professional	122	67	189	51	28	79	37	22	59	945	573	1,518	1	6	7	1,158	696	1,854
Tech. Para-Prof.	34	12	46	19	13	32	14	8	22	167	122	289	1	1	2	237	156	393
Sec./Clerical	134	17	151	24	5	29	33	8	41	735	73	808	0	1	1	926	104	1,030
Skilled Craft	12	51	63	0	3	3	3	29	32	23	241	264	0	0	0	38	324	362
Serv. Maint.	147	148	295	32	16	48	197	137	334	138	246	384	2	3	5	517	550	1,067
TOTAL STAFF	453	301	754	126	69	195	287	204	491	2,048	1,363	3,411	4	11	15	2,924	1,948	4,872
PERCENTAGE	15.5	15.5	15.5	4.3	3.5	4.0	9.8	10.5	10.1	70	70	70	0	1	0	100	100	100

* Includes American Indian.

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Total University
Academic Year 1999/2000

	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	12	23	35	6	56	62	3	10	13	167	714	881	1	11	12	190	808	998
Associate Prof.	13	27	40	10	51	61	4	16	20	215	337	552	6	12	18	248	443	691
Assistant Prof.	17	16	33	23	27	50	8	7	15	152	184	336	21	51	72	224	288	512
Instructor	2	1	3	8	10	18	2	0	2	38	31	69	12	30	42	62	72	134
Other	1	2	3	7	3	10	2	4	6	53	61	114	5	13	18	69	83	152
TOTAL FACULTY	45	69	114	54	147	201	19	37	56	625	1,327	1,952	45	117	162	793	1,694	2,487
PERCENTAGE	5.7	4.1	4.6	6.8	8.7	8.1	2.4	2.2	2.3	79	78	78	6	7	7	100	100	100
Exec. Admin. Mgr.	8	8	16	0	5	5	3	1	4	56	142	198	0	1	1	68	157	225
Professional	194	97	291	53	33	86	60	32	92	1,091	661	1,752	1	6	7	1,401	829	2,230
Tech. Para-Prof.	50	18	68	21	14	35	19	9	28	179	136	315	1	2	3	272	179	451
Sec./Clerical	254	30	284	26	5	31	73	11	84	842	80	922	0	1	1	1,195	127	1,322
Skilled Craft	12	68	80	0	3	3	3	43	46	24	281	305	0	0	0	39	395	434
Serv. Maint.	182	209	391	33	19	52	204	159	363	155	287	442	2	3	5	577	677	1,254
TOTAL STAFF	700	430	1,130	133	79	212	362	255	617	2,347	1,587	3,934	4	13	17	3,552	2,364	5,916
PERCENTAGE	19.7	18.2	19.1	3.7	3.3	3.6	10.2	10.8	10.4	66	67	66	0	1	0	100	100	100

* Includes American Indian.

Source: IPEDS Fall 1999 Staff Survey

Office of Institutional Research

**Full-Time Faculty by Rank for Camden Campus and Newark Campus
1990/1991 - 1999/2000**

	CAMDEN										
	Professor		Associate Professor		Assistant Professor		Instructor/ Asst. Instructor		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1990/91	52	24	99	46	55	25	7	3	4	2	217
1991/92	55	26	89	42	54	26	8	4	5	2	211
1992/93	57	26	90	41	62	28	5	2	4	2	218
1993/94	62	29	79	37	64	30	6	3	5	2	216
1994/95	66	30	78	36	59	27	8	4	7	3	218
1995/96	72	33	78	36	51	24	8	4	8	4	217
1996/97	70	31	80	36	60	27	8	4	7	3	225
1997/98	71	31	82	36	59	26	9	4	5	2	226
1998/99	76	34	84	37	52	23	11	5	2	1	225
1999/00	82	37	78	35	43	19	12	5	8	4	223
	NEWARK										
1990/91	141	34	146	36	97	24	13	3	14	3	411
1991/92	143	36	139	35	92	23	9	2	9	2	392
1992/93	153	38	130	33	92	23	14	4	11	3	400
1993/94	151	38	131	33	82	21	16	4	19	5	399
1994/95	145	36	132	33	89	22	20	5	16	4	402
1995/96	150	37	123	30	97	24	20	5	19	5	409
1996/97	168	38	127	28	110	25	19	4	23	5	447
1997/98	165	37	131	29	114	26	20	4	16	4	446
1998/99	164	36	135	30	105	23	31	7	18	4	453
1999/00	170	38	126	28	104	23	24	5	21	5	445

Source: 1999 Faculty Analysis Report

Office of Institutional Research

Full-Time Faculty by Rank for New Brunswick Campus and Total University

1990/1991 - 1999/2000

	NEW BRUNSWICK										
	Professor		Associate Professor		Assistant Professor		Instructor/ Asst. Instructor		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1990/91	691	37	580	31	421	23	116	6	62	3	1,870
1991/92	674	37	548	30	412	23	107	6	69	4	1,810
1992/93	711	39	554	30	381	21	119	7	58	3	1,823
1993/94	715	40	533	30	383	21	133	7	42	2	1,806
1994/95	735	41	532	29	364	20	124	7	53	3	1,808
1995/96	756	41	537	29	369	20	124	7	47	3	1,833
1996/97	749	41	528	29	353	19	147	8	47	3	1,824
1997/98	754	42	507	28	350	19	153	8	47	3	1,811
1998/99	768	42	490	27	355	19	169	9	45	2	1,827
1999/00	748	40	488	26	368	20	198	11	50	3	1,852
	TOTAL UNIVERSITY										
1990/91	884	35	825	33	573	23	136	5	80	3	2,498
1991/92	872	36	776	32	558	23	124	5	83	3	2,413
1992/93	921	38	774	32	535	22	138	6	73	3	2,441
1993/94	928	38	743	31	529	22	155	6	66	3	2,421
1994/95	946	39	742	31	512	21	152	6	76	3	2,428
1995/96	978	40	738	30	517	21	152	6	74	3	2,459
1996/97	987	40	735	29	523	21	174	7	77	3	2,496
1997/98	990	40	720	29	523	21	182	7	68	3	2,483
1998/99	1,008	40	709	28	512	20	211	8	65	3	2,505
1999/00	1,000	40	692	27	515	20	234	9	79	3	2,520

Source: 1999 Faculty Analysis Report

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus
1990/1991 - 1999/2000**

	CAMDEN																	
	African American			Asian			Latino			White			Other			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1990/91	5	6	11	4	11	15	0	4	4	56	130	186	1	0	1	66	151	217
1991/92	6	6	12	4	11	15	1	4	5	50	128	178	1	0	1	62	149	211
1992/93	6	7	13	4	14	18	1	4	5	54	127	181	1	0	1	66	152	218
1993/94	6	7	13	4	14	18	1	4	5	57	122	179	1	0	1	69	147	216
1994/95	7	7	14	4	17	21	1	3	4	56	121	177	2	0	2	70	148	218
1995/96	7	6	13	4	18	22	1	3	4	55	122	177	1	0	1	68	149	217
1996/97	6	6	12	4	23	27	1	3	4	56	124	180	2	0	2	69	156	225
1997/98	7	5	12	4	23	27	1	3	4	58	123	181	2	0	2	72	154	226
1998/99	6	4	10	4	22	26	2	3	5	57	125	182	2	0	2	71	154	225
1999/00	6	5	11	5	25	30	2	3	5	57	118	175	2	0	2	72	151	223
	NEWARK																	
1990/91	10	17	27	3	21	24	5	2	7	114	239	353	0	0	0	132	279	411
1991/92	9	18	27	4	21	25	5	3	8	110	222	332	0	0	0	128	264	392
1992/93	11	16	27	5	23	28	3	4	7	116	222	338	0	0	0	135	265	400
1993/94	10	15	25	5	24	29	3	3	6	116	223	339	0	0	0	134	265	399
1994/95	10	14	24	7	25	32	4	6	10	120	216	336	0	0	0	141	261	402
1995/96	11	16	27	9	19	28	6	5	11	121	222	343	0	0	0	147	262	409
1996/97	12	20	32	10	33	43	5	5	10	121	240	361	1	0	1	149	298	447
1997/98	10	18	28	14	35	49	5	8	13	119	236	355	1	0	1	149	297	446
1998/99	11	20	31	13	35	48	7	8	15	124	234	358	1	0	1	156	297	453
1999/00	11	23	34	11	35	46	5	7	12	123	229	352	1	0	1	151	294	445

Full-Time Faculty by Race/Ethnicity and Gender for New Brunswick Campus and Total University
1990/1991 - 1999/2000

	NEW BRUNSWICK																	
	African American			Asian			Latino			White			Other			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1990/91	35	55	90	26	101	127	16	28	44	457	1,151	1,608	0	1	1	534	1,336	1,870
1991/92	35	55	90	26	98	124	13	27	40	436	1,119	1,555	0	1	1	510	1,300	1,810
1992/93	37	57	94	33	109	142	14	29	43	447	1,096	1,543	0	1	1	531	1,292	1,823
1993/94	36	54	90	38	121	159	10	29	39	453	1,064	1,517	0	1	1	537	1,269	1,806
1994/95	38	52	90	39	123	162	10	31	41	448	1,066	1,514	0	1	1	535	1,273	1,808
1995/96	34	52	86	43	122	165	11	33	44	466	1,070	1,536	0	2	2	554	1,279	1,833
1996/97	33	51	84	40	123	163	15	31	46	474	1,056	1,530	0	1	1	562	1,262	1,824
1997/98	33	50	83	48	126	174	11	29	40	473	1,039	1,512	0	2	2	565	1,246	1,811
1998/99	31	48	79	51	130	181	10	33	43	471	1,049	1,520	2	2	4	565	1,262	1,827
1999/00	30	48	78	62	133	195	13	38	51	473	1,051	1,524	2	2	4	580	1,272	1,852
	TOTAL UNIVERSITY																	
1990/91	50	78	128	33	133	166	21	34	55	627	1,520	2,147	1	1	2	732	1,766	2,498
1991/92	50	79	129	34	130	164	19	34	53	596	1,469	2,065	1	1	2	700	1,713	2,413
1992/93	54	80	134	42	146	188	18	37	55	617	1,445	2,062	1	1	2	732	1,709	2,441
1993/94	52	76	128	47	159	206	14	36	50	626	1,409	2,035	1	1	2	740	1,681	2,421
1994/95	55	73	128	50	165	215	15	40	55	624	1,403	2,027	2	1	3	746	1,682	2,428
1995/96	52	74	126	56	159	215	18	41	59	642	1,414	2,056	1	2	3	769	1,690	2,459
1996/97	51	77	128	54	179	233	21	39	60	651	1,420	2,071	3	1	4	780	1,716	2,496
1997/98	50	73	123	66	184	250	17	40	57	650	1,398	2,048	3	2	5	786	1,697	2,483
1998/99	48	72	120	68	187	255	19	44	63	652	1,408	2,060	5	2	7	792	1,713	2,505
1999/00	47	76	123	78	193	271	20	48	68	653	1,398	2,051	5	2	7	803	1,717	2,520

Source: 1999 Faculty Analysis Profile

Office of Institutional Research

Percent Tenured Faculty by Campus
1990/1991 - 1999/2000

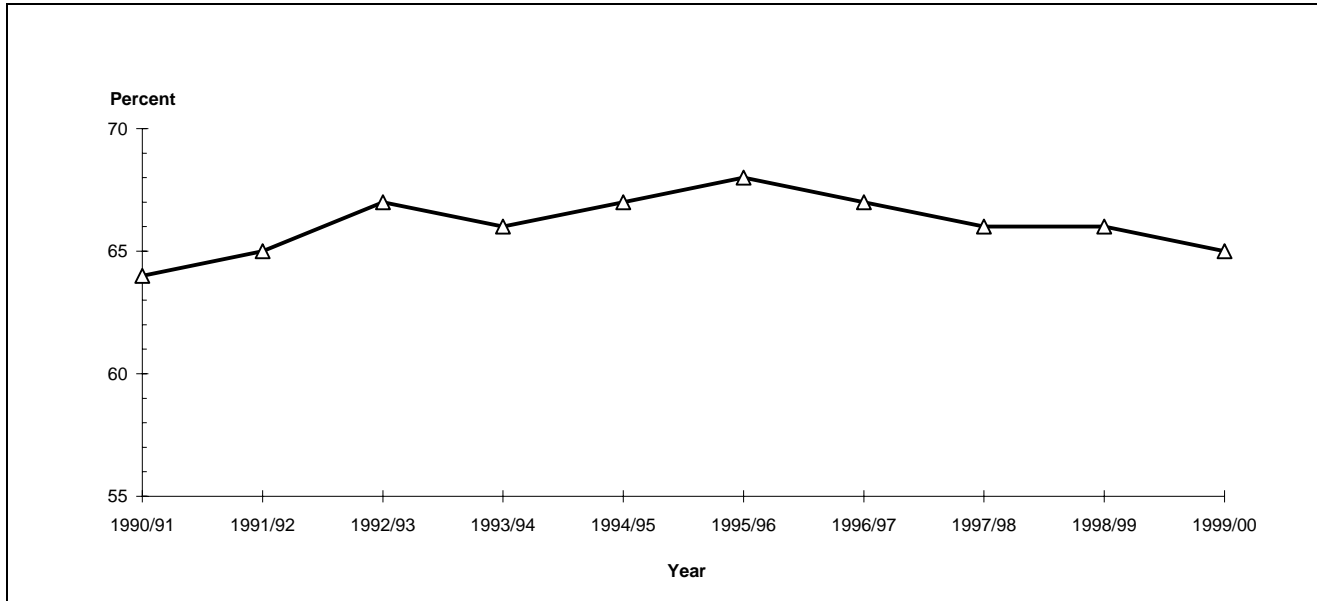
	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1990/91	64	63	65	64
1991/92	64	66	65	65
1992/93	64	66	67	67
1993/94	61	67	66	66
1994/95	62	64	68	67
1995/96	67	64	69	68
1996/97	64	64	68	67
1997/98	64	65	67	66
1998/99	66	63	67	66
1999/00	67	63	65	65

Source: 1999 Faculty Analysis Profile

Office of Institutional Research

Percent Tenured Faculty for Total University

1990/1991 - 1999/2000



Source: Office of Affirmative Action and Employment Research

Office of Institutional Research