

Analysis of Staffing Trends

Rutgers University and U.S. Public AAU* Institutions, Fall 1995

CATEGORY	PEER	RUTGERS UNIVERSITY (ALL CAMPUSES)	
	AVERAGE	Average	Rank
Executive, Administrative and Managerial Employees per Faculty	0.19	0.10	23
Non-Instructional, Professional Employees per Faculty	1.01	0.75	20
Technical Employees per Faculty	0.28	0.19	19
Support Staff per Faculty	2.76	2.35	21
Secretarial Staff per Faculty	0.75	0.59	24
Skilled Craft and Service Employees per Faculty	0.54	0.72	7
Non-Faculty Staff per 100 FTE Students	21.61	14.99	23
Faculty per 100 FTE Students	7.96	6.38	23
Faculty as a Percent of Total Employees	28.30	29.90	10

* Refer to page 109 for a list of AAU Institutions. Pages 136 to 144 provide AAU comparisons for each category.

Source: IPEDS Fall 1995 Staff Survey

Office of Institutional Research

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Camden Campus
Academic Year 1997/98

	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	0	1	1	11	51	62	0	1	1	11	58	69
Associate Prof.	3	1	4	1	7	8	1	2	3	24	48	72	1	1	2	30	59	89
Assistant Prof.	4	2	6	2	5	7	1	0	1	20	18	38	2	7	9	31	32	63
Instructor	0	0	0	0	0	0	0	0	0	2	1	3	0	0	0	2	1	3
Other	1	0	1	0	1	1	0	0	0	4	2	6	0	1	1	5	4	9
TOTAL FACULTY	8	5	13	3	16	19	2	3	5	61	120	181	3	10	13	79	154	233
PERCENTAGE	10.1	3.2	5.6	3.8	10.4	8.2	2.5	1.9	2.1	77.2	77.9	77.7	3.8	6.5	5.6	100	100	100
Exec. Admin. Mgr.	2	3	5	0	0	0	0	0	0	2	13	15	0	0	0	4	16	20
Professional	12	9	21	0	0	0	5	1	6	57	33	90	0	0	0	74	43	117
Tech. Para-Prof.	3	1	4	0	0	0	2	1	3	6	4	10	0	0	0	11	6	17
Sec./Clerical	25	4	29	2	0	2	2	0	2	78	5	83	0	0	0	107	9	116
Skilled Craft	0	4	4	0	0	0	0	0	0	1	21	22	0	0	0	1	25	26
Serv. Maint.	15	27	42	2	1	3	1	6	7	9	16	25	0	1	1	27	51	78
TOTAL STAFF	57	48	105	4	1	5	10	8	18	153	92	245	0	1	1	224	150	374
PERCENTAGE	25.4	32.0	28.1	1.8	0.7	1.3	4.5	5.3	4.8	68.3	61.3	65.5	0.0	0.7	0.3	100	100	100

* Includes American Indian.

Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Newark Campus
Academic Year 1997/98

	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	3	4	7	1	4	5	0	0	0	36	105	141	0	3	3	40	116	156
Associate Prof.	0	10	10	0	8	8	3	4	7	34	66	100	1	3	4	38	91	129
Assistant Prof.	5	4	9	3	6	9	1	3	4	38	27	65	6	9	15	54	49	103
Instructor	1	0	1	1	0	1	1	0	1	5	3	8	2	1	3	10	4	14
Other	0	0	0	1	0	1	0	0	0	4	6	10	2	1	3	7	7	14
TOTAL FACULTY	9	18	27	6	18	24	5	7	12	117	207	324	11	17	28	149	267	416
PERCENTAGE	6.0	6.7	6.5	4.0	6.7	5.8	3.4	2.6	2.9	78.5	77.5	77.9	7.4	6.4	6.7	100	100	100
Exec. Admin. Mgr.	3	3	6	0	1	1	1	2	3	12	19	31	0	0	0	16	25	41
Professional	41	22	63	1	3	4	18	8	26	75	56	131	0	2	2	135	91	226
Tech. Para-Prof.	13	6	19	3	2	5	2	1	3	4	9	13	0	1	1	22	19	41
Sec./Clerical	110	7	117	1	0	1	40	1	41	44	2	46	0	0	0	195	10	205
Skilled Craft	0	10	10	0	0	0	0	13	13	0	20	20	0	0	0	0	43	43
Serv. Maint.	21	34	55	0	2	2	5	16	21	8	18	26	0	0	0	34	70	104
TOTAL STAFF	188	82	270	5	8	13	66	41	107	143	124	267	0	3	3	402	258	660
PERCENTAGE	46.8	31.8	40.9	1.2	3.1	2.0	16.4	15.9	16.2	35.6	48.1	40.5	0.0	1.2	0.5	100	100	100

* Includes American Indian.

Source: IPEDS Fall 1997 Staff Survey

Office of Institutional Research

**Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for New Brunswick Campus
Academic Year 1997/98**

	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	9	16	25	5	46	51	2	9	11	109	563	672	0	5	5	125	639	764
Associate Prof.	10	19	29	7	25	32	1	8	9	167	251	418	4	9	13	189	312	501
Assistant Prof.	10	9	19	16	22	38	4	2	6	110	134	244	14	34	48	154	203	357
Instructor	1	2	3	4	6	10	1	1	2	27	30	57	7	23	30	40	62	102
Other	0	1	1	4	4	8	2	2	4	35	36	71	3	6	9	44	49	93
TOTAL FACULTY	30	47	77	36	103	139	10	22	32	448	1,014	1,462	28	77	105	552	1,265	1,817
PERCENTAGE	5.4	3.7	4.2	6.5	8.1	7.6	1.8	1.7	1.8	81.2	80.2	80.5	5.1	6.1	5.8	100	100	100
Exec. Admin. Mgr.	4	7	11	0	3	3	2	0	2	49	111	160	0	0	0	56	121	177
Professional	101	61	162	31	22	53	32	19	51	824	510	1334	5	11	16	994	623	1617
Tech. Para-Prof.	26	6	32	21	13	34	11	6	17	163	121	284	2	1	3	224	147	371
Sec./Clerical	111	10	121	23	4	27	28	4	32	778	78	856	0	1	1	942	97	1039
Skilled Craft	14	54	68	0	2	2	3	28	31	29	246	275	0	0	0	46	330	376
Serv. Maint.	149	130	279	29	16	45	189	126	315	145	261	406	3	1	4	515	534	1049
TOTAL STAFF	405	268	673	104	60	164	265	183	448	1,988	1,327	3,315	10	14	24	2,777	1,852	4,624
PERCENTAGE	14.6	14.5	14.6	3.7	3.2	3.5	9.5	9.9	9.7	71.6	71.7	71.7	0.4	0.8	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 1997/98

	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	22	34	6	57	63	2	10	12	156	719	875	0	9	9	176	813	989
Associate Prof.	13	30	43	8	40	48	5	14	19	225	365	590	6	13	19	257	462	719
Assistant Prof.	19	15	34	21	33	54	6	5	11	168	179	347	22	50	72	239	284	523
Instructor	2	2	4	5	6	11	2	1	3	34	34	68	9	24	33	52	67	119
Other	1	1	2	5	5	10	2	2	4	43	44	87	5	8	13	56	60	116
TOTAL FACULTY	47	70	117	45	141	186	17	32	49	626	1,341	1,967	42	104	146	780	1,686	2,466
PERCENTAGE	6.0	4.2	4.7	5.8	8.4	7.5	2.2	1.9	2.0	80.3	79.5	79.8	5.4	6.2	5.9	100	100	100
Exec. Admin. Mgr.	9	13	22	0	4	4	3	2	5	63	143	206	0	0	0	76	162	238
Professional	154	92	246	32	25	57	55	28	83	956	599	1,555	5	13	18	1,203	757	1,960
Tech. Para-Prof.	42	13	55	24	15	39	15	8	23	173	134	307	2	2	4	257	172	429
Sec./Clerical	246	21	267	26	4	30	70	5	75	900	85	985	0	1	1	1,244	116	1,360
Skilled Craft	14	68	82	0	2	2	3	41	44	30	287	317	0	0	0	47	398	445
Serv. Maint.	185	191	376	31	19	50	195	148	343	162	295	457	3	2	5	576	655	1,231
TOTAL STAFF	650	398	1,048	113	69	182	341	232	573	2,284	1,543	3,827	10	18	28	3,398	2,260	5,658
PERCENTAGE	19.1	17.6	18.5	3.3	3.1	3.2	10.0	10.3	10.1	67.2	68.3	67.6	0.3	0.8	0.5	100	100	100

* Includes American Indian.

Source: IPEDS Fall 1997 Staff Survey

Office of Institutional Research

**Full-Time Faculty by Rank for Camden Campus and Newark Campus
1988/89 - 1997/98**

	CAMDEN										
	Professor		Associate Professor		Assistant Professor		Instructor/ Asst. Instructor		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1988/89	46	21	104	49	48	22	9	4	7	3	214
1989/90	45	21	101	46	57	26	7	3	9	4	219
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
	NEWARK										
1988/89	125	29	158	37	106	25	20	5	19	4	428
1989/90	124	30	157	37	103	25	19	5	17	4	420
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

Source: IPEDS Fall 1997 Full-Time Faculty Profile

Office of Institutional Research

Full-Time Faculty by Rank for New Brunswick Campus and Total University
1988/89 - 1997/98

	NEW BRUNSWICK										
	Professor		Associate Professor		Assistant Professor		Instructor/ Asst. Instructor		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1988/89	624	34	567	31	421	23	115	6	100	5	1,827
1989/90	620	33	578	31	455	25	123	7	76	4	1,852
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
	TOTAL UNIVERSITY										
1988/89	795	32	829	34	575	23	144	6	126	5	2,469
1989/90	789	32	836	34	615	25	149	6	102	4	2,491
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

Source: IPEDS Fall 1997 Full-Time Faculty Profile

Office of Institutional Research

**Full-Time Faculty by Race/Ethnicity and Gender for Camden Campus and Newark Campus
1988/89 - 1997/98**

	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
1988/89	7	4	11	1	7	8	0	3	3	57	135	192	0	0	0	65	149	214
1989/90	6	4	10	3	9	12	0	4	4	59	134	193	0	0	0	68	151	219
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
	NEWARK																	
1988/89	10	18	28	3	25	28	6	2	8	123	241	364	0	0	0	142	286	428
1989/90	10	17	27	3	22	25	5	2	7	119	241	360	0	1	1	137	283	420
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

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

1988/89 - 1997/98

	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
1988/89	27	59	86	29	90	119	15	26	41	466	1,115	1,581	0	0	0	537	1,290	1,827
1989/90	33	55	88	27	100	127	12	27	39	463	1,135	1,598	0	0	0	535	1,317	1,852
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
	TOTAL UNIVERSITY																	
1988/89	44	81	125	33	122	155	21	31	52	646	1,491	2,137	0	0	0	744	1,725	2,469
1989/90	49	76	125	33	131	164	17	33	50	641	1,510	2,151	0	1	1	740	1,751	2,491
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

Source: IPEDS Fall 1997 Full-Time Faculty Profile

Office of Institutional Research

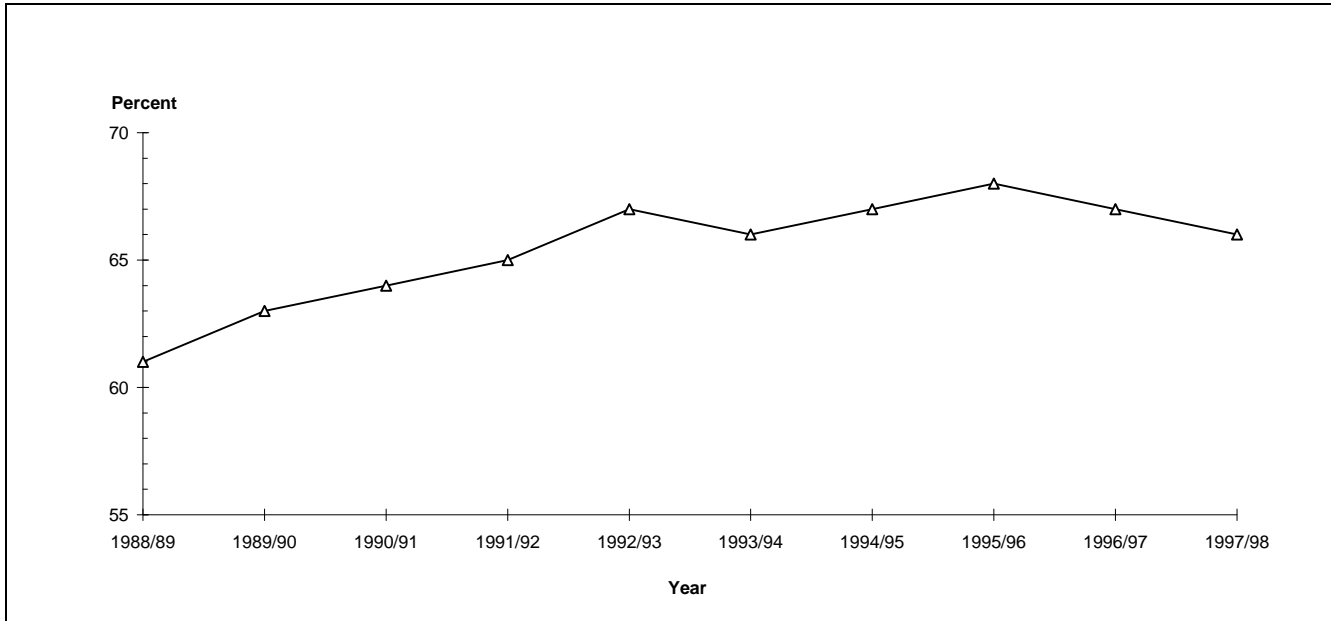
Percent Tenured Faculty by Campus**1988/89 - 1997/98**

	CAMDEN	NEWARK	NEW BRUNSWICK	TOTAL
1988/89	64	59	62	61
1989/90	63	61	64	63
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

Source: Office of Affirmative Action and Employment Research Office of Institutional Research

Percent Tenured Faculty for Total University

1988/89 - 1997/98



Source: Office of Affirmative Action and Employment Research

Office of Institutional Research