



NEW BRUNSWICK FACULTY COUNCIL
PERSONNEL POLICY COMMITTEE

Report on the charge on numbers and trends of different faculty cohorts

The Personnel Policy Committee (PPC) was charged to:

Review and report on New Brunswick Campus statistics and trends related to the numbers of tenured and tenure-track faculty, PTL's, and TA/GA's.

The PPC acquired data from the web site of the Rutgers Office for Institutional Research, requested further data from the same office on part-time faculty and received additional data on PTLs and TA/GAs from the payroll sheets via the AAUP. The PPC discussed the charge in two meetings on 2/13/07 and 3/1/07. This report was circulated to all PPC members before being submitted to the Executive Committee.

The data, as presented below, indicate to the PPC the following trends:

- The number of Professors (PI) seems stable after an initial jump that may be related with the elimination of mandatory retirement. Nevertheless, PI's exhibit a drop as a percentage of total faculty.
- The numbers of Associate (AO) and Assistant Professors (AI) also seem to exhibit a drop as a percentage of total faculty.
- The number of Part-time faculty (PTF) exhibits significant variation over the period of the last 9 years. At some point it was (barely) the largest contingent on campus, in a virtual tie with PI's. PTLs account for 81-86% of Part time faculty.
- The one unexpected trend is the almost monotonic increase of the number and percentage of Instructors / Assistant Instructors (IAI), who are not tenure-track. From 1988 to 2006 IAI's went from 6% to 17%, an increase of 11 percentage points apparently at the expense of AO's (-6 percentage points) and AI's (-4 percentage points). This is a disturbing trend. As a consequence, it seems as if we have lost 84 tenured and tenure track lines since 1988 in New Brunswick/Piscataway. On the other hand we have no way of calculating how many were converted to TA line.
- TA/GAs exhibit a definite upward trend with a gain of 172 (12%) since 1997 that peaked in 2003 and exhibit a continuous drop since then.

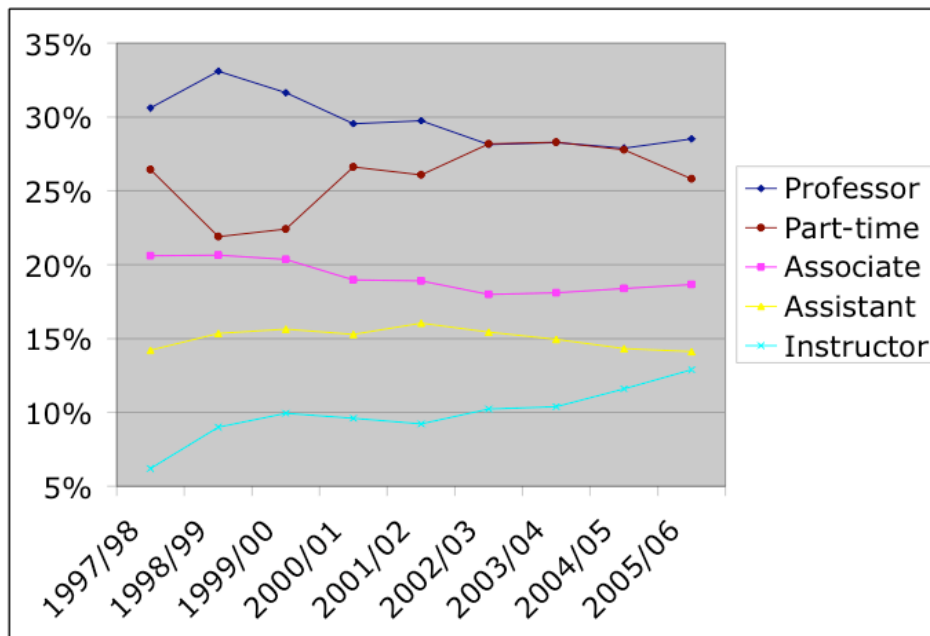
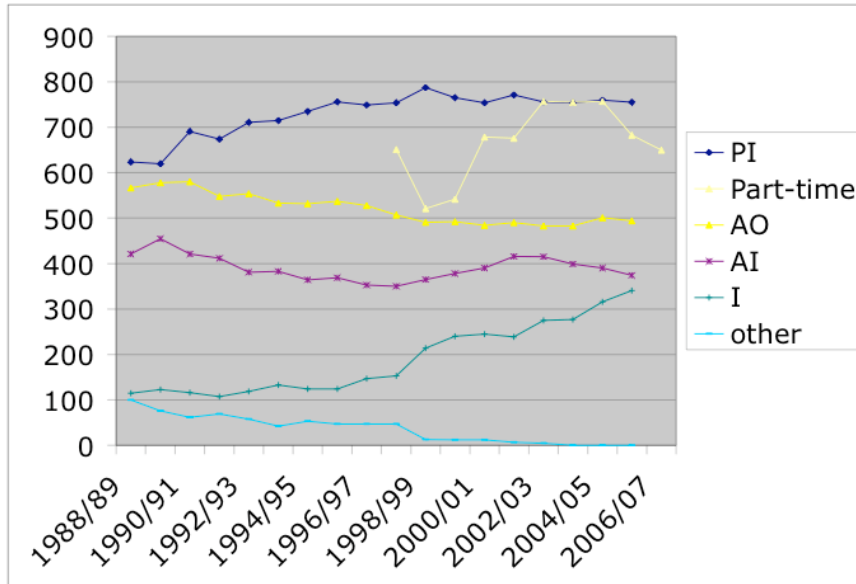


Figure 1: a: Number of faculty vs. Academic Year. PI: Professors, AO: Associate Professors, AI: Assistant Professors, I: Instructors/Assistant Instructors
 b: as a percentage of total faculty. NOTE: PTLs account for 81-86% of Part time faculty.

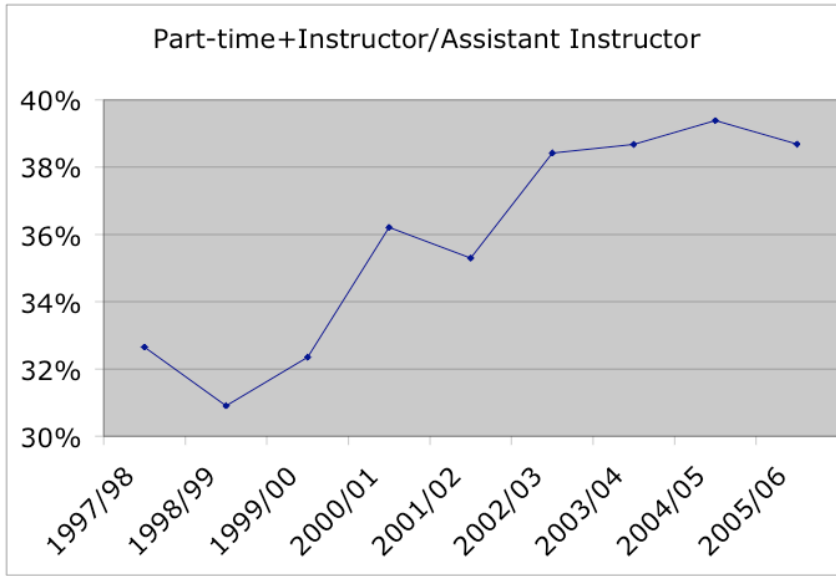


Figure 2: Aggregate Part-time and Instructor/Assistant Instructor percentage of total faculty vs. Academic Year.

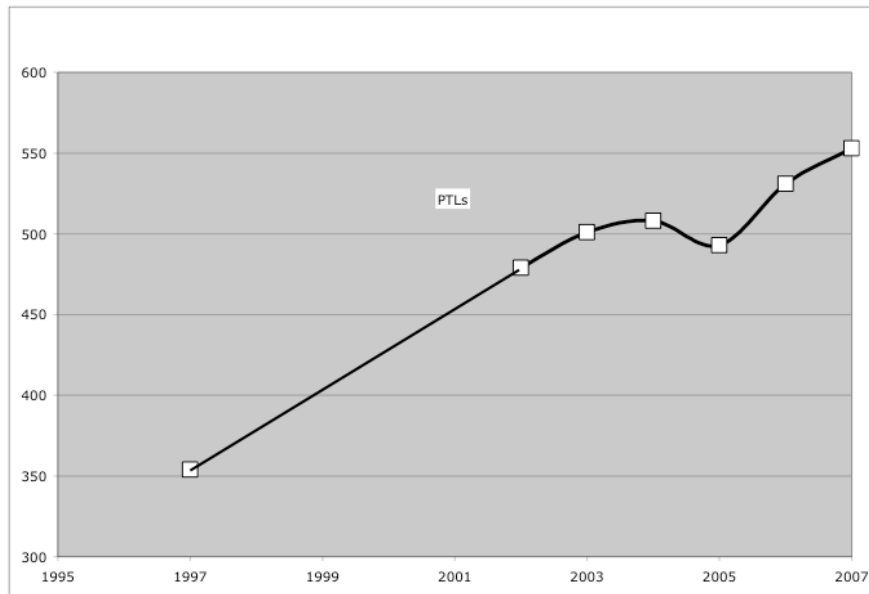


Figure 3: Absolute number of PTLs vs. Academic Year.

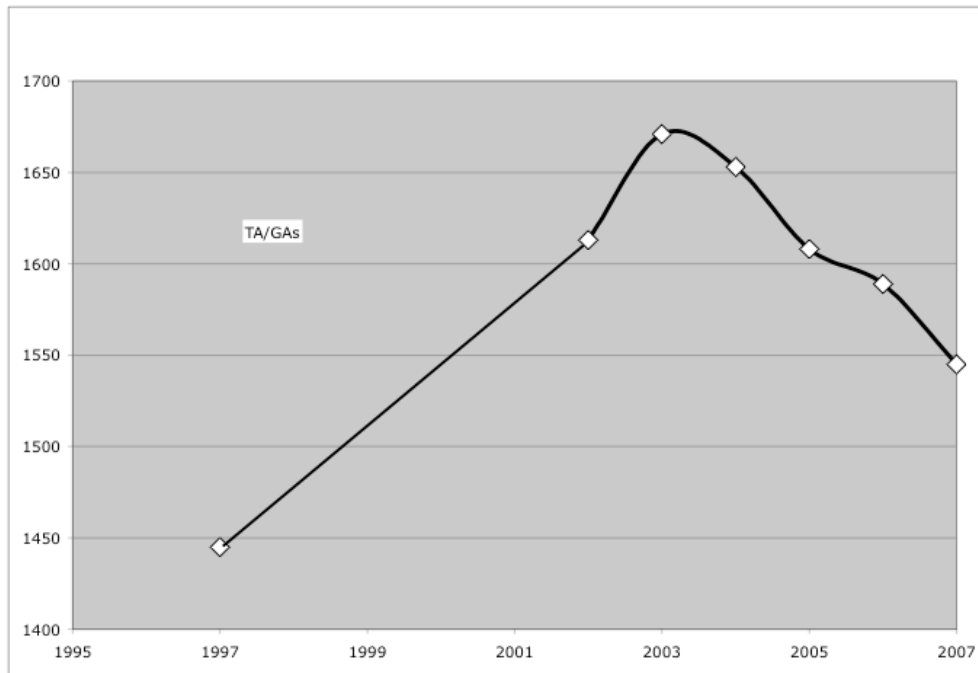


Figure 4: Absolute number of TA/GAs vs. Academic Year.

The Personnel Policy Committee 2006-07:

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- Christopher Brey
- Paul Panayotatos (Chair)
- Robert Parelius
- Frank Popper
- Saul Rubinstein
- Paul Schalow
- Randall Schuler
- Karen Thompson
- Lionel Tiger
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