

**EMPLOYEES BY ETHNICITY AND EEO CATEGORY**  
**FULL AND PART-TIME STATUS**  
*Fall 1998 Through Fall 2002*

<b>EEO-6 CATEGORY</b>		<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
<b>Executive/ Administrative/ Managerial</b>	<b>Full-Time - Total</b>	<b>395</b>	<b>386</b>	<b>385</b>	<b>366</b>	<b>359</b>
	White	342	334	334	325	319
	African-American	42	40	39	31	31
	Hispanic	2	2	2	2	1
	Asian	7	8	8	5	6
	Native American	2	2	2	3	2
	<b>Part-Time - Total</b>	<b>16</b>	<b>15</b>	<b>13</b>	<b>12</b>	<b>13</b>
	White	15	14	13	12	13
	African-American	0	1	0	0	0
	Hispanic	0	0	0	0	0
	Asian	1	0	0	0	0
	Native American	0	0	0	0	0
<b>Faculty</b>	<b>Full-Time - Total</b>	<b>930</b>	<b>933</b>	<b>998</b>	<b>1,049</b>	<b>1,073</b>
	White	818	812	868	907	924
	African-American	32	33	38	42	45
	Hispanic	15	14	13	16	20
	Asian	61	71	76	80	81
	Native American	4	3	3	4	3
	<b>Part-Time - Total</b>	<b>28</b>	<b>33</b>	<b>20</b>	<b>26</b>	<b>21</b>
	White	27	30	18	23	19
	African-American	1	1	1	1	2
	Hispanic	0	0	0	0	0
	Asian	0	1	1	2	0
	Native American	0	1	0	0	0
<b>Professional</b>	<b>Full-Time - Total</b>	<b>709</b>	<b>752</b>	<b>805</b>	<b>814</b>	<b>853</b>
	White	608	652	682	685	699
	African-American	54	54	56	56	65
	Hispanic	6	8	11	12	16
	Asian	37	33	50	57	68
	Native American	4	5	6	4	5
	<b>Part-Time - Total</b>	<b>90</b>	<b>89</b>	<b>82</b>	<b>85</b>	<b>89</b>
	White	82	81	73	72	77
	African-American	3	2	3	4	5
	Hispanic	1	1	0	1	2
	Asian	4	5	6	8	5
	Native American	0	0	0	0	0

## EMPLOYEES BY ETHNICITY AND EEO CATEGORY (Continued)

EEO-6 CATEGORY		1998	1999	2000	2001	2002
<b>Secretarial/ Clerical</b>	<b>Full-Time - Total</b>	<b>671</b>	<b>655</b>	<b>658</b>	<b>660</b>	<b>646</b>
	White	593	581	581	585	575
	African-American	58	54	55	53	52
	Hispanic	10	11	11	13	12
	Asian	2	2	2	1	1
	Native American	8	7	9	8	6
	<b>Part-Time - Total</b>	<b>74</b>	<b>71</b>	<b>72</b>	<b>66</b>	<b>64</b>
	White	69	70	69	63	61
	African-American	5	1	2	3	3
	Hispanic	0	0	1	0	0
	Asian	0	0	0	0	0
	Native American	0	0	0	0	0
<b>Technical/ Paraprofessional</b>	<b>Full-Time - Total</b>	<b>103</b>	<b>121</b>	<b>123</b>	<b>128</b>	<b>128</b>
	White	76	93	94	99	98
	African-American	22	22	22	22	21
	Hispanic	0	0	0	0	0
	Asian	3	3	4	4	5
	Native American	2	3	3	3	4
	<b>Part-Time - Total</b>	<b>18</b>	<b>18</b>	<b>18</b>	<b>15</b>	<b>16</b>
	White	10	9	9	8	9
	African-American	4	6	6	5	5
	Hispanic	2	1	1	1	1
	Asian	2	2	2	1	1
	Native American	0	0	0	0	0
<b>Skilled Craft</b>	<b>Full-Time - Total</b>	<b>157</b>	<b>141</b>	<b>141</b>	<b>143</b>	<b>139</b>
	White	139	125	128	127	123
	African-American	13	11	8	10	10
	Hispanic	2	2	2	3	3
	Asian	2	2	2	2	2
	Native American	1	1	1	1	1
	<b>Part-Time - Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	White	0	0	0	0	0
	African-American	0	0	0	0	0
	Hispanic	0	0	0	0	0
	Asian	0	0	0	0	0
	Native American	0	0	0	0	0

## EMPLOYEES BY ETHNICITY AND EEO CATEGORY (Continued)

EEO-6 CATEGORY		1998	1999	2000	2001	2002
Service/ Maintenance	<b>Full-Time - Total</b>	<b>445</b>	<b>447</b>	<b>447</b>	<b>441</b>	<b>422</b>
	White	273	271	271	261	247
	African-American	147	151	152	152	143
	Hispanic	11	11	10	12	13
	Asian	5	4	5	7	9
	Native American	9	10	9	9	10
	<b>Part-Time - Total</b>	<b>9</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>34</b>
	White	8	6	6	6	28
	African-American	1	0	0	0	6
	Hispanic	0	0	0	0	0
	Asian	0	0	0	0	0
	Native American	0	0	0	0	0
<b>ALL EMPLOYEES</b>	<b>Full-Time - Total</b>	<b>3,410</b>	<b>3,435</b>	<b>3,557</b>	<b>3,601</b>	<b>3,620</b>
	White	2,849	2,868	2,958	2,989	2,985
	African-American	368	365	370	366	367
	Hispanic	46	48	49	58	65
	Asian	117	123	147	156	172
	Native American	30	31	33	32	31
	<b>Part-Time - Total</b>	<b>235</b>	<b>232</b>	<b>211</b>	<b>210</b>	<b>237</b>
	White	211	210	188	184	207
	African-American	14	11	12	13	21
	Hispanic	3	2	2	2	3
	Asian	7	8	9	11	6
	Native American	0	1	0	0	0
	<b>TOTAL</b>	<b>3,645</b>	<b>3,667</b>	<b>3,768</b>	<b>3,811</b>	<b>3,857</b>

*Note: Effective Fall 2000, the Bartol Research Institute is included in the employee counts as well as professionals who are classified as clinical faculty.*

Source: Office of Institutional Research & Planning

## FULL-TIME EMPLOYEES BY GENDER

### *Fall 1998 Through Fall 2002*

	1998	1999	2000	2001	2002
<b>Faculty</b>	<b>930</b>	<b>933</b>	<b>998</b>	<b>1,049</b>	<b>1,073</b>
Male	631	630	658	687	701
Female	299	303	340	362	372
<b>Professionals (Includes Chairpersons)</b>	<b>1,104</b>	<b>1,138</b>	<b>1,190</b>	<b>1,180</b>	<b>1,212</b>
Male	563	567	591	597	613
Female	541	571	599	583	599
<b>Salaried Staff/Hourly</b>	<b>1,376</b>	<b>1,364</b>	<b>1,369</b>	<b>1,372</b>	<b>1,335</b>
Male	464	481	491	482	467
Female	912	883	878	890	868
<b>TOTAL</b>	<b>3,410</b>	<b>3,435</b>	<b>3,557</b>	<b>3,601</b>	<b>3,620</b>
Male	<b>1,658</b>	<b>1,678</b>	<b>1,740</b>	<b>1,766</b>	<b>1,781</b>
Female	<b>1,752</b>	<b>1,757</b>	<b>1,817</b>	<b>1,835</b>	<b>1,839</b>

*Note: Effective Fall 2000, the Bartol Research Institute is included in the employee counts as well as professionals who are classified as clinical faculty.*

Source: Office of Institutional Research & Planning

## NUMBER OF FACULTY BY RANK AND TENURE STATUS

### *Fall 1998 Through Fall 2002*

	1998			1999			2000			2001			2002		
	Tenured/ Track	Non- Tenure Track	Total	Tenured/ Track	Non- Tenure Track	Total	Tenured/ Track	Non- Tenure Track	Total	Tenured/ Track	Non- Tenure Track	Total	Tenured/ Track	Non- Tenure Track	Total
<b>Full-Time</b>															
Professor	341	2	343	342	2	344	364	2	366	365	8	373	372	8	380
Associate Professor	303	10	313	301	11	312	294	14	308	288	17	305	289	19	308
Assistant Professor	138	64	202	141	62	203	155	76	231	153	103	256	159	114	273
Instructor	0	68	68	0	66	66	0	89	89	0	113	113	0	109	109
Lecturer	0	4	4	0	7	7	0	4	4	0	2	2	0	3	3
<b>Total Full-Time Faculty</b>	782	148	930	784	149*	933*	813	185	998	806	243	1,049	820	253	1,073
<b>Total Part-Time Faculty</b>	5	23	28	9	24	33	1	19	20	8	18	26	4	17	21
<b>Grand Total</b>	<b>787</b>	<b>171</b>	<b>958</b>	<b>784</b>	<b>173</b>	<b>966</b>	<b>814</b>	<b>204</b>	<b>1,018</b>	<b>814</b>	<b>261</b>	<b>1,075</b>	<b>824</b>	<b>270</b>	<b>1,094</b>

*Note: Data include regular faculty (active or on sabbatical leave) at the Newark Campus and the University Parallel Program. Visiting faculty are excluded.*

*\*Includes one full-time faculty without rank who is non-tenure track.*

*Effective Fall 2000, the Bartol Research Institute is included in the employee counts as well as professionals who are classified as clinical faculty.*

Source: Office of Institutional Research & Planning

## TENURE STATUS AMONG FULL-TIME TENURE TRACK FACULTY

### *Fall 1998 Through Fall 2002*

	1998		1999		2000		2001		2002	
	Tenured/ Eligible	% Tenured	Tenured/ Eligible	% Tenured	Tenured/ Eligible	% Tenured	Tenured/ Eligible	% Tenured	Tenured/ Eligible	% Tenured
<b>Professor</b>	341/341	100.0	342/342	100.0	364/364	100.0	365/365	100.0	372/372	100.0
<b>Associate Professor</b>	292/303	96.4	291/301	96.7	280/294	95.2	283/288	98.3	286/289	99.0
<b>Assistant Professor</b>	0/138	0.0	0/141	0.0	0/155	0.0	0/153	0.0	0/159	0.0
<b>Total</b>	<b>633/782</b>	<b>80.9</b>	<b>633/784</b>	<b>80.7</b>	<b>644/813</b>	<b>79.2</b>	<b>648/806</b>	<b>80.4</b>	<b>658/820</b>	<b>80.2</b>

*Key: % Tenured = # Tenured/# Eligible \* 100. University policy is to grant tenure at time of promotion to Associate Professor.*

*If promotion is not achieved, faculty member is terminated, so there are no tenured faculty at the Assistant Professor level.*

*Note: Counts include regular faculty (active or on sabbatical leave) on the Newark campus and the University Parallel Program. Visiting faculty are excluded.*

*Effective Fall 2000, the Bartol Research Institute is included in the employee counts.*

Source: Office of Institutional Research & Planning

## AVERAGE TOTAL COMPENSATION OF FULL-TIME FACULTY BY RANK

### *Academic Year 1998-99 Through 2002-03*

	1998-99		1999-00		2000-01		2001-02		2002-03	
	%		%		%		%		%	
	Increase		Increase		Increase		Increase		Increase	
	Average Comp. \$	From Previous Year	Average Comp. \$	From Previous Year	Average Comp. \$	From Previous Year	Average Comp. \$	From Previous Year	Average Comp. \$	From Previous Year
<b>Professor</b>	114,000	4.7	116,200	1.9	121,300	4.4	127,300	4.9	130,044	2.2
<b>Associate Professor</b>	83,000	4.4	84,800	2.2	88,000	3.8	92,500	5.1	94,225	1.9
<b>Assistant Professor</b>	65,500	3.0	68,400	4.4	70,000	2.3	73,800	5.4	77,991	5.7
<b>Instructor</b>	50,100	1.6	53,000	5.8	56,800	7.2	60,000	5.6	62,200	3.7

*Data Source: AAUP Annual Survey of Faculty Compensation.*

*Note: Includes regular full-time faculty and chairpersons.*

*Total compensation refers to 9-month equivalent salary plus fringe benefits.*

*Effective Fall 2000, the Bartol Research Institute is included in the employee counts as well as professionals who are classified as clinical faculty.*

Source: Office of Institutional Research & Planning

**FULL-TIME EMPLOYEES' SALARY  
PRINCIPAL SOURCE OF FUNDING**  
*Fall 1990, Fall 1998 Through Fall 2002*

	1990	1998	1999	2000	2001	2002
<b>Faculty</b>	<b>911</b>	<b>930</b>	<b>933</b>	<b>998</b>	<b>1,049</b>	<b>1,073</b>
Paid Principally from Unrestricted Funds	878	896	901	959	997	1,017
% of Total	96.4%	96.3%	96.6%	96.1%	95.0%	94.8%
<b>Professionals (Includes Chairpersons)</b>	<b>1,073</b>	<b>1,104</b>	<b>1,138</b>	<b>1,190</b>	<b>1,180</b>	<b>1,212</b>
Paid Principally from Unrestricted Funds	947	907	925	964	965	966
% of Total	88.3%	82.2%	81.3%	81.0%	81.8%	79.7%
<b>Salaried Staff/Hourly</b>	<b>1,726</b>	<b>1,376</b>	<b>1,364</b>	<b>1,369</b>	<b>1,372</b>	<b>1,335</b>
Paid Principally from Unrestricted Funds	1,656	1,231	1,227	1,240	1,236	1,203
% of Total	95.9%	89.5%	90.0%	90.1%	90.4%	90.1%
<b>TOTAL</b>	<b>3,710</b>	<b>3,410</b>	<b>3,435</b>	<b>3,557</b>	<b>3,601</b>	<b>3,620</b>
Paid Principally from Unrestricted Funds	<b>3,481</b>	<b>3,034</b>	<b>3,053</b>	<b>3,163</b>	<b>3,198</b>	<b>3,186</b>
% of Total	<b>93.8%</b>	<b>89.0%</b>	<b>88.9%</b>	<b>88.9%</b>	<b>88.9%</b>	<b>88.0%</b>

*Note: Unrestricted funds represent basic, allocated, and self supporting fund types.*

*Effective Fall 2000, the Bartol Research Institute is included in the employee counts as well as professionals who are classified as clinical faculty.*

Source: Office of Institutional Research & Planning