



Robert L. Barchi, President

February 5, 2019

Ms. Mary Mickelsen  
Executive Secretary University Senate  
Rutgers, The State University of New Jersey  
ASB III, Suite 110  
Cook/Douglass Campus

Dear Ms. Mickelsen,

I am responding to your December 6, 2018 letter requesting information about the numbers and percentages of full-time and part-time faculty at Rutgers, as well as the numbers and percentage of classes and students taught by each group.

As you noted in your request, my response to the Senate report on Charge S-1406 anticipated the completion of the new scheduling software system by fall 2018. Unfortunately, as Chancellor Molloy announced recently, the full launch of the scheduling system has been delayed until the spring of 2020 in order to gather data about faculty class time preference and thus we will not be able to provide the data to answer all your requests at this time.

While the new scheduling system will provide powerful data about instructor course loads, my office has been examining data on trends in full- and part-time faculty since last year. Attached for FPAC's review are data showing full- and part-time faculty for New Brunswick, Newark, and Camden, as well as data showing the mix of each chancellor unit against its peer group. RBHS faculty are not reflected in these counts.

The attached data covers the years 2008 through 2018. This date range offers consistent definitions of faculty tracks, ensuring consistency of numbers, whereas earlier data is difficult to use because of variations in how faculty numbers were recorded and reported.

Looking back ten years to 2008, the total number of tenured and tenure-track faculty at Rutgers has increased slightly. During the same time, the total number of full-time non-tenured teaching faculty has increased by 81%. Yet these data also show a rapid increase in the University's dependence on part-time faculty, who have nearly doubled in number since 2008.

The committee will also see in the attached data that New Brunswick, Newark, and Camden all employ proportionally more part-time faculty than their peer groups. Rutgers-New Brunswick is significantly out of alignment with its broader peer group of AAU public research universities.

Ms. Mary Mickelsen  
February 5, 2019  
Page Two

Since 2008, the growth in enrollment at Rutgers has largely been driven by Camden and Newark. Both of those campuses maintain outstanding student-to-tenured/tenure-track faculty ratios relative to their peers. As you can see, Camden has the second-best ratio in its peer group. Newark is third in its peer group. While there has been enrollment growth at Rutgers-New Brunswick, its ratio remains in the middle of the pack for public AAUs. It is troubling, however, that New Brunswick sits in the bottom quartile of the Big 10—ahead of only two schools, Indiana and Penn State.

While data on faculty course loads will be vastly improved by the new scheduling system, the available data suggest that part-time faculty are doing as much undergraduate teaching per semester as our tenured and tenure track faculty. This is a situation that the faculty, in concert with their respective deans, will need to examine and address in the near term.

As the committee carries out its charge, I believe an in-person conversation would ensure that the framework of this analysis is well-understood and would allow us to provide direct answers to questions you may have. I will ask Senior Vice President Barbara Lee to arrange a convenient time to meet with the FPAC.

Thank you again for your letter, and I look forward to providing the full array of data you have requested when the new scheduling system comes online.

Sincerely,



Robert Barchi

Attachments

c: Barbara Lee, Senior Vice President for Academic Affairs  
Robert Heffernan, Vice President for Institutional Research, Planning, and Decision Support