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ABSTRACT

The representation of women, Blacks, and Hispanics in full-time positions at New Jersey public colleges is reported for 1977-1985. Information is provided for administrators, faculty, professional (nonfaculty) staff, and nonprofessional staff. Trends in newly hired faculty and faculty turnover rates are also considered. Overall, the data indicate some progress for minorities and women as a percentage of the public institutions' workforce. Between fall 1982 and fall 1985, the proportion of minority and women new faculty appointments continued to exceed the proportion of minorities and women in the total full-time faculty workforce. However, the annual faculty turnover rates for minorities and women are higher than rates for whites and males. In addition, institutions have difficulty in the recruitment of minority faculty in highly competitive fields as a result of the small pool of available candidates and high demand. Included are data on: full-time employees in each of the four types of positions by race/ethnicity and sex with breakdowns for different types of colleges; newly hired full-time faculty by field, race, and gender; and faculty turnover rates. (SW)

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AFFIRMATIVE ACTION STATUS REPORT

NEW JERSEY PUBLIC COLLEGES AND UNIVERSITIES

1977 - 1985

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Affirmative Action Profile

Overview

- Between 1983 and 1985 the total number of full-time employees in public higher education institutions increased by 162 employees or 1%. The net gain for the eight year span was 561 employees or 2.9%. The changes by sector for the 1983-1985 period are as follows:
 - NJIT increased by 22 full-time employees;
 - Rutgers increased by 153 full-time employees;
 - State colleges decreased by 63 full-time employees;
 - Community colleges increased by 50 full-time employees.
- The number of women in the public institutions' total full-time workforce during the 1983-1985 reporting period increased by 199, or 2.1%. The number of women in the public institutions' total full-time workforce increased by 945 or 10.9% between 1977 and 1985. Women as a percentage of the workforce increased from 45% in 1977 to 48.6% in 1985.
- The number of black persons in the public institutions' total full-time workforce during the 1983-1985 reporting period increased by 109 or 4.0%. The number of black persons in the public institutions' total full-time workforce increased by 393 or 15.9% between 1977 and 1985. Black persons as a percentage of the workforce increased from 12.9% in 1977 to 14.5% in 1985.
- The number of Hispanic persons in the public institutions' total full-time workforce during the 1983-1985 reporting period increased by 95 or 12.4%. The number of Hispanic persons in the public institutions' total full-time workforce increased by 308 or 55.4% between 1977 and 1985. Hispanic persons as a percentage of the workforce increased from 2.9% in 1977 to 4.4% in the 1985.

By Employment Category:

Administrative

- The number of women administrators increased by 57 or 15.2% during this reporting period. The number of women administrators increased by 165 or 62% between 1977 and 1985. Women as a percentage of all administrators increased from 20.9% in 1977 to 32.6% in 1985.
- The number of black administrators increased by 16 or 9.4% during this reporting period. The number of black administrators increased by 28 or 17.6% between 1977 and 1985. Blacks as a percentage of all administrators increased from 12.5% in 1977 to 14.1% in 1985.

- The number of Hispanic administrators increased by ten, or 45.5% during this reporting period. The number of Hispanic administrators increased by four or 14.3% between 1977 and 1985. Hispanic persons as a percentage of all administrators increased from 2.2% in 1977 to 2.4% in 1985.

Faculty

- The number of women faculty increased by 52 or 2.3% during this reporting period. The number of women faculty increased by 64 or 2.8% between 1977 and 1985. Women as a percentage of the full-time faculty increased from 30.9% in 1977 to 32.9% in 1985.
- The number of black faculty increased by four or 1% during this reporting period. The number of black faculty decreased by eleven or 2.7% between 1977 and 1985. Black faculty as a percentage of the full-time faculty increased slightly from 5.5% in 1977 to 5.6% in 1985.
- The number of Hispanic faculty increased by one or less than 1% during this reporting period. The number of Hispanic faculty increased by 15 or 11.8% between 1977 and 1985. Hispanic faculty as a percentage of the full-time faculty increased slightly from 1.7% in 1977 to 2.0% in 1985.

Professional (non-faculty)

- The number of women professional staff increased by 51 or 4.3% during this reporting period. The number of women professional staff increased by 448 or 56.2% between 1977 and 1985. Women as a percentage of all professional staff increased from 50.0% in 1977 to 56.5% in 1985.
- The number of black professional staff increased by 22 or 6.7% during this reporting period. The number of black professional staff increased by 116 or 49.4% between 1977 and 1985. Blacks as a percentage of all professional staff increased from 14.7% in 1977 to 15.9% in 1985.
- The number of Hispanic professional staff decreased by 10 or 9% during this reporting period. The number of Hispanic professional staff increased by 49 or 94.2% between 1977 and 1985. Hispanics as a percentage of all professional staff increased from 3.3% in 1977 to 4.6% in 1985.

Non-Professional Staff

- The number of women in the non-professional staff category increased by 39 or .7% during this reporting period. The number of women among non-professional staff increased by 268 or 5% between 1977 and 1985. Women as a percentage of the non-professional staff increased from 59.4% in 1977 to 61.4% in 1985.

- The number of black persons in the non-professional staff increased by 67 or 3.6% during this reporting year. The number of black persons among the non-professional staff increased by 260 or 15.6% between 1977 and 1985. Black persons as a percentage of non-professional staff increased from 18.7% in 1977 to 21.3% in 1985.
- The number of Hispanic non-professional staff increased by 94 or 19% during this reporting period. The number of Hispanic persons in the non-professional staff category increased by 240 or 68.8% between 1977 and 1985. Hispanic persons as a percentage of the non-professional staff increased from 3.9% in 1977 to 6.5% in 1985.

Analysis

The data highlighted in Summary Tables 1 through 5 cover the biennial reporting periods 1977 to 1979, 1979 to 1981, 1981 to 1983, and 1983 to 1985. Examination indicates that the increase at the public colleges and universities in aggregate numbers for all employment categories between 1977 and 1979 was offset by reductions between 1979 and 1981 and again between 1981 and 1983. Between 1983 and 1985 increases in aggregate numbers can again be noted. With only a 2.9% change in the total number of full-time employees at New Jersey public higher education institutions during the eight year span, the data indicate that the employment profile showed some progress for minorities and women as a percentage of the public institutions' workforce. Within employment categories, some more substantial affirmative action progress can also be noted.

Administrative Positions (Summary Table 3)

In the senior administrative ranks, that category defined as "Executive/Administrative/Managerial," there continues to be affirmative action progress across the public sector. While the total number of individuals employed in executive positions (which includes presidents, vice presidents, deans, and assistant or associate deans/directors) increased by 48 positions during the eight years, the number of women administrators increased by 165. Black administrators increased by 28 individuals and Hispanic administrators by 4. Specifically with respect to this reporting period, 1983-1985, blacks, Hispanics, and women enhanced their presence both in absolute numbers and as a percentage of the workforce.

Faculty (Summary Tables 2, 4, 4b, 4c, and 5)

Representation

Across the system, the number of faculty declined by 42 or .6% between 1983 and 1985. While the community colleges' faculty declined by 5 and the state colleges' faculty by 61, NJIT and Rutgers increased their faculty by 23 and one, respectively. Interestingly, even with the decline in absolute numbers of faculty across the system, there were increases in black, Hispanic, and women faculty. The greatest increases

in black faculty were at NJIT (three) and the state college sector (eight) while Rutgers lost eight black faculty members. The greatest increase in Hispanic faculty was in the state college sector (five) with Rutgers maintaining their number and the community college sector showing a decline of five individuals. The number of female faculty increased by 52: 18 are accounted for by Rutgers, nine by the state colleges, seven by NJIT, and 18 by the community college sector.

At Glassboro, Stockton, Trenton, and William Paterson, black faculty increased by three, one, four, and seven respectively. At Jersey City, Montclair, and Ramapo black faculty declined by three, three, and one respectively. Kean maintained its complement of black faculty. Increase in Hispanic faculty were notable at Trenton and William Paterson with two and five individuals added to the respective faculties. Declines in Hispanic faculty occurred at Jersey City and Stockton, two and one respectively.

The community colleges, as a sector, declined by five faculty between 1983 and 1985. The number of minority faculty decreased by four. At present, approximately 8.4% of the community college faculty are black and Hispanic, although eight institutions -- Bergen, Brookdale, Essex, Mercer, Middlesex, Passaic, Morris, and Union -- account for about 83% of the sector's minority faculty representation. There were slight gains for minority faculty at Camden, Gloucester, Morris, Hudson, and Somerset County Colleges. Minority faculty representation remained constant at Cumberland, Ocean, Atlantic, Salem, and Union County Colleges. Declines occurred at Bergen, Burlington, Essex, Mercer, and Passaic. At Brookdale and Middlesex there were both gains and declines.

Tenure

Black and Hispanic faculty and women have attained tenure in increased numbers.

The data show that the total number of full-time faculty employed at the public colleges and universities decreased by 42 between 1983 and 1985. There was, in addition, a decrease of 17 in the total number of tenured faculty. However, tenured minorities and women have increased, including five black and Hispanic faculty and nine women. Since many of our colleges continue to have heavily tenured faculties, the likelihood that new minority faculty will be retained beyond the probationary period, however, is minimal.

Professional Staff (Summary Table 6)

With respect to entry and middle level management positions, black and women professional staff members increased both in number and as a percentage of all professional staff between 1977 and 1985. The total number of professional staff employed at all public institutions increased by 38% between 1977 and 1985, their numbers increasing by 607. During the eight year span minority members increased by 165 professional staff while women increased by 448. Between 1983 and 1985 representation of blacks increased by 22 or 6.7%, representation of Hispanics decreased by ten or .9%, and representation of women increased by 51 or 4.3%.

Non-Professional Staff (Summary Table 7)

There is a heavy concentration of minorities and women in the non-professional categories, those support service positions which include secretarial, technical, and maintenance employees. Women currently account for about 61.4% of all non-professional employees; their number increased by 39 since 1983. Blacks and Hispanics now account for 27.8% of the total, having increased by 161 since 1983. Minorities and women continue to be well-represented both in absolute numbers and as a percentage of all employed in non-professional positions.

Trends in Newly Hired Faculty and Faculty Turnover Rates

Trends in Newly Hired Faculty

Overview

- Data collected from the Survey of Full-Time Faculty New Hires have revealed that between Fall 1982 and Fall 1985, New Jersey public colleges and universities made more than 450 new full-time faculty appointments each year (Table 8). New appointments represented 5.8% of the total full-time faculty in Fall 1983, and 6.0% in Fall 1985.
- Between 1982 and 1985, the proportion of new appointments of black faculty remained relatively constant at about 7.3%, although it declined from a high of 9.1% in 1983 (Table 8). New Hispanic appointments, increased from 2.6% of all faculty hires in 1982 to 4.4% in 1985. These statistics have exceeded the annual national production of minority advanced degree recipients: around 6.0% of the degrees have been awarded to blacks and 2.2% to Hispanics (NCES, 1977, 1979, 1981, 1983). It should also be noted that the proportion of new minority appointments in 1985 (11.7%) exceeded the proportion of minorities in the total faculty workforce (7.6%). However, if current trends continue, fewer blacks will be available in the faculty pool, while the pool of Hispanics and other minorities may increase. National statistics indicate that over the past decade, black graduate students have declined by 19.2%, while Hispanics increased by 20.4%, and Asians grew by 54.4% (The Chronicle of Higher Education, 9/10/86).
- Employment of minorities varied by institutional sector. For example, over the past four years, the state colleges hired the largest proportion of minority faculty (about 15.4% per year), while NJIT, and Rutgers, hired the smallest proportion (7.6% and 8.1% per year). Approximately 12% of all new faculty appointments in the community college sector were minorities.
- As indicated in Table 8, the public colleges and universities continued to make progress in increasing employment opportunities for women. The proportion of new women appointments (40.1% in 1983 and 46.3% in 1985) consistently exceeded the proportion of women in the total full-time faculty (29.6% in 1983 and 32.6% in 1985).

Furthermore, over the past four years, the proportion of new women faculty increased by eight percentage points, from 38.2% in Fall 1982 to 46.3% in Fall 1985. This gain reflects the increase in the number of women who have entered the academic pipeline in the nation. Over the past decade, the number of women graduate students has increased approximately eight percent. Additionally, they are now earning one-third of all the doctoral degrees awarded (The Chronicle of Higher Education, 9/10/86).

- Among the institutional sectors, the community colleges recruited the largest proportion of female faculty, followed by the state colleges and Rutgers. The state colleges made the best progress in increasing employment opportunities for women. The proportion of new appointments to women increased 15.5 percentage points between 1982 and 1985. The community colleges followed closely by increasing 14.4 percentage points. Between 1982 and 1985, NJIT made the fewest appointments to women (10.7% in 1982, compared to 4.5% in 1985).
- In earlier reports, it was found that less than half of all minority and more than half of all women faculty were hired in such fields other than business, the natural sciences, health, engineering/architecture, and computer science. In 1982 it can be shown from the data in Table 9 that 43.5% of all minorities and 55.4% of all women were hired to teach in the fields other than those listed above. By 1985, however, more minorities have entered these fields. The minority percentage increased to 57.1%. The percentage of women decreased to 52.0%. By comparison over 60% of all appointments were made in those disciplines.

Rutgers

- Rutgers has made an increasing number of new appointments over the past four years, as indicated in Table 10. New appointments comprised 5.5% of the total full-time faculty in 1983, and 6.7% in 1985.
- The proportion of new appointments to women increased from 33.3% in 1982 to 41.9% in 1985. The proportion of black and Hispanic appointments reached a high of 11.7% in 1983, but declined to 6.0% in 1985.
- More than half of the new appointments in medicine/health have been women. While about half of the new faculty members were hired to teach business, medicine/health, natural science, and related disciplines, very few of them were blacks or Hispanics.

NJIT

- New hires at NJIT declined slightly in 1984 and 1985 (17 and 22 new appointments, respectively), compared to 1982 and 1983 (28 and 34 new appointments, respectively). Nonetheless, of all the sectors, NJIT maintained the highest proportion of new appointments compared to total full-time faculty. New appointments represented 12% of the total full-time faculty in 1983, and 7.2% in 1985.

- Between 1982 and 1985, NJIT recruited very few female, black, and Hispanic faculty. It may be because the pool of women and minorities in science and technology has been small (NCES, 1977, 19798, 1981, 1983). However, it should be noted that four out of 22 (18.2%) new appointments in 1985 were made to blacks and Hispanics, compared to only one in prior years (Table 11).

UMDNJ

- Almost all the new faculty at UMDNJ have been hired to teach medicine, health, and the natural sciences. New appointments represented 7.4% of the total full-time faculty in 1985.
- Appointments of women declined from 40.4% of all new appointments in 1982 to 28.6% in 1985 (Table 12). The proportion of newly hired black and Hispanic faculty declined from 15% in 1982 to 7% in 1983 and 1984, then increasing to 19% in 1985.

State Colleges

- Between 1982 and 1985 the number of new appointments represented about 5% of the total labor force. As noted earlier, the proportion of female new appointments has been constantly increasing. In Fall 1985, women comprised half of all new appointments. Particularly noteworthy is the constant increase in the proportion of women faculty in the computer science and math fields, from 13.3% in 1982 to 55% in 1985 (Table 13).
- Although the state college sector has been the largest recruiter of black and Hispanic faculty, very few minorities were hired in those disciplines that appear to be in greatest demand. Employment was clustered in the humanities and social sciences.

Community Colleges

- As shown in Table 14, the number of new appointments within the community college sector has remained relatively stable at about 110 for the past four years. New faculty comprised 5.5% of the total full-time faculty in both 1983 and 1985.
- The community colleges have recruited more women than men for the past four consecutive years. Moreover, the proportion of female faculty that were new hires increased steadily from 52.9% in 1982 to 67.3% in 1985.
- Similar to the hiring pattern at the state colleges, almost all of the new hires in medicine/health have been women. In addition, more than half of the new faculty members were hired to teach in disciplines that are in demand, very few of them, however, were blacks or Hispanics.

Faculty Turnover Rates

- Data collected from both the EEO-6 and New Hires surveys provide sufficient information to calculate annual turnover rates by race/ethnicity* and gender. These data are presented in Table 15 and Table 16.
- Between 1981 and 1985 faculty turnover for all groups and sectors averaged 5.0% per year. The turnover rate, however, varied by race/ethnicity, gender, and sector. For example, Hispanics have the highest turnover rate, 6.8%, while whites/other have the lowest, 4.8%. The rate for blacks (6.6%) is about 2 percentage points higher than for whites. Similarly, the rate for women is almost 1 percentage point higher than for all faculty (5.8% compared to 5.0%).**
- Comparable patterns are found by sector. NJIT*** has the highest turnover rate for black faculty (10%), followed by Rutgers (8.1%). Rutgers had the highest turnover rate for Hispanics (7.1%) and women (6.3%). NJIT had the lowest rate for women (2.3%) as does the community college sector for whites (3.9%), blacks (5.4%), Hispanics (6.2%), and all faculty (4.0%). NJIT's rate for Hispanics and all faculty is the same.

*For the purposes of this discussion, the category entitled white/other contains white, Asian, American Indian, and other groups. They are combined and referred to as white.

**The turnover rate for men is approximately 5% per year.

*** It should be noted that the minority rates for NJIT (10% for blacks and 6.3% for Hispanics) reflect faculty losses calculated on a very small base. (In 1981, NJIT had a minority faculty staff of 5 blacks and 2 Hispanics. See Table 16.)

Conclusions

Data collected from the survey of Higher Education Staff Information (EEO-6) during the past eight years, that is from 1977 to 1985, indicate that there have been representational gains for minorities and women in New Jersey public institutions' total full-time workforce. Some progress continues with respect to employment opportunities for minorities and women in the administrative, professional, and faculty categories of many of our public colleges and universities. These gains have been maintained in spite of only a small increase in the total size of the workforce since 1977.

Furthermore, data collected from the Survey of Full-Time Faculty New Hires reveal that between Fall 1982 and Fall 1985, our public colleges and universities continued to make progress in increasing employment opportunities for minority and women faculty. The proportion of minority and women new faculty appointments continues to exceed the proportion of

minorities and women in the total full-time faculty workforce. However, further analysis indicates that the annual faculty turnover rates for minorities and women are higher than rates for whites and males. In addition, our institutions face continued difficulties in the recruitment of minority faculty in highly competitive fields as a result of the small pool of available candidates and high demand.

Clearly, a critical mass of minority and women candidates needs to be developed, recruited, and retained into our institutions if the affirmative action profile of our system is to be further improved. These factors are compounded by the high tenure ratios extant at our colleges and universities which limit the potential of teaching as a profession for persons who are highly desirable in the marketplace. It is a matter of historical circumstance that the overwhelming majority of all faculty are white and male who have lower attrition rates than other groups. Although significant progress has been made, it is still difficult for minorities and women to move into tenured positions. Further, the paucity of minorities and women may have created a situation in which the pull of certain activities lessens the time available to engage in those that are necessary for the acquisition of tenure. For example, a recent study by Menges and Exum (1983) suggests the following:

"Research is weighted heavily in promotion and tenure decisions at many institutions, including some that declare that their mission is teaching. Faculty may find that the time they invest in teaching, advising, committee work, and community service is time taken away from ultimately rewarded scholarly activities. This dilemma is not peculiar to women or minorities, but, because of their high visibility, women and minorities may be offered more such "opportunities" than are white males. In particular, they may be expected to appear when the institution's policy toward women and minorities requires public affirmation or to serve on committees to guarantee representation of their group. Further, women and minority students may seek them out for career and personal guidance because they are positive role models and because of the topics on which they do research."

Barriers to the upward mobility of women and minority faculty had been studied nationwide. As a result, workshops, seminars, and mentoring programs have been conducted to enhance the quality as well as the quantity of scholarly activities which are necessary for tenure. Such programs appear to have resulted in improved research skills, increased publication activities, and enhanced opportunities to assume leadership positions (Dabney, 1983; Simmons, 1984; Atlanta University, 1983; Lawrence, 1981). Similar activities should be implemented and where needed expanded at our colleges and universities.

Table 1
Full-Time Employees at New Jersey Public Colleges and Universities^a
by Sector, Race/Ethnicity, and Gender
1977 - 1985

Sector, Race/ Ethnicity & Gender	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985	
	#	%	#	%	#	%	#	%	#	%
UNIVERS										
Black	947	14.2%	1058	15.4%	1044	15.0%	1006	14.6%	1022	14.5%
Hispanic	235	3.5%	243	3.5%	265	3.8%	294	4.3%	333	4.7%
Women	3109	46.8%	3280	47.6%	3364	48.4%	3362	48.5%	3459	49.2%
TOTAL FT EMPLOYEES	6648	100.0%	6889	100.0%	6953	100.0%	6984	100.0%	7037	100.0%
UNIV										
Black	89	14.3%	114	18.2%	148	22.1%	175	23.1%	177	22.7%
Hispanic	10	1.6%	12	1.9%	18	2.7%	22	2.9%	23	2.9%
Women	180	29.2%	181	29.0%	229	34.2%	259	34.2%	261	33.5%
TOTAL FT EMPLOYEES	617	100.0%	625	100.0%	670	100.0%	758	100.0%	780	100.0%
STATE COLLEGES										
Black	660	10.1%	655	10.0%	740	11.4%	786	12.5%	836	13.5%
Hispanic	178	2.7%	180	2.7%	202	3.1%	206	3.3%	257	4.2%
Women	2810	43.1%	2977	45.4%	3020	46.3%	2890	45.6%	2890	46.7%
TOTAL FT EMPLOYEES	6514	100.0%	6563	100.0%	6516	100.0%	6255	100.0%	6192	100.0%
CITY COLLEGES										
Black	770	14.3%	803	14.3%	769	14.0%	786	13.9%	823	14.4%
Hispanic	133	2.5%	178	3.2%	205	3.7%	247	4.4%	251	4.4%
Women	2531	47.1%	2778	49.5%	2785	50.8%	2925	51.7%	2965	52.0%
TOTAL FT EMPLOYEES	5373	100.0%	5607	100.0%	5483	100.0%	5654	100.0%	5704	100.0%
ALL PUBLIC INSTITUTIONS										
Black	2465	12.9%	2630	13.4%	2701	13.8%	2749	14.1%	2858	14.5%
Hispanic	556	2.9%	613	3.1%	690	3.5%	769	3.9%	864	4.4%
Women	8630	45.1%	9216	46.9%	9398	47.9%	9376	48.0%	9575	48.6%
TOTAL FT EMPLOYEES	19152	100.0%	19684	100.0%	19622	100.0%	19551	100.0%	19713	100.0%

^a FED-6 data for the University of Medicine and Dentistry of New Jersey are excluded for all years. See separate tables. The Office of Federal Contract Compliance (OFCC) has required the University to include in the Non-Faculty Professional category medical residents (+1,100) as part of its current employment count. Further, 1985 data reflect major increases in the Educ./Admin./Other category (+394) resulting from an OFCC required reclassification of personnel titles, and in the Faculty category (+130) because of the addition of full-time clinical faculty not data are not over

Table 2
Number of Tenured Faculty
New Jersey Public Colleges and Universities*
1977 - 1985

Category	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985		Change 1977 - 1985	
	#	%	#	%	#	%	#	%	#	%	#	%
Tenured Women	1,200	(16.2)** (26.8)***	1,286	(17.4) (26.0)	1,345	(18.7) (26.7)	1,446	(20.1) (27.9)	1,455	(20.4) (28.1)	255	(21.3)
Tenured Black and Hispanic	260	(3.5) (5.4)	287	(3.9) (5.8)	306	(4.2) (6.2)	323	(4.5) (6.2)	328	(4.6) (6.3)	68	(26.2)
Total Tenured	4,833	(65.3)	4,952	(66.8)	5,030	(69.1)	5,186	(72.1)	5,169	(72.4)	336	(7.0)
Total Faculty	7,399		7,412		7,280		7,190		7,148		-251	(-3.4)

* FHD-6 data for the university of Medicine and Dentistry of New Jersey are excluded for all years. See explanation on Table 1.

** % of total faculty.

*** % of tenured faculty.

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Table 3
Source: Full-Time Executive/Administrative/Managerial
Employees by Race Ethnicity and Sex
1977 - 1985

Sector	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985	
	#	%	#	%	#	%	#	%	#	%
Profess										
Black	24	9.4	35	12.6	35	11.4	38	11.4	35	10.0
Hispanic	4	1.6	6	2.2	5	1.6	6	1.8	5	1.4
Women	57	22.3	68	24.5	80	26.1	99	29.8	106	30.4
Total Employees	254		277		306		312		349	
NIIT										
Black	2	3.3	2	3.2	9	11.4	7	11.7	8	12.7
Hispanic	0	0.0	0	0.0	1	1.3	0	0.0	0	0.0
Women	9	14.8	10	16.1	24	30.4	13	21.7	15	23.8
Total Employees	61		62		79		60		63	
State Colleges										
Black	57	14.5	52	13.0	47	12.2	52	14.6	50	14.0
Hispanic	9	2.3	11	2.8	11	2.9	6	1.7	10	2.8
Women	95	24.2	123	30.8	114	29.7	101	28.3	103	28.8
Total Employees	393		399		384		357		358	
Community Colleges										
Black	76	13.5	76	12.9	72	13.4	74	14.4	94	17.0
Hispanic	15	2.7	13	2.2	15	2.8	10	1.9	17	3.1
Women	105	18.6	149	25.3	154	28.6	161	31.3	207	37.5
Total Employees	564		590		539		514		552	
All Public Institutions										
Black	159	12.5	165	12.4	163	12.5	171	13.5	187	14.1
Hispanic	28	2.2	30	2.3	32	2.4	22	1.7	32	2.4
Women	266	20.9	350	26.4	372	28.4	374	29.6	431	32.6
Total All Employees	1,274		1,328		1,308		1,263		1,322	

Table 4
Summary: Full-Time Faculty
by Race, Ethnicity and Sex
1977 - 1985

Sector	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985	
	#	%	#	%	#	%	#	%	#	%
 Rutgers:										
Black	156	6.0	153	5.9	159	6.1	133	5.3	125	5.0
Hispanic	53	2.1	54	2.1	56	2.2	55	2.2	55	2.2
Women	736	28.5	747	28.7	755	29.0	710	28.4	728	29.1
Total Faculty	2,579		2,600		2,602		2,500		2,501	
 NJIT:										
Black	2	0.7	4	1.5	5	1.9	3	1.1	6	2.0
Hispanic	2	0.7	2	0.8	2	0.7	2	0.7	3	1.0
Women	16	6.0	17	6.5	23	8.6	24	8.5	31	10.1
Total Faculty	268		262		267		284		307	
 State Colleges:										
Black	115	4.3	110	4.2	120	4.7	130	5.3	128	5.8
Hispanic	44	1.7	44	1.7	44	1.7	43	1.8	48	2.0
Women	818	30.8	846	32.3	811	32.1	774	31.8	783	33.0
Total Faculty	2,652		2,617		2,528		2,437		2,376	
 Community Colleges:										
Black	135	7.1	131	6.8	124	6.5	127	6.4	128	6.5
Hispanic	28	1.5	32	1.7	35	1.9	41	2.1	36	1.8
Women	718	37.8	750	38.9	732	38.9	792	40.2	810	41.2
Total Faculty	1,900		1,928		1,883		1,969		1,964	
 All Public Institutions:										
Black	408	5.5	398	5.4	408	5.6	393	5.5	397	5.6
Hispanic	127	1.7	132	1.8	137	1.9	141	2.0	142	2.0
Women	2,288	30.9	2,360	31.9	2,321	31.9	2,300	32.0	2,352	32.9
Total All Faculty	7,349		7,407		7,280		7,190		7,148	

Summary of Full-Time Employees
University of Medicine and Dentistry
of New Jersey
 (% of Category)

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Category	1985	
	#	%
I. Exec./Admin./Manag.		
Black	152	(35.9)
Hispanic	17	(4.0)
Women	191	(45.2)
Total Exec./Admin./Manag.	423	(6.5)**
II. Faculty***		
Black	35	(4.1)
Hispanic	12	(1.4)
Women	181	(21.3)
Total Faculty	851	(13.1)**
III. Non-Faculty Professional		
Black	576	(25.4)
Hispanic	81	(3.6)
Women	1,315	(58.0)
Total Non-Faculty Professional	2,266	(34.8)
IV. Non-Professional		
Black	1,528	(51.3)
Hispanic	154	(5.2)
Women	2,051	(68.9)
Total Non-Professional	2,977	(45.7)**
V. Total Employees		
Black	2,291	(35.2)
Hispanic	264	(4.1)
Women	3,738	(57.4)
Total Employees	6,517	(100.0)

*EEO-6 data for prior years not included. For explanation see Table 1.

**Percentage of Total Employees

***337 full-time faculty members representing 39.6% of the Total Faculty are tenured:

Summary of Tenured Faculty

	#	%
Black	21	(6.2)
Hispanic	5	(1.5)
Women	41	(12.2)
	19	

Table 4-B
Summary: State Colleges-Black and Hispanic Faculty Representation
Compared to Total Faculty
1977 - 1985

Institution	1977			1979			1981			1983			1985		
	Total	Black	Hispanic	Total	Black	Hispanic	Total	Black	Hispanic	Total	Black	Hispanic	Total	Black	Hispanic
Glensboro	393	20	5	371	16	5	363	18	6	340	17	5	328	20	5
Jersey City	326	18	6	319	23	6	296	18	5	290	18	7	264	15	5
Kean	367	10	8	369	11	11	359	14	10	338	13	9	343	13	10
Montclair	504	18	7	495	15	7	474	15	8	465	24	11	455	21	11
Pamapo	155	10	3	143	7	4	141	8	3	128	7	2	134	6	2
Stockton	164	5	3	165	5	2	156	10	3	170	16	2	165	17	1
Trenton	387	15	5	375	14	5	377	12	4	356	11	3	341	15	5
William Paterson	356	19	7	380	19	4	362	25	5	350	24	4	346	31	9
Total	2,652	115	44	2,617	110	44	2,528	120	44	2,437	130	43	2,376	138	48
Percent		4.3%	1.7%		4.2%	1.7%		4.7%	1.7%		5.3%	1.8%		5.8%	2.0%

Table 4-C
Survey: Community Colleges—Black and Hispanic Faculty Representation
Compared to Total Faculty
1977 - 1985

Institution	1977			1979			1981			1983			1985		
	Total	Black	Hispanic	Total	Black	Hispanic	Total	Black	Hispanic	Total	Black	Hispanic	Total	Black	Hispanic
Atlantic	115	4	1	106	0	1	85	2	1	88	1	2	86	1	2
Bergen	202	8	3	200	8	2	190	8	4	199	11	5	197	9	4
Brookdale	171	10	3	145	8	3	153	7	0	185	11	1	189	10	2
Burlington	86	3	0	93	2	0	86	3	0	96	3	0	84	2	0
Camden	97	5	0	101	4	0	98	4	1	97	5	1	108	6	2
Camdenland	59	2	1	56	2	1	51	2	1	47	2	1	42	2	1
Essex	216	69	12	210	69	10	171	54	9	165	47	10	158	45	8
Gloucester	77	0	0	66	0	0	64	0	0	66	0	0	68	0	1
Hudson	-	-	-	-	-	-	-	-	-	13	0	0	33	2	1
Mercer	127	9	2	123	7	3	125	9	3	126	11	3	125	7	3
Middlesex	182	8	2	197	7	2	242	10	6	246	9	6	228	16	3
Morris	192	5	1	190	5	2	196	6	1	196	6	2	194	7	2
Ocean	83	0	0	88	1	0	91	1	0	95	1	0	97	1	0
Pennac	35	4	1	68	8	6	54	8	6	52	8	8	57	7	5
Salem	23	0	0	31	2	0	28	2	0	27	3	0	27	3	0
Somerset	72	4	0	88	4	0	85	3	0	84	3	0	85	4	0
Union	158	4	2	166	4	2	164	5	3	187	6	2	186	6	2
Total	1,900	135	28	1,928	131	32	1,883	124	35	1,969	127	41	1,964	128	36
Percent		7.1%	1.5%		6.8%	1.7%		6.6%	1.9%		6.4%	2.1%		6.5%	1.8%

Table 5
Summary: Full-Time Faculty with Tenure
by Race/Ethnicity and Sex
1977 - 1985

Sector	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985	
	#	%	#	%	#	%	#	%	#	%
Public										
Black	47	3.5	56	4.0	69	4.8	76	5.1	84	5.4
Hispanic	25	1.9	26	1.9	24	1.7	24	1.6	25	1.6
Women	212	15.7	254	18.4	295	20.3	321	21.4	337	21.7
Total Faculty	1,348		1,394		1,451		1,502		1,555	
NIIT										
Black	1	0.6	1	0.6	1	0.6	1	0.5	2	1.1
Hispanic	1	0.6	1	0.6	1	0.6	1	0.5	1	0.5
Women	1	0.6	2	1.2	5	2.9	9	4.9	10	5.4
Total Faculty	162		168		174		183		184	
State Colleges										
Black	70	3.5	79	4.0	80	4.1	74	3.8	75	4.0
Hispanic	39	1.5	29	1.5	27	1.4	29	1.5	33	1.7
Women	569	28.8	570	28.5	559	28.7	586	29.9	561	29.6
Total Faculty	1,977		1,998		1,948		1,961		1,895	
Community Colleges										
Black	74	5.5	79	5.6	85	5.8	92	6.0	88	5.7
Hispanic	13	1.0	16	1.1	19	1.3	26	1.7	20	1.3
Women	418	31.1	460	32.8	486	33.4	530	34.4	547	35.6
Total Faculty	1,346		1,402		1,457		1,540		1,535	
All Public Institutions										
Black	192	4.0	215	4.3	235	4.7	243	4.7	249	4.8
Hispanic	68	1.4	72	1.5	71	1.4	80	1.5	79	1.5
Women	1,200	24.8	1,286	26.0	1,345	26.7	1,446	27.9	1,455	28.1
Total All Faculty	4,833		4,952		5,030		5,186		5,169	

Table 6
Summary: Full-Time Non-Faculty Professional
Employees by Race Ethnicity and Sex
1977 - 1985

Sector	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985	
	#	%	#	%	#	%	#	%	#	%
 Rutgers										
Black	76	14.5	90	14.6	96	13.9	99	13.4	112	13.8
Hispanic	14	2.7	15	2.4	15	2.2	16	2.2	18	2.2
Women	262	50.0	345	56.0	415	60.1	444	60.1	487	60.0
Total Employees	524		616		690		739		811	
 NJIT										
Black	4	10.5	3	9.7	1	3.7	5	6.8	6	7.1
Hispanic	1	2.6	3	9.7	3	11.1	5	6.8	5	6.0
Women	20	52.6	16	51.6	12	44.4	37	50.7	38	45.2
Total Employees	38		31		27		73		84	
 State Colleges										
Black	76	12.7	73	10.2	105	13.8	105	14.4	109	15.1
Hispanic	19	3.0	31	4.3	36	4.7	40	5.5	37	5.1
Women	305	51.0	376	52.6	423	55.7	400	54.9	400	55.2
Total Employees	598		715		759		729		724	
 Community Colleges										
Black	79	18.2	108	19.3	118	20.7	120	21.0	124	21.3
Hispanic	19	4.4	52	9.3	43	7.5	50	8.7	41	7.0
Women	210	48.3	307	54.8	320	56.1	313	54.7	320	54.9
Total Employees	435		560		570		572		583	
 All Public Institutions										
Black	235	14.7	274	14.3	320	15.6	329	15.6	351	15.9
Hispanic	52	3.3	101	5.3	97	4.7	111	5.3	101	4.6
Women	797	50.0	1,044	54.3	1,170	57.2	1,194	56.5	1,245	56.5
Total All Employees	1,595		1,922		2,046		2,113		2,202	

Table 7
Summary: Full-Time Non-Professional
Employees by Race Ethnicity and Sex
1977 - 1985

Sector	Fall 1977		Fall 1979		Fall 1981		Fall 1983		Fall 1985	
	#	%	#	%	#	%	#	%	#	%
Universities										
Black	691	21.0	780	23.0	754	22.5	736	22.2	750	22.2
Hispanic	164	5.0	168	4.9	189	5.6	217	6.5	255	7.6
Women	2,054	62.5	2,120	62.4	2,114	63.0	2,099	63.1	2,139	63.3
Total Employees	3,289		3,396		3,355		3,313		3,376	
NJIT										
Black	80	32.0	105	36.9	133	46.8	160	46.9	157	44.2
Hispanic	7	2.8	7	2.6	12	4.0	15	4.4	15	4.6
Women	135	54.0	138	51.1	170	57.2	185	54.3	177	54.3
Total Employees	250		270		297		361		326	
State Colleges										
Black	412	14.4	420	14.8	468	16.4	497	18.2	539	19.7
Hispanic	107	3.7	94	3.3	111	3.9	117	4.3	162	5.9
Women	1,592	55.5	1,632	57.6	1,672	58.8	1,575	57.7	1,604	58.7
Total Employees	2,871		2,832		2,845		2,732		2,734	
Community Colleges										
Black	489	19.4	488	19.3	455	18.3	463	17.8	477	18.3
Hispanic	71	2.9	81	3.2	112	4.5	146	5.6	157	6.0
Women	1,498	60.5	1,572	62.2	1,579	63.4	1,659	63.8	1,628	62.5
Total Employees	2,474		2,529		2,491		2,599		2,605	
All Public Institutions										
Black	1,663	18.7	1,791	19.9	1,810	20.1	1,856	20.7	1,923	21.3
Hispanic	349	3.9	350	3.9	424	4.7	495	5.5	589	6.5
Women	5,279	59.4	5,462	60.5	5,535	61.6	5,508	61.3	5,547	61.4
Total All Employees	8,894		9,027		8,988		8,945		9,041	

Table 8
Newly Hired Full-Time Faculty
by Sector, Race/Ethnicity, and Gender
1982 - 1985

New Jersey Public Colleges and Universities

Sector, Race/ Ethnicity & Gender	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
RUTGERS								
Black *	4	3.4%	7	5.1%	9	5.6%	6	3.6%
Hispanic **	3	2.6%	9	6.6%	5	3.1%	4	2.4%
Women ***	39	33.3%	43	31.4%	68	42.2%	70	41.9%
TOTAL	117	100.0%	137	100.0%	161	100.0%	167	100.0%
NJIT								
Black	1	3.6%	1	2.9%	0	0.0%	3	13.6%
Hispanic	0	0.0%	0	0.0%	1	5.9%	1	4.5%
Women	3	10.7%	3	8.8%	3	17.6%	1	4.5%
TOTAL	28	100.0%	34	100.0%	17	100.0%	22	100.0%
UMDNJ								
Black	5	9.6%	2	3.3%	3	7.0%	5	7.9%
Hispanic	3	5.8%	2	3.3%	0	0.0%	7	11.1%
Women	21	40.4%	22	36.7%	17	39.5%	18	28.6%
TOTAL	52	100.0%	60	100.0%	43	100.0%	63	100.0%
STATE COLLEGE								
Black	15	10.6%	14	11.8%	22	14.5%	10	8.3%
Hispanic	5	3.5%	4	3.4%	8	5.3%	5	4.2%
Women	49	34.5%	47	39.5%	67	44.1%	60	50.0%
TOTAL	142	100.0%	119	100.0%	152	100.0%	120	100.0%
COMMUNITY COLLEGE								
Black	9	7.6%	8	7.3%	10	8.9%	11	10.0%
Hispanic	1	0.8%	6	5.5%	2	1.8%	4	3.6%
Women	63	52.9%	69	63.3%	77	68.8%	74	67.3%
TOTAL	119	100.0%	109	100.0%	112	100.0%	110	100.0%
ALL PUBLIC INSTITUTIONS								
Black	34	7.4%	32	7.0%	44	9.1%	35	7.3%
Hispanic	12	2.6%	21	4.6%	16	3.3%	21	4.4%
Women	175	38.2%	184	40.1%	232	47.8%	223	46.3%
TOTAL	458	100.0%	459	100.0%	485	100.0%	482	100.0%

* Includes total number of blacks regardless of gender.

** Includes total number of Hispanics regardless of gender.

*** Includes total number of women regardless of race/ethnicity.

Table 9
Newly Hired Full-Time Faculty
by Field, Race/Ethnicity, and Gender
1982 - 1985

New Jersey Public Colleges and Universities

Field, Race Ethnicity & Gender	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
BUSINESS								
Black *	4	5.6%	6	10.9%	7	9.1%	3	4.4%
Hispanic **	3	4.2%	3	5.5%	1	1.3%	0	0.0%
Women ***	19	26.4%	18	32.7%	20	26.0%	25	36.8%
TOTAL	72	100.0%	55	100.0%	77	100.0%	68	100.0%
COMPUTER/MATH								
Black	0	0.0%	2	2.7%	6	8.6%	5	8.9%
Hispanic	0	0.0%	0	0.0%	5	7.1%	5	8.9%
Women	17	31.5%	21	28.8%	30	42.9%	22	39.3%
TOTAL	54	100.0%	73	100.0%	70	100.0%	56	100.0%
ENGINEERING/ ARCHITECTURE								
Black	1	2.9%	1	2.6%	1	4.0%	3	10.3%
Hispanic	0	0.0%	1	2.6%	0	0.0%	0	0.0%
Women	3	8.8%	3	7.9%	2	8.9%	1	3.4%
TOTAL	34	100.0%	38	100.0%	25	100.0%	29	100.0%
MEDICINE/HEALTH								
Black	6	6.7%	6	7.3%	4	4.7%	7	7.3%
Hispanic	4	4.5%	1	1.2%	0	0.0%	8	8.3%
Women	52	58.4%	51	62.2%	58	68.2%	54	56.3%
TOTAL	89	100.0%	82	100.0%	85	100.0%	96	100.0%
NATURAL SCIENCE								
Black	1	2.7%	1	3.7%	2	4.8%	1	2.0%
Hispanic	1	2.7%	0	0.0%	0	0.0%	0	0.0%
Women	6	16.2%	6	22.2%	19	45.2%	14	27.5%
TOTAL	37	100.0%	27	100.0%	42	100.0%	51	100.0%
OTHER FIELDS								
Black	22	12.8%	16	8.7%	24	12.9%	16	8.8%
Hispanic	4	2.3%	16	8.7%	10	5.4%	8	4.4%
Women	78	45.3%	85	46.2%	103	55.4%	107	58.8%
TOTAL	172	100.0%	184	100.0%	186	100.0%	182	100.0%
ALL PUBLIC INSTITUTIONS								
Black	34	7.4%	32	7.0%	44	9.1%	35	7.3%
Hispanic	12	2.6%	21	4.6%	16	3.3%	21	4.4%
Women	175	38.2%	184	40.1%	232	47.8%	223	46.3%
TOTAL	458	100.0%	459	100.0%	485	100.0%	482	100.0%

* Includes total number of blacks regardless of gender.

** Includes total number of Hispanics regardless of gender.

*** Includes total number of women regardless of race/ethnicity.

Table
 Newly Hired Full-Time Faculty
 by Field, Race/Ethnicity, and Gender
 1982 - 1985

Rutgers - Total

Field, Race/ Ethnicity & Gender	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
BUSINESS								
Black *	0	0.0%	1	7.7%	2	7.4%	0	0.0%
Hispanic **	2	10.0%	1	7.7%	0	0.0%	0	0.0%
Women ***	2	10.0%	3	23.1%	6	22.2%	7	25.9%
TOTAL	20	100.0%	13	100.0%	27	100.0%	27	100.0%
COMPUTER/MATH								
Black	0	0.0%	0	0.0%	1	6.3%	1	7.7%
Hispanic	0	0.0%	0	0.0%	2	12.5%	0	0.0%
Women	3	30.0%	1	5.6%	4	25.0%	2	15.4%
TOTAL	10	100.0%	18	100.0%	16	100.0%	13	100.0%
ENGINEERING/ ARCHITECTURE								
Black	1	12.5%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	1	10.0%	0	0.0%	0	0.0%
Women	1	12.5%	1	10.0%	1	12.5%	0	0.0%
TOTAL	8	100.0%	10	100.0%	8	100.0%	9	100.0%
MEDICINE/HEALTH								
Black	0	0.0%	0	0.0%	0	0.0%	1	5.9%
Hispanic	0	0.0%	0	0.0%	0	0.0%	1	5.9%
Women	8	66.7%	4	80.0%	12	80.0%	10	58.8%
TOTAL	12	100.0%	5	100.0%	15	100.0%	17	100.0%
NATURAL SCIENCE								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	1	7.1%	0	0.0%	0	0.0%	0	0.0%
Women	2	14.3%	2	16.7%	5	33.3%	4	22.2%
TOTAL	14	100.0%	12	100.0%	15	100.0%	18	100.0%
OTHER FIELDS								
Black	3	5.7%	6	7.6%	6	7.5%	4	4.8%
Hispanic	0	0.0%	7	8.9%	3	3.8%	3	3.6%
Women	23	43.4%	32	40.5%	40	50.0%	47	56.6%
TOTAL	53	100.0%	79	100.0%	80	100.0%	83	100.0%
TOTAL, RUTGERS								
Black	4	3.4%	7	5.1%	9	5.6%	6	3.6%
Hispanic	3	2.6%	9	6.6%	5	3.1%	4	2.4%
Women	39	33.3%	43	31.4%	68	42.2%	70	41.9%
TOTAL	117	100.0%	137	100.0%	161	100.0%	167	100.0%

* Includes total number of blacks regardless of gender.

** Includes total number of Hispanics regardless of gender.

*** Includes total number of women regardless of race/ethnicity.

Table 1:
Newly Hired Full-Time Faculty
by Field, Race/Ethnicity, and Gender
1982 - 1985

Field, Race/ Ethnicity & Gender	NJIT							
	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
BUSINESS								
Black *	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic **	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women ***	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	100.0%	0	100.0%	0	100.0%	0	100.0%
COMPUTER/MATH								
Black	0	0.0%	0	0.0%	0	0.0%	1	12.5%
Hispanic	0	0.0%	0	0.0%	1	25.0%	1	12.5%
Women	0	0.0%	0	0.0%	1	25.0%	0	0.0%
TOTAL	2	100.0%	7	100.0%	4	100.0%	8	100.0%
ENGINEERING/ ARCHITECTURE								
Black	0	0.0%	1	4.5%	0	0.0%	2	16.7%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	2	12.5%	2	9.1%	1	14.3%	1	8.3%
TOTAL	16	100.0%	22	100.0%	7	100.0%	12	100.0%
MEDICINE/HEALTH								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	100.0%	0	100.0%	0	100.0%	0	100.0%
NATURAL SCIENCE								
Black	1	20.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	1	20.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	5	100.0%	0	100.0%	1	100.0%	0	100.0%
OTHER FIELDS								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	1	20.0%	1	20.0%	0	0.0%
TOTAL	5	100.0%	5	100.0%	5	100.0%	2	100.0%
TOTAL, NJIT								
Black	1	3.6%	1	2.9%	0	0.0%	3	13.6%
Hispanic	0	0.0%	0	0.0%	1	5.9%	1	4.5%
Women	3	10.7%	3	8.8%	3	17.6%	1	4.5%
TOTAL	28	100.0%	34	100.0%	17	100.0%	22	100.0%

* Includes total number of blacks regardless of gender.

** Includes total number of Hispanics regardless of gender.

*** Includes total number of women regardless of race/ethnicity.

Table 1
Newly Hired Full-Time Faculty
by Field, Race/Ethnicity, and Gender
1982 - 1985

Field, Race/ Ethnicity & Gender	UMDNJ							
	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
BUSINESS								
Black *	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic **	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women ***	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	100.0%	0	100.0%	0	100.0%	0	0.0%
COMPUTER/MATH								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	100.0%	0	100.0%	0	100.0%	0	0.0%
ENGINEERING/ ARCHITECTURE								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	100.0%	0	100.0%	0	100.0%	0	0.0%
MEDICINE/HEALTH								
Black	5	9.8%	2	4.5%	3	7.5%	5	9.6%
Hispanic	3	5.9%	1	2.3%	0	0.0%	7	13.5%
Women	21	41.2%	16	36.4%	16	40.0%	17	32.7%
TOTAL	51	100.0%	44	100.0%	40	100.0%	52	100.0%
NATURAL SCIENCE								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	0	0.0%	0	0.0%	1	9.1%
TOTAL	1	100.0%	0	100.0%	2	100.0%	11	100.0%
OTHER FIELDS								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	1	6.3%	0	0.0%	0	0.0%
Women	0	0.0%	6	37.5%	1	100.0%	0	0.0%
TOTAL	0	100.0%	16	100.0%	1	100.0%	0	100.0%
TOTAL, UMDNJ								
Black	5	9.6%	2	3.3%	3	7.0%	5	7.9%
Hispanic	3	5.8%	2	3.3%	0	0.0%	7	11.1%
Women	21	40.4%	22	36.7%	17	39.5%	18	28.6%
TOTAL	52	100.0%	60	100.0%	43	100.0%	63	100.0%

* Includes total number of blacks regardless of gender.

** Includes total number of Hispanics regardless of gender.

*** Includes total number of women regardless of race/ethnicity.

Table 13
Newly Hired Full-Time Faculty
by Field, Race/Ethnicity, and Gender
1982 - 1985

State College - Total

Field, Race/ Ethnicity & Gender	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
BUSINESS								
Black *	3	9.1%	5	16.7%	4	11.8%	1	4.2%
Hispanic **	1	3.0%	1	3.3%	1	2.9%	0	0.0%
Women ***	7	21.2%	9	30.0%	5	14.7%	8	33.3%
TOTAL	33	100.0%	30	100.0%	34	100.0%	24	100.0%
COMPUTER/MATH								
Black	0	0.0%	1	4.5%	3	11.5%	2	10.0%
Hispanic	0	0.0%	0	0.0%	2	7.7%	1	5.0%
Women	2	13.3%	4	18.2%	9	34.6%	11	55.0%
TOTAL	15	100.0%	22	100.0%	26	100.0%	20	100.0%
ENGINEERING/ ARCHITECTURE								
Black	0	0.0%	0	0.0%	1	20.0%	1	50.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	4	100.0%	3	100.0%	5	100.0%	2	100.0%
MEDICINE/HEALTH								
Black	1	8.3%	1	6.7%	0	0.0%	0	0.0%
Hispanic	1	8.3%	0	0.0%	0	0.0%	0	0.0%
Women	9	75.0%	14	93.3%	12	100.0%	7	100.0%
TOTAL	12	100.0%	15	100.0%	12	100.0%	7	100.0%
NATURAL SCIENCE								
Black	0	0.0%	1	12.5%	1	7.7%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	2	15.4%	1	12.5%	6	46.2%	6	37.5%
TOTAL	13	100.0%	8	100.0%	13	100.0%	16	100.0%
OTHER FIELDS								
Black	11	16.9%	6	14.6%	13	21.0%	6	11.8%
Hispanic	3	4.6%	3	7.3%	5	8.1%	4	7.8%
Women	29	44.6%	19	46.3%	35	56.5%	28	54.9%
TOTAL	65	100.0%	41	100.0%	62	100.0%	51	100.0%
TOTAL, STATE COLLEGE								
Black	15	10.6%	14	11.8%	22	14.5%	10	8.3%
Hispanic	5	3.5%	4	3.4%	8	5.3%	5	4.2%
Women	49	34.5%	47	39.5%	67	44.1%	60	50.0%
TOTAL	142	100.0%	119	100.0%	152	100.0%	120	100.0%

* Includes total number of blacks regardless of gender.

** Includes total number of Hispanics regardless of gender.

*** Includes total number of women regardless of race/ethnicity.

Table 1
 Newly Hired Full-Time Faculty
 by Field, Race/Ethnicity, and Gender
 1982 - 1985

Community College - Total

Field, Race/ Ethnicity & Gender	Fall 1982		Fall 1983		Fall 1984		Fall 1985	
	#	%	#	%	#	%	#	%
BUSINESS								
Black	1	5.3%	0	0.0%	1	6.3%	2	11.8%
Hispanic	0	0.0%	1	8.3%	0	0.0%	0	0.0%
Women	10	52.6%	6	50.0%	9	56.3%	10	58.8%
TOTAL	19	100.0%	12	100.0%	16	100.0%	17	100.0%
COMPUTER/MATH								
Black	0	0.0%	1	3.8%	2	8.3%	1	6.7%
Hispanic	0	0.0%	0	0.0%	0	0.0%	3	20.0%
Women	12	42.9%	16	61.5%	16	66.7%	9	60.0%
TOTAL	28	100.0%	26	100.0%	24	100.0%	15	100.0%
ENGINEERING/ ARCHITECTURE								
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	5	100.0%	3	100.0%	5	100.0%	6	100.0%
MEDICINE/HEALTH								
Black	0	0.0%	3	15.7%	1	5.6%	1	5.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	14	100.0%	7	94.4%	18	100.0%	20	100.0%
TOTAL	14	100.0%	18	100.0%	18	100.0%	20	100.0%
NATURAL SCIENCE								
Black	0	0.0%	0	0.0%	1	9.1%	1	16.7%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Women	1	25.0%	3	42.9%	8	72.7%	3	50.0%
TOTAL	4	100.0%	7	100.0%	11	100.0%	6	100.0%
OTHER FIELDS								
Black	8	16.3%	4	9.3%	5	13.2%	6	13.0%
Hispanic	1	2.0%	5	11.6%	2	5.3%	1	2.2%
Women	26	53.1%	27	62.8%	26	68.4%	32	69.6%
TOTAL	49	100.0%	43	100.0%	38	100.0%	46	100.0%
TOTAL, COMMUNITY COLLEGE								
Black	9	7.6%	8	7.3%	10	8.9%	11	10.0%
Hispanic	1	0.8%	6	5.5%	2	1.8%	4	3.6%
Women	63	52.9%	69	63.3%	77	68.8%	74	67.3%
TOTAL	119	100.0%	109	100.0%	112	100.0%	110	100.0%

- * Includes total number of blacks regardless of gender.
- ** Includes total number of Hispanics regardless of gender.
- *** Includes total number of women regardless of race/ethnicity.

Table 15

Summary

Annual Faculty Turnover Rates by
Race/Ethnicity, Gender and Sector
N.J. Public Colleges and Universities*
1981-85

Category	Total (%)	Rutgers (%)	NJIT (%)	State Colleges (%)	Community Colleges (%)
Black	6.6	8.1	10.0	5.9	5.4
Hispanic	6.8	7.1	6.3	6.8	6.3
White/Other	4.8	5.1	5.4	5.5	3.9
Women	5.8	6.3	2.3	6.1	5.1
Total	5.0	5.4	4.0	5.6	4.0

*UMDNJ not included. See Table 1 for explanation.

Table 15

Annual Faculty Turnover Rates by
Race/Ethnicity, Gender and Sector
N.J. Public Colleges and Universities*
1981-85

Category/Sector	Number 1981	Gains	Losses	Number 1985	Net Change (81-85)	Annual Turnover Rate (%)
Rutgers						
Black	159	26	60	125	-34	8.1
Hispanic	56	21	22	55	-1	7.1
White/Other	2,387	535	601	2,321	-66	5.1
Women	755	220	247	728	-27	6.3
Total	2,602	582	683	2,501	-101	5.4
NJIT						
Black	5	5	4	6	+1	10.0
Hispanic	2	2	1	3	+1	6.3
White/Other	260	92	54	298	+38	5.4
Women	23	10	3	73	+7	2.3
Total	267	99	59	307	+40	4.0
State Colleges						
Black	120	61	43	138	+18	5.9
Hispanic	44	22	18	48	+4	6.8
White/Other	2,364	450	624	2,190	-174	5.5
Women	812	223	252	783	-29	6.1
Total	2,528	533	685	2,376	-152	5.6
Community Colleges						
Black	124	39	35	128	+4	5.4
Hispanic	35	13	12	36	+1	6.3
White/Other	1,724	398	321	1,800	+77	3.9
Women	732	283	205	810	+78	5.1
Total	1,883	450	368	1,964	+82	4.0
All Sectors						
Black	408	131	142	397	-11	6.6
Hispanic	137	58	53	142	+5	6.8
White/Other	6,735	1,475	1,601	6,609	-126	4.8
Women	2,322	736	706	2,352	+30	5.8
Total	7,280	1,664	1,796	7,148	-132	5.0

*UNDNJ data not included. See Table 1 for explanation.

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