

Rutgers–New Brunswick is a Leader in Undermining the Tenure Track

RUTGERS TOPS THE BIG 10 CHARTS FOR ADJUNCTS AND NTTS

Do you think courses at a research university are taught by professors and graduate TAs? Not at Rutgers–New Brunswick, where the instructional staff is 61% part-time or full-time non-tenure-track. This makes Rutgers–NB number one in the Big 10 for using “casual” as opposed to tenure-line faculty:

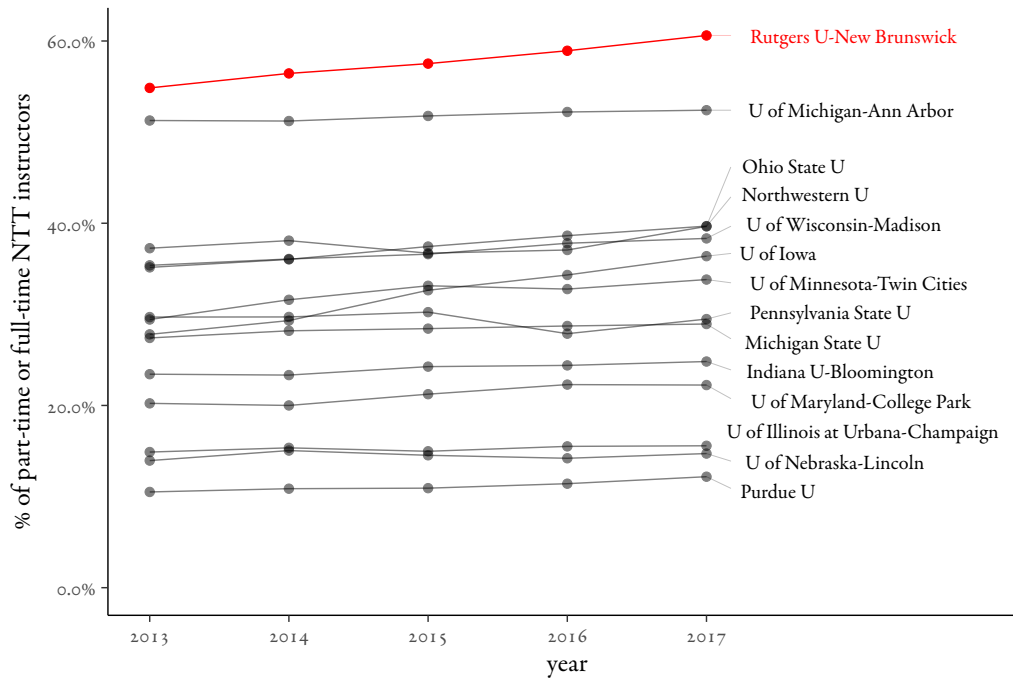


Figure 1: Proportion of instructors (faculty and TAs) who are part-time or full-time non-tenure track faculty for each of the current Big 10 campuses. IPEDS data.

RUTGERS IS A CASUALIZATION STANDOUT ACROSS ALL R1S

But forget the Big 10! Rutgers stands out among R1 universities, too: among all 115 public and private highest-research activity doctoral universities in the U.S., only three have a higher proportion of casualized faculty:

Table 1: R1 universities with highest proportion of part-time and full-time NTT faculty in 2017. IPEDS data.

R1 University	% PT/NTT	PT	NTT	Total Instructors
New York U	80%	4039	3771	9783
Emory U	64%	539	1262	2821
Temple U	63%	1551	1267	4475
Rutgers U-New Brunswick	61%	2471	1535	6610
Georgetown U	58%	1173	410	2712
Boston U	58%	1002	1923	5075
U of Washington	57%	1204	2262	6133
Virginia Commonwealth U	56%	954	1184	3820
George Washington U	55%	1441	357	3256
U of Chicago	55%	469	1087	2819

THE RUTGERS TENURE TRACK IS STAGNANT

Rutgers's staffing practices are set to keep us at our high rank, by increasing the use of NTTs, continuing to rely on a large pool of PTLs, and adding few or no new tenure lines.

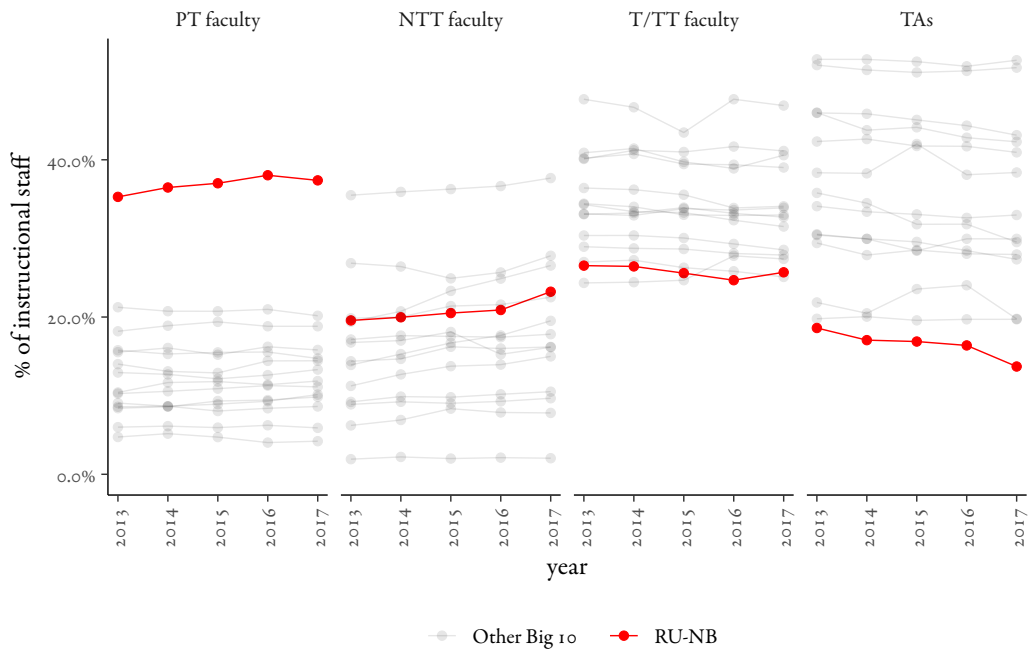


Figure 2: Proportions of all instructional staff (including TAs). Rutgers-NB is in red; other Big 10 institutions are in grey. IPEDS data.

Though the proportion of tenured and tenure-track faculty increased slightly from 2016 to 2017, this is *not* due to a numerical increase but only to a decrease in the number of PTLs, who remain by far the largest category of instructional staff.

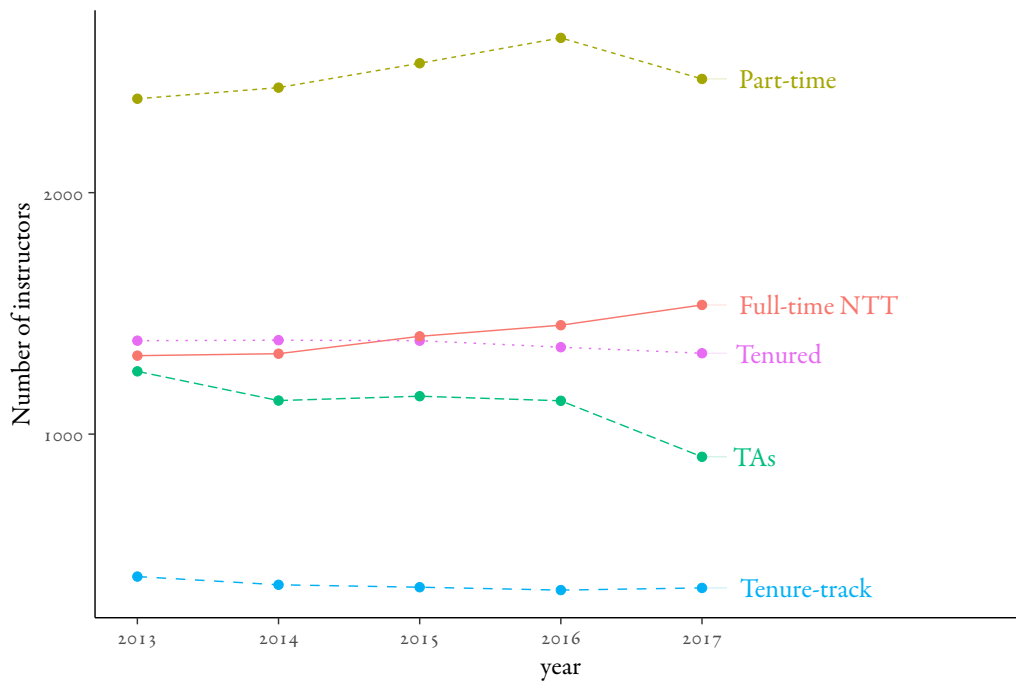


Figure 3: Absolute numbers of Rutgers-New Brunswick instructional staff, by type. IPEDS data.

WHERE HAVE ALL THE RUTGERS TAS GONE?

The reduction in TAs is the most dramatic transformation of the staffing pattern at Rutgers since the UMDNJ merger. The number of teaching graduate assistants (which is to say TAs) at RU-NB has been sharply cut over the last five years, from 1260 to 906. The decrease in TAs is not the same thing as a decrease in the size of the graduate student body; rather, more graduate students are either not receiving teaching assignments or are working for even smaller salaries as part-time lecturers. Rutgers registers far and away the largest proportional decrease in the size of its TA pool in the big 10.

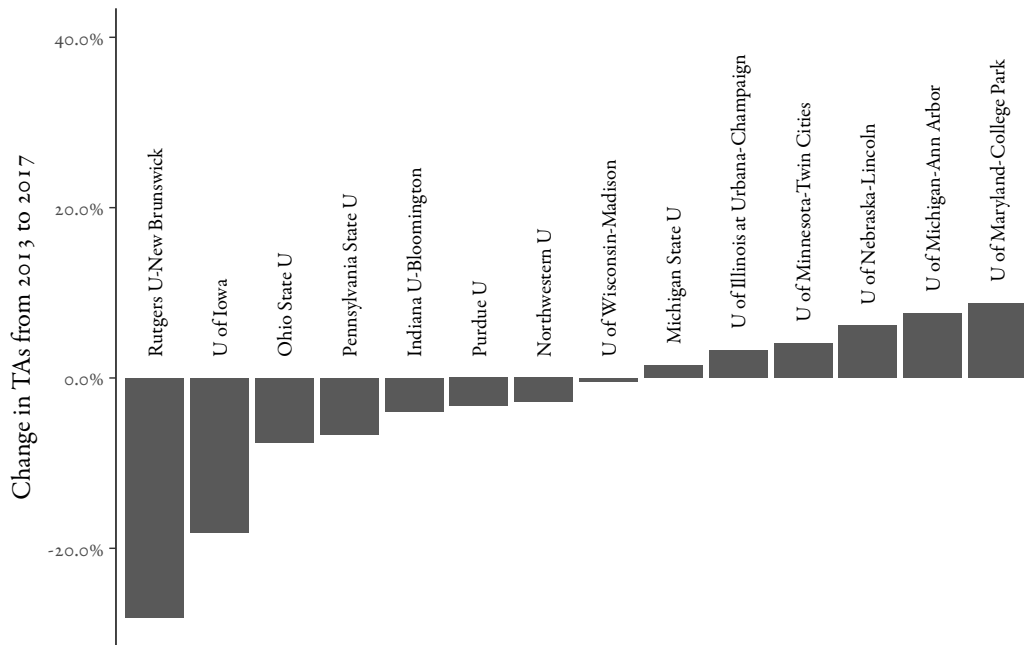


Figure 4: Difference in teaching graduate assistants between 2017 and 2013 as a proportion of the earlier total. IPEDS data.

DETAILS OF THE BIG 10 COMPARISON

The following charts and table compare Rutgers-New Brunswick to other Big 10 campuses in the changing proportion of each faculty category over time. In all cases, the proportions are out of all instructional staff, comprising all part-time and full-time instructional staff as well as teaching graduate assistants.



Figure 5: Proportion of tenured faculty. IPEDS data.

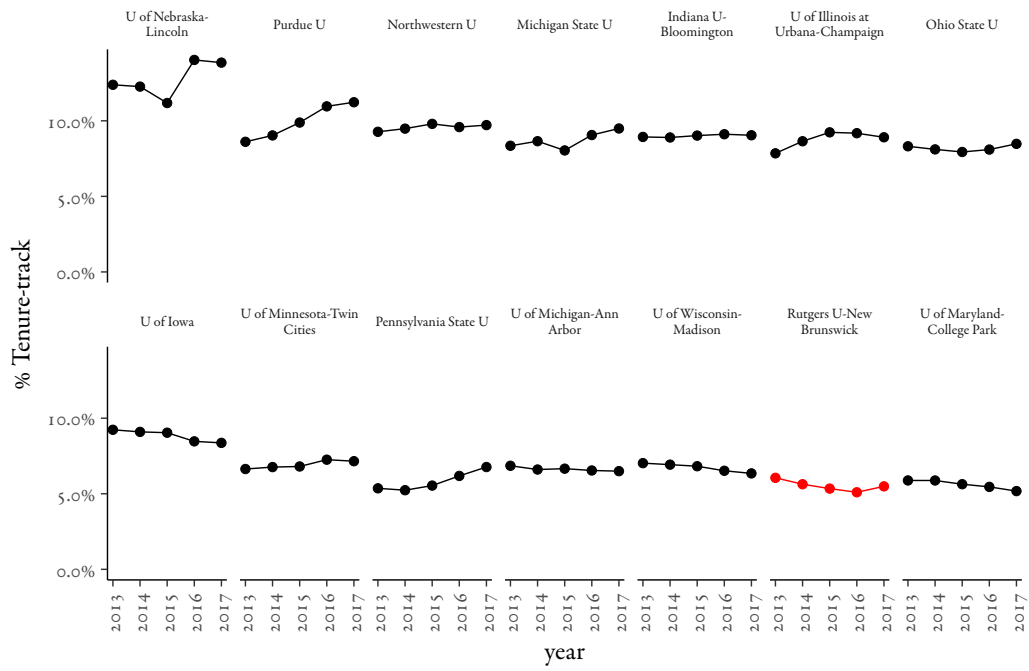


Figure 6: Proportion of tenure-track faculty. IPEDS data.

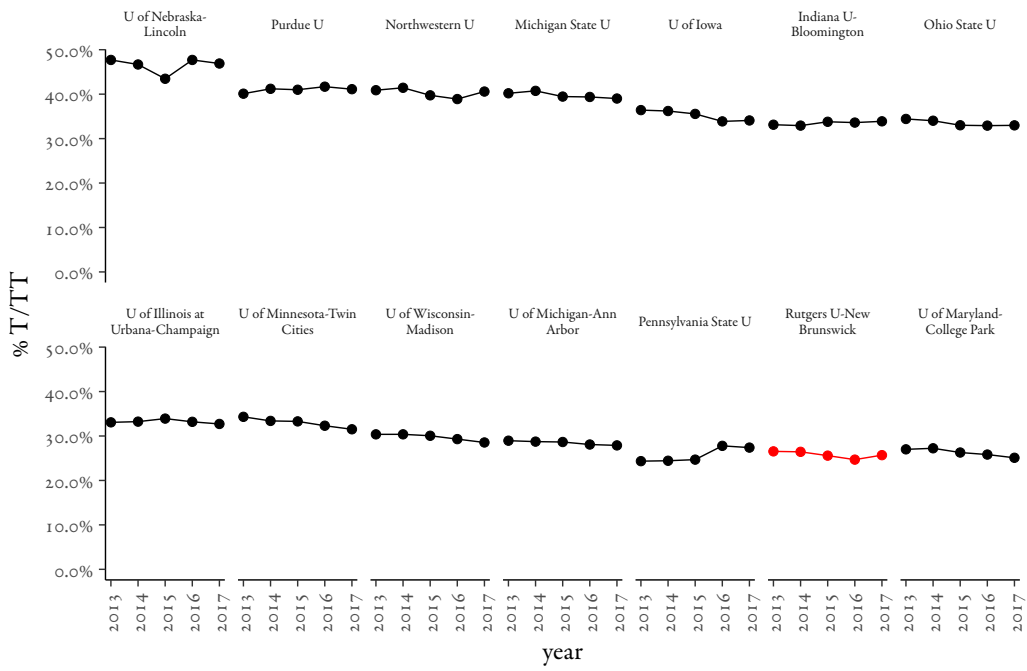


Figure 7: Proportion of tenured or tenure-track faculty. IPEDS data.

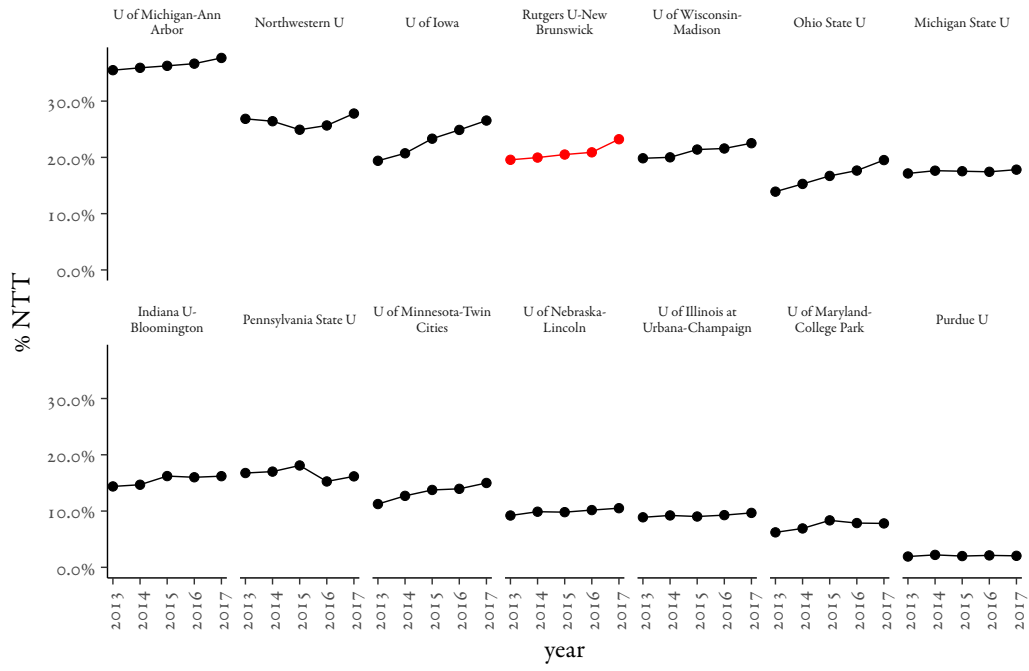


Figure 8: Proportion of full-time NTT faculty. IPEDS data.

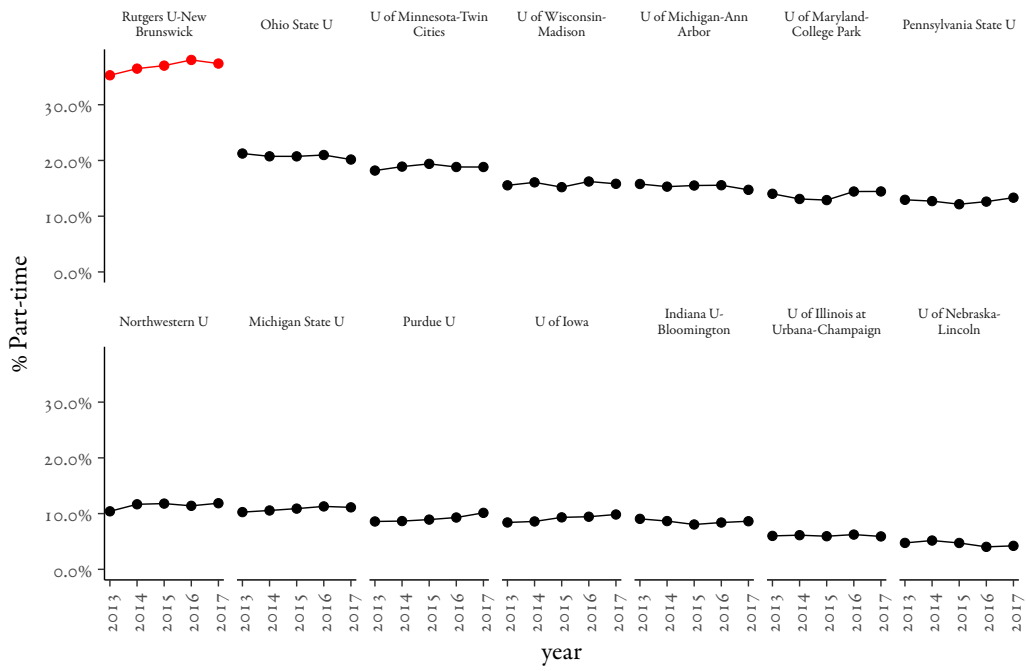


Figure 9: Proportion of part-time faculty. IPEDS data.

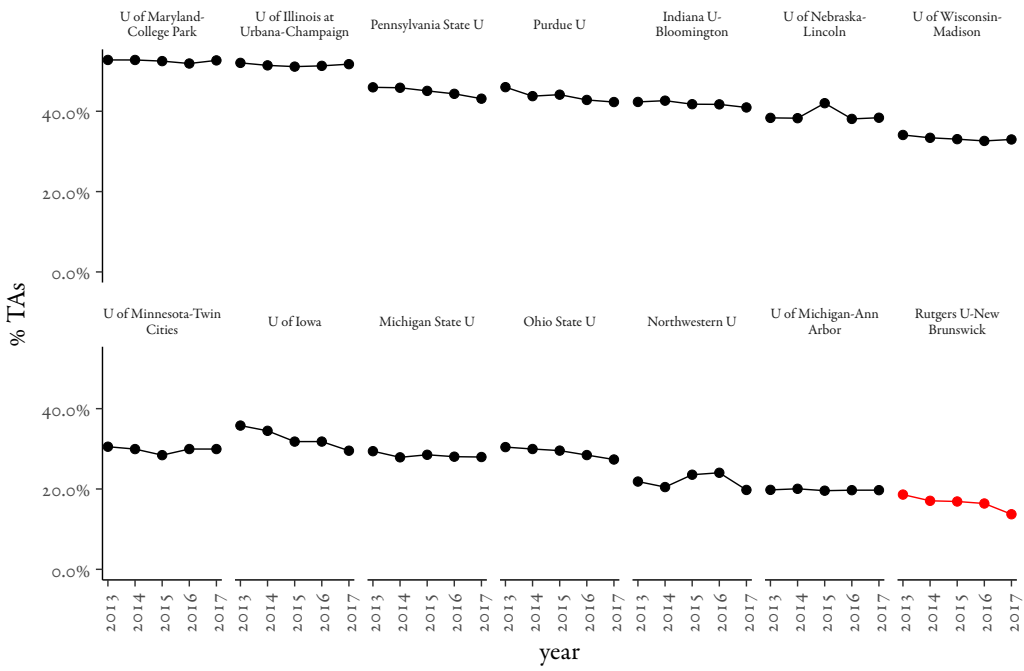


Figure 10: Proportion of teaching graduate assistants. IPEDS data.

Big 10 Campus	year	Total	T	% T	TT	% TT	% T/TT
Indiana U-Bloomington	2013	4097	991	24.2%	366	8.93%	33.1%
Indiana U-Bloomington	2014	4170	1002	24.0%	371	8.90%	32.9%
Indiana U-Bloomington	2015	3990	988	24.8%	360	9.02%	33.8%
Indiana U-Bloomington	2016	4181	1024	24.5%	381	9.11%	33.6%
Indiana U-Bloomington	2017	4069	1011	24.8%	368	9.04%	33.9%
Michigan State U	2013	4491	1430	31.8%	375	8.35%	40.2%
Michigan State U	2014	4462	1432	32.1%	386	8.65%	40.7%
Michigan State U	2015	4590	1442	31.4%	369	8.04%	39.5%
Michigan State U	2016	4714	1429	30.3%	427	9.06%	39.4%
Michigan State U	2017	4793	1415	29.5%	455	9.49%	39.0%
Northwestern U	2013	3084	975	31.6%	286	9.27%	40.9%
Northwestern U	2014	3111	994	32.0%	295	9.48%	41.4%
Northwestern U	2015	3307	990	29.9%	324	9.80%	39.7%
Northwestern U	2016	3432	1006	29.3%	329	9.59%	38.9%
Northwestern U	2017	3314	1023	30.9%	322	9.72%	40.6%
Ohio State U	2013	7240	1890	26.1%	602	8.31%	34.4%
Ohio State U	2014	7275	1885	25.9%	590	8.11%	34.0%
Ohio State U	2015	7230	1812	25.1%	574	7.94%	33.0%
Ohio State U	2016	7385	1833	24.8%	598	8.10%	32.9%
Ohio State U	2017	7444	1824	24.5%	631	8.48%	33.0%
Pennsylvania State U	2013	6397	1214	19.0%	343	5.36%	24.3%
Pennsylvania State U	2014	6532	1254	19.2%	342	5.24%	24.4%
Pennsylvania State U	2015	6514	1247	19.1%	361	5.54%	24.7%
Pennsylvania State U	2016	6389	1380	21.6%	395	6.18%	27.8%
Pennsylvania State U	2017	6367	1313	20.6%	431	6.77%	27.4%
Purdue U	2013	3902	1229	31.5%	336	8.61%	40.1%
Purdue U	2014	3985	1282	32.2%	360	9.03%	41.2%
Purdue U	2015	4147	1290	31.1%	410	9.89%	41.0%
Purdue U	2016	4153	1276	30.7%	455	10.96%	41.7%
Purdue U	2017	4105	1227	29.9%	461	11.23%	41.1%
Rutgers U-New Brunswick	2013	6771	1387	20.5%	410	6.06%	26.5%
Rutgers U-New Brunswick	2014	6676	1389	20.8%	376	5.63%	26.4%
Rutgers U-New Brunswick	2015	6852	1387	20.2%	366	5.34%	25.6%
Rutgers U-New Brunswick	2016	6944	1360	19.6%	354	5.10%	24.7%
Rutgers U-New Brunswick	2017	6610	1335	20.2%	363	5.49%	25.7%
U of Illinois at Urbana-Champaign	2013	5186	1308	25.2%	407	7.85%	33.1%
U of Illinois at Urbana-Champaign	2014	5239	1288	24.6%	453	8.65%	33.2%
U of Illinois at Urbana-Champaign	2015	5304	1309	24.7%	490	9.24%	33.9%
U of Illinois at Urbana-Champaign	2016	5294	1271	24.0%	486	9.18%	33.2%
U of Illinois at Urbana-Champaign	2017	5387	1282	23.8%	480	8.91%	32.7%
U of Iowa	2013	3985	1083	27.2%	368	9.23%	36.4%
U of Iowa	2014	3947	1070	27.1%	359	9.10%	36.2%
U of Iowa	2015	3915	1038	26.5%	354	9.04%	35.6%
U of Iowa	2016	4015	1020	25.4%	340	8.47%	33.9%
U of Iowa	2017	3955	1017	25.7%	331	8.37%	34.1%
U of Maryland-College Park	2013	5101	1077	21.1%	300	5.88%	27.0%
U of Maryland-College Park	2014	5240	1119	21.4%	308	5.88%	27.2%
U of Maryland-College Park	2015	5236	1081	20.6%	295	5.63%	26.3%
U of Maryland-College Park	2016	5352	1090	20.4%	292	5.46%	25.8%
U of Maryland-College Park	2017	5562	1108	19.9%	288	5.18%	25.1%
U of Michigan-Ann Arbor	2013	9266	2047	22.1%	635	6.85%	28.9%
U of Michigan-Ann Arbor	2014	9386	2077	22.1%	620	6.61%	28.7%
U of Michigan-Ann Arbor	2015	9578	2106	22.0%	638	6.66%	28.6%
U of Michigan-Ann Arbor	2016	9799	2111	21.5%	641	6.54%	28.1%
U of Michigan-Ann Arbor	2017	10005	2140	21.4%	650	6.50%	27.9%

Big 10 Campus	year	Total	T	% T	TT	% TT	% T/TT
U of Minnesota-Twin Cities	2013	6493	1797	27.7%	431	6.64%	34.3%
U of Minnesota-Twin Cities	2014	6621	1763	26.6%	448	6.77%	33.4%
U of Minnesota-Twin Cities	2015	6582	1743	26.5%	448	6.81%	33.3%
U of Minnesota-Twin Cities	2016	6725	1685	25.1%	488	7.26%	32.3%
U of Minnesota-Twin Cities	2017	6890	1678	24.4%	493	7.16%	31.5%
U of Nebraska-Lincoln	2013	2172	767	35.3%	269	12.38%	47.7%
U of Nebraska-Lincoln	2014	2226	766	34.4%	273	12.26%	46.7%
U of Nebraska-Lincoln	2015	2326	751	32.3%	260	11.18%	43.5%
U of Nebraska-Lincoln	2016	2281	768	33.7%	320	14.03%	47.7%
U of Nebraska-Lincoln	2017	2303	761	33.0%	319	13.85%	46.9%
U of Wisconsin-Madison	2013	6546	1528	23.3%	460	7.03%	30.4%
U of Wisconsin-Madison	2014	6597	1547	23.5%	457	6.93%	30.4%
U of Wisconsin-Madison	2015	6595	1532	23.2%	450	6.82%	30.1%
U of Wisconsin-Madison	2016	6608	1505	22.8%	431	6.52%	29.3%
U of Wisconsin-Madison	2017	6741	1496	22.2%	428	6.35%	28.5%

Big 10 Campus	year	NTT	% NTT	PT	% PT	TA	% TA
Indiana U-Bloomington	2013	589	14.4%	371	9.1%	1734	42.3%
Indiana U-Bloomington	2014	612	14.7%	361	8.7%	1778	42.6%
Indiana U-Bloomington	2015	647	16.2%	321	8.0%	1666	41.8%
Indiana U-Bloomington	2016	669	16.0%	351	8.4%	1744	41.7%
Indiana U-Bloomington	2017	659	16.2%	351	8.6%	1666	40.9%
Michigan State U	2013	770	17.1%	461	10.3%	1321	29.4%
Michigan State U	2014	787	17.6%	471	10.6%	1244	27.9%
Michigan State U	2015	805	17.5%	500	10.9%	1309	28.5%
Michigan State U	2016	822	17.4%	532	11.3%	1322	28.0%
Michigan State U	2017	854	17.8%	533	11.1%	1340	28.0%
Northwestern U	2013	828	26.8%	321	10.4%	674	21.9%
Northwestern U	2014	822	26.4%	363	11.7%	637	20.5%
Northwestern U	2015	824	24.9%	390	11.8%	779	23.6%
Northwestern U	2016	881	25.7%	391	11.4%	825	24.0%
Northwestern U	2017	921	27.8%	393	11.9%	655	19.8%
Ohio State U	2013	1007	13.9%	1538	21.2%	2203	30.4%
Ohio State U	2014	1112	15.3%	1509	20.7%	2179	30.0%
Ohio State U	2015	1208	16.7%	1499	20.7%	2137	29.6%
Ohio State U	2016	1304	17.7%	1549	21.0%	2101	28.4%
Ohio State U	2017	1453	19.5%	1501	20.2%	2035	27.3%
Pennsylvania State U	2013	1072	16.8%	828	12.9%	2940	46.0%
Pennsylvania State U	2014	1111	17.0%	830	12.7%	2995	45.9%
Pennsylvania State U	2015	1179	18.1%	791	12.1%	2936	45.1%
Pennsylvania State U	2016	975	15.3%	806	12.6%	2833	44.3%
Pennsylvania State U	2017	1029	16.2%	848	13.3%	2746	43.1%
Purdue U	2013	75	1.9%	335	8.6%	1795	46.0%
Purdue U	2014	88	2.2%	345	8.7%	1744	43.8%
Purdue U	2015	83	2.0%	370	8.9%	1830	44.1%
Purdue U	2016	88	2.1%	386	9.3%	1778	42.8%
Purdue U	2017	84	2.0%	416	10.1%	1736	42.3%
Rutgers U-New Brunswick	2013	1325	19.6%	2389	35.3%	1260	18.6%
Rutgers U-New Brunswick	2014	1333	20.0%	2435	36.5%	1139	17.1%
Rutgers U-New Brunswick	2015	1405	20.5%	2536	37.0%	1157	16.9%
Rutgers U-New Brunswick	2016	1451	20.9%	2641	38.0%	1138	16.4%
Rutgers U-New Brunswick	2017	1535	23.2%	2471	37.4%	906	13.7%
U of Illinois at Urbana-Champaign	2013	461	8.9%	311	6.0%	2699	52.0%

Big 10 Campus	year	NTT	% NTT	PT	% PT	TA	% TA
U of Illinois at Urbana-Champaign	2014	483	9.2%	321	6.1%	2694	51.4%
U of Illinois at Urbana-Champaign	2015	479	9.0%	315	5.9%	2711	51.1%
U of Illinois at Urbana-Champaign	2016	491	9.3%	330	6.2%	2716	51.3%
U of Illinois at Urbana-Champaign	2017	521	9.7%	318	5.9%	2786	51.7%
U of Iowa	2013	773	19.4%	335	8.4%	1426	35.8%
U of Iowa	2014	818	20.7%	339	8.6%	1361	34.5%
U of Iowa	2015	913	23.3%	365	9.3%	1245	31.8%
U of Iowa	2016	999	24.9%	379	9.4%	1277	31.8%
U of Iowa	2017	1050	26.5%	389	9.8%	1168	29.5%
U of Maryland-College Park	2013	317	6.2%	715	14.0%	2692	52.8%
U of Maryland-College Park	2014	362	6.9%	686	13.1%	2765	52.8%
U of Maryland-College Park	2015	437	8.3%	675	12.9%	2748	52.5%
U of Maryland-College Park	2016	421	7.9%	772	14.4%	2777	51.9%
U of Maryland-College Park	2017	434	7.8%	803	14.4%	2929	52.7%
U of Michigan-Ann Arbor	2013	3289	35.5%	1462	15.8%	1833	19.8%
U of Michigan-Ann Arbor	2014	3371	35.9%	1436	15.3%	1882	20.1%
U of Michigan-Ann Arbor	2015	3474	36.3%	1485	15.5%	1875	19.6%
U of Michigan-Ann Arbor	2016	3592	36.7%	1524	15.6%	1931	19.7%
U of Michigan-Ann Arbor	2017	3769	37.7%	1474	14.7%	1972	19.7%
U of Minnesota-Twin Cities	2013	730	11.2%	1181	18.2%	1982	30.5%
U of Minnesota-Twin Cities	2014	841	12.7%	1251	18.9%	1982	29.9%
U of Minnesota-Twin Cities	2015	905	13.7%	1276	19.4%	1871	28.4%
U of Minnesota-Twin Cities	2016	938	13.9%	1266	18.8%	2014	29.9%
U of Minnesota-Twin Cities	2017	1033	15.0%	1297	18.8%	2063	29.9%
U of Nebraska-Lincoln	2013	200	9.2%	103	4.7%	833	38.4%
U of Nebraska-Lincoln	2014	220	9.9%	115	5.2%	852	38.3%
U of Nebraska-Lincoln	2015	228	9.8%	110	4.7%	977	42.0%
U of Nebraska-Lincoln	2016	232	10.2%	92	4.0%	869	38.1%
U of Nebraska-Lincoln	2017	242	10.5%	97	4.2%	884	38.4%
U of Wisconsin-Madison	2013	1299	19.8%	1017	15.5%	2232	34.1%
U of Wisconsin-Madison	2014	1320	20.0%	1060	16.1%	2203	33.4%
U of Wisconsin-Madison	2015	1411	21.4%	1003	15.2%	2180	33.1%
U of Wisconsin-Madison	2016	1426	21.6%	1072	16.2%	2155	32.6%
U of Wisconsin-Madison	2017	1518	22.5%	1066	15.8%	2223	33.0%

Source code for reproducing this document may be found at <https://github.com/agoldst/stay-casual-runb>.