

William & Mary Fact Book

# Faculty & Staff

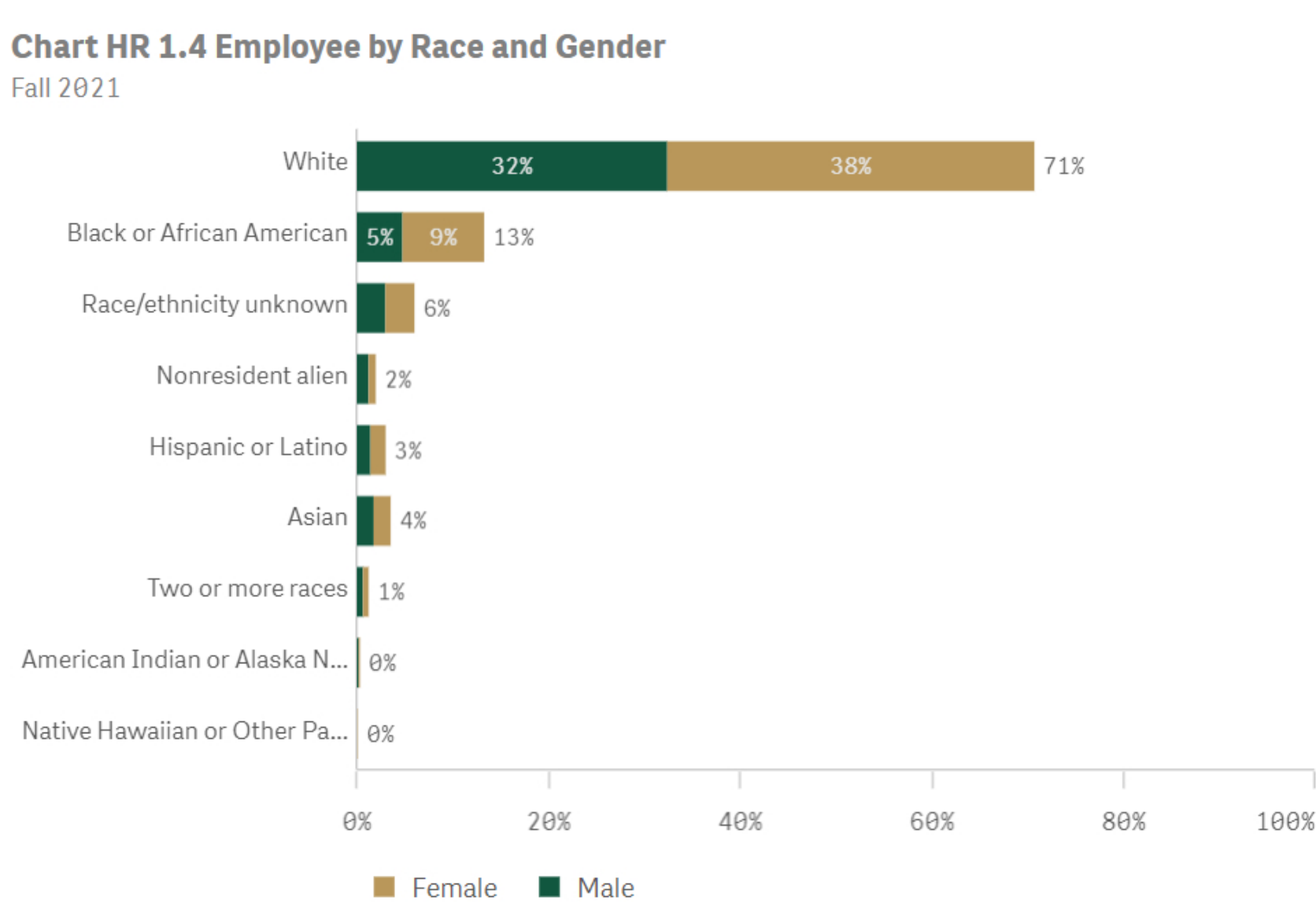
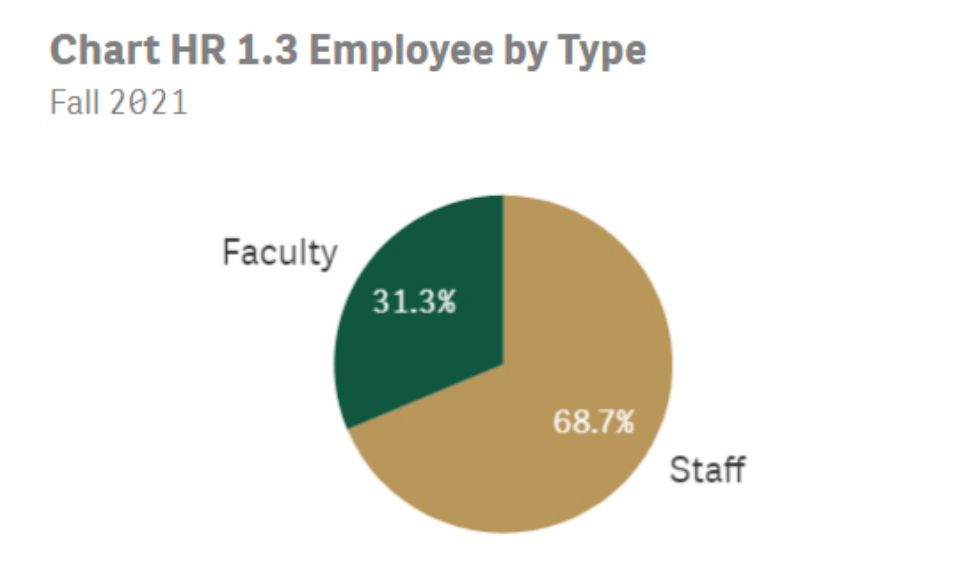
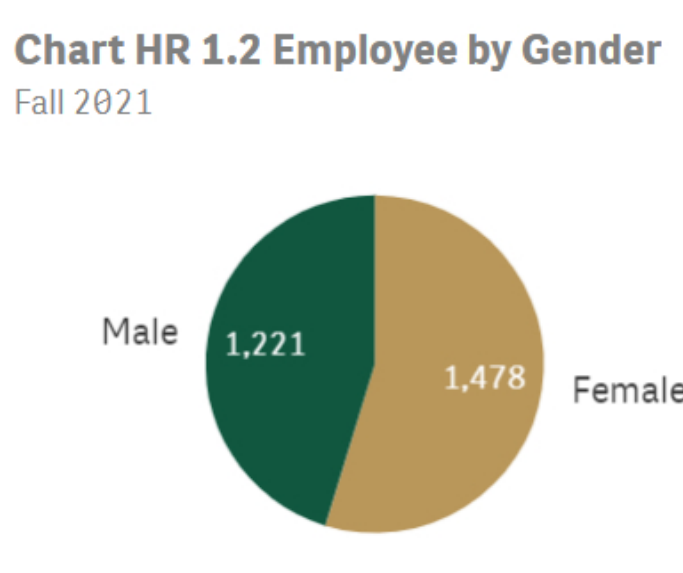
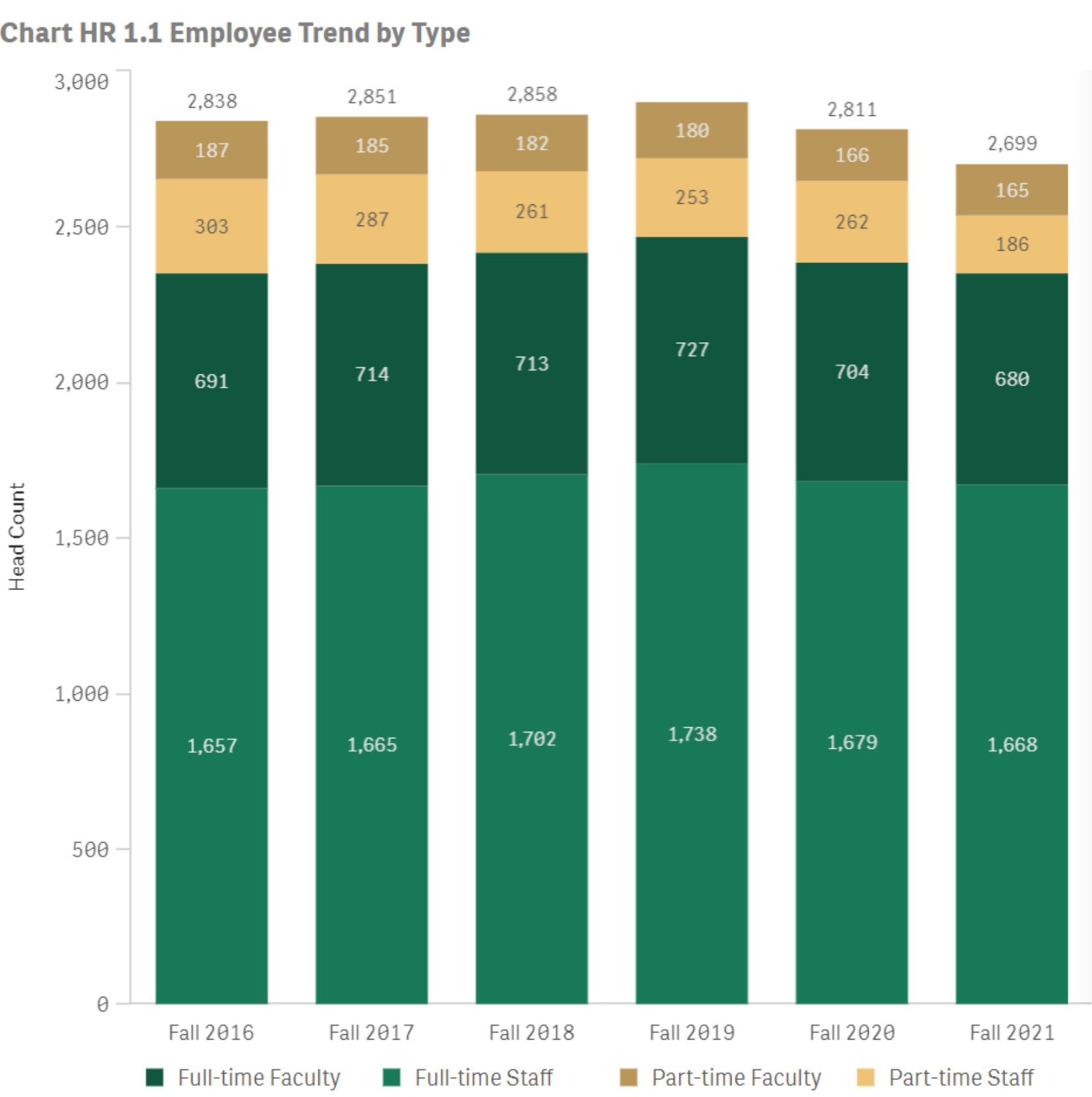
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Updated on November 17, 2022

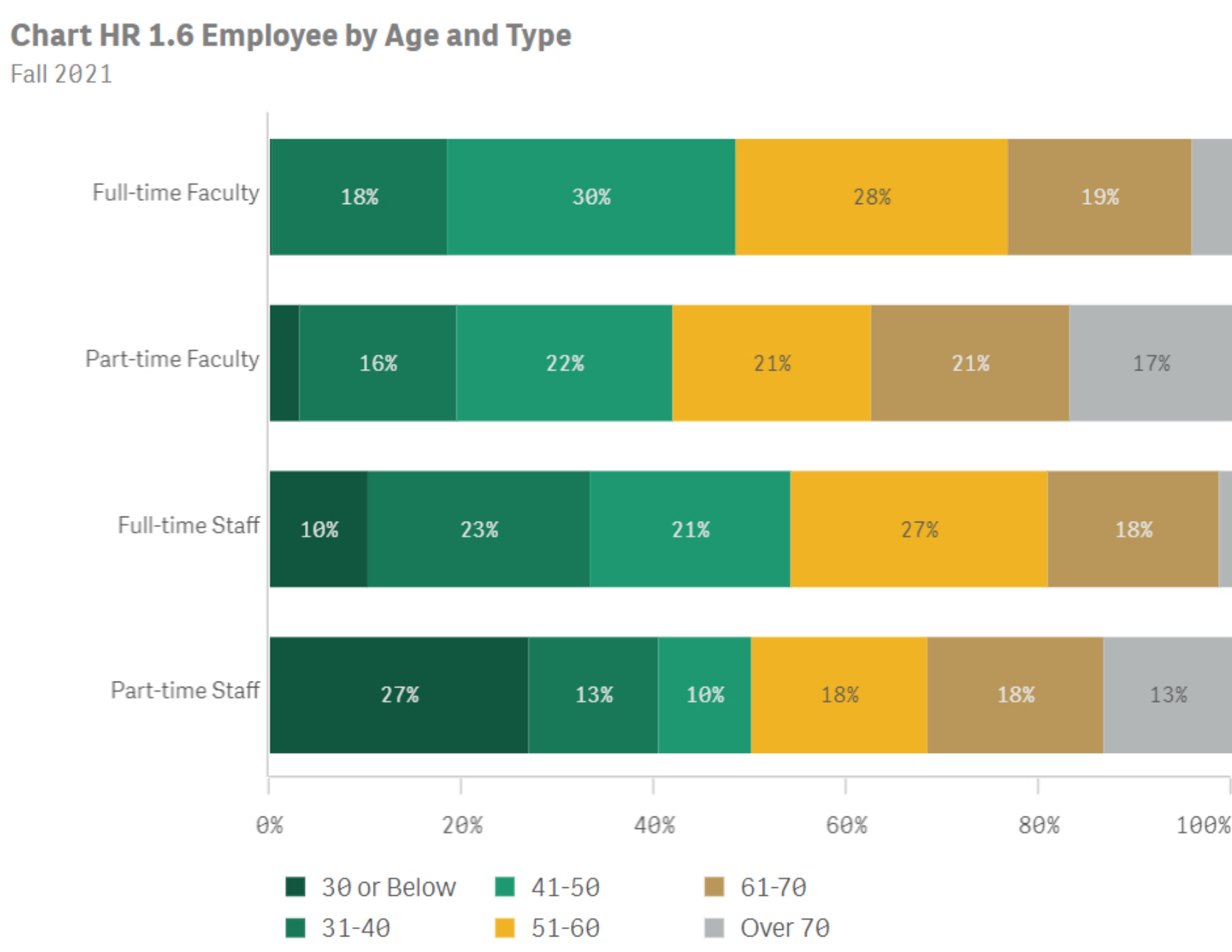
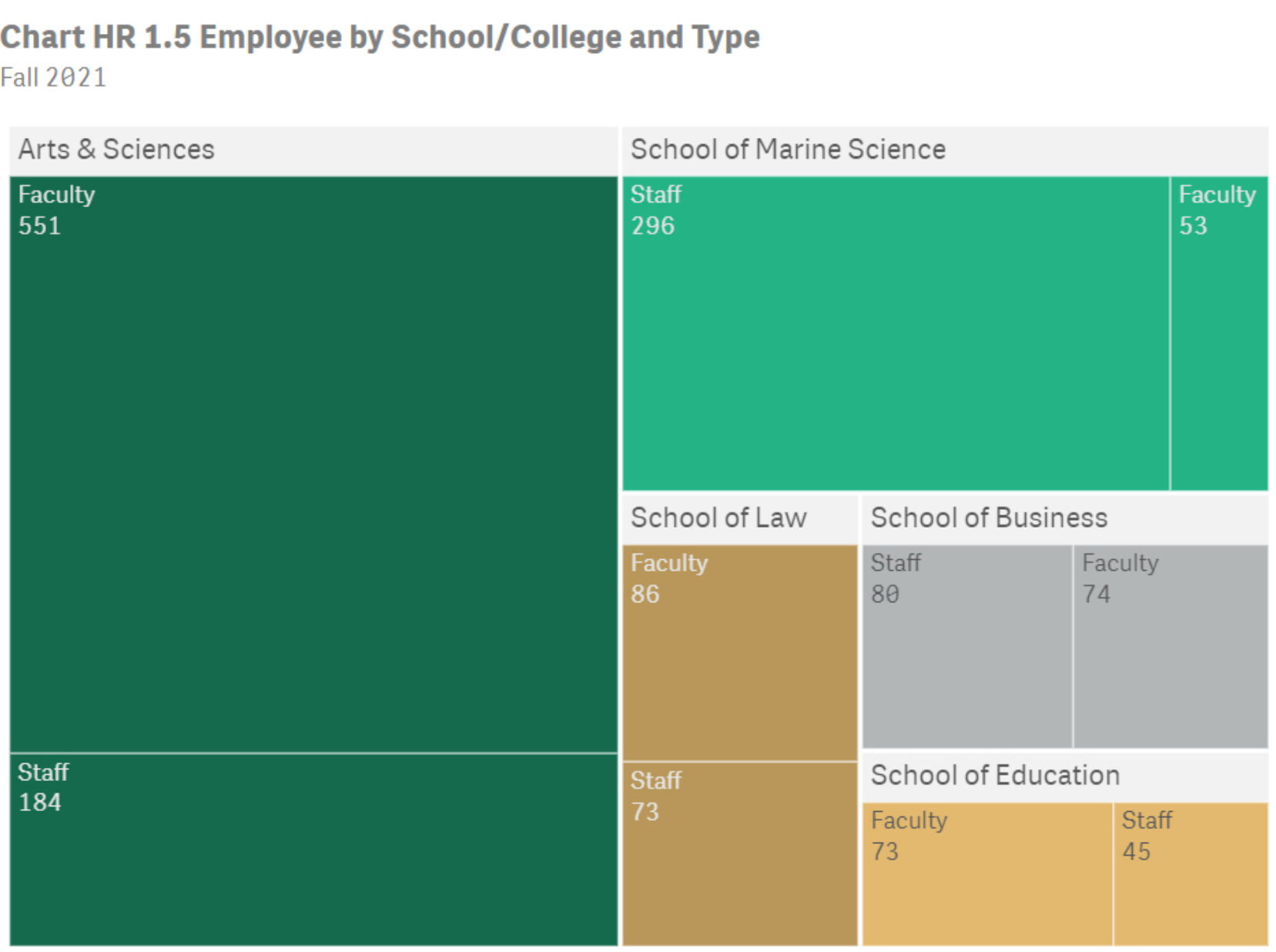
- I. Employee Overview
- II. Faculty Overview
- III. Staff Overview
- IV. GA Overview
- V. Faculty and Staff Trend

# I. Employee Overview

**School/College** **Full/Part-time** **Faculty/Staff** **Please note: on this sheet Staff doesn't include part-time GA. Please see the Sheet VI for GA profile.**



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### Table HR 1.1 Employee Trend by Full-/Part-time and Type

Employee Type	Academic Period						
	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017	Fall 2016	Fall 2015
<b>Totals</b>	<b>2,699</b>	<b>2,811</b>	<b>2,898</b>	<b>2,858</b>	<b>2,851</b>	<b>2,838</b>	<b>2,834</b>
Full-time Faculty	680	704	727	713	714	691	681
Full-time Staff	1,668	1,679	1,738	1,702	1,665	1,657	1,625
Part-time Faculty	165	166	180	182	185	187	157
Part-time Staff	186	262	253	261	287	303	371

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### Table HR 1.2 Employee by Race, Gender and Type

Fall 2021

Race/ethnicity	Gender	Employee Type		
		Totals	Faculty	Staff
<b>Totals</b>		<b>2,699</b>	<b>845</b>	<b>1,854</b>
⊕ Nonresident alien		53	22	31
⊕ American Indian or Alaska Native		9 *		7
⊕ Asian		95	55	40
⊕ Black or African American		358	44	314
⊕ Hispanic or Latino		81	26	55
⊕ Native Hawaiian or Other Pacific Islander		* -		*
⊕ Race/ethnicity unknown		162	81	81
⊕ Two or more races		33	10	23
⊕ White		1,906	605	1,301

Cell values less than 5 will be displayed as an asterisk \*

### Table HR 1.3 Employee by College/School, Gender and Type

Fall 2021

College/School	Gender	Employee Type		
		Totals	Faculty	Staff
<b>Totals</b>		<b>2699</b>	<b>845</b>	<b>1854</b>
⊕ Arts & Sciences		735	551	184
⊕ School of Business		154	74	80
⊕ School of Education		118	73	45
⊕ School of Law		159	86	73
⊕ School of Marine Science		349	53	296
⊕ Other		1184	8	1176

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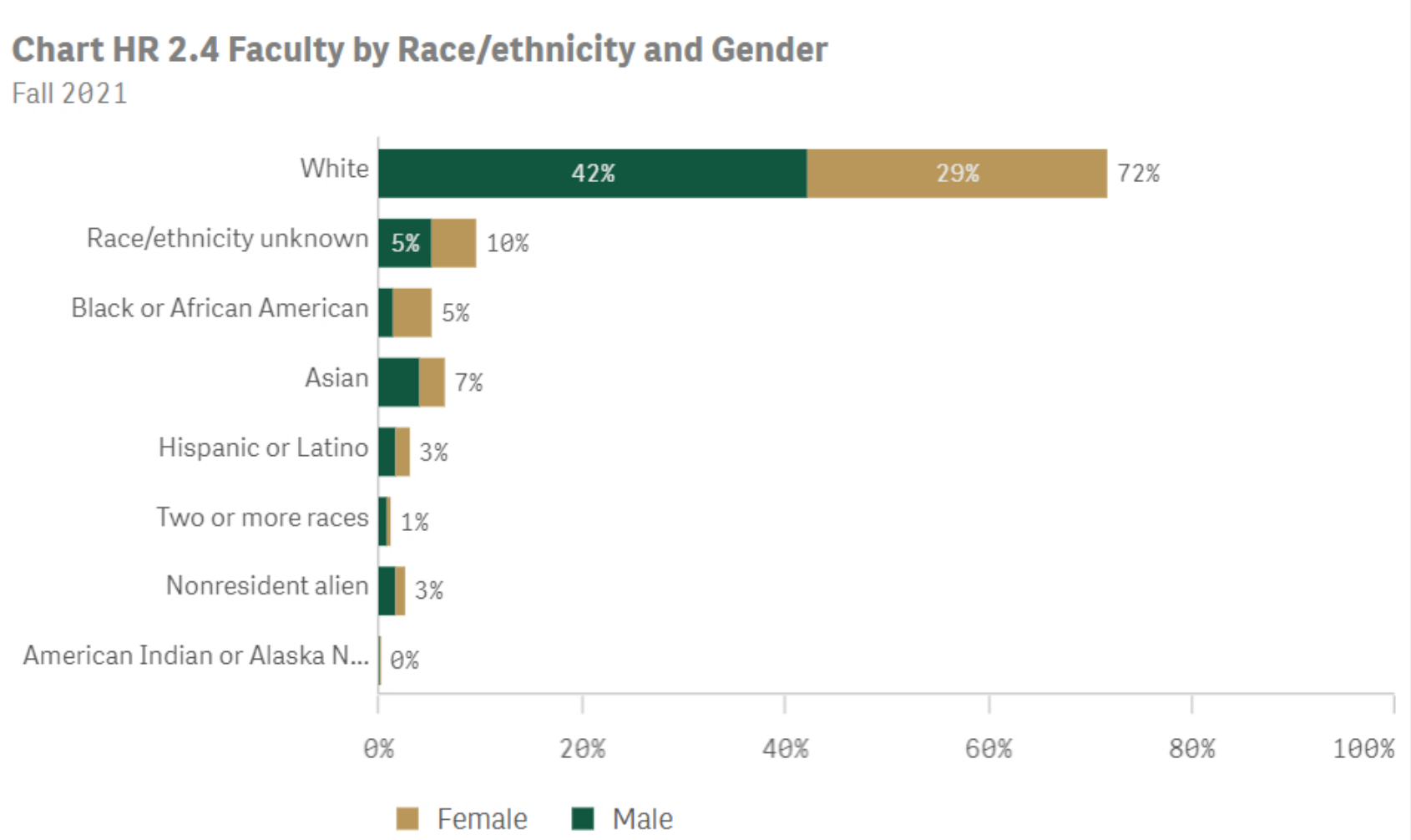
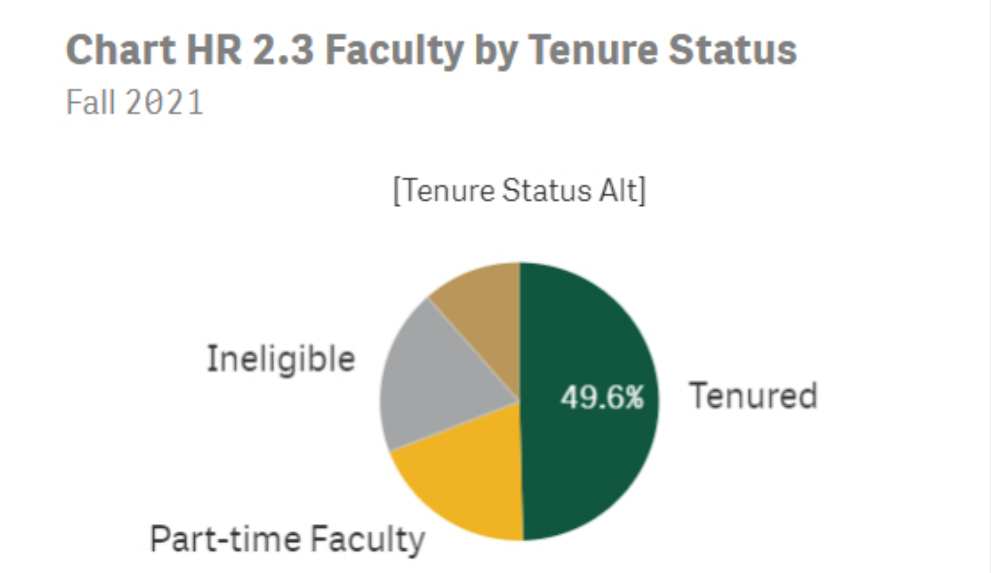
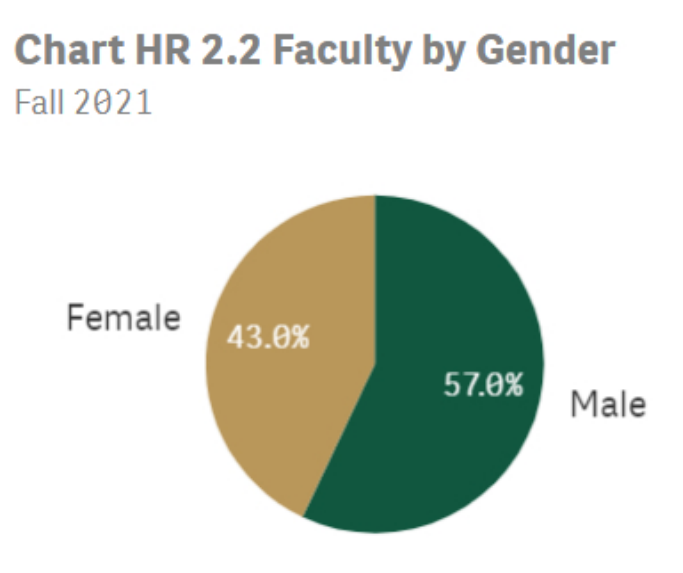
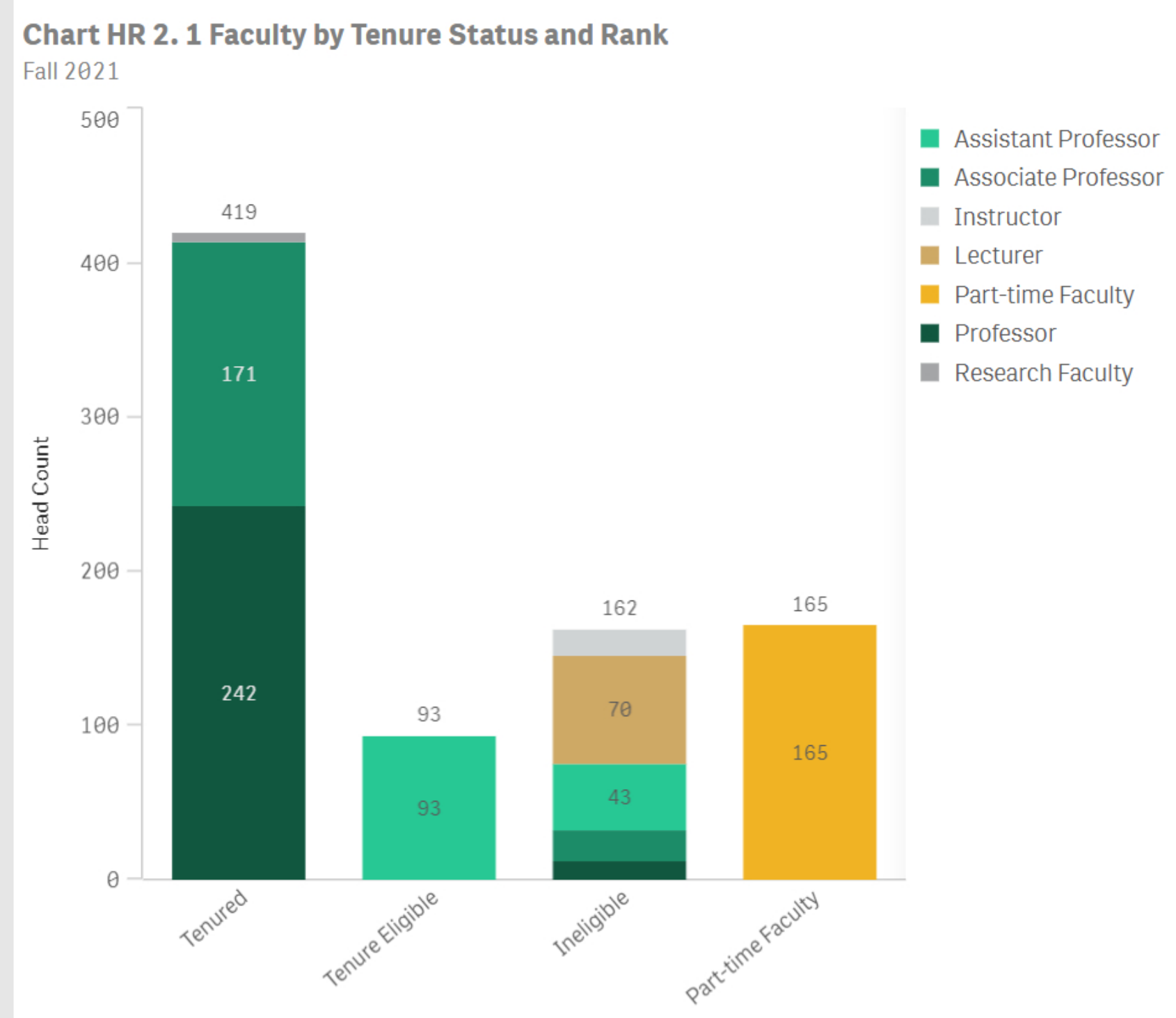
### Table HR 1.4 Employee by Age, Full/part-time, and Type

Fall 2021

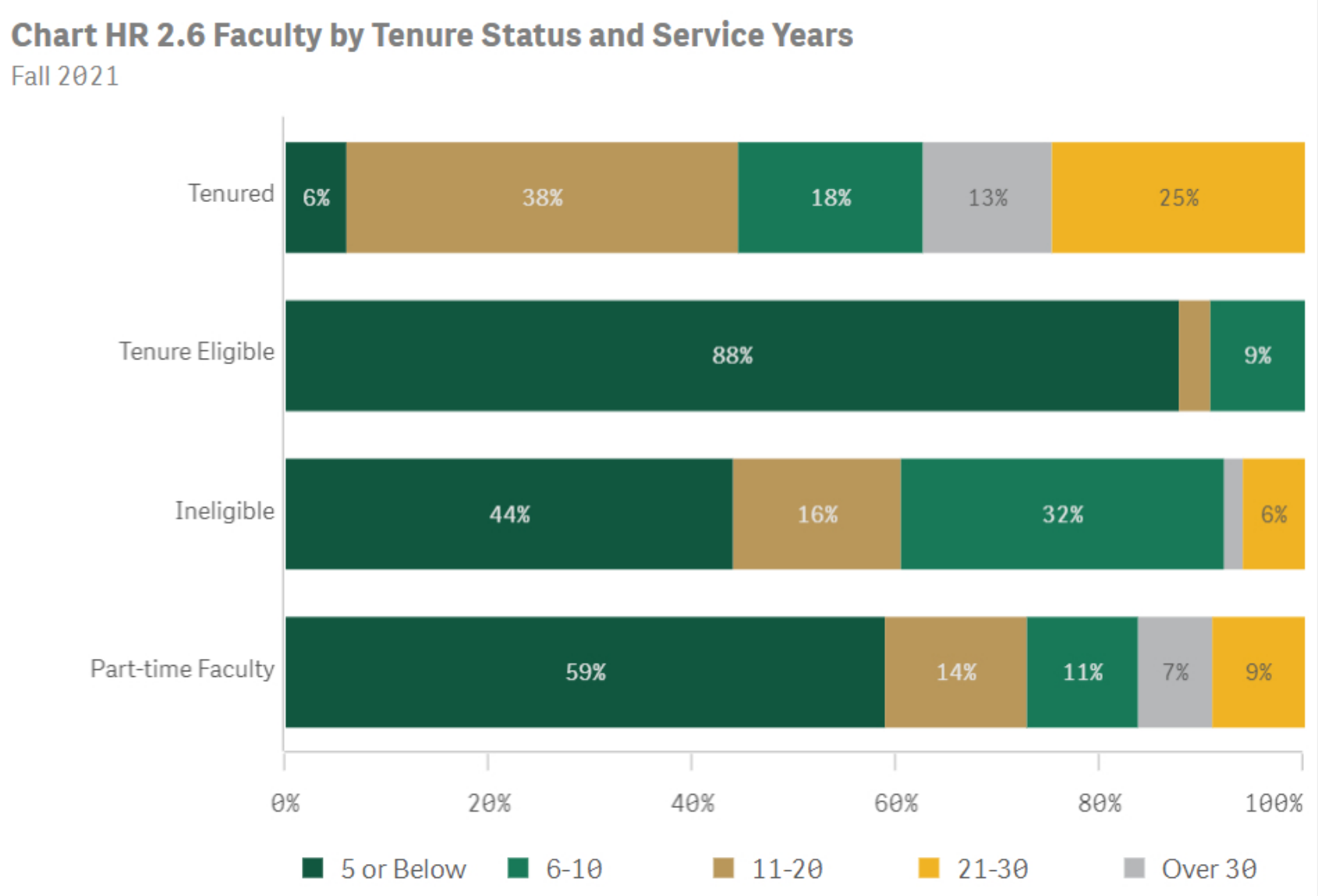
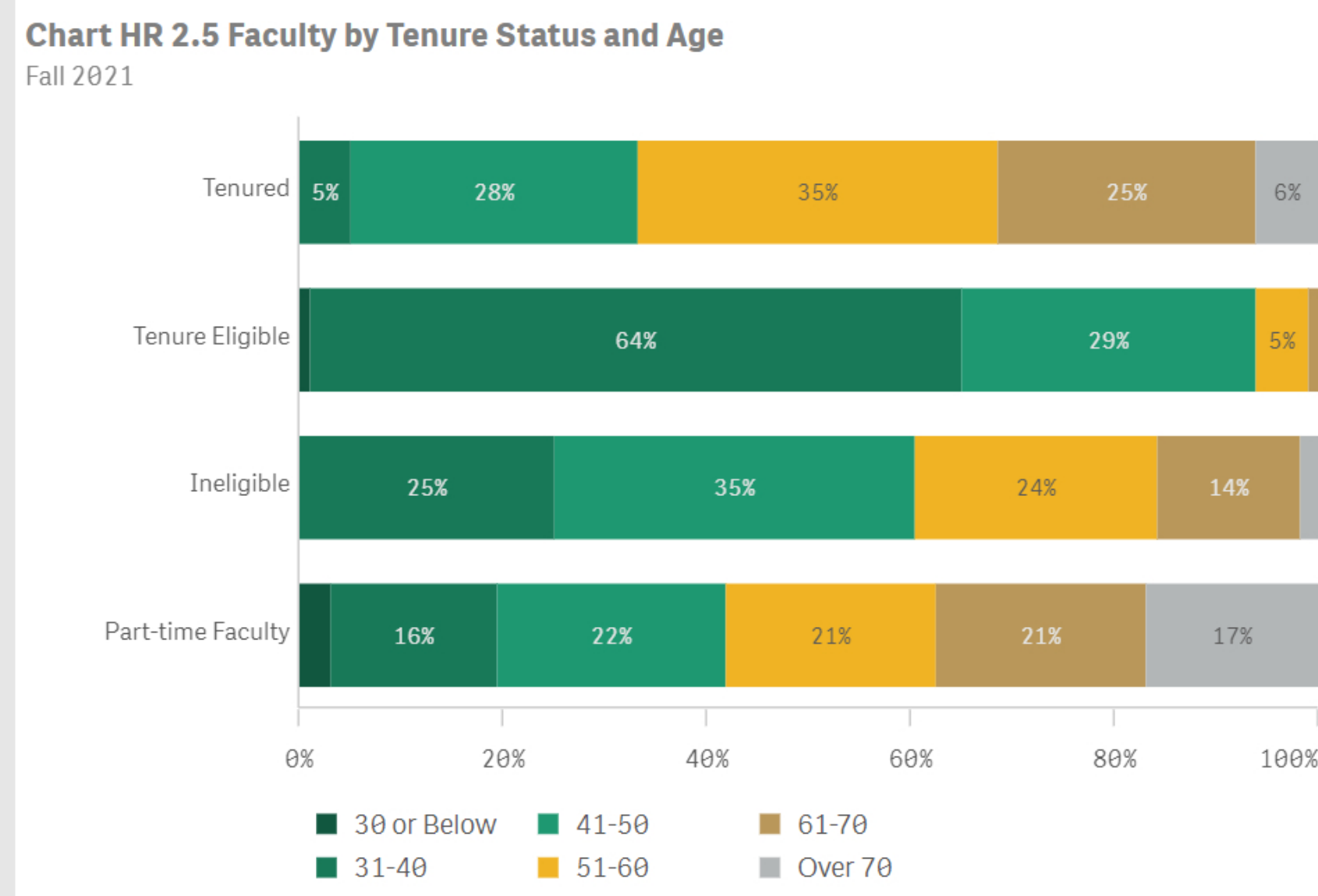
Age	Employee Type				
	Totals	Full-time Staff	Full-time Faculty	Part-time Staff	Part-time Faculty
<b>Totals</b>	<b>2,699</b>	<b>1,668</b>	<b>680</b>	<b>186</b>	<b>165</b>
30 or Below	226	170 *		50	5
31-40	560	384	124	25	27
41-50	607	348	204	18	37
51-60	705	445	192	34	34
61-70	495	297	130	34	34
Over 70	106	24	29	25	28

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## II. Faculty Overview



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### Table HR 2.1 Faculty by Rank and Tenure Status

Fall 2021

Rank	Tenure Status				
	Totals	Tenured	Tenure Eligible	Ineligible	Part-time Faculty
<b>Totals</b>	<b>845</b>	<b>419</b>	<b>97</b>	<b>164</b>	<b>165</b>
Professor	254	242	-	12	-
Associate Professor	195	171	*	20	-
Assistant Professor	136	-	93	43	-
Research Faculty	8	6	-	*	-
Lecturer	70	-	-	70	-
Instructor	17	-	-	17	-
Part-time Faculty	165	-	-	-	165

### Table HR 2.2 Faculty by Race/ethnicity and Gender

Fall 2021

Race/ethnicity	Gender		
	Totals	Female	Male
<b>Totals</b>	<b>845</b>	<b>363</b>	<b>482</b>
Nonresident alien	22	8	14
American Indian or Alaska Native	*	*	*
Asian	55	21	34
Black or African American	44	32	12
Hispanic or Latino	26	12	14
Race/ethnicity unknown	81	37	44
Two or more races	10	*	7
White	605	249	356

Cell values less than 5 will be displayed as an asterisk \*

### Table HR 2.3 Faculty by Tenure Status and Age

Fall 2021

Tenure Status	Age						
	Totals	30 or Below	31-40	41-50	51-60	61-70	Over 70
<b>Totals</b>	<b>845</b>	<b>6</b>	<b>151</b>	<b>241</b>	<b>226</b>	<b>164</b>	<b>57</b>
Tenured	419	-	21	118	148	106	26
Tenure Eligible	97	*	62	28	5	*	-
Ineligible	164	-	41	58	39	23	*
Part-time Faculty	165	5	27	37	34	34	28

Cell values less than 5 will be displayed as an asterisk \*

### Table HR 2.4 Faculty by Tenure Status and Service Years

Fall 2021

Tenure Status	Service years					
	Totals	5 or Below	6-10	11-20	21-30	Over 30
<b>Totals</b>	<b>845</b>	<b>279</b>	<b>155</b>	<b>214</b>	<b>129</b>	<b>68</b>
Tenured	419	25	76	161	104	53
Tenure Eligible	97	85	9	*	-	-
Ineligible	164	72	52	27	10	*
Part-time Faculty	165	97	18	23	15	12

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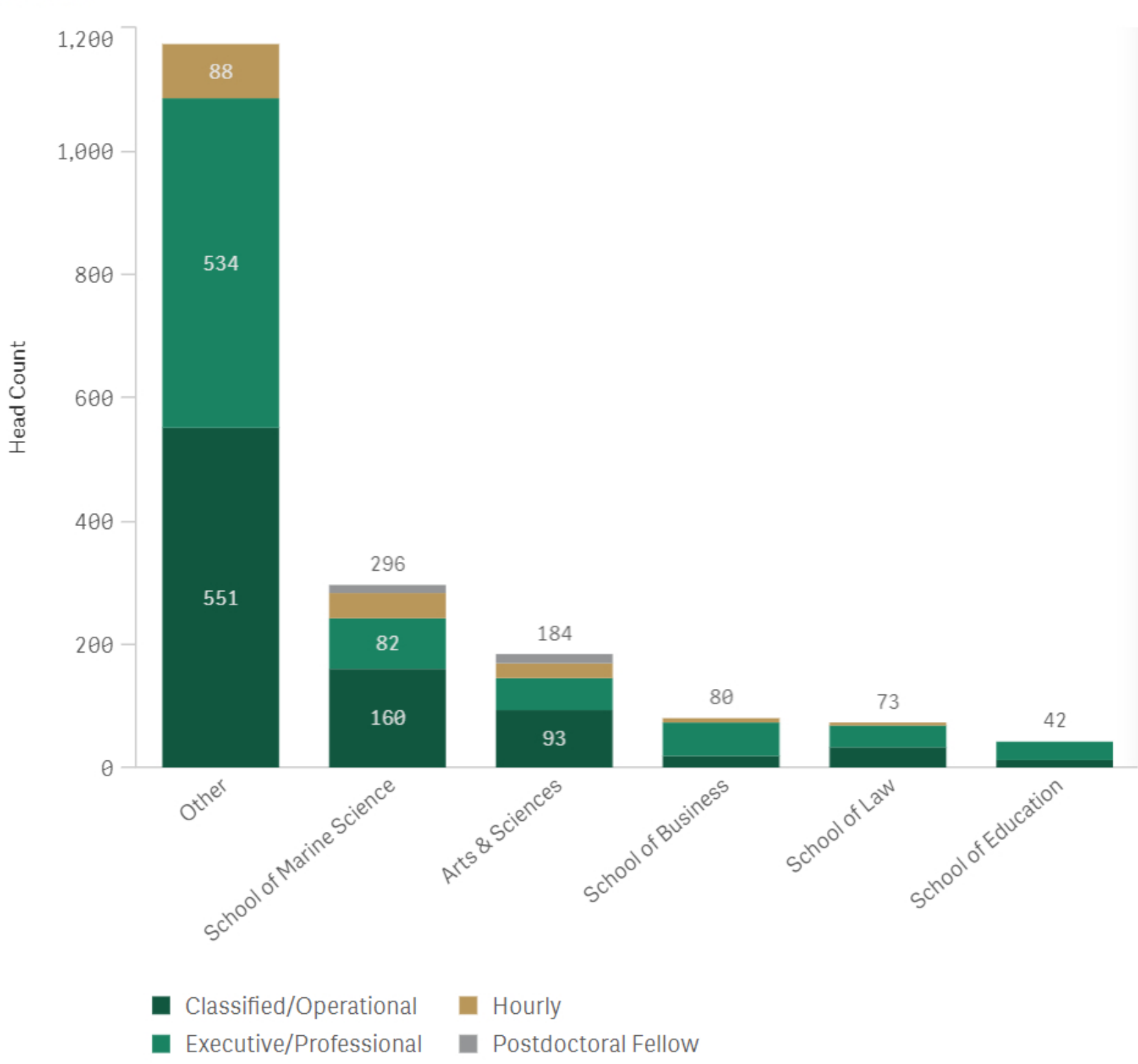
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### III. Staff Overview

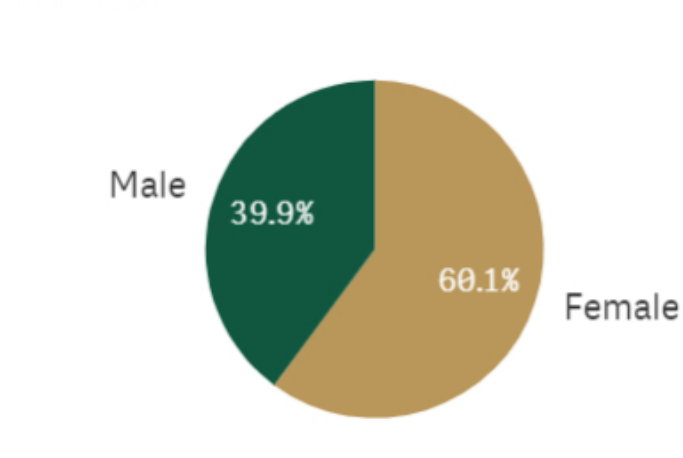
School/College:  Full/Part-time:

Please note: On this sheet Staff doesn't include part-time GA. Please see the Sheet VI for GA profile.

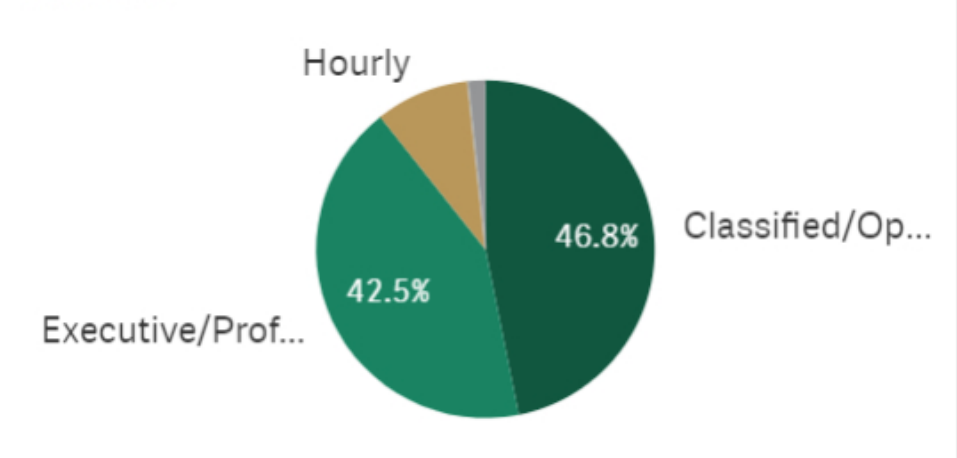
**Chart HR 3.1 Staff by School/College and Type**  
Fall 2021



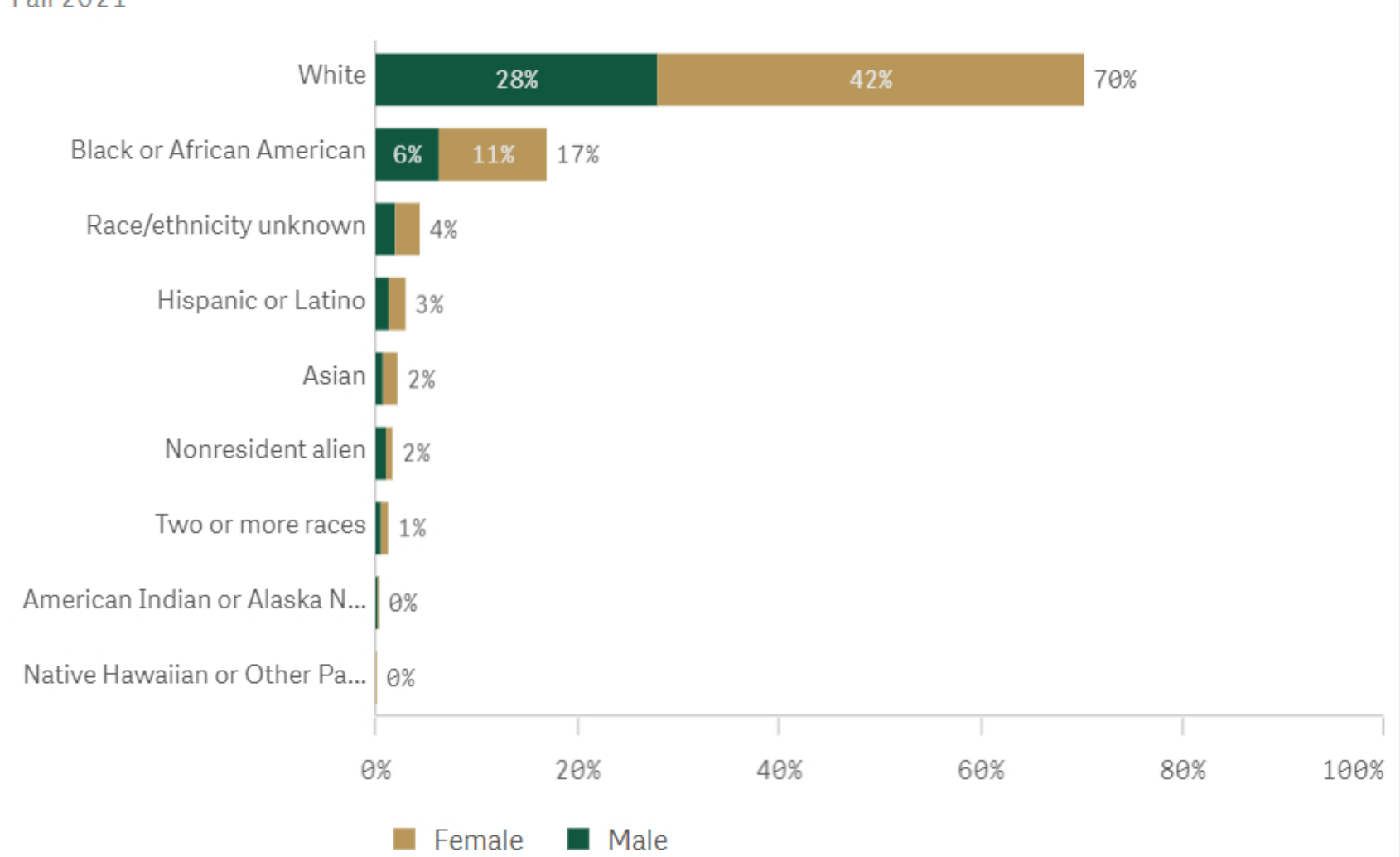
**Chart HR 3.2 Staff by Gender**  
Fall 2021



**Chart HR 3.3 Staff by Type**  
Fall 2021

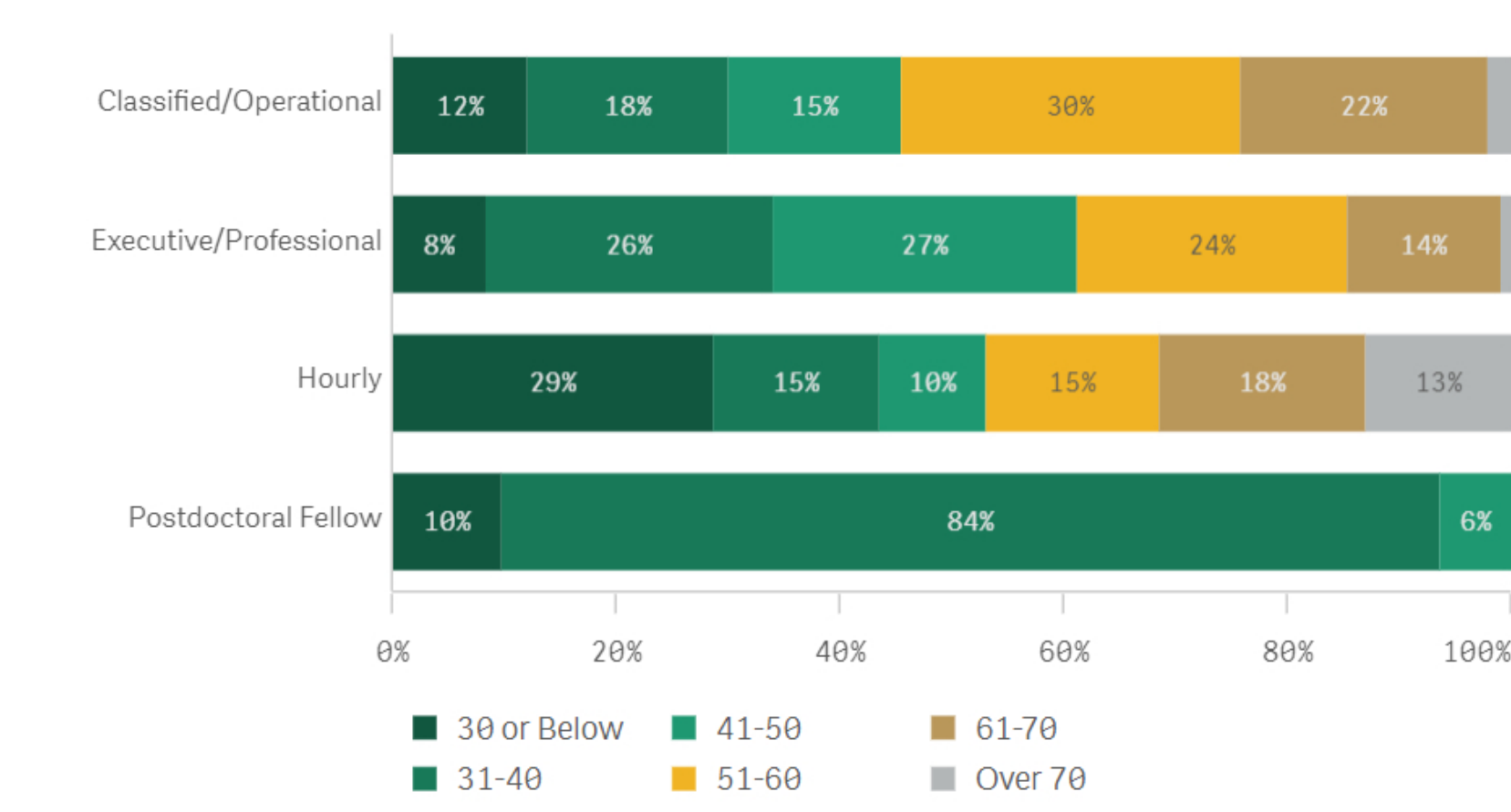


**Chart HR 3.4 Staff by Race/ethnicity and Gender**  
Fall 2021

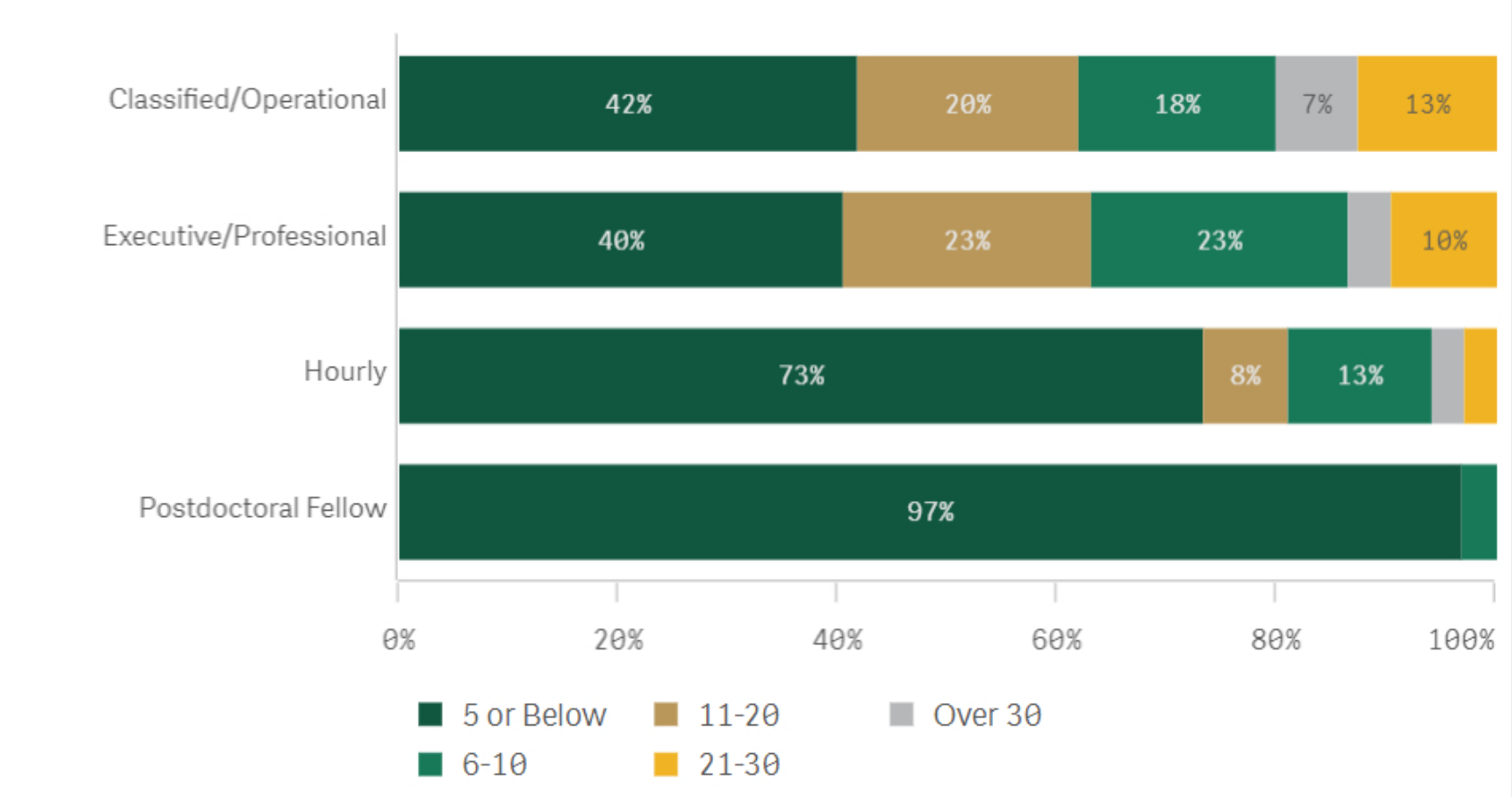


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**Chart HR 3.5 Staff by Type and Age**  
Fall 2021



**Chart HR 3.6 Staff by Type and Service Years**  
Fall 2021



**Table HR 3.1 Staff by School/College and Type**  
Fall 2021

School/College	Staff Type				
	Totals	Classified/Operational	Executive/Professional	Hourly	Postdoctoral Fellow
<b>Totals</b>	<b>1,854</b>	<b>868</b>	<b>787</b>	<b>168</b>	<b>31</b>
Arts & Sciences	184	93	52	24	15
School of Business	80	19	54	7	-
School of Education	45	12	30	*	-
School of Law	73	33	35	5	-
School of Marine Science	296	160	82	41	13
Other	1,176	551	534	88	*

**Table HR 3.2 Staff by Race/ethnicity and Gender**  
Fall 2021

Race/ethnicity	Gender		
	Totals	Female	Male
<b>Totals</b>	<b>1,854</b>	<b>1,115</b>	<b>739</b>
Nonresident alien	31	12	19
American Indian or Alaska Native	7 *	*	-
Asian	40	27	13
Black or African American	314	198	116
Hispanic or Latino	55	31	24
Native Hawaiian or Other Pacific Islander	*	*	-
Race/ethnicity unknown	81	45	36
Two or more races	23	13	10
White	1,301	784	517

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**Table HR 3.3 Staff by Type and Age**  
Fall 2021

Staff Type	Age					
	Totals	30 or Below	31-40	41-50	51-60	61-70
<b>Totals</b>	<b>1,854</b>	<b>220</b>	<b>409</b>	<b>366</b>	<b>479</b>	<b>331</b>
Classified/Operational	868	104	156	134	263	192
Executive/Professional	787	65	202	214	190	108
Hourly	168	48	25	16	26	31
Postdoctoral Fellow	31	*	26	*	-	-

Cell values less than 5 will be displayed as an asterisk \*

**Table HR 3.4 Staff by Type and Service Years**  
Fall 2021

Staff Type	Service years					
	Totals	5 or Below	6-10	11-20	21-30	Over 30
<b>Totals</b>	<b>1,854</b>	<b>833</b>	<b>363</b>	<b>366</b>	<b>191</b>	<b>101</b>
Classified/Operational	868	362	156	175	110	65
Executive/Professional	787	318	184	178	76	31
Hourly	168	123	22	13	5	5
Postdoctoral Fellow	31	30	*	-	-	-

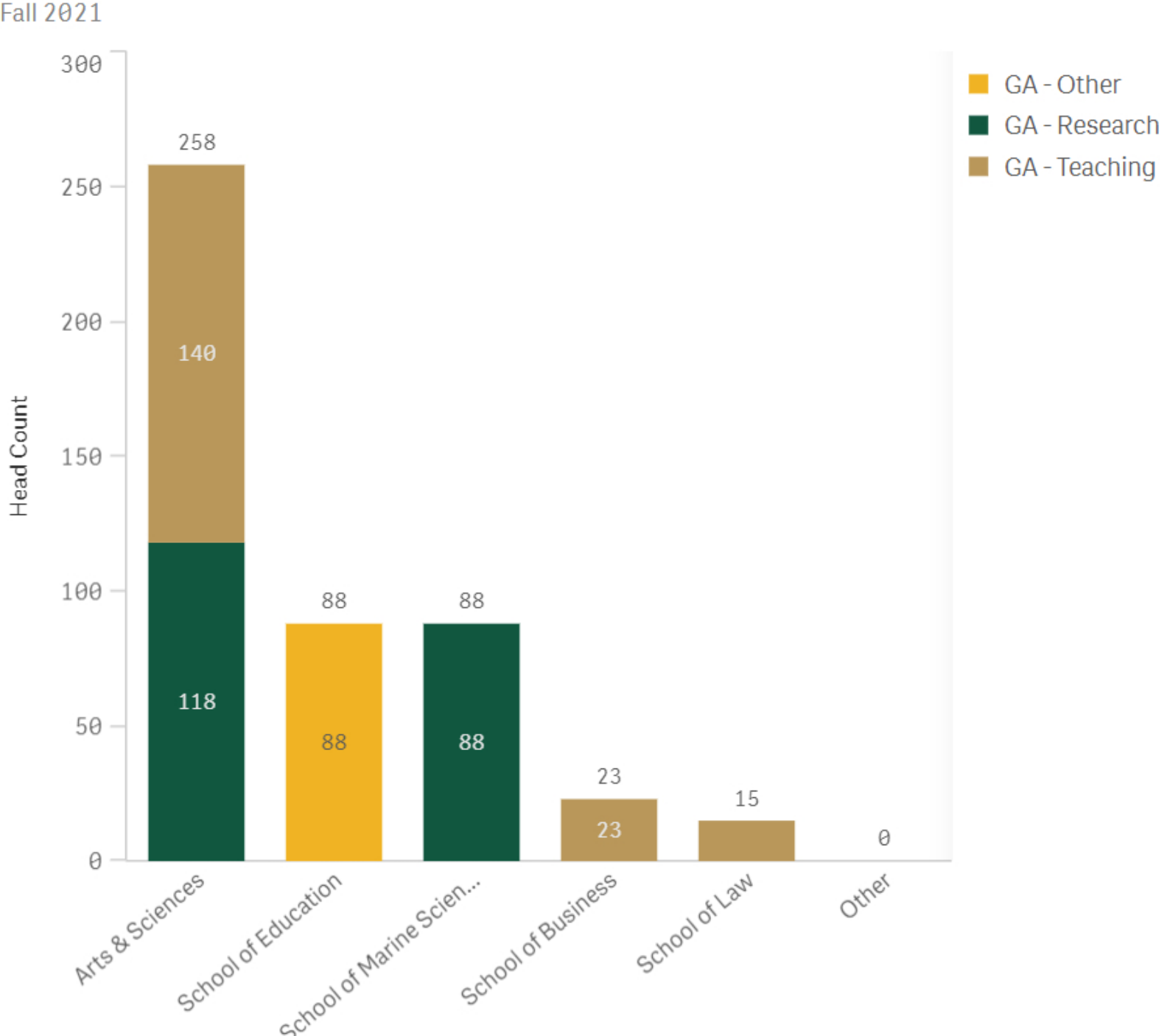
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# VI. GA Overview

School/College

**Chart HR 4.1 GA by School/College and Type**



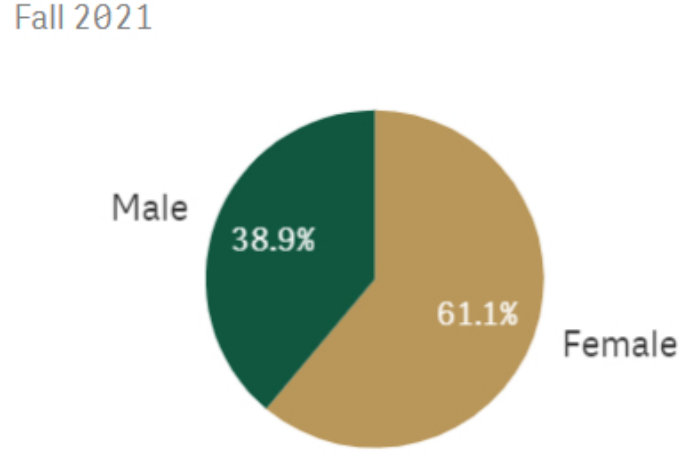
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**Table HR 4.1 GA by School/College and Type**

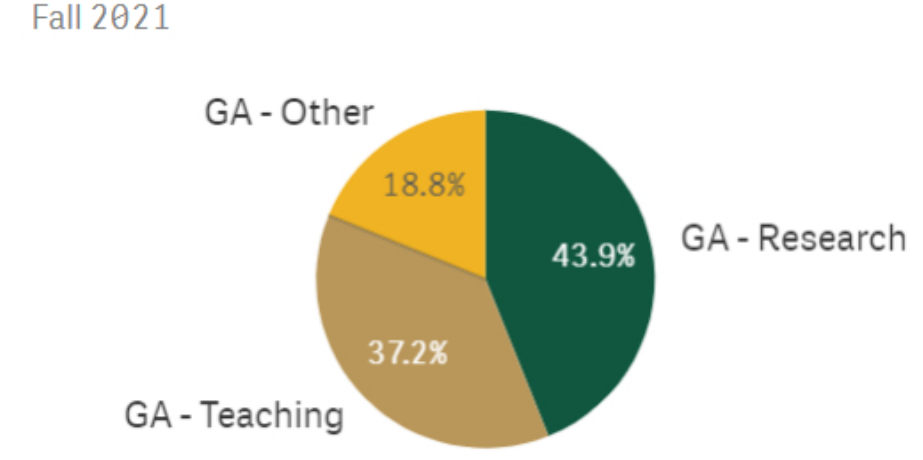
School/College	GA Type			
	Totals	GA - Research	GA - Teaching	GA - Other
<b>Totals</b>	<b>478</b>	<b>210</b>	<b>178</b>	<b>90</b>
Arts & Sciences	258	118	140	-
School of Education	91 *	-	-	88
School of Marine Science	88	88	-	-
School of Business	23	-	23	-
School of Law	16 *	-	15	-
Other	*	-	-	*

Cell values less than 5 will be displayed as an asterisk \*

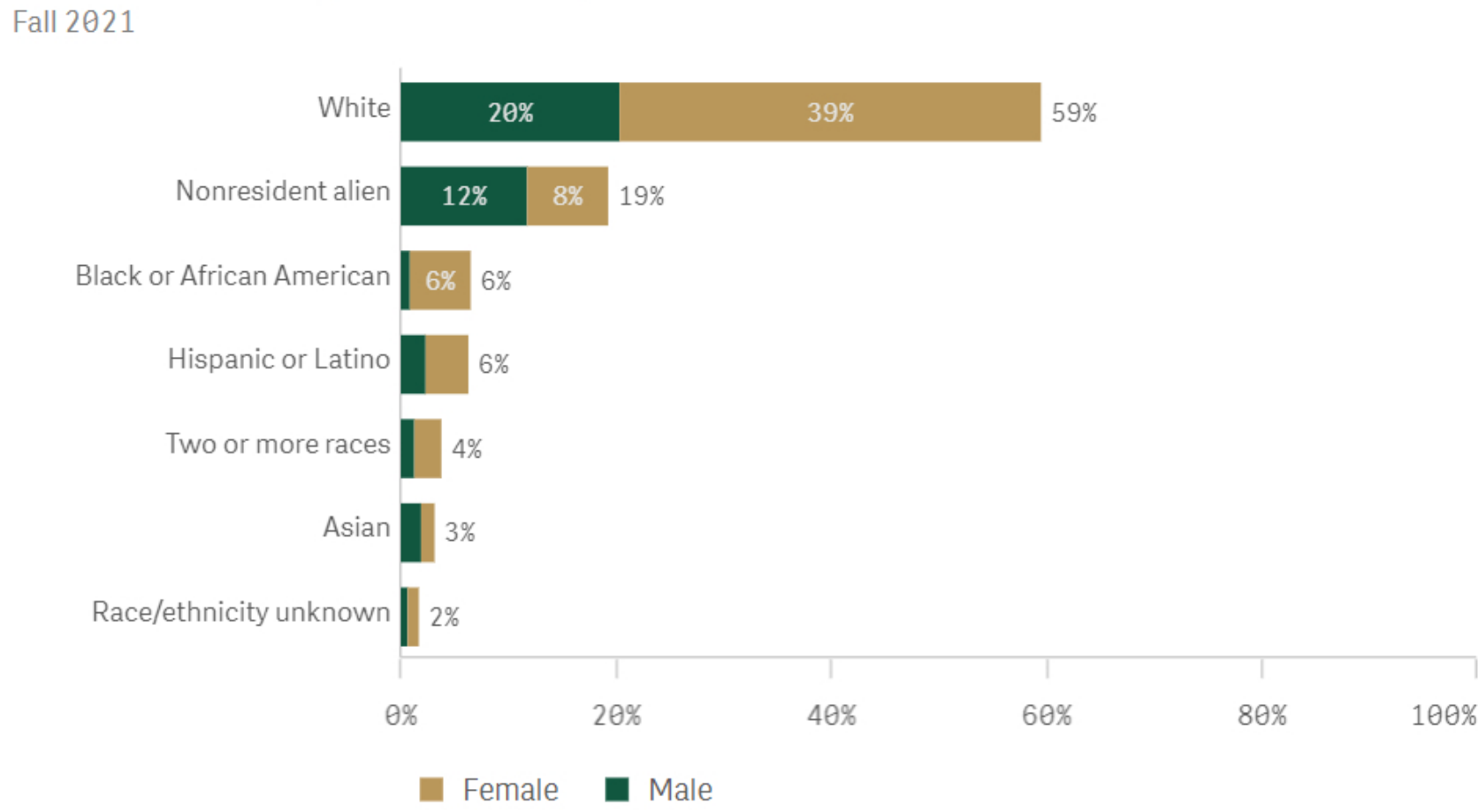
**Chart HR 4.2 GA by Gender**



**Chart HR 4.3 GA by Type**



**Chart HR 4.4 GA by Race/ethnicity and Gender**



**Table HR 4.2 GA by Race/ethnicity and Gender**

Race/ethnicity	Gender		
	Totals	Male	Female
<b>Totals</b>	<b>478</b>	<b>186</b>	<b>292</b>
Nonresident alien	92	56	36
Asian	15	9	6
Black or African American	31 *	-	27
Hispanic or Latino	30	11	19
Race/ethnicity unknown	8 *	-	5
Two or more races	18	6	12
White	284	97	187

Cell values less than 5 will be displayed as an asterisk \*

## V. Faculty and Staff Trend

Academic Period | School/College | Full-/Part-Time | Race/Ethnicity | Gender

**Table HR 5.1 Faculty and Staff Headcount (2010-2021)**

Faculty /Staff	Type	Academic Period		Full-/Part-time		Fall 2021		Fall 2020		Fall 2019		Fall 2018		Fall 2017		Fall 2016		Fall 2015		Fall 2014	
		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
		<b>Totals</b>	<b>2,348</b>	<b>829</b>	<b>2,383</b>	<b>877</b>	<b>2,465</b>	<b>926</b>	<b>2,415</b>	<b>958</b>	<b>2,379</b>	<b>1,137</b>	<b>2,348</b>	<b>1,208</b>	<b>2,306</b>	<b>1,350</b>	<b>2,214</b>	<b>1,380</b>			
<b>Faculty</b>	<b>680</b>	<b>165</b>	<b>704</b>	<b>166</b>	<b>727</b>	<b>180</b>	<b>713</b>	<b>182</b>	<b>714</b>	<b>185</b>	<b>691</b>	<b>187</b>	<b>681</b>	<b>157</b>	<b>669</b>	<b>180</b>					
Research	8	-	10	-	11	-	11	-	11	-	7	5	13	*	12	*					
Instructional	672	165	694	166	716	180	702	182	703	185	684	182	668	154	657	179					
<b>Staff</b>	<b>1,668</b>	<b>186</b>	<b>1,679</b>	<b>262</b>	<b>1,738</b>	<b>253</b>	<b>1,702</b>	<b>261</b>	<b>1,665</b>	<b>287</b>	<b>1,657</b>	<b>303</b>	<b>1,625</b>	<b>371</b>	<b>1,542</b>	<b>397</b>					
Postdoctoral Fellow	31	-	30	-	27	*	25	*	21	*	27	*	31	*	23	*					
All Other	1,637	186	1,649	262	1,711	252	1,677	260	1,644	284	1,630	302	1,594	369	1,519	396					
<b>GA</b>	<b>-</b>	<b>478</b>	<b>-</b>	<b>449</b>	<b>-</b>	<b>493</b>	<b>-</b>	<b>515</b>	<b>-</b>	<b>665</b>	<b>-</b>	<b>718</b>	<b>-</b>	<b>822</b>	<b>*</b>	<b>803</b>					
All Other	-	478	-	449	-	493	-	515	-	665	-	718	-	822	*	803					

Source: Banner HR. Data as of Nov 1 of each year. (1)Instructional faculty are either Primarily Instruction (PI), or Instruction combined with Research and/or Public Service (IRPS). (2)Faculty are categorized as research if the majority of their work is focused on conducting research (3)Postdoctoral fellows/associates are categorized as staff per federal reporting (IPEDS) instructions as they typically do not have faculty status. Cell values less than 5 will be displayed as an asterisk \*\*\*

**Table HR 5.2 Full-time, Instructional Faculty by Gender and Rank (2010-2021)**

Gender	Faculty Rank	Academic Period											
		Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017	Fall 2016	Fall 2015	Fall 2014	Fall 2013	Fall 2012	Fall 2011	Fall 2010
<b>Totals</b>		<b>672</b>	<b>694</b>	<b>716</b>	<b>702</b>	<b>703</b>	<b>684</b>	<b>668</b>	<b>657</b>	<b>632</b>	<b>628</b>	<b>614</b>	<b>618</b>
<b>Male</b>		<b>382</b>	<b>400</b>	<b>415</b>	<b>410</b>	<b>410</b>	<b>406</b>	<b>407</b>	<b>400</b>	<b>386</b>	<b>379</b>	<b>377</b>	<b>378</b>
Professor		166	173	172	168	165	162	157	156	160	161	162	163
Associate Professor		116	112	109	113	111	115	109	109	97	104	109	106
Assistant Professor		68	81	94	93	96	93	107	105	101	91	89	86
Lecturer		26	28	32	31	31	26	23	15	5	5	*	6
Instructor		6	6	8	5	7	10	11	15	23	18	13	17
<b>Female</b>		<b>290</b>	<b>294</b>	<b>301</b>	<b>292</b>	<b>293</b>	<b>278</b>	<b>261</b>	<b>257</b>	<b>246</b>	<b>249</b>	<b>237</b>	<b>240</b>
Professor		88	92	88	87	85	79	76	70	64	67	62	60
Associate Professor		79	83	81	82	76	79	81	83	83	83	79	83
Assistant Professor		68	61	70	67	73	70	66	67	70	74	73	69
Lecturer		44	45	47	44	43	36	26	24	5	6	6	5
Instructor		11	13	15	12	16	14	12	13	24	19	17	23

Source: Banner HR. Data as of Nov 1 of each year. Cell values less than 5 will be displayed as an asterisk \*\*\*

**Table HR 5.3. Full-time, Instructional Faculty by Race and Rank (2010-2021)**

Race/Ethnicity	Faculty Rank	Academic Period											
		Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017	Fall 2016	Fall 2015	Fall 2014	Fall 2013	Fall 2012	Fall 2011	Fall 2010
<b>Totals</b>		<b>672</b>	<b>694</b>	<b>716</b>	<b>702</b>	<b>703</b>	<b>684</b>	<b>668</b>	<b>657</b>	<b>632</b>	<b>628</b>	<b>614</b>	<b>618</b>
☉ Nonresident alien		19	26	39	39	36	35	25	20	23	19	20	18
☉ American Indian or Alaska Native		*	*	*	*	*	*	*	*	*	*	*	*
☉ Asian		53	47	48	41	39	36	35	35	34	37	34	34
☉ Black or African American		32	31	29	27	27	23	22	22	19	20	19	21
☉ Hispanic or Latino		24	24	21	20	20	19	14	16	16	16	14	12
☉ Race/ethnicity unknown		57	55	52	51	48	46	44	29	21	27	18	13
☉ Two or more races		7	7	8	8	8	9	8	7	7	-	-	-
☉ White		479	503	518	515	524	515	519	527	511	508	508	519

Source: Banner HR. Data as of Nov 1 of each year.

**Table HR 5.3. Full-time, Instructional Faculty by Gender, Race and Rank (2010-2021)**

Race/Ethnicity	Faculty Rank	Academic Period	Gender	Academic Period											
				Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017	Fall 2016	Fall 2015	Fall 2014	Fall 2013	Fall 2012	Fall 2011	Fall 2010
<b>Totals</b>		<b>672</b>	<b>694</b>	<b>716</b>	<b>702</b>	<b>703</b>	<b>684</b>	<b>668</b>	<b>657</b>	<b>632</b>	<b>628</b>	<b>614</b>	<b>618</b>		
☉ Nonresident alien		19	26	39	39	36	35	25	20	23	19	20	18		
☉ American Indian or Alaska Native		*	*	*	*	*	*	*	*	*	*	*	*		
☉ Asian		53	47	48	41	39	36	35	35	34	37	34	34		
☉ Black or African American		32	31	29	27	27	23	22	22	19	20	19	21		
☉ Hispanic or Latino		24	24	21	20	20	19	14	16	16	16	14	12		
☉ Race/ethnicity unknown		57	55	52	51	48	46	44	29	21	27	18	13		
☉ Two or more races		7	7	8	8	8	9	8	7	7	-	-	-		
☉ White		479	503	518	515	524	515	519	527	511	508	508	519		

Source: Banner HR. Data as of Nov 1 of each year.

**Table HR 5.4 Tenured, Tenure-eligible Instructional Faculty by Rank (2010-2021)**

Tenure	Faculty Rank	Academic Period											
		Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017	Fall 2016	Fall 2015	Fall 2014	Fall 2013	Fall 2012	Fall 2011	Fall 2010
<b>Totals</b>		<b>510</b>	<b>531</b>	<b>528</b>	<b>534</b>	<b>537</b>	<b>520</b>	<b>520</b>	<b>516</b>	<b>509</b>	<b>514</b>	<b>510</b>	<b>517</b>
<b>Tenured</b>		<b>413</b>	<b>425</b>	<b>416</b>	<b>420</b>	<b>410</b>	<b>410</b>	<b>405</b>	<b>398</b>	<b>389</b>	<b>392</b>	<b>392</b>	<b>399</b>
Professor		242	253	249	248	245	236	229	223	222	225	221	220
Associate Professor		171	172	167	172	165	174	176	175	165	167	171	179
Assistant Professor		-	-	-	-	-	-	-	*	-	-	-	-
<b>Tenure Eligible</b>		<b>97</b>	<b>106</b>	<b>112</b>	<b>114</b>	<b>127</b>	<b>110</b>	<b>115</b>	<b>118</b>	<b>120</b>	<b>122</b>	<b>118</b>	<b>118</b>
Professor		-	-	*	*	*	-	-	-	-	-	-	-
Associate Professor		*	*	5	5	5	*	*	*	5	6	6	6
Assistant Professor		93	102	106	107	120	107	114	114	115	115	111	110
Instructor		-	-	-	-	-	-	-	-	*	*	*	*

Source: Banner HR. Data as of Nov 1 of each year. Cell values less than 5 will be displayed as an asterisk \*\*\*

**Table HR 5.5 Average 9-month Equivalent Salaries (in \$) of Full-time, Instructional Faculty by Rank**

Rank	Year											
	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	
All ranks	105,385	102,763	100,353	100,829	96,880	99,594	96,741	92,277	89,073	90,452	85,638	
Professors	135,955	135,944	132,264	133,921	129,048	130,464	128,655	120,690	117,162	117,605	111,651	
Associate professors	101,721	101,233	99,277	100,910	94,800	99,207	95,688	89,127	84,771	86,842	81,108	
Assistant professors	80,985	76,560	73,451	74,471	70,843	73,548	71,181	70,497	64,845	65,872	66,312	
Instructors	70,835	65,606	65,777	61,636	60,485	63,486	59,238	51,183	48,546	45,603	42,922	
Lecturers	60,652	62,459	59,883	61,199	60,893	61,902	55,863	65,844	64,530	66,649	61,880	

Source: Banner HR. Data as of Nov 1 of each year as reported to IPEDS. 1 Beginning with Fall 2012 data, IPEDS converted 12-month salaries to 9-month using a conversion rate of 0.75. Previously, the rate was 0.8182, which was used by AAUP in converting 11/12-month faculty salary to 9/10 month faculty salary