



PROVOST'S REPORT
BOARD OF VISITORS
APRIL 2014

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William & Mary Promise

“The Provost will report annually prior to the adoption of the next year’s budget on the issues laid out in paragraphs 7, 8 and 9 above.”

**W&M Promise (25.10)
on 25.7, 25.8 and 25.9**

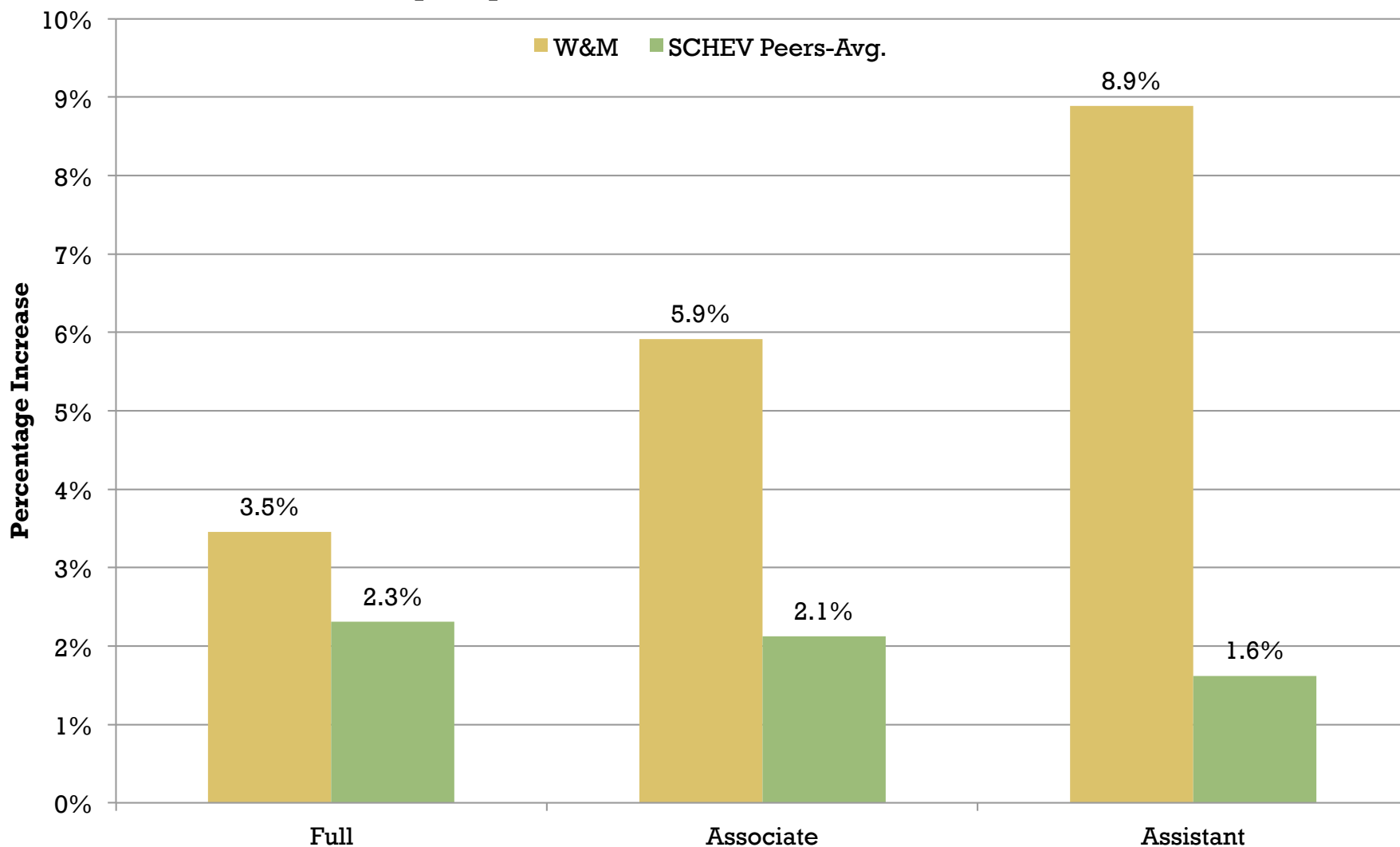
- ❑ Salaries
- ❑ Academic innovation
- ❑ Business innovation

Faculty and Staff Salaries

“Increasing the average faculty and staff salaries over a five-year period, so that faculty salaries reach the state’s long-established target of the 60th percentile of our SCHEV-defined peer group and staff salaries become appropriately competitive.”

- ❑ Salary increases for FY14 were, within State requirements, determined by merit to faculty and staff
- ❑ FY15 salary increases will also be merit-based (within State-mandated parameters)
- ❑ Awaiting IPEDS data for SCHEV peers
- ❑ AAUP data suggests progress

AAUP Salary Data: Percentage Increases for Faculty by Rank, 2012-13 vs. 2013-14



Source: Chronicle of Higher Education, AAUP Salary Data, 2012-13 and 2013-14

Note: Data not available for Notre Dame, Rutgers, and Syracuse.

Academic Innovation

“Strengthening William & Mary’s innovations in the academic area in the context of being a ‘public ivy’.”

- ❑ Each school has in place policies that capture the full dimensions of W&M instruction.
- ❑ Each school has policies in place that respond appropriately to a faculty member’s dual responsibilities as scholars and teachers. (VIMS model and other four schools.)
- ❑ Continued integration of exclusively instructional faculty
 - ❑ Increase in teaching conducted by exclusively instructional FT faculty
 - ❑ 17.2% in 2013-14 (average previous 4 years = 13%)
 - ❑ 141 in 2013-14 vs. 115 in 2012-13
 - ❑ Fewer PT faculty
 - ❑ Proposed change in Faculty Assembly representation

Business Innovation

“Improving William & Mary’s innovation and efficiency in its administrative areas.”

- Strategic Initiatives