

William & Mary Fact Book

# Faculty & Staff

Updated Nov., 2023

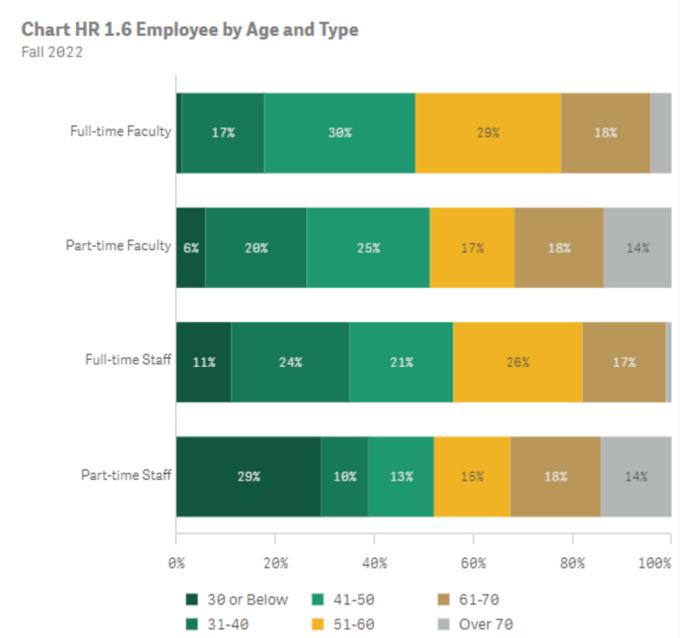
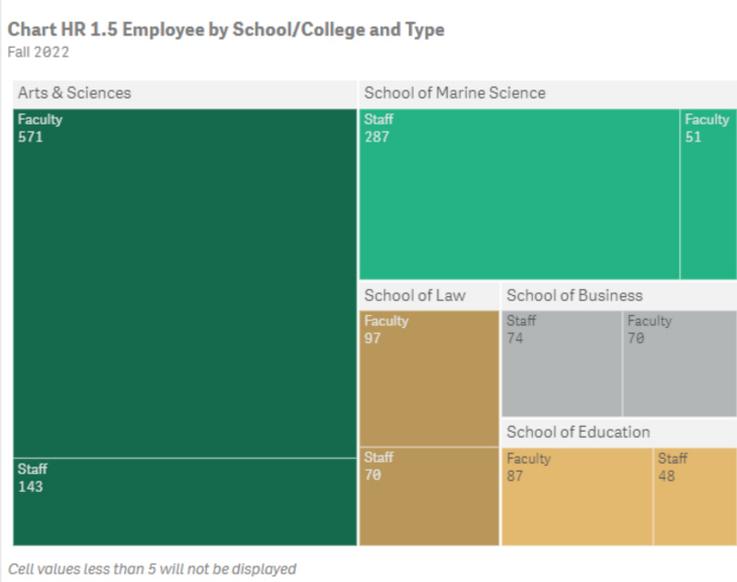
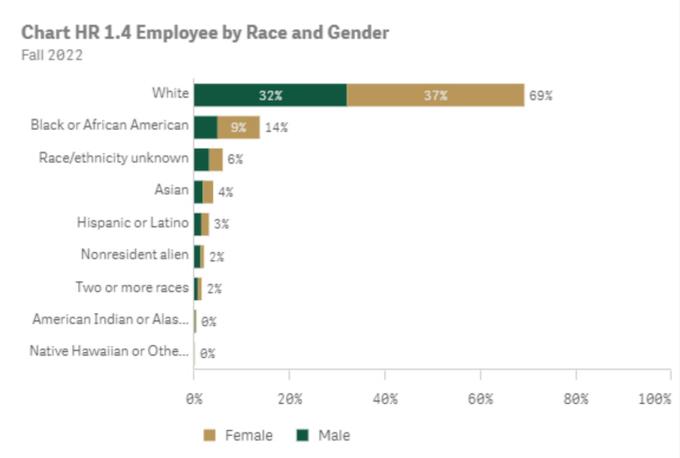
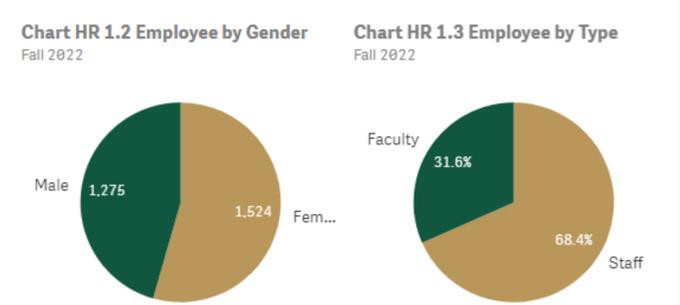
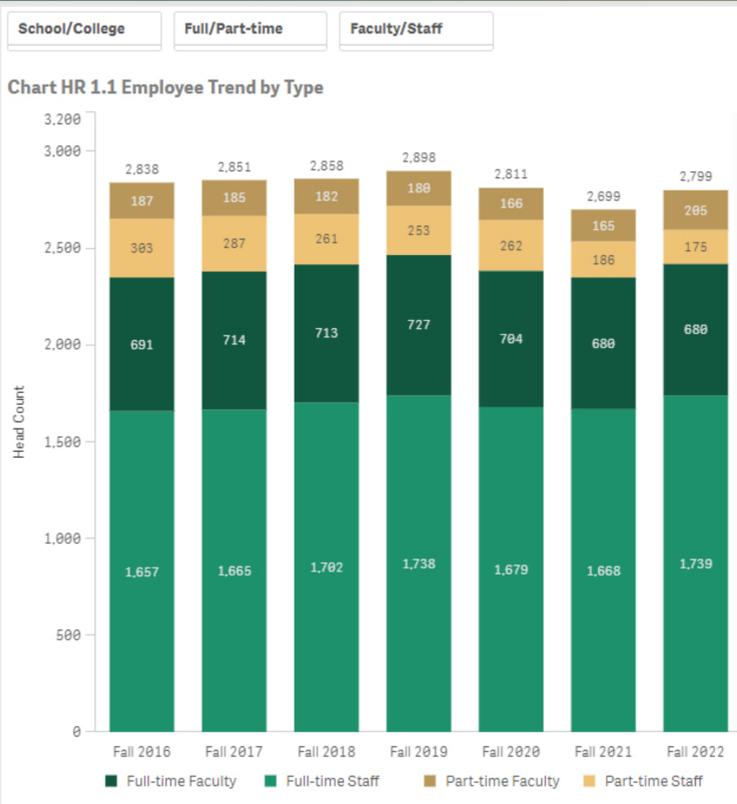
I. Employee Overview

II. Faculty Overview

III. Staff Overview

IV. GA Overview

V. Faculty and Staff Trend



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

Employee Type	Academic Period						
	Fall 2022	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017	Fall 2016
<b>Totals</b>	<b>2,799</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>
Full-time Faculty	680	680	704	727	713	714	691
Full-time Staff	1,739	1,668	1,679	1,738	1,702	1,665	1,657
Part-time Faculty	205	165	166	180	182	185	187
Part-time Staff	175	186	262	253	261	287	303

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

**Table HR 1.2 Employee by Race, Gender and Type**  
Fall 2022

Race/ethnicity	Gender	Employee Type		
		Totals	Faculty	Staff
<b>Totals</b>		<b>2,799</b>	<b>885</b>	<b>1,914</b>
Nonresident alien		57	20	37
American Indian or Alaska Native		12 *		10
Asian		111	66	45
Black or African American		384	54	330
Hispanic or Latino		86	28	58
Native Hawaiian or Other Pacific Islander		*	-	*
Race/ethnicity unknown		167	85	82
Two or more races		43	16	27
White		1,936	614	1,322

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

**Table HR 1.3 Employee by College/School, Gender and Type**  
Fall 2022

College/School	Gender	Employee Type		
		Totals	Faculty	Staff
<b>Totals</b>		<b>2,799</b>	<b>885</b>	<b>1,914</b>
Arts & Sciences		714	571	143
School of Business		144	70	74
School of Education		135	87	48
School of Law		167	97	70
School of Marine Science		338	51	287
Other		1301	9	1292

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

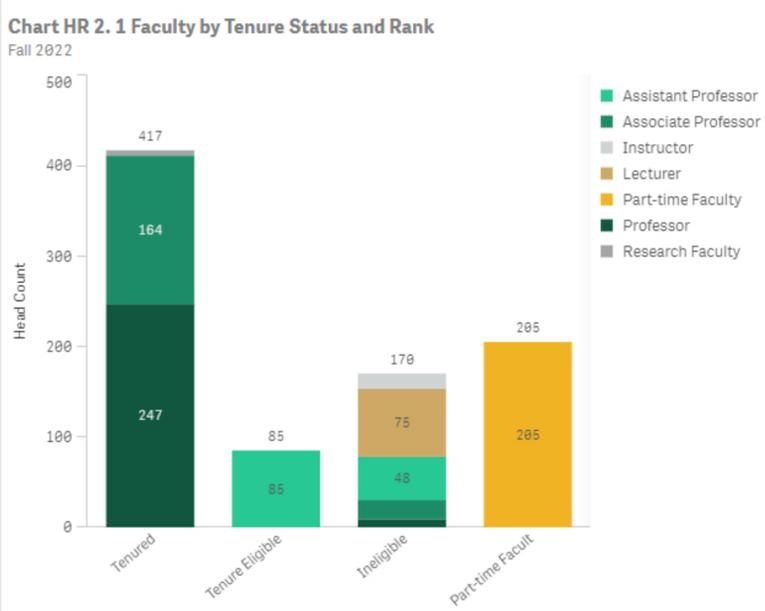
**Table HR 1.4 Employee by Age, Full/part-time, and Type**  
Fall 2022

Age	Employee Type				
	Totals	Full-time Staff	Full-time Faculty	Part-time Staff	Part-time Faculty
<b>Totals</b>	<b>2,799</b>	<b>1,739</b>	<b>680</b>	<b>175</b>	<b>205</b>
30 or Below	262	192	7	51	12
31-40	590	417	114	17	42
41-50	644	363	207	23	51
51-60	716	454	200	27	35
61-70	486	294	123	32	37
Over 70	101	19	29	25	28

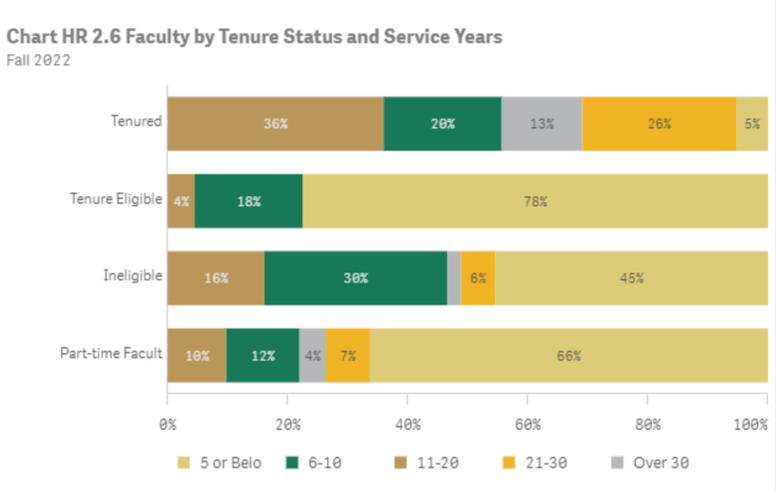
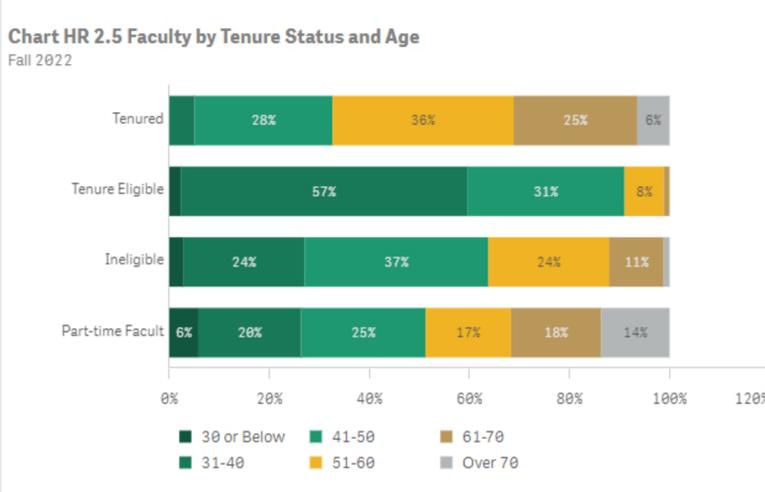
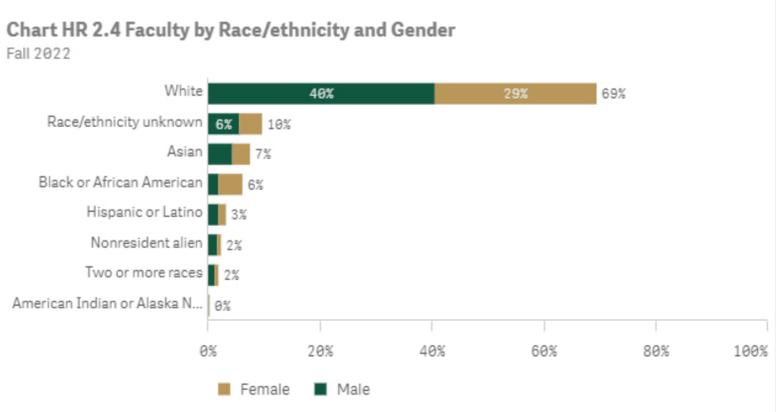
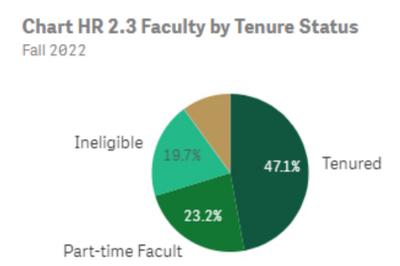
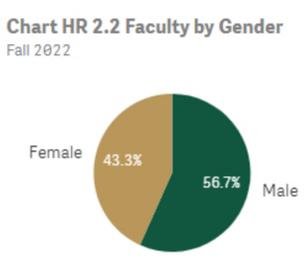
Cell values less than 5 will be displayed as an asterisk \*

II. Faculty Overview

School/College Full/Part-time Tenure Status Faculty Type



Cell values less than 5 will not be displayed



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

Fall 2022

Rank	Tenure Status				
	Totals	Tenured	Tenure Eligible	Ineligible	Part-time Facult
<b>Totals</b>	<b>885</b>	<b>417</b>	<b>89</b>	<b>174</b>	<b>205</b>
Professor	259	247	*	9	-
Associate Professor	186	164	*	21	-
Assistant Professor	133	-	85	48	-
Research Faculty	10	6	-	*	-
Lecturer	75	-	-	75	-
Instructor	17	-	-	17	-
Part-time Faculty	205	-	-	-	205

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

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

Fall 2022

Race/ethnicity	Gender		
	Totals	Female	Male
<b>Totals</b>	<b>885</b>	<b>383</b>	<b>502</b>
Nonresident alien	20	6	14
American Indian or Alaska Native	*	*	*
Asian	66	28	38
Black or African American	54	38	16
Hispanic or Latino	28	12	16
Race/ethnicity unknown	85	36	49
Two or more races	16	6	10
White	614	256	358

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

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

Fall 2022

Tenure Status	Age						
	Totals	30 or Below	31-40	41-50	51-60	61-70	Over 70
<b>Totals</b>	<b>885</b>	<b>19</b>	<b>156</b>	<b>258</b>	<b>235</b>	<b>160</b>	<b>57</b>
Tenured	417	-	21	115	151	103	27
Tenure Eligible	89	*	51	28	7	*	-
Ineligible	174	5	42	64	42	19	*
Part-time Facult	205	12	42	51	35	37	28

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

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

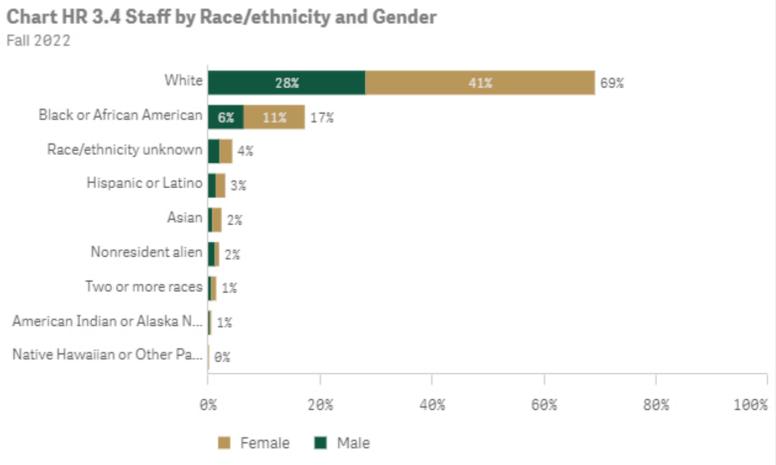
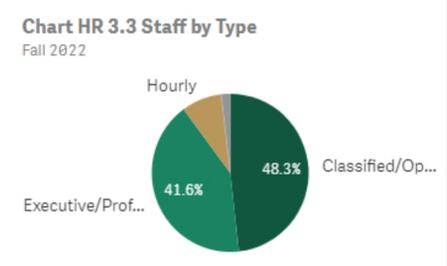
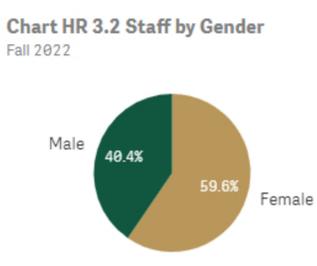
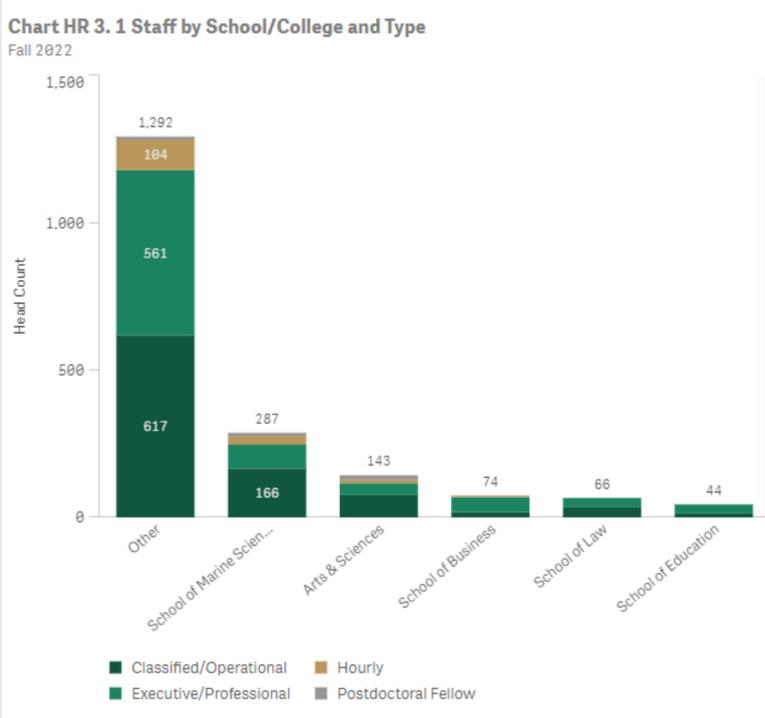
Fall 2022

Tenure Status	Service years					
	Totals	5 or Below	6-10	11-20	21-30	Over 30
<b>Totals</b>	<b>885</b>	<b>306</b>	<b>176</b>	<b>202</b>	<b>132</b>	<b>69</b>
Tenured	417	22	82	150	107	56
Tenure Eligible	89	69	16	*	-	-
Ineligible	174	79	53	28	10	*
Part-time Facult	205	136	25	20	15	9

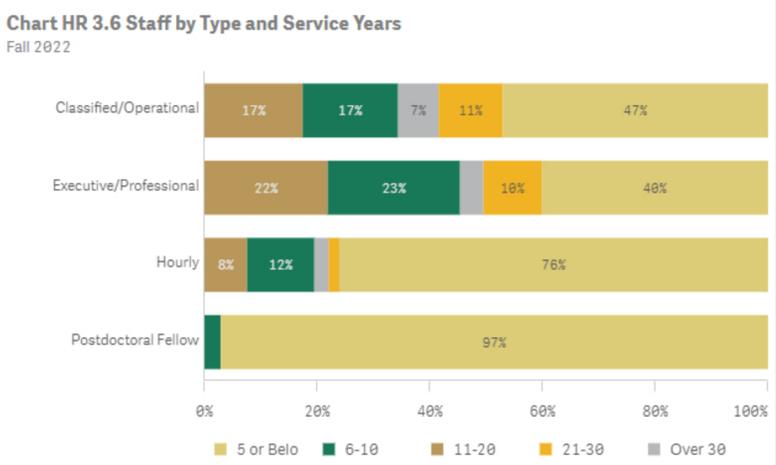
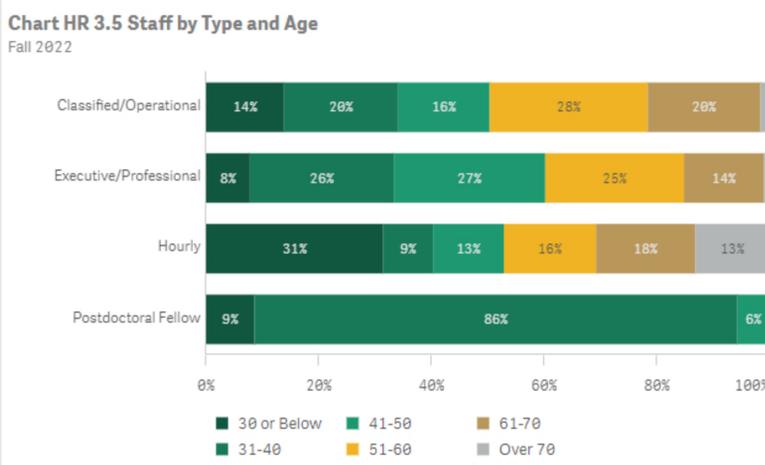
Cell values less than 5 will be displayed as an asterisk \*

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.**



Cell values less than 5 will not be displayed



### Table HR 3.1 Staff by School/College and Type

Fall 2022

School/College	Totals	Classified/Operational	Executive/Professional	Hourly	Postdoctoral Fellow
<b>Totals</b>	<b>1,914</b>	<b>924</b>	<b>796</b>	<b>159</b>	<b>35</b>
Arts & Sciences	143	76	40	13	14
School of Business	74	18	51	5	-
School of Education	48	13	31	*	-
School of Law	70	34	32	*	-
School of Marine Science	287	166	81	29	11
Other	1,292	617	561	104	10

### Table HR 3.2 Staff by Race/ethnicity and Gender

Fall 2022

Race/ethnicity	Totals	Female	Male
<b>Totals</b>	<b>1,914</b>	<b>1,141</b>	<b>773</b>
Nonresident alien	37	14	23
American Indian or Alaska Native	10	6	*
Asian	45	32	13
Black or African American	330	209	121
Hispanic or Latino	58	33	25
Native Hawaiian or Other Pacific Islander	*	*	-
Race/ethnicity unknown	82	43	39
Two or more races	27	17	10
White	1,322	784	538

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

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

### Table HR 3.3 Staff by Type and Age

Fall 2022

Staff Type	Totals	30 or Below	31-40	41-50	51-60	61-70
<b>Totals</b>	<b>1,914</b>	<b>243</b>	<b>434</b>	<b>386</b>	<b>481</b>	<b>326</b>
Classified/Operational	924	128	187	150	259	185
Executive/Professional	796	62	203	214	196	113
Hourly	159	50	14	20	26	28
Postdoctoral Fellow	35	*	30	*	-	-

### Table HR 3.4 Staff by Type and Service Years

Fall 2022

Staff Type	Totals	5 or Below	6-10	11-20	21-30	Over 30
<b>Totals</b>	<b>1,914</b>	<b>910</b>	<b>363</b>	<b>347</b>	<b>190</b>	<b>104</b>
Classified/Operational	924	435	156	161	105	67
Executive/Professional	796	320	187	174	82	33
Hourly	159	121	19	12	*	*
Postdoctoral Fellow	35	34	*	-	-	-

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

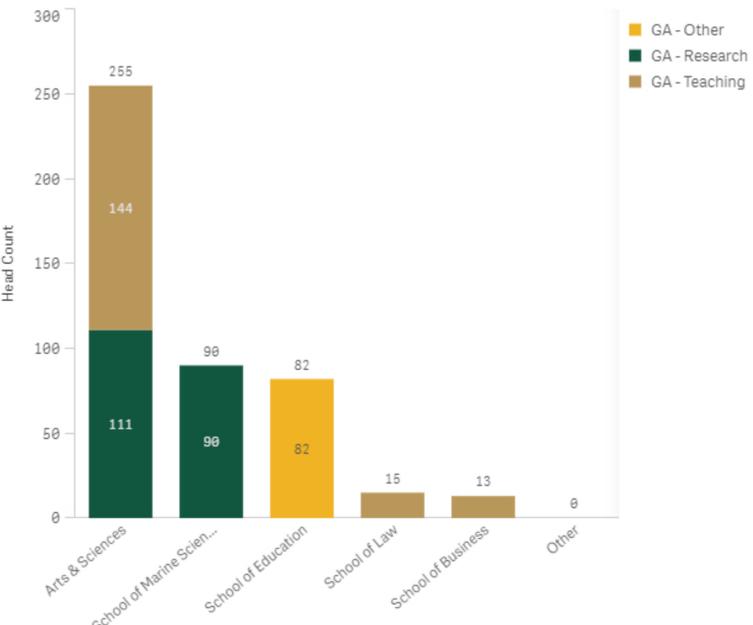
Cell values less than 5 will be displayed as an asterisk \*

VI. GA Overview

School/College

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

Fall 2022



Cell values less than 5 will not be displayed

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

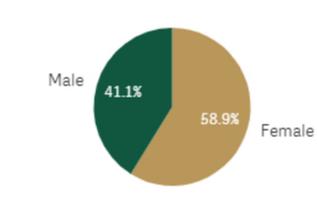
Fall 2022

School/College	GA Type			
	Totals	GA - Research	GA - Teaching	GA - Other
<b>Totals</b>	<b>457</b>	<b>203</b>	<b>172</b>	<b>82</b>
Arts & Sciences	255	111	144	-
School of Marine Science	90	90	-	-
School of Education	83 *	-	-	82
School of Law	15	-	15	-
School of Business	13	-	13	-
Other	*	*	-	-

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

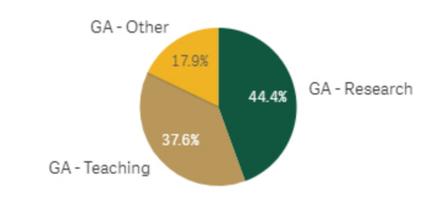
**Chart HR 4.2 GA by Gender**

Fall 2022



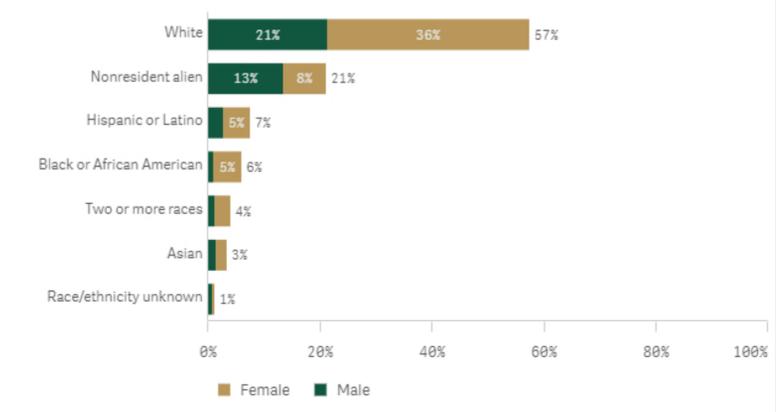
**Chart HR 4.3 GA by Type**

Fall 2022



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

Fall 2022



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

Fall 2022

Race/ethnicity	Gender		
	Totals	Male	Female
<b>Totals</b>	<b>457</b>	<b>188</b>	<b>269</b>
Nonresident alien	96	61	35
Asian	15	6	9
Black or African American	27 *	-	23
Hispanic or Latino	34	12	22
Race/ethnicity unknown	5 *	-	*
Two or more races	18	5	13
White	262	97	165

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

## V. Faculty and Staff Trend

**Table HR 5.1 Faculty and Staff Headcount (2010-2022)**

Faculty / Staff	Fall 2022		Fall 2021		Fall 2020		Fall 2019		Fall 2018		Fall 2017		Fall 2016		Fall 2015	
	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>2,419</b>	<b>837</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>Faculty</b>	<b>680</b>	<b>205</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>
Research	10	-	8	-	10	-	11	-	11	-	11	-	7	5	13	*
Instructional	670	205	672	165	694	166	716	180	702	182	703	185	684	182	668	154
<b>Staff</b>	<b>1,739</b>	<b>175</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>
Postdoctoral Fellow	35	-	31	-	30	-	27	*	25	*	21	*	27	*	31	*
All Other	1,704	175	1,637	186	1,649	262	1,711	252	1,677	260	1,644	284	1,630	302	1,594	369
<b>GA</b>	<b>-</b>	<b>457</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>
All Other	-	457	-	478	-	449	-	493	-	515	-	665	-	718	-	822

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 (2010-2022)**

Faculty Rank	Academic Period													
	Fall 2022	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>670</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>377</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	164	166	173	172	168	165	162	157	156	160	161	162	163	
Associate Professor	112	116	112	109	113	111	115	109	109	97	104	109	106	
Assistant Professor	65	68	81	94	93	96	93	107	105	101	91	89	86	
Lecturer	30	26	28	32	31	31	26	23	15	5	5	*	6	
Instructor	6	6	6	8	5	7	10	11	15	23	18	13	17	
<b>Female</b>	<b>293</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	95	88	92	88	87	85	79	76	70	64	67	62	60	
Associate Professor	74	79	83	81	82	76	79	81	83	83	83	79	83	
Assistant Professor	68	68	61	70	67	73	70	66	67	70	74	73	69	
Lecturer	45	44	45	47	44	43	36	26	24	5	6	6	5	
Instructor	11	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 (2010-2022)**

Race/Ethnicity	Academic Period													
	Fall 2022	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>670</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	17	19	26	39	39	36	35	25	20	23	19	20	18	
American Indian or Alaska Native	*	*	*	*	*	*	*	*	*	*	*	*	*	
Asian	61	53	47	48	41	39	36	35	35	34	37	34	34	
Black or African American	34	32	31	29	27	27	23	22	22	19	20	19	21	
Hispanic or Latino	24	24	24	21	20	20	19	14	16	16	16	14	12	
Race/ethnicity unknown	61	57	55	52	51	48	46	44	29	21	27	18	13	
Two or more races	10	7	7	8	8	8	9	8	7	7	-	-	-	
White	462	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 (2010-2022)**

Race/Ethnicity	Academic Period													
	Fall 2022	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>670</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	17	19	26	39	39	36	35	25	20	23	19	20	18	
American Indian or Alaska Native	*	*	*	*	*	*	*	*	*	*	*	*	*	
Asian	61	53	47	48	41	39	36	35	35	34	37	34	34	
Black or African American	34	32	31	29	27	27	23	22	22	19	20	19	21	
Hispanic or Latino	24	24	24	21	20	20	19	14	16	16	16	14	12	
Race/ethnicity unknown	61	57	55	52	51	48	46	44	29	21	27	18	13	
Two or more races	10	7	7	8	8	8	9	8	7	7	-	-	-	
White	462	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 (2010-2022)**

Faculty Rank	Academic Period													
	Fall 2022	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>500</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>411</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	247	242	253	249	248	245	236	229	223	222	225	221	220	
Associate Professor	164	171	172	167	172	165	174	176	175	165	167	171	179	
Assistant Professor	-	-	-	-	-	-	-	-	-	*	-	-	-	
<b>Tenure Eligible</b>	<b>89</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	85	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	65,006	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