

Annual FTES by Teaching Department

School and Department by Course Level

Academic Years 1987-88 to 1991-92

Academic Unit	Undergraduate Level Courses					Graduate Level Courses					Total Courses				
	87/88	88/89	89/90	90/91	91/92	87/88	88/89	89/90	90/91	91/92	87/88	88/89	89/90	90/91	91/92
Mathematics	343	307	307	290	287	11	13	15	18	13	354	320	322	308	300
Military Sci	17	18	15	8	8	0	0	0	0	0	17	18	15	8	8
Modern Lang	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Music	117	136	141	139	137	0	0	0	0	0	117	136	141	139	137
Philosophy	175	191	194	188	193	0	0	0	0	0	175	191	194	188	192
Phys Ed/Kine	234	240	252	254	246	0	0	0	0	0	234	240	252	254	246
Physics	119	128	133	139	175	45	54	54	57	58	164	182	187	196	232
Portugese	5	2	3	1	7	0	0	0	0	0	5	2	3	1	7
Psychology	371	362	389	339	355	26	33	36	42	41	397	395	425	381	397
Religion	118	130	118	125	111	0	0	0	0	0	118	130	118	125	111
Russian	33	42	49	48	43	0	0	0	0	0	33	42	49	48	43
Sociology	154	149	174	194	200	10	7	11	11	11	164	156	185	205	211
Spanish	147	136	152	139	145	0	0	0	0	0	147	136	152	139	144
Speech	28	24	26	29	28	0	0	0	0	0	28	24	26	29	29
Theatre	102	78	82	76	82	0	0	0	0	0	102	78	82	76	82
A & S Total	4895	4958	5111	5045	5114	310	318	356	396	422	5067	5276	5467	5441	5571
Arts & Science	4895	4958	5111	5045	5114	310	318	356	396	422	5205	5276	5467	5441	5571
Business	440	475	461	398	347	340	348	404	444	454	780	823	865	842	801
Education	167	158	135	89	91	363	408	425	428	407	530	566	560	517	498
Law	0	0	0	0	0	561	573	605	619	625	561	573	605	619	625
Marine Science	0	1	1	1	1	90	95	91	85	89	90	96	92	86	90
W & M Total	5502	5594	5708	5533	5569	1664	1742	1881	1972	2018	7166	7336	7589	7505	7587

Note: Discrepancies in totals due to rounding.

Source: SCHEV BITNET.SDM Files, WOIRDPH.CONTRIB.SAS; UDBS3P12.D

Summer Semester Headcounts and FTES

By Student Level

Summer Sessions, 1984 through 1991

Level/ School	1984		1985		1986		1987		1988		1989		1990		1991	
	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
Undergraduate																
Lower	124	25	144	27	123	22	174	33	149	27	132	23	145	24	131	24
Upper	755	163	645	136	628	130	660	135	740	156	762	160	652	134	676	145
Total	879	188	789	163	751	152	834	168	889	183	894	183	797	158	807	168
Professional																
First Graduate	98	16	124	18	91	15	75	12	170	28	74	10	70	11	80	11
Arts & Science	65	11	79	13	57	11	58	8	24	5	34	5	36	5	26	3
Business	125	30	90	22	122	31	151	36	160	38	183	43	209	51	231	54
Education	138	29	121	22	111	21	124	24	196	38	187	39	210	42	231	46
Law	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Marine Science	55	4	57	5	56	4	51	8	50	8	41	6	44	6	50	7
Total	383	74	347	62	346	67	384	76	430	89	445	93	500	104	538	110
Adv. Graduate																
Arts & Science	6	1	13	2	7	1	10	1	6	1	4	1	6	1	15	2
Education	81	15	78	15	75	12	68	10	73	11	82	13	68	11	82	14
Marine Science	41	3	37	3	44	4	41	7	37	6	46	7	46	7	43	7
Total	128	19	128	20	126	17	119	18	116	18	132	21	120	19	140	23
Unclassified																
Undergraduate	239	36	201	36	188	29	207	34	151	23	265	40	178	29	216	36
Graduate	170	26	262	38	286	38	242	40	247	44	331	64	380	73	408	76
Total	409	62	463	74	474	67	449	74	398	67	596	104	558	102	624	112
College Total	1,897	359	1,851	337	1,788	318	1,861	348	2,003	385	2,141	411	2,045	394	2,189	424

Note: Includes both On and Off Campus Headcount and FTES. All Summer headcount is reported as Part-time. Discrepancies in totals are due to rounding.
 Source: SCHEV Form B2/B3 and SDM Consumption Reports; UDBS3P13.WQ1.

The Full-Time Faculty

W & M

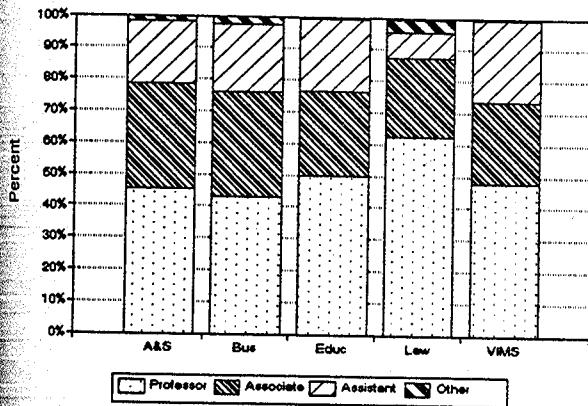
College of William and Mary

The Fulltime Faculty Summary

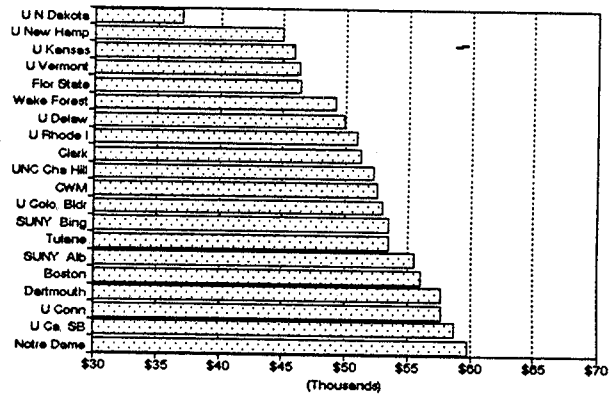
Academic Year 1991-92

	Professor	Associate	Assistant	Other	Total
Arts & Sciences	136	100	59	5	300
Business	18	14	9	1	42
Education	15	8	7	0	30
Law	15	6	2	1	24
Marine Science	24	13	13	0	50
Other	1	1	0	0	2
Total	209	142	90	7	448

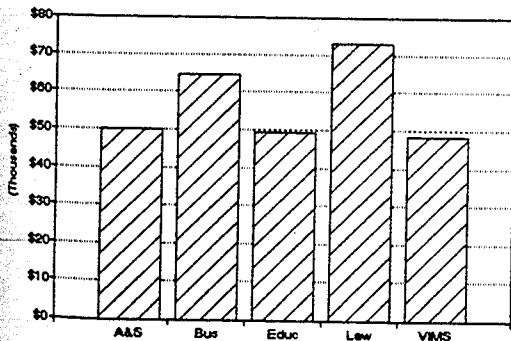
**Faculty Rank Distribution
By School**



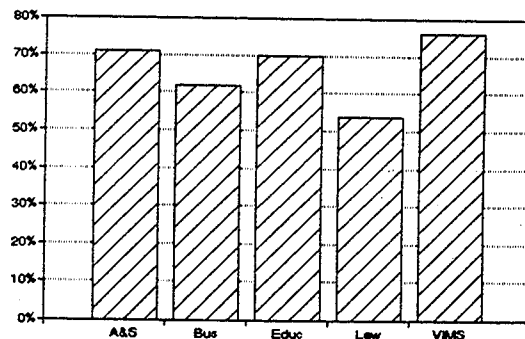
**Faculty Salary Average, 1991-92
Peer Group**



**Average Faculty Salary
By School**



**Percent of Faculty Tenured
By School**



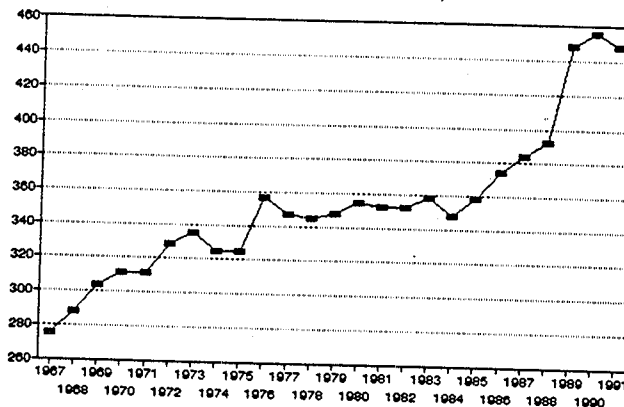
College of William and Mary

The Fulltime Faculty

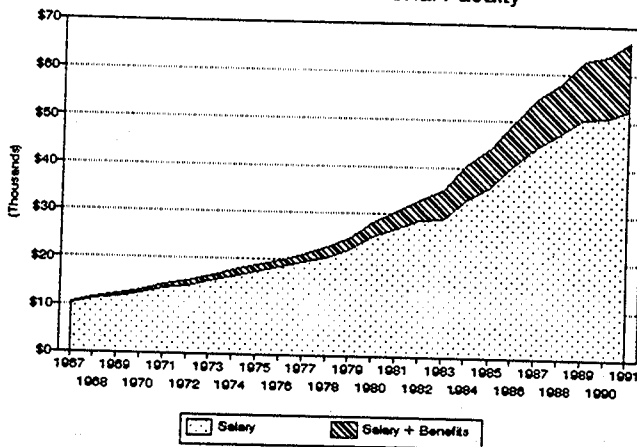
Summary

Historical Information

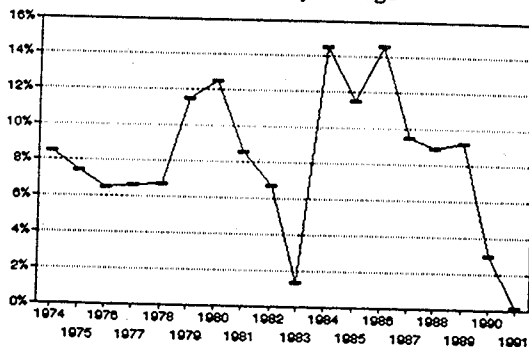
Full-Time Instructional Faculty (as reported to AAUP)



Average Salary and Compensation for Full-Time Instructional Faculty



Percent Salary Increase of AAUP Salary Average



Instructional Faculty Profile

Fall Semester 1991

Academic Unit	Full-Time Faculty						Annual Salary	Tenured
	FTEF	Total	Prof.	Assoc.	Assist.	Other		
American Studies	4.00	4	3	1	0	0	\$68,073	75.0%
Anthropology	9.00	9	5	2	1	1	\$46,275	55.6%
Biology	21.00	21	14	3	4	0	\$51,923	85.7%
Charles Center	1.00	1	0	0	1	0	*	0.0%
Chemistry	13.00	13	9	3	1	0	\$58,148	76.9%
Classical Studies	4.00	4	2	1	1	0	\$47,745	75.0%
Commonwealth Centers	4.00	4	0	0	4	0	\$20,456	0.0%
Computer Science	12.00	12	4	5	3	0	\$58,750	75.0%
Economics	18.00	18	7	7	3	1	\$50,682	72.2%
English	24.00	24	8	6	10	0	\$41,724	54.2%
Fine Arts	7.00	7	2	5	0	0	\$47,577	85.7%
Geology	4.00	4	3	1	0	0	\$56,568	100.0%
Government	18.00	18	9	3	5	1	\$49,082	61.1%
History	20.00	20	13	5	2	0	\$59,786	80.0%
Kinesiology	22.00	22	6	11	4	1	\$40,840	54.5%
Mathematics	13.00	13	3	9	1	0	\$52,579	69.2%
Modern Language	29.00	29	4	15	9	1	\$39,955	55.2%
Music	4.00	4	1	1	2	0	\$41,323	50.0%
Philosophy	10.00	10	6	4	0	0	\$53,353	90.0%
Physics	22.00	22	18	2	2	0	\$62,674	86.4%
Psychology	15.00	15	8	4	3	0	\$46,523	80.0%
Religion	8.00	8	5	1	2	0	\$58,514	75.0%
Sociology	11.00	11	4	7	0	0	\$51,249	100.0%
Theatre & Speech	7.00	7	2	4	1	0	\$48,558	85.7%
Arts & Sciences	300.00	300	136	100	59	5	\$49,950	71.0%
Bus. Administration	42.00	42	18	14	9	1	\$64,648	61.9%
Education	30.00	30	15	8	7	0	\$49,415	70.0%
Law	24.00	24	15	6	2	1	\$72,932	53.8%
Marine Science	50.00	50	24	13	13	0	\$48,480	76.0%
Other	2.00	2	1	1	0	0	*	
College Total	448.00	448	209	142	90	7	\$52,494	69.6%

* In an effort to maintain confidentiality, mean salary has been omitted due to the small headcount.

NOTE: 12 month salaries have been adjusted down 18.2%

NOTE: Figures do not include faculty on Educational Leave (to match AAUP figures). FTEF = Full-Time Equivalent Faculty.

Source: As reported to AAUP; UDBS4P1.WQ1; pro10901.sas, 12/01/91 HRS

Instructional Faculty By Rank, School, and Discipline

Fall Semester 1991

Rank/School	Head-Count	Salary Average	Highest Salary	Lowest Salary	Tenured
Professor					
Arts & Sciences					
American Studies	3	\$74,588	\$81,078	\$67,000	100.0%
Anthropology	5	\$53,824	\$61,176	\$46,863	100.0%
Biology	14	\$58,298	\$72,647	\$47,941	100.0%
Chemistry	9	\$65,265	\$85,000	\$49,902	100.0%
Classical Studies	2	*	*	*	100.0%
Computer Science	4	\$67,427	\$86,961	\$55,098	100.0%
Economics	7	\$61,611	\$86,176	\$50,000	100.0%
English	8	\$53,909	\$60,196	\$47,353	100.0%
Fine Arts	2	*	*	*	100.0%
Geology	3	\$62,515	\$74,800	\$53,431	100.0%
Government	9	\$61,114	\$83,333	\$47,549	100.0%
History	13	\$67,279	\$85,098	\$47,059	84.6%
Kinesiology	6	\$48,873	\$56,667	\$25,000	83.3%
Mathematics	3	\$72,320	\$100,588	\$45,711	66.7%
Modern Languages	4	\$46,176	\$58,725	\$20,000	75.0%
Music	1	*	*	*	100.0%
Philosophy	6	\$61,258	\$81,176	\$46,765	100.0%
Physics	18	\$66,209	\$85,490	\$50,784	100.0%
Psychology	8	\$52,316	\$58,529	\$43,039	100.0%
Religion	5	\$72,862	\$79,118	\$58,529	100.0%
Sociology	4	\$52,083	\$61,667	\$42,843	100.0%
Theatre and Speech	2	*	*	*	100.0%
Arts & Sciences Total	136	\$61,046	\$100,588	\$20,000	96.3%
School of Business	18	\$77,307	\$100,294	\$50,294	94.4%
School of Education	15	\$58,742	\$78,725	\$47,745	100.0%
School of Law	15	\$83,932	\$115,000	\$62,745	87.5%
School of Marine Science	24	\$56,069	\$85,300	\$45,711	100.0%
Other	1	\$83,039	\$83,039	\$83,039	
College Total	209	\$63,457	\$115,000	\$20,000	96.2%

* In an effort to maintain confidentiality, mean salary has been omitted due to the small headcount.

NOTE: 12 month salaries adjusted down by 18.2%.

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Instructional Faculty By Rank, School, and Discipline

Fall Semester 1991

Rank/School	Head-Count	Salary Average	Highest Salary	Lowest Salary	Tenured
Associate Professor					
Arts & Sciences					
American Studies	1	*	*	*	0.0%
Anthropology	2	*	*	*	0.0%
Biology	3	\$43,889	\$47,353	\$42,059	100.0%
Chemistry	3	\$46,144	\$59,412	\$39,314	33.3%
Classical Studies	1	*	*	*	100.0%
Computer Science	5	\$57,588	\$66,176	\$53,529	100.0%
Economics	7	\$48,305	\$63,235	\$38,824	85.7%
English	6	\$44,412	\$49,608	\$39,314	83.3%
Fine Arts	5	\$44,000	\$46,176	\$41,176	80.0%
Geology	1	*	*	*	100.0%
Government	3	\$46,863	\$55,294	\$36,078	66.7%
History	5	\$52,102	\$54,627	\$48,137	100.0%
Kinesiology	11	\$40,077	\$51,667	\$29,720	54.5%
Mathematics	9	\$47,941	\$55,392	\$37,451	77.8%
Modern Languages	15	\$42,889	\$50,980	\$26,471	80.0%
Music	1	*	*	*	100.0%
Philosophy	4	\$41,495	\$44,706	\$39,412	75.0%
Physics	2	*	*	*	50.0%
Psychology	4	\$47,330	\$50,294	\$45,000	100.0%
Religion	1	*	*	*	100.0%
Sociology	7	\$50,773	\$66,588	\$44,314	100.0%
Theatre and Speech	4	\$46,838	\$48,529	\$43,628	100.0%
Arts & Sciences Total	100	\$46,039	\$66,588	\$26,471	79.0%
School of Business	14	\$58,515	\$65,365	\$49,020	64.3%
School of Education	8	\$45,228	\$49,902	\$41,225	75.0%
School of Law	6	\$59,954	\$65,686	\$56,176	0.0%
School of Marine Science	13	\$46,600	\$55,415	\$34,965	84.6%
Other	1	\$65,196	\$65,196	\$65,196	
College Total	142	\$47,998	\$66,588	\$26,471	73.9%

* In an effort to maintain confidentiality, mean salary has been omitted due to the small headcount.

NOTE: 12 month salaries adjusted down by 18.2%.

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Instructional Faculty By Rank, School, and Discipline

Fall Semester 1991

Rank/School	Head-Count	Salary Average	Highest Salary	Lowest Salary	Tenured
Assistant Professor					
Arts & Sciences					
Anthropology	1	*	*	*	
Biology	4	\$35,637	\$40,588	\$30,392	0.0%
Charles Center	1	*	*	*	25.0%
Chemistry	1	*	*	*	0.0%
Classical Studies	1	*	*	*	0.0%
Commonwealth Centers	4	\$20,456	\$22,495	\$19,247	0.0%
Computer Science	3	\$49,118	\$57,157	\$45,098	0.0%
Economics	3	\$34,289	\$40,196	\$31,300	0.0%
English	10	\$30,364	\$36,765	\$25,980	0.0%
Government	5	\$33,352	\$38,980	\$29,412	0.0%
History	2	*	*	*	0.0%
Kinesiology	4	\$34,951	\$37,353	\$28,529	0.0%
Mathematics	1	*	*	*	25.0%
Modern Languages	9	\$33,851	\$50,444	\$27,451	0.0%
Music	2	*	*	*	11.1%
Physics	2	*	*	*	0.0%
Psychology	3	\$30,000	\$30,000	\$30,000	0.0%
Religion	2	*	*	*	0.0%
Theatre and Speech	1	*	*	*	0.0%
Arts & Sciences Total	59	\$32,675	\$57,157	\$19,247	5.2%
School of Business	9	\$51,830	\$56,275	\$46,078	0.0%
School of Education	7	\$34,212	\$38,500	\$30,882	0.0%
School of Law	2	*	*	*	0.0%
School of Marine Science	13	\$34,348	\$45,551	\$28,870	0.0%
College Total	90	\$35,723	\$57,157	\$19,247	23.1%
Other					
Arts & Sciences Total**	5	\$30,203	\$40,000	\$24,600	0.0%
School of Business	1	*	*	*	0.0%
School of Law	1	*	*	*	0.0%
College Total	7	\$31,990	\$40,000	\$24,600	0.0%

In an effort to maintain confidentiality, mean salary has been omitted due to the small headcount.

*The 'Other' breakdown for Arts & Sciences by Discipline is Anthropology (N=1), Economics (N=1), Government (N=1), Kinesiology (N=1), and Modern Languages (N=1).

NOTE: 12 month salaries adjusted down by 18.2%.

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Instructional Faculty By Rank, School, and Discipline

Fall Semester 1991

Rank/School	Head-Count	Salary Average	Highest Salary	Lowest Salary	Tenured
All Ranks					
Arts & Sciences					
American Studies	4	\$68,073	\$81,078	\$48,529	75.0%
Anthropology	9	\$46,275	\$61,176	\$29,412	55.6%
Biology	21	\$51,923	\$72,647	\$30,392	85.7%
Charles Center	1	*	*	*	0.0%
Chemistry	13	\$65,265	\$85,000	\$30,098	76.9%
Classical Studies	4	\$47,745	\$61,471	\$25,490	75.0%
Commonwealth Centers	4	\$20,456	\$22,495	\$19,247	0.0%
Computer Science	12	\$58,750	\$86,961	\$45,098	75.0%
Economics	18	\$50,682	\$86,176	\$31,300	72.2%
English	24	\$41,724	\$60,196	\$25,980	54.2%
Fine Arts	7	\$47,577	\$56,667	\$41,176	85.7%
Geology	4	\$56,568	\$74,800	\$38,725	100.0%
Government	18	\$49,082	\$83,333	\$26,100	61.1%
History	20	\$59,786	\$85,098	\$30,000	80.0%
Kinesiology	22	\$40,840	\$56,667	\$24,600	54.5%
Mathematics	13	\$52,579	\$100,588	\$35,098	69.2%
Modern Languages	29	\$39,955	\$58,725	\$20,000	55.2%
Music	4	\$41,323	\$61,078	\$30,784	50.0%
Philosophy	10	\$53,353	\$81,176	\$39,412	90.0%
Physics	22	\$62,674	\$85,490	\$43,235	86.4%
Psychology	15	\$46,523	\$58,529	\$30,000	80.0%
Religion	8	\$58,514	\$79,118	\$23,000	75.0%
Sociology	11	\$51,249	\$66,588	\$42,843	100.0%
Theatre and Speech	7	\$48,558	\$62,451	\$28,824	85.7%
Arts & Sciences Total	300	\$50,258	\$100,588	\$19,247	71.2%
School of Business	43	\$66,625	\$100,294	\$38,000	61.9%
School of Education	30	\$49,415	\$78,725	\$30,882	70.0%
School of Law	23	\$72,932	\$115,000	\$34,914	53.8%
School of Marine Science	50	\$48,480	\$85,300	\$28,870	76.0%
Other	2	\$74,118	\$83,039	\$65,196	
College Total	448	\$52,494	\$115,000	\$19,247	69.6%

* In an effort to maintain confidentiality, mean salary has been omitted due to the small headcount.

NOTE: 12 month salaries adjusted down by 18.2%.

Source: AAUP Salary Survey; pro10901.sas, 12/01/91 HRS

1991-92 Faculty Salary Average By Gender and Academic Rank

Rank	Institution	Male			Female			Total		
		Professor	Associate	Assistant	Professor	Associate	Assistant	Professor	Associate	Assistant
1	U. Notre Dame	\$75,700	\$53,200	\$45,600	\$73,000	\$50,600	\$42,500	\$75,600	\$52,800	\$44,700
2	U. California, Santa Barbara	\$74,000	\$49,300	\$42,900	\$62,900	\$46,400	\$40,100	\$73,000	\$48,600	\$41,900
3	U. Connecticut	\$69,900	\$52,800	\$43,100	\$64,000	\$51,100	\$41,900	\$69,200	\$52,400	\$42,600
4	Dartmouth College	\$74,500	\$52,200	\$42,100	\$63,500	\$47,100	\$39,300	\$73,300	\$49,700	\$41,400
5	Boston College	\$71,900	\$54,700	\$50,000	\$60,400	\$48,300	\$44,000	\$69,900	\$52,700	\$47,200
6	SUNY at Albany	\$71,400	\$52,400	\$41,200	\$68,100	\$49,900	\$37,100	\$71,200	\$51,800	\$39,100
7	Tulane University	\$68,400	\$50,700	\$41,500	\$59,800	\$49,800	\$36,800	\$67,500	\$50,500	\$40,300
8	SUNY at Binghamton	\$69,800	\$50,700	\$40,300	\$61,800	\$46,700	\$37,600	\$69,000	\$49,900	\$39,400
9	U. Colorado, Boulder	\$64,200	\$49,700	\$40,900	\$65,000	\$46,900	\$39,300	\$64,200	\$48,900	\$40,300
10	College of William and Mary	\$63,700	\$48,900	\$37,000	\$59,900	\$45,000	\$34,300	\$63,500	\$48,000	\$35,700
11	UNC, Chapel Hill	\$66,000	\$48,500	\$38,100	\$59,500	\$45,700	\$36,100	\$65,300	\$47,600	\$37,300
12	Clark University	\$64,800	\$47,300	\$41,100	\$68,300	\$43,600	\$38,600	\$65,300	\$46,300	\$40,000
13	U. Rhode Island	\$60,500	\$45,900	\$41,600	\$55,600	\$44,100	\$37,100	\$59,900	\$45,400	\$39,400
14	U. Delaware	\$67,200	\$49,000	\$40,500	\$58,600	\$47,000	\$37,000	\$66,200	\$48,400	\$38,900
15	Wake Forest University	\$61,300	\$50,300	\$37,300	\$56,200	\$41,200	\$37,300	\$60,700	\$48,800	\$37,300
16	Florida State University	\$56,600	\$41,300	\$37,300	\$51,300	\$37,600	\$34,900	\$56,000	\$40,100	\$36,400
17	U. Vermont	\$61,200	\$45,600	\$39,500	\$56,000	\$42,500	\$35,000	\$60,700	\$44,700	\$37,400
18	U. Kansas	\$54,600	\$41,400	\$34,900	\$49,300	\$38,300	\$33,400	\$54,100	\$40,600	\$34,300
19	U. New Hampshire	\$56,200	\$43,800	\$35,400	\$51,500	\$41,200	\$33,600	\$56,000	\$43,000	\$34,600
20	U. North Dakota	\$45,800	\$39,100	\$34,600	\$42,100	\$35,800	\$30,700	\$45,400	\$38,200	\$33,000

Note: Rank represents ranking for 91-92 year overall faculty salary average.
 Source: As reported to AAUP; UDBS4P3.WQ1

FTE Faculty Assigned to Teaching Activity

Fall Semesters 1976-1991

Academic Unit	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
Amer Studies										
Anthropology	6.59	7.09	6.09	7.42	8.44	8.17	8.92	8.67	8.92	0.25
App Science										9.92
Biology	17.92	17.92	17.92	19.67	17.67	18.67	18.67	18.67	18.67	18.67
Chemistry	10.87	10.87	10.87	9.87	9.87	11.12	11.12	10.97	10.77	10.02
Class Studies	3.67	3.67	3.67	3.87	3.87	4.12	3.87	3.87	4.12	4.20
Comnwith Centers										
Comp Science										
Economics	11.67	11.67	11.67	13.17	13.42	14.42	13.67	13.67	8.75	10.42
English	29.25	28.00	29.00	28.17	28.92	28.42	29.17	29.92	28.17	27.17
Fine Arts	8.42	8.42	8.47	9.22	8.92	8.87	9.17	8.67	9.67	10.17
Geology	4.67	4.67	4.67	4.67	4.67	4.67	4.67	4.67	4.67	4.67
Government	12.35	12.10	12.10	12.87	11.87	12.17	13.34	12.67	12.92	12.67
History	19.50	19.88	22.03	19.28	20.53	21.54	22.50	22.25	23.50	21.42
Interdisc								0.50		1.00
Mathematics	18.59	18.59	18.84	18.60	18.85	18.26	18.91	20.51	12.00	15.01
Mod Language	26.67	27.67	26.17	24.42	25.17	26.27	26.82	27.07	27.67	28.67
Music	5.67	6.67	6.67	5.67	5.67	5.67	5.62	5.67	5.67	4.67
Philosophy	8.67	8.67	8.67	8.67	10.17	8.67	8.67	8.67	8.67	8.67
Phys Ed/Kine	17.04	16.25	17.11	17.65	18.05	16.82	16.77	15.69	18.99	19.61
Physics	21.92	18.92	18.92	18.17	19.92	18.87	19.42	18.12	20.12	19.87
Psychology	12.92	13.67	13.32	13.67	13.67	13.67	13.92	14.67	14.17	14.67
Religion	3.87	3.87	5.67	5.17	4.67	5.17	5.17	5.67	4.27	5.92
Sociology	12.67	12.67	12.67	12.67	12.67	12.67	12.17	11.67	11.67	11.67
Theatre & Sp	7.17	6.00	6.25	6.00	6.00	6.50	5.67	6.67	5.92	7.57
A&S Total	260.10	257.27	260.78	258.90	263.02	264.74	268.24	268.94	272.98	280.58
Business	27.84	28.42	30.83	33.77	38.42	39.99	38.32	39.78	39.99	40.20
Education	29.17	29.67	29.30	29.30	28.80	29.82	28.80	28.25	31.25	28.32
Law	21.75	24.50	21.75	21.50	22.50	23.75	24.75	25.75	27.75	23.25
Marine Science										
Evening College	4.31	3.33	5.66	5.25	5.50	3.75	1.00	2.75		15.10
W&M Total	343.17	343.19	348.32	348.72	358.24	362.05	361.11	365.47	371.97	387.45

(Continued on next page).

FTE Faculty Assigned to Teaching Activity

Fall Semesters 1976-1991

Academic Unit	1986	1987	1988	1989	1990	1991
Amer Studies	0.25	0.55	1.40	1.60	2.20	3.67
Anthropology	8.92	8.67	9.97	8.87	9.07	9.27
App Science						0.07
Biology	18.67	18.67	17.87	17.67	17.94	20.67
Chemistry	11.17	10.30	12.04	12.00	11.80	12.85
Class Studies	4.17	5.55	4.67	5.20	5.20	4.14
Cmnwth Centers			5.53	9.00	9.00	4.88
Comp Science	12.92	13.17	12.67	13.01	13.47	12.34
Economics	13.67	15.67	16.77	16.67	20.67	18.07
English	27.82	26.17	29.57	34.52	31.27	29.91
Fine Arts	9.17	11.77	9.53	10.75	9.47	10.07
Geology	4.92	4.67	4.90	4.94	4.94	4.14
Government	14.79	15.92	16.74	15.50	18.20	17.94
History	20.02	22.00	22.12	20.27	20.67	21.07
Interdisc	1.25	1.00	1.00	1.00	0.00	1.00
Mathematics	12.50	13.75	15.21	16.61	15.88	15.54
Mod Language	28.92	29.42	32.36	34.92	33.20	37.31
Music	5.17	4.67	7.08	7.51	6.84	6.42
Philosophy	9.67	8.67	9.47	10.17	9.27	10.07
Phys Ed/Kine	19.17	19.45	15.01	15.97	14.61	25.21
Physics	19.87	21.97	23.77	22.67	22.67	21.67
Psychology	14.17	14.67	15.87	14.87	16.47	15.47
Religion	6.17	5.55	6.80	6.27	7.07	7.87
Sociology	10.67	10.67	10.87	11.27	12.67	11.67
Theatre & Sp	10.12	8.35	9.59	9.47	7.67	8.47
A & S Total	284.17	291.25	310.81	320.73	320.25	329.79
Business	43.07	45.03	44.62	44.29	44.33	43.47
Education	31.00	28.43	29.82	32.90	32.40	30.72
Law	24.50	27.88	23.26	25.31	27.23	30.23
Marine Science	7.30	6.68	8.28	10.28	11.18	50.13
Evening College						
W & M Total	390.04	399.26	416.79	433.51	435.39	484.34

NOTE: includes both full- and part-time faculty. Includes percentage of FTE effort coded to program 101 of all full-time faculty included in the calculation of state salary average (F0). Excluded are military science and faculty on educational leave (LWP).

NOTE: Commonwealth Centers include American History and Culture, Physics Centers, and Inst. of Early Amer History and Cultur

Source: Faculty Roster Files, Fall Semesters; UDBS4P4.WQ1.

Enrollment Derived FTE Faculty Positions

Fall Semesters 1977-1991

Academic Unit	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
Amer Studies										
Anthropology	9.62	7.91	8.07	8.40	7.46	0.45	0.50	1.10	1.05	1.11
App Science	1.63	1.96	1.98	2.37	2.38	8.58	8.64	9.00	8.54	10.31
Biology	20.13	19.95	19.98	19.19	18.14	2.13	2.15			
Chemistry	11.68	10.70	11.31	11.87	13.72	17.93	19.02	17.95	17.63	19.04
Class Studies	4.05	4.38	4.68	5.29	5.37	13.07	12.94	11.36	12.55	11.55
Comp Science						5.28	5.37	5.77	5.20	4.74
Economics	20.51	21.53	21.13	22.52	22.62	22.21		10.97	11.33	9.96
English	26.53	26.31	24.11	24.85	25.58	25.44	21.56	21.23	20.27	21.90
Fine Arts	9.71	11.07	10.55	11.79	11.16	25.00	25.00	24.17	24.30	25.79
Geology	8.77	8.78	4.40	4.29	4.89	10.34	9.16	10.18	11.83	12.02
Government	16.52	15.12	15.27	14.52	13.53	5.38	5.46	4.18	4.14	4.49
History	19.36	18.00	17.92	17.70	16.62	14.14	15.98	14.81	16.77	19.87
Honors	1.35	1.11	1.1	0.65	0	17.42	18.89	20.41	20.21	20.65
Interdisc	0.30	0.11	0.07	0.00	0.12	1.25	1.02	1.02	1.29	1.27
Mathematics	20.68	20.22	20.18	21.20	20.81	0.14	0.57	0.21	0.33	0.49
Military Sci	0.54	0.5	0.63	0.56	0.48	21.29	22.26	18.24	17.90	19.18
Mod Language	24.83	28.73	27.80	30.62	31.25	0.56	1.03	0.74	0.87	1.12
Music	9.53	8.25	7.84	7.87	8.07	32.29	33.07	33.25	31.43	32.88
Philosophy	10.70	10.31	10.47	11.08	9.62	8.15	6.60	6.15	6.22	6.34
Phys Ed/Kine	16.48	15.54	13.74	12.60	11.26	9.31	9.85	10.68	10.68	11.80
Physics	10.99	10.03	12.16	10.96	12.20	10.93	11.56	11.31	11.31	12.22
Psychology	17.53	18.45	15.08	16.10	17.14	12.12	13.15	13.03	11.50	12.83
Religion	5.27	6.30	5.62	5.44	6.68	15.52	15.61	17.80	18.36	21.77
Sociology	12.15	11.55	12.73	11.09	9.92	6.69	7.76	5.91	7.11	6.26
Theatre & Sp	4.93	5.50	5.58	5.41	6.07	10.07	10.29	8.52	8.35	8.35
A & S Total	285.07	277.98	273.27	276.37	275.83	7.51	7.83	8.08	8.46	10.32
Business	54.07	52.26	55.75	60.21	59.28	278.90	285.92	286.25	288.51	306.82
Education	35.84	39.03	35.83	35.11	31.31	58.03	62.57	61.28	58.29	59.53
Law	24.73	25.04	25.91	27.42	28.85	32.38	29.06	31.52	33.34	38.65
Marine Science	4.26	4.83	7.42	5.40	7.62	30.04	28.39	28.49	27.42	28.00
W & M Total	403.97	399.14	398.18	404.51	402.89	7.25	11.12	9.85	10.46	10.36
(Continued on the next page).						406.60	417.06	417.39	418.02	443.36

Enrollment Derived FTE Faculty Position

Fall Semesters 1977-1991

Academic Unit	1987	1988	1989	1990	1991
Amer Studies	1.32	2.39	2.27	4.13	4.02
Anthropology	12.61	12.27	11.24	12.31	12.35
App Science				0.48	2.19
Biology	18.09	16.05	17.78	19.61	20.77
Chemistry	12.60	13.61	14.83	15.35	15.87
Class Studies	6.43	5.37	6.46	5.98	5.73
Comp Science	10.34	10.59	11.37	11.60	13.32
Economics	23.24	24.26	21.61	20.22	17.37
English	27.91	30.81	31.99	31.53	33.24
Fine Arts	12.33	12.61	13.77	13.79	13.27
Geology	4.46	3.95	3.91	4.48	5.38
Government	21.55	22.84	23.19	24.34	25.29
History	22.19	21.90	24.99	26.49	23.66
Honors	1.26	2.18	1.76	1.46	1.28
Interdisc	0.30	0.04	0.47	0.74	0.52
Mathematics	19.06	17.64	18.64	17.96	16.89
Military Sci	1.19	1.12	1.41	0.58	0.59
Mod Language	31.78	31.96	35.38	34.38	35.48
Music	7.37	8.49	10.39	9.30	9.66
Philosophy	9.97	10.42	11.14	10.06	10.96
Phys Ed/Kine	11.33	11.11	11.80	11.95	11.26
Physics	13.00	14.57	14.81	14.86	17.62
Psychology	22.70	25.05	26.31	23.32	24.79
Religion	7.16	7.13	6.95	7.79	7.09
Sociology	9.75	8.86	10.15	11.27	11.40
Theatre & Sp	8.90	7.55	8.06	6.86	7.58
A & S Total	316.84	324.55	340.68	340.84	350.83
Business	58.36	59.48	59.78	63.84	62.83
Education	42.75	45.16	44.58	41.87	40.41
Law	28.78	28.73	30.56	30.72	31.18
Marine Science	10.85	12.00	12.22	10.67	11.58
W & M Total	457.58	469.92	487.82	487.93	496.83

NOTE: Figures based on state formula. SCHEV does not fund at 100 percent of the formula derived positions.
 Source: SDM Contribution Reports and Data Files, Fall Semesters; UDBS4P5.WQ1.

Average Salary Compensation for Full-Time Instructional Faculty

By Rank and All Ranks Combined - As Reported to AAUP

Year	Professor			Associate Professor			Assistant Professor			All Ranks Combined*		
	Number	Salary	Comp.	Number	Salary	Comp.	Number	Salary	Comp.	Number	Salary	Comp.
1967-68	60	13,446	13,775	63	10,948	11,270	97	9,014	9,330	275	10,088	10,407
1968-69	67	14,591	15,008	70	11,722	12,130	115	9,640	10,042	288	11,068	11,475
1969-70	71	15,736	16,156	83	12,280	12,690	113	10,151	10,555	304	11,789	12,196
1970-71	70	16,633	17,148	90	12,968	13,374	119	10,876	11,375	311	12,535	13,036
1971-72	75	17,615	18,646	108	13,558	14,460	106	11,456	12,290	311	13,492	14,391
1972-73	85	18,662	19,803	118	14,011	15,062	108	11,863	12,866	329	14,261	15,310
1973-74	88	19,688	20,992	125	15,036	16,248	109	12,509	13,632	335	15,238	16,434
1974-75	92	20,657	22,124	124	16,027	17,379	98	13,015	14,244	325	16,247	17,585
1975-76	97	21,877	23,442	122	17,153	18,601	98	13,789	15,104	325	17,409	18,844
1976-77	110	23,104	24,867	134	17,729	19,360	102	14,619	16,073	357	18,294	19,902
1977-78	115	24,065	25,892	140	18,483	20,183	84	15,208	16,737	347	19,414	21,106
1978-79	128	24,959	27,248	132	19,454	21,553	78	15,799	17,642	345	20,553	22,655
1979-80	136	26,799	29,479	130	21,103	23,476	73	16,862	18,844	348	22,285	24,681
1980-81	150	29,582	33,052	132	23,750	26,816	65	18,703	21,234	355	25,119	28,238
1981-82	149	31,273	35,429	139	25,498	29,104	55	19,767	22,710	352	26,791	30,496
1982-83	162	33,122	37,983	124	26,893	31,263	53	21,382	24,995	352	28,536	32,965
1983-84	162	33,255	40,437	129	27,255	33,380	52	21,761	26,836	358	28,741	35,109
1984-85	161	37,660	46,136	122	30,986	38,270	53	25,140	31,230	348	32,802	40,376
1985-86	165	41,382	50,677	121	33,956	41,956	61	27,552	34,255	358	35,946	44,252
1986-87	171	46,962	57,310	123	38,836	47,847	67	30,228	37,508	374	40,505	49,715
1987-88	179	51,667	63,127	121	41,993	51,788	70	33,885	42,065	384	44,445	54,611
1988-89	175	55,517	67,574	124	45,255	55,784	81	35,224	43,754	392	47,260	57,958
1989-90	203	60,700	74,400	128	48,800	60,700	103	35,800	45,200	448	50,600	62,700
1990-91	201	62,200	77,400	127	48,900	61,800	106	36,700	46,700	456	51,000	63,900
1991-92	209	63,500	79,900	142	48,000	61,500	90	35,700	46,300	448	52,500	66,700

* The salary and fringe benefits for instructors and other faculty have not been enumerated; but have been included in the All Ranks Combined Total.
 NOTE: Salaries and fringe benefits of faculty on 12 month contracts have been converted to a 9 month basis (Conversion factor of 9/11ths or 81.8 percent).
 NOTE: AAUP criteria specifies inclusion of those members of the faculty: who are employed on a full-time basis; whose major assignment is teaching; and who teach two semesters of the year.

Source: AAUP and NCES Reports and Data files; UDBS4P6.WQ1.

Average Faculty Salary as Reported to AAUP by Academic Unit

Academic Unit	Number of Faculty										Average Years Experience at W&M									
	1983	1984	1985	1986	1987	1988	1989	1990	1991	1983	1984	1985	1986	1987	1988	1989	1990	1991*		
Amer Studies	9	9	10	9	9	2	1	2	4	12	12	11	13	11	9	1	6			
Anthropology	19	19	19	19	19	21	18	18	21	16	17	18	19	19	18	20	17			
App Science	12	11	10	12	12	12	12	13	13	12	11	10	11	12	12	13	13			
Biology	4	4	4	4	5	5	5	5	4	14	15	15	16	18	16	19	16			
Chemistry	8	10	10	13	14	12	12	10	4	8	7	6	7	7	7	1				
Class Studies	14	14	14	14	16	18	17	19	18	10	12	11	13	13	8	9	9			
Comnwith Centers	28	25	27	27	27	27	31	28	24	13	13	15	13	15	13	10	11			
Comp Science	7	8	8	8	8	8	9	9	7	10	11	12	12	12	14	13	11			
Economics	5	12	5	5	5	5	5	5	4	16	17	17	18	20	20	21	21			
English	13	12	14	14	17	17	15	17	18	11	14	12	12	11	11	12	9			
Evolution	24	22	22	22	22	22	20	21	20	12	14	15	15	16	14	18	17			
Fine Arts	1	1	1	1	1	1	1	1	1											
Geology	20	11	13	12	13	13	15	15	13	12	16	14	14	14	12	11	0			
Government	26	27	27	27	26	27	26	32	29	11	12	13	11	12	27	11	12			
History	6	6	6	6	5	5	6	7	4	14	9	5	6	8	5	5	7			
Philosophy	9	9	9	10	9	9	10	9	10	13	11	10	11	14	9	13	13			
Phys Ed/Kine	19	13	13	16	16	13	15	14	14	16	20	20	16	17	13	15	17			
Physics	19	21	21	24	25	25	23	23	22	14	15	15	15	16	16	18	19			
Psychology	14	14	14	14	15	15	15	14	15	13	13	15	16	18	18	17	19			
Religion	5	4	6	6	5	6	6	7	8	13	10	10	11	15	12	11	11			
Sociology	12	12	12	12	11	11	11	12	11	18	19	19	20	20	20	21	18			
Theatre & Sp	8	9	9	10	9	9	9	7	7	11	10	11	10	12	11	11	15			
A & S Total	274	263	274	285	289	298	300	308	300	13	14	14	13	14	13	13	13			
Business	34	35	37	40	42	43	42	42	42	8	9	8	7	8	6	7	8			
Education	29	29	28	28	31	29	31	31	30	12	11	11	12	13	13	11	11			
Law	21	21	19	21	22	22	23	24	26	6	7	7	7	8	7	7	8			
Marine Science																				
W & M Total	358	348	358	374	384	392	449	456	448	12	12	13	13	13	12	12	12	12		

* Information for average years W&M experience is unavailable for 1991.

NOTE: Figures based on AAUP reporting criteria. Does not include faculty on Educational Leave.

NOTE: Includes Commonwealth Centers and Institute of Early American History and Culture.

Source: AAUP and NCES Reports; UDBS4P7.WQ1.

Average Faculty Salary as Reported to AAUP by Academic Unit

Academic Unit	Average Salary									
	1983	1984	1985	1986	1987	1988	1989	1990	1991	
Amer Studies										
Anthropology	\$28,420	\$30,966	\$32,510	\$38,466	\$39,366	\$58,247	\$79,700	\$70,588	\$68,073	
App Science										
Biology	\$30,111	\$33,757	\$36,890	\$41,952	\$46,017	\$48,124	\$52,694	\$50,632	\$51,923	
Chemistry	\$29,250	\$30,718	\$33,844	\$39,017	\$42,295	\$46,454	\$54,075	\$55,377	\$58,148	
Class Studies	\$27,153	\$30,975	\$34,225	\$39,650	\$42,580	\$44,640	\$50,400	\$47,216	\$47,745	
Commonwealth Centers										
Comp Science										
Economics	\$26,782	\$33,921	\$36,780	\$42,384	\$47,314	\$31,902	\$31,599	\$27,242	\$20,456	
English	\$25,036	\$30,828	\$33,478	\$39,607	\$41,868	\$54,400	\$58,267	\$58,186	\$58,750	
Fine Arts	\$22,876	\$27,621	\$32,548	\$35,831	\$39,724	\$44,133	\$45,588	\$48,385	\$50,682	
Geology	\$29,426	\$27,172	\$30,000	\$33,912	\$39,037	\$39,226	\$39,506	\$40,564	\$41,724	
Government	\$26,999	\$33,374	\$36,420	\$40,620	\$44,460	\$42,663	\$47,344	\$43,355	\$47,577	
History	\$28,892	\$32,420	\$32,893	\$36,878	\$39,817	\$48,360	\$52,540	\$52,137	\$56,568	
Humanities	\$37,628	\$34,579	\$38,229	\$42,534	\$48,317	\$43,978	\$46,407	\$45,352	\$49,082	
Mathematics	\$29,539	\$29,545	\$45,000	\$57,980	\$57,500	\$50,440	\$57,695	\$58,585	\$59,786	
Mod Language	\$24,945	\$32,533	\$33,115	\$35,741	\$44,015	\$64,500	\$78,000			
Music	\$27,490	\$27,914	\$30,837	\$33,359	\$36,658	\$49,592	\$49,613	\$47,902	\$52,579	
Philosophy	\$27,762	\$28,423	\$29,883	\$34,366	\$37,700	\$39,537	\$41,196	\$39,641	\$39,955	
Phys Ed/Kine	\$26,177	\$30,945	\$34,088	\$36,730	\$41,744	\$40,260	\$41,133	\$40,966	\$41,323	
Physics	\$30,923	\$29,545	\$32,592	\$33,663	\$36,202	\$43,389	\$51,710	\$52,712	\$53,353	
Psychology	\$27,981	\$33,874	\$36,738	\$43,453	\$47,649	\$39,554	\$43,333	\$44,489	\$40,840	
Religion	\$31,968	\$30,605	\$34,035	\$38,092	\$41,946	\$50,621	\$61,717	\$64,817	\$62,674	
Sociology	\$29,148	\$32,285	\$36,466	\$42,533	\$47,480	\$45,987	\$47,640	\$48,109	\$46,523	
Theatre & Sp	\$25,388	\$32,458	\$35,516	\$39,650	\$41,463	\$50,718	\$58,367	\$53,992	\$58,514	
A & S Total	\$27,598	\$27,737	\$30,614	\$33,769	\$37,508	\$44,745	\$48,873	\$49,185	\$51,249	
Business	\$33,126	\$31,035	\$34,039	\$38,294	\$42,263	\$40,021	\$41,334	\$48,557	\$48,558	
Education	\$28,421	\$37,771	\$42,663	\$47,739	\$50,949	\$45,086	\$48,663	\$48,604	\$49,950	
Law	\$36,990	\$31,798	\$33,946	\$38,530	\$42,303	\$52,987	\$60,117	\$61,371	\$64,648	
Marine Science		\$48,034	\$53,317	\$59,356	\$63,710	\$46,141	\$49,299	\$49,443	\$49,415	
W & M Total	\$28,741	\$32,802	\$35,946	\$40,505	\$44,445	\$47,260	\$50,638	\$47,514	\$52,494	

NOTE: Figures based on AAUP reporting criteria. Excludes faculty on educational leave.
 NOTE: Includes Commonwealth Centers and Institute of Early American History and Culture.
 Source: AAUP and NCES Reports; UDBS4P7.WQ1.

Faculty Salary Average, 1987-88 through 1991-92

Rank	Institution	State	Control	Salary					Percent Change		90-91 Rank
				87-88	88-89	89-90	90-91	91-92	87-88 to 91-92	90-91 to 91-92	
1	U. Notre Dame	IN	Pr	\$47,500	\$51,200	\$54,400	\$57,300	\$59,700	20.4%	4.0%	3
2	U. California, Santa Barbara	CA	Pu	\$49,200	\$56,400	\$57,900	\$57,700	\$58,700	16.2%	1.7%	1
3	U. Connecticut	CT	Pu	\$48,400	\$51,500	\$54,300	\$57,700	\$57,700	16.1%	0.0%	2
4	Dartmouth College	NH	Pr	\$45,600	\$49,900	\$52,700	\$55,900	\$57,700	21.0%	3.1%	4
5	Boston College	MA	Pr	\$42,100	\$44,700	\$48,000	\$51,300	\$56,100	25.0%	8.6%	7
6	SUNY at Albany	NY	Pu	\$46,900	\$49,900	\$52,400	\$55,200	\$55,500	15.5%	0.5%	5
7	Tulane University	LA	Pr	\$41,400	\$44,400	\$47,300	\$51,000	\$53,500	22.6%	4.7%	8
8	SUNY at Binghamton	NY	Pu	\$43,600	\$46,700	\$50,200	\$52,900	\$53,400	18.4%	0.9%	6
9	U. Colorado, Boulder	CO	Pu	\$40,700	\$44,300	\$47,900	\$50,100	\$53,000	23.2%	5.5%	11
10	College of William and Mary	VA	Pu	\$44,400	\$47,300	\$50,600	\$51,000	\$52,500	15.4%	2.9%	9
11	UNC, Chapel Hill	NC	Pu	\$44,300	\$46,100	\$47,000	\$50,200	\$52,200	15.1%	3.8%	10
12	Clark University	MA	Pr	\$40,700	\$44,500	\$46,400	\$49,600	\$51,200	20.5%	3.1%	12
13	U. Rhode Island	RI	Pu	\$40,500	\$44,000	\$47,300	\$49,000	\$50,900	20.4%	3.7%	13
14	U. Delaware	DE	Pu	\$39,000	\$41,400	\$43,600	\$46,800	\$49,900	21.8%	6.2%	14
15	Wake Forest University	NC	Pr	\$37,800	\$40,200	\$41,700	\$46,400	\$49,200	23.2%	5.7%	15
16	Florida State University	FL	Pu	\$39,000	\$41,500	\$43,500	\$45,200	\$46,400	15.9%	2.6%	16
17	U. Vermont	VT	Pu	\$37,600	\$40,200	\$42,400	\$44,900	\$46,300	18.8%	3.0%	19
18	U. Kansas	KS	Pu	\$37,600	\$40,700	\$44,000	\$44,900	\$45,900	18.1%	2.2%	18
19	U. New Hampshire	NH	Pu	\$37,100	\$38,800	\$42,300	\$45,000	\$45,000	17.6%	0.0%	17
20	U. North Dakota	ND	Pu	\$31,500	\$31,400	\$33,400	\$35,700	\$36,900	14.6%	3.3%	20

Note: Rank represents ranking for 91-92 year; Pu=Public, Pr= Private.
Source: As reported to AAUP, UDBS4P8.WQ1

State Salary Average and Total Salary Average

For The College of William and Mary

1974-75 through 1991-92

Year	State Salary Average(1)	AAUP Salary Average(2)	State/AAUP Salary Average	Salary Increase of AAUP Average (Continuing Faculty)
1974-75	\$16,207	\$16,247	99.8%	8.5%
1975-76	\$17,204	\$17,409	98.8%	7.4%
1976-77	\$18,218	\$18,294	99.6%	6.5%
1977-78	\$19,064	\$19,414	98.2%	6.6%
1978-79	\$20,426	\$20,553	99.4%	6.7%
1979-80	\$21,733	\$22,285	97.5%	11.5%
1980-81	\$23,412	\$25,119	93.2%	12.5%
1981-82	\$25,798	\$26,791	96.3%	8.6%
1982-83	\$26,223	\$28,536	91.9%	6.7%
1983-84	\$26,597	\$28,741	92.5%	1.3%
1984-85	\$29,949	\$32,802	91.3%	14.5%
1985-86	\$33,218	\$35,946	92.4%	11.5%
1986-87	\$37,154	\$40,505	91.7%	14.6%
1987-88	\$40,780	\$44,445	91.8%	9.5%
1988-89	\$44,268	\$47,260	93.7%	8.9%
1989-90	\$48,362	\$50,638	95.5%	9.2%
1990-91	\$49,855	\$50,956	97.8%	3.0%
1991-92	\$49,749	\$52,494	94.8%	0.1%

Note: All 12 month salaries are converted to a 9 month basis.

Note: Column 1 excludes non-state dollars; Column 2 includes non-state dollars and is based on actual contract salary.

Note: "Continuing faculty" is based on AAUP criteria: excludes new hires, those who left at the end of the previous year, and those whose contract length changed from the previous year.

Source: State and AAUP Salary Reports; UDBS4P9.WQ1.