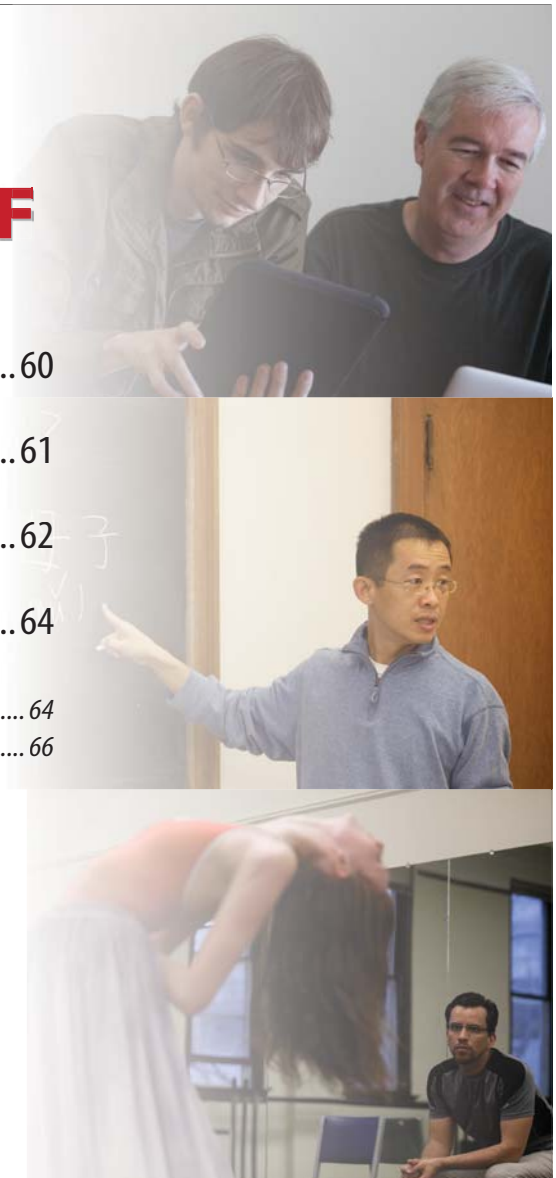


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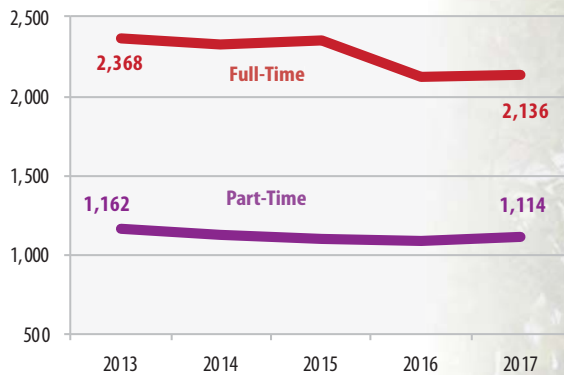




EMPLOYEES BY TYPE & STATUS

at a glance...

Employees¹ at WKU
Fall 2013 - 2017



Full-time employees decreased by nearly 10% between Fall 2013 and Fall 2017. Part-time employees decreased by about 4% during this five year period.



betcha didn't know...

37% of WKU Employees are **Faculty Members**.



2 of every **3** WKU Employees are employed **Full-Time**.



Nearly **1** in **3** **part-time** WKU employees are **Graduate Assistants**.



Employees¹ by Status

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	5 yr diff
Full-Time	2,368	2,330	2,351	2,126	2,136	(9.8%)
Part-Time	1,162	1,126	1,104	1,090	1,114	(4.1%)
Total	3,530	3,456	3,455	3,216	3,250	(7.9%)

Employees¹ by Type and Status

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	5 yr diff	
Faculty	Full-Time	791	776	776	764	753	(4.8%)
	Part-Time	460	423	421	416	447	(2.8%)
	Total	1,251	1,199	1,197	1,180	1,200	(4.3%)
Staff	Full-time	1,577	1,554	1,575	1,362	1,383	(12.3%)
	Part-Time	702	703	683	674	667	(5.0%)
	Total	2,279	2,257	2,258	2,036	2,050	(10.0%)

¹ Employees are counted only once, in their **primary** assignments. Occasional workers are not included.



EMPLOYEES BY EEO CATEGORY

Employees by EEO Category¹

		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
		N	%	N	%	N	%	N	%	N	%
Full-Time	Executive/Administrative	120	5.0%	124	5.3%	124	5.3%	115	5.4%	117	5.5%
	Professional Non-Faculty	631	26.7%	629	27.0%	642	27.3%	639	30.1%	674	31.6%
	Clerical/Secretarial	368	15.5%	352	15.1%	339	14.4%	342	16.2%	341	16.0%
	Technical/Paraprofessional	97	4.1%	96	4.1%	99	4.2%	103	4.8%	89	4.2%
	Skilled Crafts	103	4.4%	99	4.3%	103	4.4%	92	4.3%	93	4.4%
	Service/Maintenance	258	10.9%	254	10.9%	268	11.4%	71	3.3%	69	3.2%
	<i>All Staff</i>	<i>1,577</i>	<i>66.6%</i>	<i>1,554</i>	<i>66.7%</i>	<i>1,575</i>	<i>67.0%</i>	<i>1,362</i>	<i>64.1%</i>	<i>1,383</i>	<i>64.7%</i>
	Faculty	791	33.4%	776	33.3%	776	33.3%	764	35.9%	753	35.3%
	Total Full-Time Employees	2,368	100.0%	2,330	100.0%	2,351	100.0%	2,126	100.0%	2,136	100.0%
Part-Time	Executive/Administrative	4	0.3%	2	0.2%	2	0.2%	2	0.2%	3	0.3%
	Professional Non-Faculty	84	7.2%	75	6.7%	99	9.0%	105	9.6%	104	9.3%
	Clerical/Secretarial	64	5.5%	71	6.3%	74	6.7%	64	5.9%	71	6.4%
	Technical/Paraprofessional	147	12.7%	138	12.3%	106	9.6%	110	10.1%	113	10.1%
	Skilled Crafts	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Service/Maintenance	39	3.4%	38	3.4%	33	3.0%	25	2.3%	35	3.1%
	Graduate Assistants	364	31.3%	379	33.7%	369	33.4%	368	33.8%	341	30.6%
	<i>All Staff</i>	<i>702</i>	<i>60.4%</i>	<i>703</i>	<i>62.4%</i>	<i>683</i>	<i>61.9%</i>	<i>674</i>	<i>61.8%</i>	<i>667</i>	<i>60.0%</i>
	Faculty	460	39.6%	423	37.6%	421	38.1%	416	38.2%	447	40.0%
	Total Part-Time Employees	1,162	100.0%	1,126	100.0%	1,104	100.0%	1,090	100.0%	1,114	100.0%

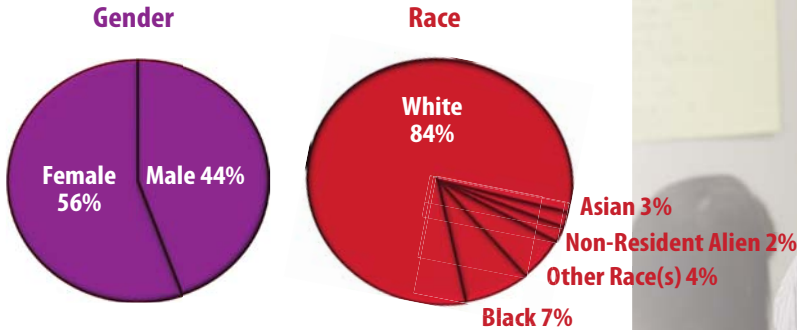
¹ Categories are defined by the Employer Information Report of the Equal Employment Opportunities Commission.



EMPLOYEE DEMOGRAPHICS

at a glance...

Employee Demographics Fall 2017



The demographic makeup of WKU employees roughly matches that of the student body with over half female and about 16% members of a racial and/or ethnic minority.



Employees by Gender

	Fall 2013			Fall 2014			Fall 2015			Fall 2016			Fall 2017		
	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Male	1,042	495	1,537	1,030	472	1,502	1,044	474	1,518	937	455	1,392	952	464	1,416
Female	1,326	667	1,993	1,300	654	1,954	1,307	630	1,937	1,189	635	1,824	1,184	650	1,834
Total	2,368	1,162	3,520	2,330	1,126	3,456	2,351	1,104	3,455	2,126	1,090	3,216	2,136	1,114	3,250

Employees by Type and Gender

		Fall 2013			Fall 2014			Fall 2015			Fall 2016			Fall 2017		
		FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Faculty	Male	392	210	602	382	190	572	374	196	570	366	188	554	369	195	565
	Female	399	250	649	394	233	627	402	225	627	398	228	626	384	252	636
	Total	791	460	1,251	776	423	1,199	776	421	1,197	764	416	1,180	753	447	1,200
Staff	Male	650	285	935	648	282	930	670	278	948	571	267	838	583	269	852
	Female	927	417	1,344	906	421	1,327	905	405	1,310	791	407	1,198	800	398	1,198
	Total	1,577	702	2,279	1,554	703	2,257	1,575	683	2,258	1,362	674	2,036	1,383	667	2,050



Employees by Race/Ethnicity

	Fall 2013			Fall 2014			Fall 2015			Fall 2016			Fall 2017		
	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Amer Ind/Alaskan	10	4	14	9	2	11	10	3	13	10	4	14	9	4	13
Asian	89	13	102	82	17	99	83	15	98	86	22	108	83	23	106
Black	202	72	274	200	70	270	203	69	272	158	77	235	162	73	235
Hispanic	33	14	47	34	16	50	33	18	51	31	16	47	36	19	55
Hawaiian/Pac Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Resident Alien	6	71	77	5	66	71	7	63	70	5	66	71	5	52	57
Two or More Races	26	10	36	24	5	29	25	10	35	28	12	40	25	11	36
White	2,002	950	2,952	1,973	920	2,893	1,979	904	2,883	1,801	882	2,683	1,812	926	2,738
Not Supplied	0	28	28	3	30	33	11	22	33	7	11	18	4	6	10
Total	2,368	1,162	3,530	2,330	1,126	3,456	2,351	1,104	3,455	2,126	1,090	3,216	2,136	1,114	3,250

Employees by Type and Race/Ethnicity

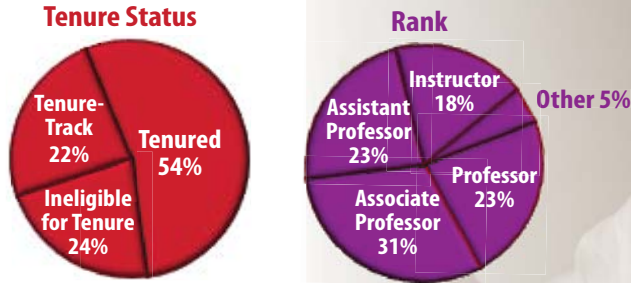
		Fall 2013			Fall 2014			Fall 2015			Fall 2016			Fall 2017		
		FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Faculty	Amer Ind/Alaskan	6	4	10	6	2	8	7	2	9	7	2	9	6	2	8
	Asian	67	3	70	61	4	65	64	4	68	67	1	68	64	3	67
	Black	43	12	55	39	8	47	37	7	44	37	14	51	37	12	49
	Hispanic	15	3	18	16	3	19	14	4	18	15	4	19	13	4	17
	Hawaiian/Pac Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Non-Resident Alien	4	1	5	3	1	4	2	0	2	2	0	2	3	0	3
	Two or More Races	17	2	19	16	2	18	12	1	13	13	0	13	11	1	12
	White	639	416	1,055	634	385	1,019	636	391	1,027	619	389	1,008	616	422	1,038
	Not Supplied	.	19	19	1	18	19	4	12	16	4	6	10	3	3	6
	Total	791	460	1,251	776	423	1,199	776	421	1,197	764	416	1,180	753	447	1,200
Staff	Amer Ind/Alaskan	4	0	4	3	0	3	3	1	4	3	2	5	3	2	5
	Asian	22	10	32	21	13	34	19	11	30	19	21	40	19	20	39
	Black	159	60	219	161	62	223	166	62	228	121	63	184	125	61	186
	Hispanic	18	11	29	18	13	31	19	14	33	16	12	28	23	15	38
	Hawaiian/Pac Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Non-Resident Alien	2	70	72	2	65	67	5	63	68	3	66	69	2	52	54
	Two or More Races	9	8	17	8	3	11	13	9	22	15	12	27	14	10	24
	White	1,363	534	1,897	1,339	535	1,874	1,343	513	1,856	1,182	493	1,675	1,196	504	1,700
	Not Supplied	0	9	9	2	12	14	7	10	17	3	5	8	1	3	4
	Total	1,577	702	2,279	1,554	703	2,257	1,575	683	2,258	1,362	674	2,036	1,383	667	2,050



FULL-TIME FACULTY

at a glance...

Faculty Tenure Status & Rank Fall 2017



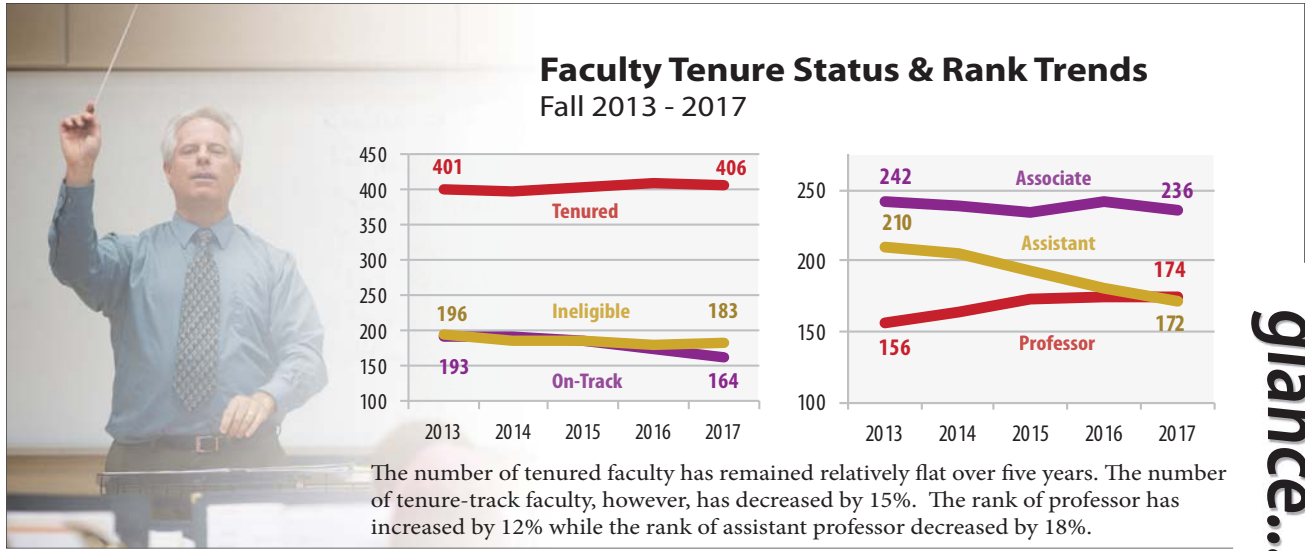
More than three quarters of full-time faculty are tenure-eligible. Similarly, the ranks of professor, associate professor, and assistant professor make up roughly 77% of all full-time faculty.

Full-Time Faculty by Tenure Status

	Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	N	%	N	%	N	%	N	%	N	%
Tenured	402	50.8%	398	51.3%	404	52.1%	410	53.7%	406	53.9%
Tenure-Track	193	24.4%	193	24.9%	186	24.0%	173	22.6%	164	21.8%
Ineligible for Tenure	196	24.8%	185	23.8%	186	24.0%	181	23.7%	183	24.3%
Total	791	100.0%	776	100.0%	776	100.0%	764	100.0%	753	100.0%

Full-Time Faculty by Rank

	Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	N	%	N	%	N	%	N	%	N	%
Professor	156	19.7%	163	21.0%	173	22.3%	174	22.8%	174	23.1%
Associate Professor	241	30.4%	236	30.4%	231	29.8%	240	31.4%	231	30.7%
Assistant Professor	197	24.9%	191	24.6%	179	23.1%	158	20.7%	154	20.5%
Pedagogical Associate Professor	—	—	—	—	1	0.1%	1	0.1%	2	0.3%
Pedagogical Assistant Professor	3	0.4%	2	0.3%	6	0.8%	10	1.3%	10	1.3%
Clinical Associate Professor	2	0.3%	2	0.3%	2	0.3%	1	0.1%	3	0.4%
Clinical Assistant Professor	8	1.0%	10	1.3%	8	1.0%	12	1.6%	8	1.1%
Research Assistant Professor	2	0.3%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Instructor	146	18.5%	141	18.2%	146	18.8%	—	—	—	—
Instructor I	—	—	—	—	—	—	117	15.3%	100	13.3%
Instructor II	—	—	—	—	—	—	21	2.7%	31	4.1%
Lecturer	—	—	—	—	2	0.3%	3	0.4%	2	0.3%
Non-Ranked Faculty	36	4.6%	29	3.7%	28	3.6%	27	3.5%	38	5.0%
Total	791	100.0%	776	100.0%	776	100.0%	764	100.0%	753	100.0%



at a glance...

Full-Time Faculty by Tenure and Rank

		Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Tenured	Professor	154	162	172	173	172
	Associate Professor	227	224	221	228	223
	Assistant Professor	21	12	11	9	11
	Total	402	398	404	410	406
On-Track	Professor	2	1	1	1	1
	Associate Professor	14	12	10	12	8
	Assistant Professor	174	178	168	149	143
	Pedagogical Associate Professor	—	—	1	1	2
	Pedagogical Assistant Professor	3	2	6	10	10
	Total	193	193	186	173	164
Ineligible	Professor	0	0	0	0	1
	Associate Professor	0	0	0	0	0
	Assistant Professor	2	1	0	0	0
	Clinical Assistant Professor	8	10	8	12	8
	Clinical Associate Professor	2	2	2	1	3
	Research Assistant Professor	2	2	0	0	0
	Instructor	146	141	146	—	—
	Instructor I	—	—	—	117	100
	Instructor II	—	—	—	21	31
	Lecturer	—	—	2	3	2
	Non-Ranked Faculty	36	29	28	27	38
	Total	196	185	186	181	183

betcha didn't know...

97% of WKU Professors have earned a **terminal degree**.

Terminal degrees 91% have been earned by **Associate Professors** at WKU.

82% of WKU **Assistant Professors** have earned a **terminal degree**.

Of WKU's 753 Full-Time Faculty, 564, or **75%** have earned a **terminal degree**.

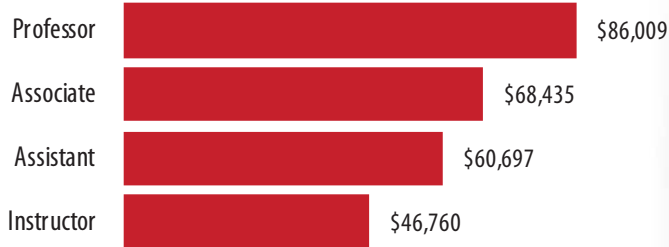


FULL-TIME FACULTY SALARIES

at a glance...

Faculty Salaries

Academic Year 2017/18



Over five years, average instructor salary has seen the highest percent increase at 8.5%, followed by average assistant professor salary with a 6.9% increase. Average professor salary decreased slightly by 0.8%.

Average Full-Time Faculty Salaries¹

		2013/14	2014/15	2015/16	2016/17	2017/18	5 yr diff
Professor	Male Average	\$87,176	\$87,250	\$87,951	\$86,635	\$87,420	0.3%
	Female Average	\$85,659	\$84,681	\$83,995	\$83,883	\$83,189	(2.9%)
	Overall Average	\$86,726	\$86,462	\$86,693	\$85,686	\$86,009	(0.8%)
Assoc. Professor	Male Average	\$68,176	\$68,966	\$68,556	\$69,449	\$70,860	3.9%
	Female Average	\$65,852	\$66,649	\$65,178	\$65,249	\$66,130	0.4%
	Overall Average	\$67,168	\$67,935	\$66,954	\$67,401	\$68,435	1.9%
Asst. Professor	Male Average	\$59,413	\$59,622	\$61,998	\$61,416	\$64,408	8.4%
	Female Average	\$54,857	\$55,513	\$56,131	\$56,573	\$58,211	6.1%
	Overall Average	\$56,787	\$57,223	\$58,547	\$58,376	\$60,697	6.9%
Instructor	Male Average	\$43,342	\$44,282	\$43,866	\$45,232	\$46,444	7.2%
	Female Average	\$43,029	\$43,722	\$44,535	\$45,693	\$46,935	9.1%
	Overall Average	\$43,115	\$43,880	\$44,344	\$45,541	\$46,760	8.5%
All FT Faculty ²	Male Average	\$68,449	\$69,259	\$69,983	\$69,626	\$74,161	8.3%
	Female Average	\$57,903	\$58,879	\$59,154	\$60,628	\$65,824	13.7%
	Overall Average	\$63,143	\$63,989	\$64,393	\$64,945	\$69,915	10.7%

¹ Source: AAUP Faculty Compensation Survey. Salary for faculty with 11/12 month contracts were converted to 9/10 month by multiplying annual salary by 0.818.

² Includes faculty with no academic rank.