

section contents...

FACULTY & STAFF

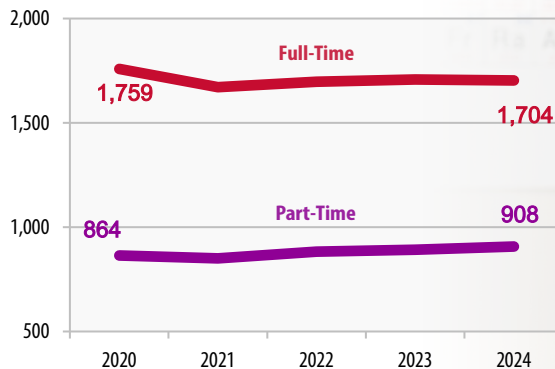
Employees by Type and Status.....	60
Employees by EEO Category	61
Employee Demographics.....	62
Full-Time Faculty.....	64
<i>Rank & Tenure</i>	<i>64</i>
<i>Faculty Salaries.....</i>	<i>66</i>





EMPLOYEES BY TYPE & STATUS

Employees¹ at WKU Fall 2020 - 2024



The number of WKU employees has remained relatively flat between Fall 2020 and Fall 2024, decreasing by 0.4%. Full-time employees decreased by 3.1% while part-time employees increased by 5.1% during this five year period.



at a glance...

betcha didn't know...

36%

of WKU Employees are **Faculty Members**.



65%

of WKU Employees are employed **Full-Time**.

27%

of **part-time** WKU employees are **Graduate Assistants**.



Employees¹ by Status

	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5 yr diff
Full-Time	1,759	1,671	1,697	1,709	1,704	(3.1%)
Part-Time	864	851	883	892	908	5.1%
Total	2,623	2,522	2,580	2,601	2,612	(0.4%)

Employees¹ by Type and Status

		Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5 yr diff
Faculty	Full-Time	658	647	642	637	622	(5.5%)
	Part-Time	274	297	299	303	315	15.0%
	Total	932	944	941	940	937	0.5%
Staff	Full-time	1,101	1,024	1,055	1,072	1,082	(1.7%)
	Part-Time	590	554	584	589	593	0.5%
	Total	1,691	1,578	1,639	1,661	1,675	(0.9%)

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



EMPLOYEES BY EEO CATEGORY

Employees by EEO Category¹

		Fall 2020		Fall 2021		Fall 2022		Fall 2023		Fall 2024	
		N	%	N	%	N	%	N	%	N	%
Full-Time	Executive/Administrative	98	5.6%	95	5.7%	100	5.9%	101	5.9%	94	5.5%
	Professional Non-Faculty	581	33.0%	576	34.5%	613	36.1%	654	38.3%	687	40.3%
	Clerical/Secretarial	226	12.8%	177	10.6%	179	10.5%	162	9.5%	154	9.0%
	Technical/Paraprofessional	65	3.7%	54	3.2%	49	2.9%	57	3.3%	55	3.2%
	Skilled Crafts	78	4.4%	71	4.2%	68	4.0%	64	3.7%	63	3.7%
	Service/Maintenance	53	3.0%	51	3.1%	46	2.7%	34	2.0%	29	1.7%
	<i>All Staff</i>	<i>1,101</i>	<i>62.6%</i>	<i>1,024</i>	<i>61.3%</i>	<i>1,055</i>	<i>62.2%</i>	<i>1,072</i>	<i>62.7%</i>	<i>1,082</i>	<i>63.5%</i>
	Faculty	658	37.4%	647	38.7%	642	37.8%	637	37.3%	622	36.5%
	Total Full-Time Employees	1,759	100.0%	1,671	100.0%	1,697	100.0%	1,709	100.0%	1,704	100.0%
Part-Time	Executive/Administrative	2	0.2%	2	0.2%	3	0.3%	2	0.2%	1	0.1%
	Professional Non-Faculty	127	14.7%	113	13.3%	140	15.9%	172	19.3%	161	17.7%
	Clerical/Secretarial	108	12.5%	90	10.6%	95	10.8%	86	9.6%	132	14.5%
	Technical/Paraprofessional	64	7.4%	65	7.6%	55	6.2%	41	4.6%	38	4.2%
	Skilled Crafts	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%
	Service/Maintenance	25	2.9%	25	2.9%	21	2.4%	16	1.8%	19	2.1%
	Graduate Assistants	264	30.6%	259	30.4%	269	30.5%	271	30.4%	241	26.5%
	<i>All Staff</i>	<i>590</i>	<i>68.3%</i>	<i>554</i>	<i>65.1%</i>	<i>584</i>	<i>66.1%</i>	<i>589</i>	<i>66.0%</i>	<i>593</i>	<i>65.3%</i>
	Faculty	274	31.7%	297	34.9%	299	33.9%	303	34.0%	315	34.7%
	Total Part-Time Employees	864	100.0%	851	100.0%	883	100.0%	892	100.0%	908	100.0%

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



EMPLOYEE DEMOGRAPHICS

Employee Demographics

Fall 2024



About 59% of WKU employees are female compared to about 62% of the student body. About 82% of WKU employees are white, compared to about 75% of the student body.

Employees by Sex

	Fall 2020			Fall 2021			Fall 2022			Fall 2023			Fall 2024		
	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Male	790	327	1,117	760	324	1,084	757	316	1,073	759	306	1,065	761	301	1,062
Female	969	537	1,506	911	527	1,438	940	567	1,507	950	586	1,536	943	607	1,550
Total	1,759	864	2,623	1,671	851	2,522	1,697	883	2,580	1,709	892	2,601	1,704	908	2,612

Employees by Type and Sex

		Fall 2020			Fall 2021			Fall 2022			Fall 2023			Fall 2024		
		FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Faculty	Male	321	117	438	311	118	429	305	111	416	301	106	407	295	114	409
	Female	337	157	494	336	179	515	337	188	525	336	197	533	327	201	528
	Total	658	274	932	647	297	944	642	299	941	637	303	940	622	315	937
Staff	Male	469	210	679	449	206	655	452	205	657	458	200	658	466	187	653
	Female	632	380	1,012	575	348	923	603	379	982	614	389	1,003	616	406	1,022
	Total	1,101	590	1,691	1,024	554	1,578	1,055	584	1,639	1,072	589	1,661	1,082	593	1,675

¹ Other race includes employees who are categorized as American Indian or Alaska Native, U.S. nonresident, or two or more races, as well as those without a race supplied.



Employees by Race/Ethnicity

	Fall 2020			Fall 2021			Fall 2022			Fall 2023			Fall 2024		
	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Amer Ind/Alaskan	9	4	13	6	3	9	7	1	8	6	1	7	5	2	7
Asian	64	17	81	68	20	88	69	19	88	76	16	92	73	18	91
Black	142	59	201	122	58	180	123	71	194	120	69	189	118	78	196
Hispanic	27	21	48	24	22	46	29	29	58	32	21	53	38	22	60
Hawaiian/Pac Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More Races	27	14	41	26	16	42	25	13	38	26	17	43	28	13	41
U.S. Nonresident	4	24	28	2	21	23	5	35	40	5	33	38	4	41	45
White	1,475	704	2,179	1,412	692	2,104	1,428	698	2,126	1,440	732	2,172	1,426	702	2,128
Not Supplied	11	21	32	11	19	30	11	17	28	4	3	7	12	32	44
Total	1,759	864	2,623	1,671	851	2,522	1,697	883	2,580	1,709	892	2,601	1,704	908	2,612

Employees by Type and Race/Ethnicity

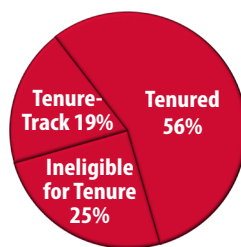
		Fall 2020			Fall 2021			Fall 2022			Fall 2023			Fall 2024		
		FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All	FT	PT	All
Faculty	Amer Ind/Alaskan	7	1	8	5	1	6	4	1	5	4	1	5	3	2	5
	Asian	52	1	53	60	3	63	61	4	65	64	3	67	61	3	64
	Black	30	11	41	31	12	43	38	12	50	38	13	51	36	18	54
	Hispanic	13	4	17	15	4	19	16	3	19	16	3	19	18	3	21
	Hawaiian/Pac Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or More Races	11	1	12	9	0	9	8	2	10	10	3	13	11	5	16
	U.S. Nonresident	1	0	1	0	0	0	1	1	2	0	1	1	1	1	2
	White	538	242	780	521	271	792	507	268	775	503	277	780	486	274	760
	Not Supplied	6	14	20	6	6	12	7	8	15	2	2	4	6	9	15
	Total	658	274	932	647	297	944	642	299	941	637	303	940	622	315	937
Staff	Amer Ind/Alaskan	2	3	5	1	2	3	3	0	3	2	0	2	2	0	2
	Asian	12	16	28	8	17	25	8	15	23	12	13	25	12	15	27
	Black	112	48	160	91	46	137	85	59	144	82	56	138	82	60	142
	Hispanic	14	17	31	9	18	27	13	26	39	16	18	34	20	19	39
	Hawaiian/Pac Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or More Races	16	13	29	17	16	33	17	11	28	16	14	30	17	8	25
	U.S. Nonresident	3	24	27	2	21	23	4	34	38	5	32	37	3	40	43
	White	937	462	1,399	891	421	1,312	921	430	1,351	937	455	1,392	940	428	1,368
	Not Supplied	5	7	12	5	13	18	4	9	13	2	1	3	6	23	29
	Total	1,101	590	1,691	1,024	554	1,578	1,055	584	1,639	1,072	589	1,661	1,082	593	1,675



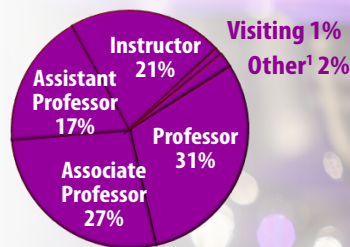
FULL-TIME FACULTY

Faculty Tenure Status & Rank Fall 2024

Tenure Status



Rank



About three in four, or 76%, of full-time faculty are tenure-eligible.

at a glance...

Full-Time Faculty by Tenure Status

	Fall 2020		Fall 2021		Fall 2022		Fall 2023		Fall 2024	
	N	%	N	%	N	%	N	%	N	%
Tenured	410	62.3%	368	56.9%	354	55.1%	355	55.7%	351	56.4%
Tenure-Track	114	17.3%	131	20.2%	145	22.6%	129	20.3%	117	18.8%
Ineligible for Tenure	134	20.4%	148	22.9%	143	22.3%	153	24.0%	154	24.8%
Total	658	100.0%	647	100.0%	642	100.0%	637	100.0%	622	100.0%

Full-Time Faculty by Rank

	Fall 2020		Fall 2021		Fall 2022		Fall 2023		Fall 2024	
	N	%	N	%	N	%	N	%	N	%
Professor	203	30.9%	171	26.4%	179	27.9%	190	29.8%	190	30.5%
Associate Professor	194	29.5%	184	28.4%	163	25.4%	161	25.3%	153	24.6%
Assistant Professor	104	15.8%	117	18.1%	121	18.8%	99	15.5%	90	14.5%
Pedagogical Professor	0	0.0%	2	0.3%	3	0.5%	3	0.5%	3	0.5%
Pedagogical Associate Professor	14	2.1%	15	2.3%	13	2.0%	13	2.0%	15	2.4%
Pedagogical Assistant Professor	9	1.4%	10	1.5%	20	3.1%	18	2.8%	17	2.7%
Clinical Associate Professor	7	1.0%	8	1.2%	6	0.9%	5	0.8%	10	1.6%
Clinical Assistant Professor	6	0.9%	4	0.6%	4	0.6%	5	0.8%	5	0.8%
Instructor I	66	10.0%	88	13.6%	84	13.1%	88	13.8%	87	14.0%
Instructor II	44	6.7%	39	6.0%	41	6.4%	41	6.4%	40	6.4%
Senior Instructor	0	0.0%	0	0.0%	2	0.3%	5	0.8%	5	0.8%
Lecturer	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Visiting	11	1.7%	9	1.4%	6	0.9%	8	1.2%	7	1.1%
Total	658	100.0%	647	100.0%	642	100.0%	637	100.0%	622	100.0%

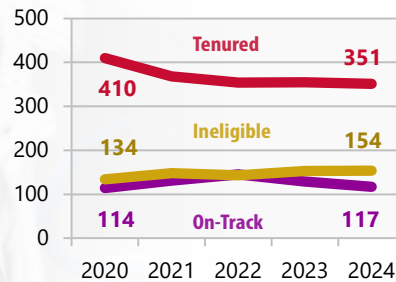
¹ Ranks of Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, and Lecturer, as well as Non-Ranked Faculty, are included in "Other" Rank. Ranks of Pedagogical Professor, Pedagogical Associate Professor, and Pedagogical Assistant Professor are included as Professor, Associate Professor, and Assistant Professor Ranks, respectively.



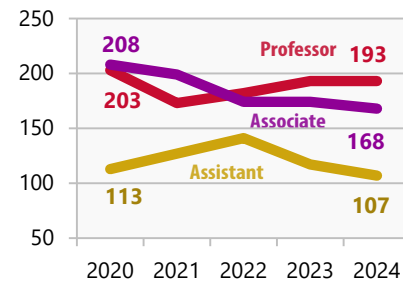
Faculty Tenure Status & Rank Trends

Fall 2020 - 2024

Full-Time Faculty by Tenure Status



Tenure-Eligible Faculty by Rank



at a
glance...

Full-Time Faculty by Tenure and Rank

		Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
Tenured	Professor	203	171	179	189	189
	Associate Professor	189	177	157	149	143
	Assistant Professor	4	3	2	1	1
	Pedagogical Professor	0	2	3	3	3
	Pedagogical Associate Professor	14	15	13	13	15
	Total	410	368	354	355	351
On-Track	Professor	0	0	0	1	1
	Associate Professor	5	7	6	12	10
	Assistant Professor	100	114	119	98	89
	Pedagogical Assistant Professor	9	10	20	18	17
	Total	114	131	145	129	117
Ineligible	Clinical Assistant Professor	6	4	4	5	10
	Clinical Associate Professor	7	8	6	5	5
	Instructor I	66	88	84	88	87
	Instructor II	44	39	41	41	40
	Senior Instructor	0	0	2	5	5
	Lecturer	0	0	0	1	0
	Visiting	11	9	6	8	7
	Total	134	148	143	153	154

betcha
didn't
know...

99% of WKU **Professors**
have earned a **terminal degree**.

Terminal degrees **90%**
have been earned by
of **Associate Professors** at WKU.

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

Of WKU's 622 full-time
faculty, 475, or **76%**
have earned a **terminal degree**.



FULL-TIME FACULTY SALARIES

at a glance...

Faculty Salaries

Academic Year 2024/25



Over five years, average full-time faculty salaries increased by 4.6%. Associate professor ranks saw the greatest average salary increases at 11.5%.

Average Full-Time Faculty Salaries¹

		2020/21	2021/22	2022/23	2023/24	2024/25	5 yr diff
Professor ²	Male Average	\$89,708	\$89,139	\$89,602	\$91,966	\$93,750	4.5%
	Female Average	\$82,968	\$84,655	\$83,750	\$85,523	\$87,092	5.0%
	Overall Average	\$87,218	\$87,567	\$87,512	\$89,495	\$91,059	4.4%
Assoc.	Male Average	\$72,192	\$72,000	\$74,442	\$74,764	\$78,278	8.4%
	Female Average	\$67,241	\$67,876	\$69,470	\$69,976	\$72,664	8.1%
	Overall Average	\$67,475	\$69,669	\$71,519	\$72,009	\$75,228	11.5%
Asst.	Male Average	\$68,129	\$66,578	\$69,116	\$70,787	\$71,709	5.3%
	Female Average	\$61,536	\$61,574	\$63,267	\$66,679	\$64,927	5.5%
	Overall Average	\$64,642	\$63,852	\$66,036	\$68,717	\$68,070	5.3%
Instructor	Male Average	\$51,580	\$49,633	\$51,594	\$52,761	\$54,639	5.9%
	Female Average	\$49,404	\$49,400	\$50,106	\$50,789	\$51,396	4.0%
	Overall Average	\$50,086	\$49,481	\$50,586	\$51,388	\$52,452	4.7%
All ³	Male Average	\$75,994	\$73,822	\$75,873	\$77,650	\$79,494	4.6%
	Female Average	\$65,471	\$64,838	\$65,829	\$67,402	\$68,755	5.0%
	Overall Average	\$70,613	\$69,163	\$70,609	\$72,245	\$73,848	4.6%

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 Ranks of Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Pedagogical Professor, Pedagogical Associate Professor, Pedagogical Assistant Professor, Research Professor, Research Associate Professor, Research Assistant Professor, Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor are included as Professor, Associate Professor, and Assistant Professor Ranks, respectively.

³ Includes faculty with no academic rank.