

# National Faculty Salary Survey: Multi-Discipline Report

**Focus Institution** Texas Woman's University  
**Comparison Group** Doctoral Institutions - Intensive Public  
**Year** 2008-09  
**Statistics** Unweighted

## Key

NP - Number of Incumbents.

NI - Number of Institutions.

● - More than 150% of the group median

● - Less than 75% of the group median

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unbalanced data).

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						A's Avg. as % of B's	
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Average	Median
<b>[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES</b>										
<b>05.02 Ethnic, Cultural Minority &amp; Gender Studies</b>										
Professor	1	77,263	87,001	78,728	71,407	122,565	22	11	88.8	98.1
Associate Professor			71,692	70,006	53,491	89,852	19	11		
Assistant Professor	2	52,000	51,671	51,769	36,398	67,775	35	16	100.6	100.4
New Assistant Professor	2	52,000	52,009	52,375	46,500	58,500	9	6	100.0	99.3
Instructor							7	4		
<b>[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES</b>										
<b>11.01 General</b>										
Professor	1	104,619	110,263	105,031	73,721	143,157	183	34	94.9	99.6
Associate Professor			87,735	88,382	59,414	105,678	156	36		
Assistant Professor	1	73,929	80,338	81,664	58,460	101,748	145	35	92.0	90.5
New Assistant Professor			86,403	85,000	75,000	115,000	19	13		
Instructor			55,750	56,008	33,500	78,876	54	19		
<b>[13.] EDUCATION</b>										
<b>13.02 Bilingual, Multilingual &amp; Multicultural</b>										
Professor	1	76,985					3	2		
Associate Professor	1	67,401					3	3		
Assistant Professor	2	52,098					6	3		
New Assistant Professor	1	51,000					1	1		
Instructor										
<b>13.04 Ed Administration &amp; Supervision</b>										
Professor	1	78,659	85,689	81,158	57,247	131,366	99	30	91.8	96.9
Associate Professor			66,425	64,188	52,936	86,855	129	32		
Assistant Professor	4	50,594	56,072	55,000	45,000	83,703	134	35	90.2	92.0
New Assistant Professor	1	48,402	53,903	54,000	48,402	59,333	21	13	89.8	89.6

Instructor			46,846	44,281	39,296	64,576	20	10		
<b>13.10 Special Ed &amp; Teaching</b>										
Professor	4	80,583	85,076	80,583	63,624	123,134	83	19	94.7	100.0
Associate Professor			65,612	60,952	52,474	89,480	76	18		
Assistant Professor	1	49,529	53,305	51,308	46,580	65,307	74	19	92.9	96.5
New Assistant Professor			49,268	49,000	35,000	59,500	13	7		
Instructor			45,252	45,840	36,774	61,300	34	11		
<b>13.12 Teacher Ed &amp; Prof Dev, Levels &amp; Methods</b>										
Professor			78,764	77,046	58,896	108,048	103	20		
Associate Professor			63,203	61,789	50,292	79,581	162	22		
Assistant Professor	4	48,882	53,420	52,993	47,400	63,271	168	23	91.5	92.2
New Assistant Professor			51,476	50,000	45,000	61,784	23	13		
Instructor			43,832	43,886	35,608	58,052	77	15		
<b>13.13 Teacher Ed &amp; Prof Dev, Subjects</b>										
Professor	2	71,420	85,865	78,690	65,406	141,137	70	22	83.2	90.8
Associate Professor	4	62,634	64,897	64,334	49,987	89,574	100	25	96.5	97.4
Assistant Professor	2	50,585	54,756	53,325	44,993	69,326	125	23	92.4	94.9
New Assistant Professor			53,208	51,500	42,500	62,291	20	11		
Instructor			42,783	42,756	28,770	54,940	63	16		
<b>[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS</b>										
<b>16.09 Romance</b>										
Professor			79,638	70,185	51,976	136,922	27	15		
Associate Professor	1	62,259	62,168	60,161	39,742	81,594	58	15	100.1	103.5
Assistant Professor	1	47,727	51,377	50,279	39,428	66,230	59	21	92.9	94.9
New Assistant Professor			50,043	49,250	43,260	57,500	7	6		
Instructor			38,818	39,620	26,362	43,737	29	10		
<b>[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES</b>										
<b>19.01 General</b>										
Professor	2	77,407	77,470	77,407	61,042	93,539	33	11	99.9	100.0
Associate Professor	8	59,735	61,040	62,916	53,273	67,158	45	11	97.9	94.9
Assistant Professor	10	50,249	53,007	52,926	47,028	56,872	66	11	94.8	94.9
New Assistant Professor			53,626	54,228	47,000	61,500	12	6		
Instructor			40,318	38,881	36,891	48,137	18	5		
<b>19.05 Foods, Nutrition &amp; Related Svcs</b>										
Professor	4	81,722	79,755	78,657	68,889	96,743	14	6	102.5	103.9
Associate Professor	7	60,162	65,025	62,295	53,785	82,846	22	10	92.5	96.6
Assistant Professor	3	52,500	57,689	55,781	52,500	68,686	13	6	91.0	94.1
New Assistant Professor	3	52,500					4	2		
Instructor			44,192	41,114	36,000	63,605	14	6		

<b>19.09 Apparel &amp; Textiles</b>										
Professor							3	3		
Associate Professor	1	66,787	72,580	76,444	57,060	83,082	10	5	92.0	87.4
Assistant Professor	1	48,092					15	4		
New Assistant Professor	1	48,092					3	2		
Instructor							2	2		
<b>[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS</b>										
<b>23.01 General</b>										
Professor	4	82,933	80,603	77,096	53,893	138,661	351	47	102.9	107.6
Associate Professor	2	61,881	60,898	59,641	48,022	87,692	423	47	101.6	103.8
Assistant Professor	1	53,078	50,283	50,578	39,482	67,722	385	47	105.6	104.9
New Assistant Professor			49,486	50,000	35,000	66,000	60	29		
Instructor			36,772	36,814	27,134	51,000	305	25		
<b>[25.] LIBRARY SCIENCE</b>										
<b>25.01 Library Science/Librarianship</b>										
Professor	2	87,509	87,040	90,660	56,981	98,322	12	6	100.5	96.5
Associate Professor	1	65,057	64,497	66,571	42,841	73,764	25	6	100.9	97.7
Assistant Professor	9	49,340	53,101	56,932	33,344	67,150	43	8	92.9	86.7
New Assistant Professor	1	48,000					4	3		
Instructor							9	3		
<b>[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES</b>										
<b>26.01 General</b>										
Professor			91,375	88,428	61,317	155,184	288	43		
Associate Professor			67,125	65,035	52,272	88,736	307	44		
Assistant Professor	2	53,945	57,664	55,962	46,088	84,774	254	47	93.6	96.4
New Assistant Professor	1	52,300	55,544	56,000	44,959	68,000	31	22	94.2	93.4
Instructor	2	43,442	42,778	42,117	29,365	52,938	72	24	101.6	103.1
<b>26.02 Biochemistry, Biophysics &amp; Molecular</b>										
Professor	1	90,788	108,605	99,098	62,632	164,046	26	10	83.6	91.6
Associate Professor			76,237	73,891	67,565	91,238	23	8		
Assistant Professor			66,177	62,304	52,720	95,472	27	7		
New Assistant Professor							2	2		
Instructor							1	1		
<b>26.03 Botany/Plant</b>										
Professor			87,017	87,234	68,685	101,454	22	5		
Associate Professor	1	61,119	62,694	63,319	53,651	71,603	11	6	97.5	96.5
Assistant Professor			54,620	54,036	50,171	58,618	12	6		
New Assistant Professor										
Instructor										

<b>26.04 Cell/Cellular &amp; Anatomical Sciences</b>										
Professor			138,633	129,907	97,834	178,863	18	5		
Associate Professor	1	72,031	79,975	82,879	53,979	101,094	24	8	90.1	86.9
Assistant Professor	1	57,215	60,443	60,721	51,663	66,110	24	7	94.7	94.2
New Assistant Professor							3	3		
Instructor							7	4		
<b>26.07 Zoology/Animal</b>										
Professor	2	86,298	83,000	81,265	60,954	102,360	19	6	104.0	106.2
Associate Professor			68,580	65,026	59,574	86,578	16	5		
Assistant Professor							13	4		
New Assistant Professor							1	1		
Instructor										
<b>26.08 Genetics</b>										
Professor							4	2		
Associate Professor	1	60,712					6	4		
Assistant Professor										
New Assistant Professor										
Instructor										
<b>26.09 Physiology, Pathology &amp; Related</b>										
Professor	1	86,297	120,649	123,762	78,870	157,176	22	6	71.5	69.7
Associate Professor			82,734	74,732	70,462	113,232	12	5		
Assistant Professor			66,425	67,475	53,534	74,205	18	5		
New Assistant Professor										
Instructor							8	3		
<b>[27.] MATHEMATICS AND STATISTICS</b>										
<b>27.01 Mathematics</b>										
Professor	2	79,631	85,813	83,608	64,275	140,177	402	47	92.8	95.2
Associate Professor	2	65,803	68,218	66,325	55,966	100,584	286	46	96.5	99.2
Assistant Professor			57,702	57,561	43,620	75,764	228	44		
New Assistant Professor			57,620	58,000	44,000	68,000	34	23		
Instructor			39,784	39,210	25,841	55,623	193	28		
<b>27.05 Statistics</b>										
Professor	1	92,307	92,071	88,717	75,092	127,702	23	14	100.3	104.0
Associate Professor	1	62,530	70,855	67,642	60,015	94,826	17	9	88.3	92.4
Assistant Professor	1	55,954	61,777	60,141	55,954	77,577	32	13	90.6	93.0
New Assistant Professor							2	2		
Instructor							10	4		
<b>[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES</b>										
<b>31.05 Health &amp; Physical Education/Fitness</b>										

Professor	5	77,428	86,083	87,599	67,479	127,976	68	21	89.9	88.4
Associate Professor	5	60,409	66,349	63,186	53,252	98,227	108	25	91.0	95.6
Assistant Professor	1	56,000	52,372	50,464	42,861	71,123	65	24	106.9	111.0
New Assistant Professor	1	56,000	50,445	52,000	45,000	56,000	10	9	111.0	107.7
Instructor			42,082	41,600	28,246	55,744	59	13		
<b>[38.] PHILOSOPHY AND RELIGIOUS STUDIES</b>										
<b>38.01 Philosophy</b>										
Professor			87,407	82,269	67,266	129,077	72	32		
Associate Professor			63,805	63,618	47,515	83,350	112	36		
Assistant Professor	1	46,818	51,307	50,446	41,779	67,058	95	38	91.3	92.8
New Assistant Professor			54,229	52,378	45,833	67,000	13	10		
Instructor			36,857	36,213	29,641	42,330	20	14		
<b>[40.] PHYSICAL SCIENCES</b>										
<b>40.05 Chemistry</b>										
Professor	3	89,599	93,613	91,075	70,700	153,148	297	50	95.7	98.4
Associate Professor	1	63,804	69,122	67,843	56,098	91,746	200	48	92.3	94.0
Assistant Professor	2	52,727	57,975	57,246	45,651	80,296	207	51	90.9	92.1
New Assistant Professor			57,259	57,392	42,500	69,074	35	26		
Instructor			44,112	43,367	24,540	86,775	43	21		
<b>40.06 Geological &amp; Earth Sci/Geosciences</b>										
Professor			89,558	87,270	69,680	114,850	139	35		
Associate Professor	1	62,399	65,361	64,831	33,463	88,617	130	34	95.5	96.2
Assistant Professor			57,548	57,103	41,000	84,549	98	32		
New Assistant Professor			55,222	55,000	40,000	75,000	10	9		
Instructor			38,565	37,812	29,134	44,159	24	13		
<b>40.08 Physics</b>										
Professor			93,162	92,554	67,865	145,314	234	43		
Associate Professor	1	63,298	68,422	65,999	52,450	92,706	155	48	92.5	95.9
Assistant Professor			59,006	57,092	46,150	78,786	127	46		
New Assistant Professor			57,188	56,000	49,500	70,500	12	8		
Instructor			40,735	40,005	29,897	56,739	30	16		
<b>[42.] PSYCHOLOGY</b>										
<b>42.01 General</b>										
Professor			88,862	87,193	65,996	125,396	301	43		
Associate Professor			66,299	64,795	55,455	96,153	224	44		
Assistant Professor	2	52,761	56,348	54,753	44,758	68,184	263	45	93.6	96.4
New Assistant Professor			55,528	55,500	36,000	73,500	45	26		
Instructor			43,790	42,279	32,400	60,437	27	15		
<b>42.03 Cognitive &amp; Psycholinguistics</b>										

Professor								2	2		
Associate Professor	1	62,474						3	2		
Assistant Professor								6	3		
New Assistant Professor								1	1		
Instructor								2	1		
<b>42.06 Counseling</b>											
Professor	2	79,845						9	4		
Associate Professor	1	61,000	58,966	59,673	54,234	61,000		14	5	103.4	102.2
Assistant Professor	3	49,135	52,658	53,175	49,135	54,582		19	5	93.3	92.4
New Assistant Professor	2	46,939						7	3		
Instructor								2	2		
<b>42.08 Experimental</b>											
Professor											
Associate Professor								2	2		
Assistant Professor	1	49,842						2	2		
New Assistant Professor											
Instructor											
<b>42.17 School</b>											
Professor								2	1		
Associate Professor	1	59,303						2	2		
Assistant Professor	2	52,601						4	2		
New Assistant Professor											
Instructor											
<b>[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS</b>											
<b>44.07 Social Work</b>											
Professor			87,675	81,298	68,394	122,179		57	21		
Associate Professor	3	65,086	67,904	65,012	55,698	89,408		116	31	95.9	100.1
Assistant Professor	1	49,267	55,015	54,134	42,952	71,078		137	31	89.6	91.0
New Assistant Professor			57,385	56,000	45,808	71,854		18	10		
Instructor			47,484	44,294	30,000	78,148		81	20		
<b>[45.] SOCIAL SCIENCES</b>											
<b>45.10 Political Science &amp; Government</b>											
Professor	4	79,770	87,546	82,991	67,524	124,825		166	40	91.1	96.1
Associate Professor			65,447	63,353	53,054	92,096		151	38		
Assistant Professor			54,299	52,877	46,493	76,684		157	40		
New Assistant Professor			52,431	53,500	45,000	59,500		33	21		
Instructor			43,012	42,581	35,500	50,500		26	12		
<b>45.11 Sociology</b>											
Professor	2	77,117	82,867	80,138	57,282	113,187		162	41	93.1	96.2

Associate Professor	1	56,928	64,023	61,361	43,995	123,822	157	41	88.9	92.8	
Assistant Professor	1	49,470	52,928	52,570	45,928	65,566	157	40	93.5	94.1	
New Assistant Professor			53,770	53,501	45,750	65,000	32	22			
Instructor			38,491	38,087	30,000	45,000	28	14			
<b>[50.] VISUAL AND PERFORMING ARTS</b>											
<b>50.03 Dance</b>											
Professor	1	76,763	81,166	74,843	67,962	110,159	13	6	94.6	102.6	
Associate Professor	3	60,425	68,202	66,281	58,042	84,329	13	7	88.6	91.2	
Assistant Professor	1	46,818	51,389	52,856	40,394	61,459	13	5	91.1	88.6	
New Assistant Professor							1	1			
Instructor							4	3			
<b>50.05 Dramatic/Theatre Arts &amp; Stagecraft</b>											
Professor			80,078	79,583	57,527	102,671	82	29			
Associate Professor			60,170	59,106	43,241	78,617	122	33			
Assistant Professor	1	48,899	49,456	47,794	42,515	62,145	120	31	98.9	102.3	
New Assistant Professor			45,755	44,625	40,000	53,000	23	12			
Instructor			43,745	42,935	36,000	60,054	24	12			
<b>50.07 Fine &amp; Studio Art</b>											
Professor	4	73,841	77,253	74,689	60,186	113,384	173	43	95.6	98.9	
Associate Professor	2	58,222	60,482	59,075	48,230	86,011	235	43	96.3	98.6	
Assistant Professor	2	48,244	48,920	48,253	39,226	67,509	209	43	98.6	100.0	
New Assistant Professor			46,916	46,000	38,000	58,000	41	23			
Instructor			38,775	38,566	22,950	48,452	49	18			
<b>50.09 Music</b>											
Professor	3	70,478	76,668	74,682	57,531	112,357	333	45	91.9	94.4	
Associate Professor	2	55,018	58,284	56,250	46,527	80,479	343	45	94.4	97.8	
Assistant Professor	5	48,688	49,970	48,422	41,133	69,387	284	46	97.4	100.5	
New Assistant Professor	2	46,450	48,323	47,000	40,000	68,000	47	28	96.1	98.8	
Instructor			44,939	42,804	31,362	85,000	67	22			
<b>[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES</b>											
<b>51.00 General</b>											
Professor							28	2			
Associate Professor	1	61,425					16	4			
Assistant Professor							7	2			
New Assistant Professor											
Instructor											
<b>51.02 Communication Disorders Sci &amp; Srvcs</b>											
Professor	1	80,596	83,197	82,553	61,816	123,771	60	23	96.9	97.6	
Associate Professor	2	59,535	65,836	63,894	52,857	87,550	76	25	90.4	93.2	

Assistant Professor	10	47,335	55,647	55,605	47,332	68,000	92	24	85.1	85.1
New Assistant Professor	3	49,500	52,103	49,904	45,000	68,000	13	10	95.0	99.2
Instructor	2	45,808	45,965	44,720	37,231	56,045	61	19	99.7	102.4
<b>51.06 Dental Support Svcs &amp; Allied Professions</b>										
Professor	1	67,719	70,235	67,924	57,197	83,754	13	6	96.4	99.7
Associate Professor	1	50,146	57,452	57,214	50,146	64,813	13	6	87.3	87.6
Assistant Professor	1	44,977	50,018	48,608	44,574	60,341	19	6	89.9	92.5
New Assistant Professor							3	1		
Instructor							9	3		
<b>51.07 Health &amp; Med Admin Svcs</b>										
Professor	1	78,703	93,195	89,272	72,360	135,732	27	9	84.4	88.2
Associate Professor	1	64,983	71,081	70,183	54,420	90,500	23	9	91.4	92.6
Assistant Professor	3	54,663	65,815	63,987	54,663	80,013	31	8	83.1	85.4
New Assistant Professor							5	4		
Instructor			47,911	45,150	19,919	70,500	28	7		
<b>51.16 Nursing</b>										
Professor	7	80,081	93,187	87,778	60,579	134,900	131	34	85.9	91.2
Associate Professor	35	62,479	73,886	70,405	53,672	103,751	284	38	84.6	88.7
Assistant Professor	41	52,817	62,834	62,313	47,761	82,049	491	38	84.1	84.8
New Assistant Professor	12	53,658	62,823	63,500	49,175	73,838	61	20	85.4	84.5
Instructor	7	46,958	52,977	52,630	41,818	70,269	348	28	88.6	89.2
<b>51.22 Public Health</b>										
Professor			94,920	86,825	67,856	124,191	33	14		
Associate Professor	3	67,576	70,964	67,464	56,363	93,174	56	16	95.2	100.2
Assistant Professor	6	54,405	59,638	56,673	47,438	76,671	53	15	91.2	96.0
New Assistant Professor	2	53,366					6	4		
Instructor			47,324	44,572	33,291	71,107	35	9		
<b>51.23 Rehabilitation &amp; Therapeutic Professions</b>										
Professor	7	81,867	90,627	88,299	74,442	126,208	50	16	90.3	92.7
Associate Professor	20	63,895	74,917	72,757	56,098	109,551	82	18	85.3	87.8
Assistant Professor	13	56,672	61,157	59,648	46,191	86,385	115	20	92.7	95.0
New Assistant Professor	4	58,875	55,967	53,170	44,990	75,000	12	9	105.2	110.7
Instructor	1	51,056	56,270	52,759	48,101	69,714	15	5	90.7	96.8
<b>[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES</b>										
<b>52.02 Admin, Mgt &amp; Operations</b>										
Professor			115,631	112,302	77,131	178,306	198	38		
Associate Professor			96,081	94,553	81,011	124,255	183	37		
Assistant Professor	2	82,135	92,768	95,780	55,356	117,902	198	39	88.5	85.8
New Assistant Professor			100,183	97,750	83,500	125,000	35	16		

Instructor			52,129	50,112	39,785	78,159	79	22			
<b>52.03 Accounting &amp; Related Svcs</b>											
Professor	1	106,091	123,642	120,935	92,774	216,910	139	40	85.8	87.7	
Associate Professor	1	89,658	102,703	104,855	71,330	154,500	140	41	87.3	85.5	
Assistant Professor			101,338	100,032	54,954	146,173	124	40			
New Assistant Professor			110,832	112,000	50,830	150,000	25	19			
Instructor			57,599	54,800	30,476	115,000	61	24			
<b>52.05 Corporate Communications</b>											
Professor							4	1			
Associate Professor	1	62,607					3	2			
Assistant Professor							4	1			
New Assistant Professor											
Instructor							1	1			
<b>52.08 Finance &amp; Financial Mgt Svcs</b>											
Professor			122,420	120,542	92,871	168,240	93	27			
Associate Professor	1	95,192	107,710	108,843	82,846	138,109	66	26	88.4	87.5	
Assistant Professor			102,891	103,907	59,708	143,100	66	27			
New Assistant Professor			110,357	108,000	98,000	126,500	7	7			
Instructor			59,645	58,275	39,550	90,000	25	12			
<b>52.11 International Business</b>											
Professor							1	1			
Associate Professor	1	69,537					1	1			
Assistant Professor							1	1			
New Assistant Professor											
Instructor											
<b>52.14 Marketing</b>											
Professor			112,379	112,772	77,000	167,424	93	33			
Associate Professor	1	88,458	98,599	100,311	82,846	116,004	104	30	89.7	88.2	
Assistant Professor	3	83,259	95,012	95,000	74,742	118,500	105	29	87.6	87.6	
New Assistant Professor	1	83,000	96,682	95,000	83,000	118,500	19	11	85.8	87.4	
Instructor			48,945	43,751	28,728	66,592	43	18			
<b>[54.] HISTORY GENERAL</b>											
<b>54.01 History</b>											
Professor	2	78,526	87,603	83,407	67,744	139,829	225	47	89.6	94.1	
Associate Professor	1	58,026	62,831	61,074	48,151	83,003	237	43	92.4	95.0	
Assistant Professor	1	46,818	51,089	49,996	40,985	67,467	255	47	91.6	93.6	
New Assistant Professor			50,029	50,000	40,000	65,000	40	24			
Instructor			39,179	37,000	32,000	61,821	39	19			

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\* For the minimum of reported minimum salaries and the maximum of reported maximum salaries, please see the  
Single Discipline Report.