

CUPA/TWU  
New Faculty Salary Floors - Non-Tenure Track  
FY 2008

**National Faculty Salary Survey: Multi-Discipline Report**

**Focus Institution:** Texas Woman's University

**Comparison Group:** Doctoral Institutions - Intensive Public

**Statistics:** Weighted

**Key:**

CUPA Market Published Data

Calculated Market

Clinical Professor = 91% of Professor

Associate Clinical Professor/Senior Lecturer = 91% of Associate Professor

Assistant Clinical Professor/Lecturer II = 91% of Assistant Professor

Clinical Instructor/Lecturer I = 87% of Assistant Professor

TWU Non-Tenure Track = Calculated Market minus 6% (or current floor)

Code/Title	Comparison Group Statistics			
	2005-06 CUPA Market	2005-06 Calculated Market	2006-07 Floors TWU Non-Tenure Track	2007-08 Floors TWU Non-Tenure Track plus 2%
<b>[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES</b>				
<b>05.02 Ethnic, Cultural Minority &amp; Gender Studies</b>				
Clinical Professor	79,003	71,893	67,579	68,931
Associate Clinical Professor/Senior Lecturer	64,917	59,074	55,530	56,641
Assistant Clinical Professor/Lecturer II	52,051	47,366	44,524	45,415
Clinical Instructor/Lecturer I	52,051	45,284	42,567	43,419
<b>[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES</b>				
<b>11.01 General</b>				
Clinical Professor	105,900	96,369	90,587	92,399
Associate Clinical Professor/Senior Lecturer	84,209	76,630	72,032	73,473
Assistant Clinical Professor/Lecturer II	75,593	68,790	64,662	65,955
Clinical Instructor/Lecturer I	75,593	65,766	61,820	63,056
<b>[13.] EDUCATION</b>				
<b>13.02 Bilingual, Multilingual &amp; Multicultural</b>				
Clinical Professor	71,515	65,079	61,174	62,398
Associate Clinical Professor/Senior Lecturer				
Assistant Clinical Professor/Lecturer II	50,615	46,060	43,296	44,162
Clinical Instructor/Lecturer I	50,615	40,998	38,538	39,309
<b>13.04 Ed Administration &amp; Supervision</b>				
Clinical Professor	79,331	72,191	67,860	69,217
Associate Clinical Professor/Senior Lecturer	60,616	55,161	51,851	52,888
Assistant Clinical Professor/Lecturer II	50,482	45,939	43,182	44,046
Clinical Instructor/Lecturer I	50,482	43,919	41,284	42,110
<b>13.10 Special Ed &amp; Teaching</b>				
Clinical Professor	75,892	69,062	64,918	66,216
Associate Clinical Professor/Senior Lecturer	59,838	54,453	51,185	52,209
Assistant Clinical Professor/Lecturer II	50,645	46,087	43,322	44,188
Clinical Instructor/Lecturer I	50,645	44,061	41,417	42,246
<b>13.12 Teacher Ed &amp; Prof Dev, Levels &amp; Methods</b>				
Clinical Professor	75,197	68,429	64,324	65,610
Associate Clinical Professor/Senior Lecturer	58,123	52,892	49,718	50,713
Assistant Clinical Professor/Lecturer II	49,361	44,919	42,223	43,068
Clinical Instructor/Lecturer I	49,361	42,944	40,367	41,175
<b>13.13 Teacher Ed &amp; Prof Dev, Subjects</b>				
Clinical Professor	71,360	64,938	61,041	62,262
Associate Clinical Professor/Senior Lecturer	58,831	53,536	50,324	51,331
Assistant Clinical Professor/Lecturer II	49,607	45,142	42,434	43,283
Clinical Instructor/Lecturer I	49,607	43,158	40,569	41,380
<b>[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS</b>				
<b>16.01 Linguistic, Comp &amp; Rel Studies &amp; Srvc</b>				
Clinical Professor	70,352	64,020	64,882	66,180
Associate Clinical Professor/Senior Lecturer	53,922	49,069	46,125	47,047
Assistant Clinical Professor/Lecturer II	46,189	42,032	41,000	41,820
Clinical Instructor/Lecturer I	46,189	40,184	39,000	39,780
<b>16.09 Romance</b>				
Clinical Professor	80,884	73,604	69,188	70,572
Associate Clinical Professor/Senior Lecturer	60,443	55,003	51,703	52,737
Assistant Clinical Professor/Lecturer II	48,802	44,410	41,745	42,580
Clinical Instructor/Lecturer I	48,802	42,458	39,910	40,708

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<b>[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES</b>				
<b>19.01 General</b>				
Clinical Professor	70,540	64,191	60,340	61,547
Associate Clinical Professor/Senior Lecturer	56,016	50,975	47,916	48,874
Assistant Clinical Professor/Lecturer II	47,916	43,604	41,000	41,820
Clinical Instructor/Lecturer I	47,916	41,687	39,186	39,969
<b>19.05 Foods, Nutrition &amp; Related Svcs</b>				
Clinical Professor	77,073	70,136	66,277	67,603
Associate Clinical Professor/Senior Lecturer	59,702	54,329	51,069	52,090
Assistant Clinical Professor/Lecturer II	50,206	45,687	42,946	43,805
Clinical Instructor/Lecturer I	50,206	43,679	41,058	41,880
<b>19.09 Apparel &amp; Textiles</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	65,070	59,214	55,661	56,774
Assistant Clinical Professor/Lecturer II	50,159	45,645	42,906	43,764
Clinical Instructor/Lecturer I	50,159	43,638	41,020	41,840
<b>[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS</b>				
<b>23.01 General</b>				
Clinical Professor	75,573	68,771	64,645	65,938
Associate Clinical Professor/Senior Lecturer	56,431	51,352	48,271	49,236
Assistant Clinical Professor/Lecturer II	45,713	41,599	41,000	41,820
Clinical Instructor/Lecturer I	45,713	39,770	39,000	39,780
<b>23.04 Composition</b>				
Clinical Professor	66,234	60,273	56,657	57,790
Associate Clinical Professor/Senior Lecturer	61,264	55,750	52,405	53,453
Assistant Clinical Professor/Lecturer II	46,865	42,647	41,000	41,820
Clinical Instructor/Lecturer I	46,865	40,773	39,182	39,966
<b>23.07 American Lit</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	57,056	51,921	48,806	49,782
Assistant Clinical Professor/Lecturer II				
Clinical Instructor/Lecturer I				
<b>[25.] LIBRARY SCIENCE</b>				
<b>25.01 Library Science/Librarianship</b>				
Clinical Professor	69,896	63,605	67,100	68,442
Associate Clinical Professor/Senior Lecturer	54,825	49,891	53,222	54,286
Assistant Clinical Professor/Lecturer II	46,866	42,648	41,000	41,820
Clinical Instructor/Lecturer I	46,866	40,773	39,000	39,780
<b>[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES</b>				
<b>26.01 General</b>				
Clinical Professor	79,720	72,545	68,192	69,556
Associate Clinical Professor/Senior Lecturer	59,994	54,595	51,319	52,345
Assistant Clinical Professor/Lecturer II	51,618	46,972	44,154	45,037
Clinical Instructor/Lecturer I	51,618	44,908	42,213	43,057
<b>26.03 Botany/Plant</b>				
Clinical Professor	72,719	66,174	65,941	67,260
Associate Clinical Professor/Senior Lecturer	60,689	55,227	51,913	52,952
Assistant Clinical Professor/Lecturer II	50,418	45,880	43,128	43,990
Clinical Instructor/Lecturer I	50,418	43,864	41,232	42,056
<b>26.04 Cell/Cellular &amp; Anatomical Sciences</b>				
Clinical Professor	114,087	103,819	97,590	99,542
Associate Clinical Professor/Senior Lecturer	71,610	65,165	61,255	62,480
Assistant Clinical Professor/Lecturer II	55,858	50,831	47,781	48,737
Clinical Instructor/Lecturer I	55,858	48,596	45,681	46,594
<b>26.05 Micro Sci &amp; Immunology</b>				
Clinical Professor	100,654	91,595	86,099	87,821
Associate Clinical Professor/Senior Lecturer	69,736	63,460	59,652	60,845
Assistant Clinical Professor/Lecturer II	56,897	51,776	48,670	49,643
Clinical Instructor/Lecturer I	56,897	49,500	46,530	47,461
<b>26.07 Zoology/Animal</b>				
Clinical Professor	86,008	78,267	73,571	75,043
Associate Clinical Professor/Senior Lecturer	59,069	53,753	50,528	51,538
Assistant Clinical Professor/Lecturer II	52,713	47,969	45,091	45,993
Clinical Instructor/Lecturer I	52,713	45,860	43,109	43,971

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<b>26.08 Genetics</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer				
Assistant Clinical Professor/Lecturer II	52,054	47,369	45,853	46,770
Clinical Instructor/Lecturer I	52,054	45,287	43,837	44,714
<b>[27.] MATHEMATICS AND STATISTICS</b>				
<b>27.01 Mathematics</b>				
Clinical Professor	80,014	72,813	68,444	69,813
Associate Clinical Professor/Senior Lecturer	63,504	57,789	54,321	55,408
Assistant Clinical Professor/Lecturer II	52,488	47,764	44,898	45,796
Clinical Instructor/Lecturer I	52,488	45,665	42,925	43,783
<b>27.05 Statistics</b>				
Clinical Professor	77,773	70,773	66,527	67,858
Associate Clinical Professor/Senior Lecturer	61,811	56,248	52,873	53,931
Assistant Clinical Professor/Lecturer II	55,652	50,643	47,605	48,557
Clinical Instructor/Lecturer I	55,652	48,417	45,512	46,422
<b>[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES</b>				
<b>31.05 Health &amp; Physical Education/Fitness</b>				
Clinical Professor	77,839	70,833	66,583	67,915
Associate Clinical Professor/Senior Lecturer	60,673	55,212	51,900	52,938
Assistant Clinical Professor/Lecturer II	50,462	45,920	43,165	44,028
Clinical Instructor/Lecturer I	50,462	43,902	41,268	42,093
<b>[40.] PHYSICAL SCIENCES</b>				
<b>40.05 Chemistry</b>				
Clinical Professor	84,721	77,096	72,470	73,920
Associate Clinical Professor/Senior Lecturer	62,292	56,686	53,285	54,350
Assistant Clinical Professor/Lecturer II	53,530	48,712	45,790	46,705
Clinical Instructor/Lecturer I	53,530	46,571	43,777	44,652
<b>40.06 Geological &amp; Earth Sci/Geosciences</b>				
Clinical Professor	79,849	72,663	68,303	69,669
Associate Clinical Professor/Senior Lecturer	61,888	56,318	52,939	53,998
Assistant Clinical Professor/Lecturer II	52,389	47,674	44,814	45,710
Clinical Instructor/Lecturer I	52,389	45,578	42,844	43,701
<b>40.08 Physics</b>				
Clinical Professor	85,707	77,993	73,314	74,780
Associate Clinical Professor/Senior Lecturer	62,796	57,144	53,716	54,790
Assistant Clinical Professor/Lecturer II	53,381	48,577	45,662	46,575
Clinical Instructor/Lecturer I	53,381	46,441	43,655	44,528
<b>[42.] PSYCHOLOGY</b>				
<b>42.01 General</b>				
Clinical Professor	81,421	74,093	69,648	71,040
Associate Clinical Professor/Senior Lecturer	61,795	56,233	52,859	53,917
Assistant Clinical Professor/Lecturer II	50,373	45,839	43,089	43,951
Clinical Instructor/Lecturer I	50,373	43,825	41,195	42,019
<b>42.02 Clinical</b>				
Clinical Professor	81,305	73,988	69,548	70,939
Associate Clinical Professor/Senior Lecturer	60,132	54,720	51,437	52,466
Assistant Clinical Professor/Lecturer II	50,965	46,378	43,595	44,467
Clinical Instructor/Lecturer I	50,965	44,340	41,679	42,513
<b>42.03 Cognitive &amp; Psycholinguistics</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer				
Assistant Clinical Professor/Lecturer II	51,302	46,685	43,884	44,762
Clinical Instructor/Lecturer I	51,302	44,633	41,955	42,794
<b>42.06 Counseling</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer				
Assistant Clinical Professor/Lecturer II	47,380	43,116	40,529	41,340
Clinical Instructor/Lecturer I	47,380	41,221	38,748	39,523
<b>42.17 School</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer				
Assistant Clinical Professor/Lecturer II	51,328	46,708	43,906	44,784
Clinical Instructor/Lecturer I	51,328	44,655	41,976	42,815

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<b>[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS</b>				
<b>44.07 Social Work</b>				
Clinical Professor	79,462	72,310	67,972	69,331
Associate Clinical Professor/Senior Lecturer	62,224	56,624	53,226	54,291
Assistant Clinical Professor/Lecturer II	50,377	45,843	43,092	43,954
Clinical Instructor/Lecturer I	50,377	43,828	41,198	42,022
<b>[45.] SOCIAL SCIENCES</b>				
<b>45.10 Political Science &amp; Government</b>				
Clinical Professor	77,278	70,323	66,104	67,426
Associate Clinical Professor/Senior Lecturer	59,215	53,886	50,653	51,666
Assistant Clinical Professor/Lecturer II	48,696	44,313	41,655	42,488
Clinical Instructor/Lecturer I	48,696	42,366	39,824	40,620
<b>45.11 Sociology</b>				
Clinical Professor	78,303	71,256	66,980	68,320
Associate Clinical Professor/Senior Lecturer	57,288	52,132	49,004	49,984
Assistant Clinical Professor/Lecturer II	48,302	43,955	41,318	42,144
Clinical Instructor/Lecturer I	48,302	42,023	39,501	40,291
<b>[50.] VISUAL AND PERFORMING ARTS</b>				
<b>50.03 Dance</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	59,808	54,425	51,160	52,183
Assistant Clinical Professor/Lecturer II	46,965	42,738	41,000	41,820
Clinical Instructor/Lecturer I	46,965	40,860	39,000	39,780
<b>50.05 Dramatic/Theatre Arts &amp; Stagecraft</b>				
Clinical Professor	72,808	66,255	62,280	63,526
Associate Clinical Professor/Senior Lecturer	56,341	51,270	48,194	49,158
Assistant Clinical Professor/Lecturer II	44,507	40,501	41,000	41,820
Clinical Instructor/Lecturer I	44,507	38,721	39,000	39,780
<b>50.07 Fine &amp; Studio Art</b>				
Clinical Professor	68,738	62,552	58,798	59,974
Associate Clinical Professor/Senior Lecturer	55,164	50,199	47,187	48,131
Assistant Clinical Professor/Lecturer II	45,678	41,567	41,000	41,820
Clinical Instructor/Lecturer I	45,678	39,740	39,000	39,780
<b>50.09 Music</b>				
Clinical Professor	69,485	63,231	59,437	60,626
Associate Clinical Professor/Senior Lecturer	53,744	48,907	45,973	46,892
Assistant Clinical Professor/Lecturer II	45,175	41,109	41,000	41,820
Clinical Instructor/Lecturer I	45,175	39,302	39,000	39,780
<b>[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES</b>				
<b>51.00 General</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	56,286	51,220	48,147	49,110
Assistant Clinical Professor/Lecturer II				
Clinical Instructor/Lecturer I				
<b>51.02 Communication Disorders Sci &amp; Svcs</b>				
Clinical Professor	80,255	73,032	68,650	70,023
Associate Clinical Professor/Senior Lecturer	60,085	54,677	51,397	52,425
Assistant Clinical Professor/Lecturer II	49,522	45,065	42,361	43,208
Clinical Instructor/Lecturer I	49,522	43,084	40,499	41,309
<b>51.06 Dental Support Svcs &amp; Allied Professions</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	55,138	50,176	47,165	48,108
Assistant Clinical Professor/Lecturer II	45,133	41,071	41,000	41,820
Clinical Instructor/Lecturer I	45,133	39,266	39,000	39,780

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<b>51.07 Health &amp; Med Admin Svcs</b>				
Clinical Professor	77,599	70,615	69,293	70,679
Associate Clinical Professor/Senior Lecturer	64,319	58,530	55,018	56,119
Assistant Clinical Professor/Lecturer II	56,667	51,567	48,473	49,442
Clinical Instructor/Lecturer I	56,667	49,300	46,342	47,269
<b>51.16 Nursing</b>				
Clinical Professor	82,628	75,191	70,680	72,094
Associate Clinical Professor/Senior Lecturer	65,364	59,481	55,912	57,031
Assistant Clinical Professor/Lecturer II	55,171	50,206	47,193	48,137
Clinical Instructor/Lecturer I	55,171	47,999	45,119	46,021
<b>51.22 Public Health</b>				
Clinical Professor	85,587	77,884	78,249	79,814
Associate Clinical Professor/Senior Lecturer	66,869	60,851	57,200	58,344
Assistant Clinical Professor/Lecturer II	54,997	50,047	47,044	47,985
Clinical Instructor/Lecturer I	54,997	47,847	44,977	45,876
<b>51.23 Rehabilitation &amp; Therapeutic Professions</b>				
Clinical Professor	81,275	73,960	69,523	70,913
Associate Clinical Professor/Senior Lecturer	64,772	58,943	55,406	56,514
Assistant Clinical Professor/Lecturer II	57,405	52,239	49,104	50,086
Clinical Instructor/Lecturer I	57,405	49,942	46,946	47,885
<b>[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES</b>				
<b>52.02 Admin, Mgt &amp; Operations</b>				
Clinical Professor	99,975	90,977	85,519	87,229
Associate Clinical Professor/Senior Lecturer	86,086	78,338	73,638	75,111
Assistant Clinical Professor/Lecturer II	81,833	74,468	70,000	71,400
Clinical Instructor/Lecturer I	81,833	71,195	66,923	68,261
<b>52.03 Accounting &amp; Related Svcs</b>				
Clinical Professor	105,985	96,446	90,660	92,473
Associate Clinical Professor/Senior Lecturer	90,784	82,613	77,657	79,210
Assistant Clinical Professor/Lecturer II	86,431	78,652	73,933	75,412
Clinical Instructor/Lecturer I	86,431	75,195	70,683	72,097
<b>52.05 Corporate Communications</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	57,388	52,223	49,090	50,071
Assistant Clinical Professor/Lecturer II				
Clinical Instructor/Lecturer I				
<b>52.08 Finance &amp; Financial Mgt Svcs</b>				
Clinical Professor	106,763	97,154	91,325	93,152
Associate Clinical Professor/Senior Lecturer	93,775	85,335	80,215	81,819
Assistant Clinical Professor/Lecturer II	91,194	82,987	78,007	79,567
Clinical Instructor/Lecturer I	91,194	79,339	74,578	76,070
<b>52.11 International Business</b>				
Clinical Professor				
Associate Clinical Professor/Senior Lecturer	64,890	59,050	55,507	56,617
Assistant Clinical Professor/Lecturer II				
Clinical Instructor/Lecturer I				
<b>52.14 Marketing</b>				
Clinical Professor	99,878	90,889	85,436	87,144
Associate Clinical Professor/Senior Lecturer	88,365	80,412	75,587	77,099
Assistant Clinical Professor/Lecturer II	84,157	76,583	71,988	73,428
Clinical Instructor/Lecturer I	84,157	73,217	68,824	70,200
<b>[54.] HISTORY GENERAL</b>				
<b>54.01 History</b>				
Clinical Professor	78,164	71,129	66,861	68,199
Associate Clinical Professor/Senior Lecturer	56,942	51,817	48,708	49,682
Assistant Clinical Professor/Lecturer II	46,567	42,376	41,000	41,820
Clinical Instructor/Lecturer I	46,567	40,513	39,000	39,780