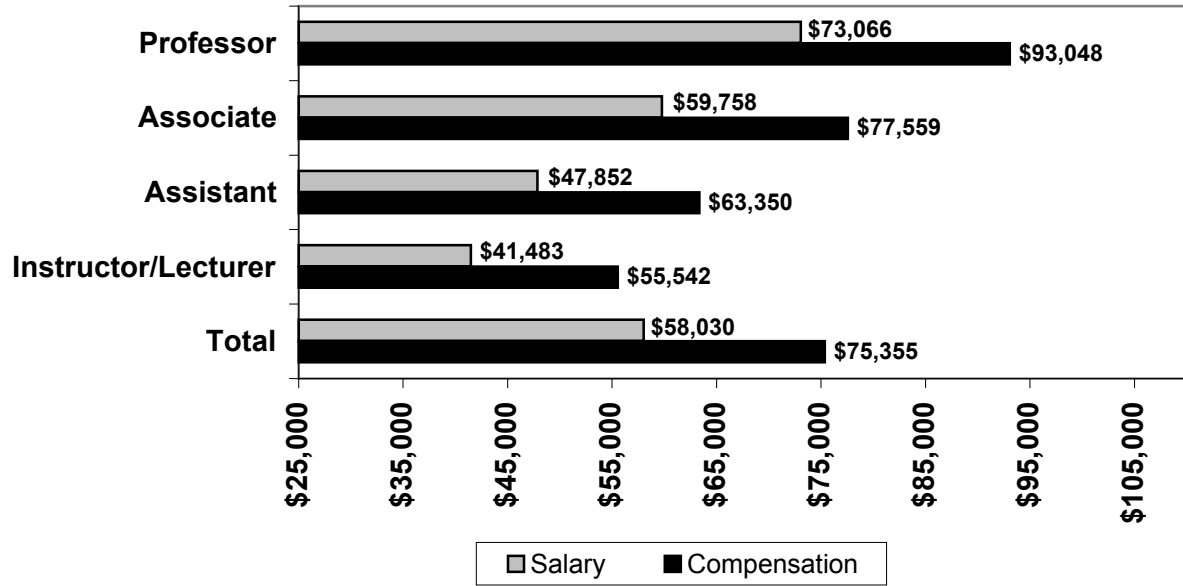


**FIGURE 4-1**  
**AVERAGE INSTRUCTIONAL FACULTY SALARIES BY RANK**  
**FALL 2003-04**



COMPENSATION=SALARY+FRINGE BENEFITS

SOURCE: American Association of University Professors Annual Survey of Faculty Compensation.