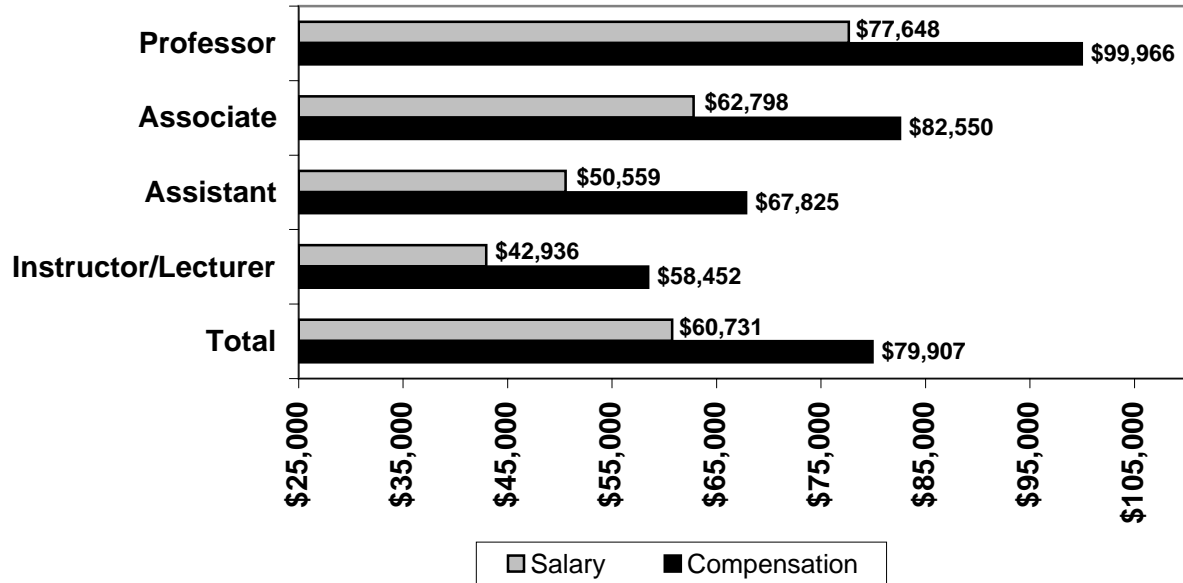


FIGURE 4-1
INSTRUCTIONAL FACULTY, AVERAGE SALARY BY RANK,
FALL 2004



COMPENSATION=SALARY+FRINGE BENEFITS

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