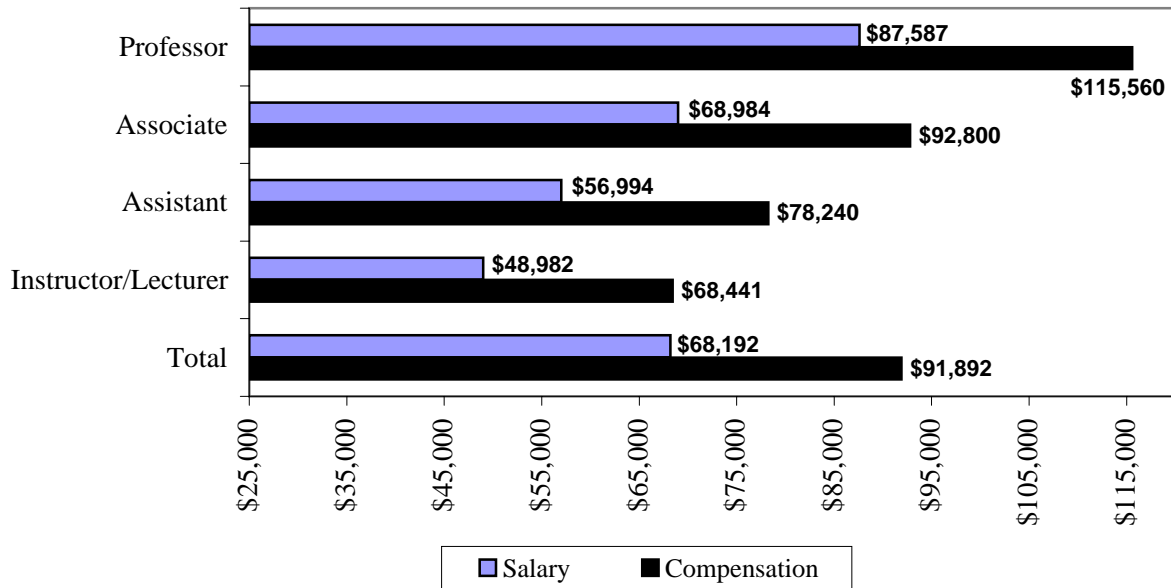


FIGURE 4-1

INSTRUCTIONAL FACULTY, AVERAGE SALARY BY RANK, FALL 2007



NOTE: Compensation equals salary plus fringe benefits. Includes Academic Term (9 month) and 12 month faculty, with the latter converted to an Academic Term basis.

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