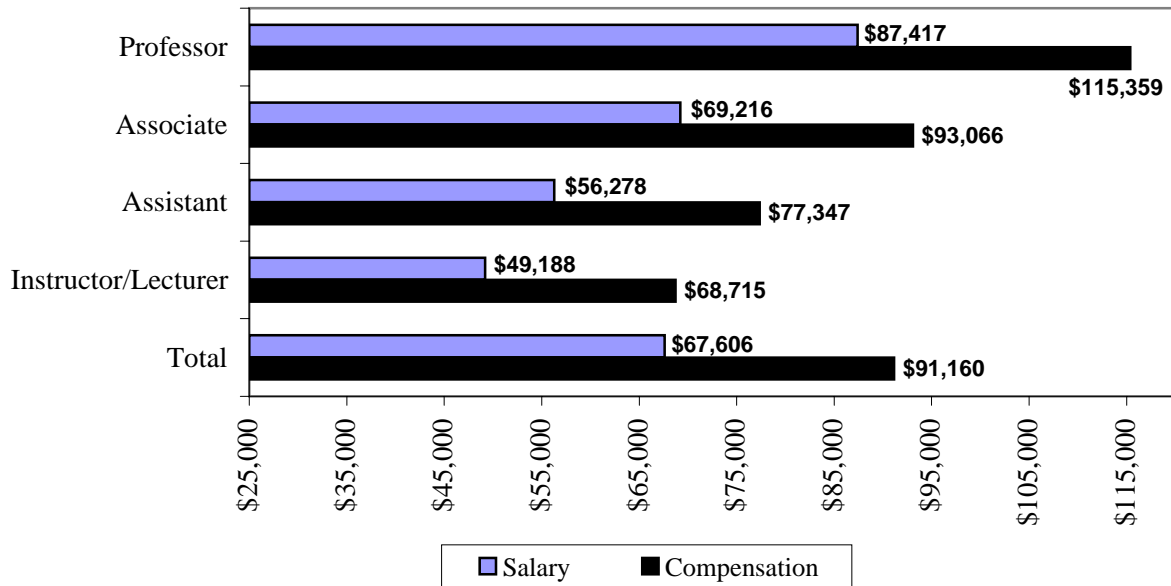


**FIGURE 4-1**

**INSTRUCTIONAL FACULTY, AVERAGE SALARY BY RANK, FALL 2008**



**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.