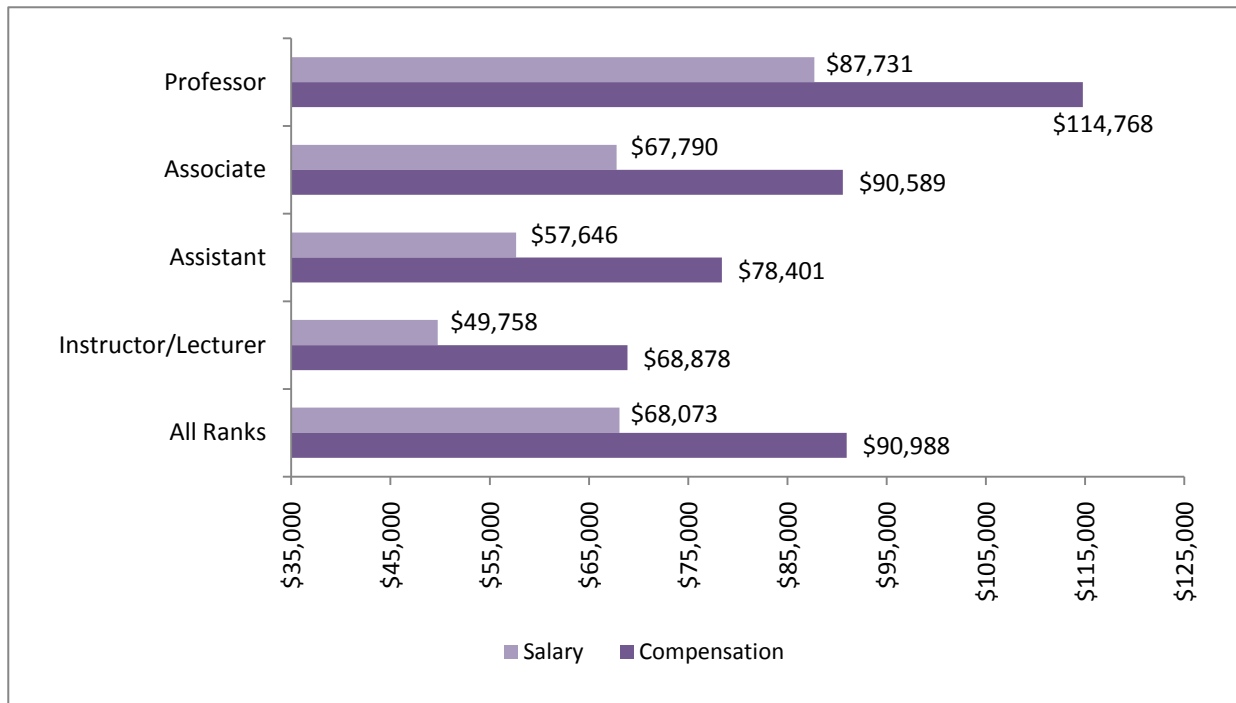


FIGURE 4-1

FACULTY: INSTRUCTIONAL
 AVERAGE SALARY BY RANK
 FALL 2009



NOTE: Compensation equals salary plus fringe benefits.
 Academic Term includes both 9 and 12 month faculty, with the latter converted to an academic term basis.

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