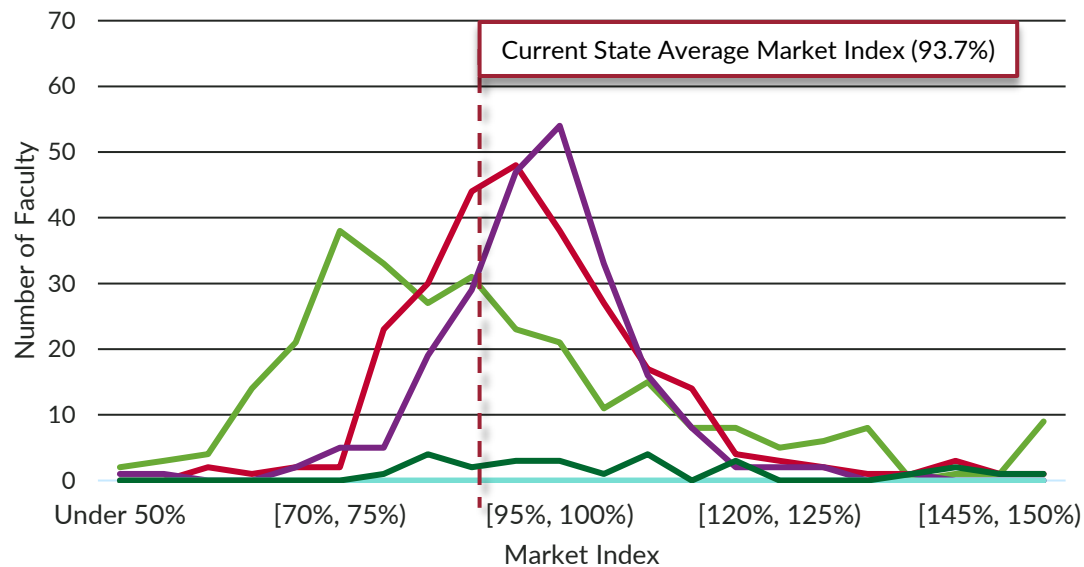


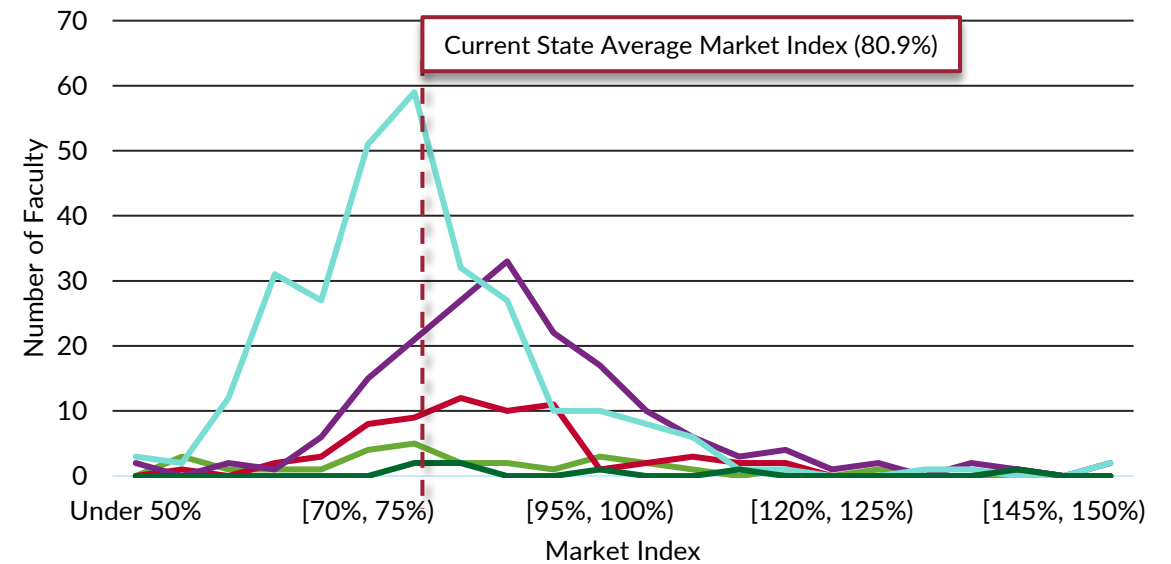
# Market Alignment by Rank and Tenure Status

Tenured professors and instructors make up the majority of individuals with salaries identified as below market.

Current State Faculty Distribution By Rank - Tenured & Tenure-Track



Current State Faculty Distribution by Rank - Non-Tenure-Track



— Professor   
 — Associate Professor   
 — Assistant Professor   
 — Instructor   
 — Librarian