

Endowed and Contract Salary and Pay Comparison

	<u>Average 9 Month Salary as of 11/1/03</u>	<u>Average Calendar Year 2003 Gross Pay</u>	<u>9 month as % of Calendar</u>
Endowed	\$107,794	\$116,336	93%
Contract	\$89,519	\$105,221	85%

* Not adjusted for rank or discipline.