

**FULL-TIME FACULTY AND CIVIL SERVICE SALARIES AT ILLINOIS
COLLEGES AND UNIVERSITIES**

Submitted for: Information.

Summary: This report presents an analysis of weighted average faculty and civil service salaries for full-time employees at Illinois public and independent colleges and universities, the Illinois Mathematics and Science Academy, and higher education agencies.

Faculty salaries at Illinois public universities averaged \$59,700 in fiscal year 2000, an increase of 8.7 percent from fiscal year 1998. This weighted average faculty salary was 95.3 percent of the median salary at comparative institutions. Total weighted average faculty compensation, which includes the cost of major fringe benefits along with salaries, averaged \$70,500, or 91.2 percent of the comparison group median faculty compensation.

The weighted average faculty salary at independent institutions in Illinois was \$67,100, an increase of 8.1 percent from fiscal year 1998, and was 4.8 percent above the average of the peer group median faculty salary. Total weighted average faculty compensation averaged 3.3 percent higher than peer comparisons.

Community college average faculty salaries increased 4.5 percent between fiscal years 1998 and fiscal year 2000 to \$53,400. The average faculty salary at Illinois community colleges exceeded the average faculty salary of comparison states by 20.5 percent.

Weighted average faculty salaries for the Illinois Mathematics and Science Academy averaged \$61,700 in fiscal year 2000. This analysis includes comparisons to surrounding high school and community college districts.

Overall, Illinois colleges and universities have been successful in increasing faculty salaries at or above the rate of inflation over the past ten years, but not all sectors have kept pace with the gains in Illinois per capita income. Faculty salaries at independent institutions and community colleges in Illinois remain higher than comparison institutions; however, average faculty salaries at Illinois public universities continue to lag their peers by approximately five percent.

Action Requested: None.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

**FULL-TIME FACULTY AND CIVIL SERVICE SALARIES AT ILLINOIS
COLLEGES AND UNIVERSITIES**

This report presents an analysis of weighted average salaries for full-time faculty and civil service employees at Illinois public and independent colleges and universities and the Illinois Mathematics and Science Academy (IMSA). The report includes average salaries for fiscal years 1990 and 1995, and fiscal years 1998 through 2000 and compares salaries with the Consumer Price Index and Illinois Per Capita Income to determine how well salaries have kept pace with those indicators. The report also compares average faculty salaries at Illinois colleges and universities with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area and surrounding community college districts to determine the competitiveness of IMSA salaries.

Faculty salary data for public universities and independent institutions are derived from institutions participating in the American Association of University Professors (AAUP) Annual Faculty Compensation Survey. Faculty salaries at Illinois community colleges are provided by the Illinois Community College Board. Faculty salaries presented in this report are average nine-month salaries for full-time faculty. Historic average salary data have been adjusted to reflect the fiscal year 2000 faculty mix among ranks at each campus to control for the effects of the changing distribution of faculty members among ranks over time. Weighted average salaries for independent colleges and universities are based on the 30 institutions that reported data in all the years included in this report. Sources of salary data and methodologies for comparing salaries are described in the appendix. Throughout this report, two-year, rather than one-year, salary increases are examined to compensate for anomalies that would affect one-year salary increases.

In addition to faculty salary data, the AAUP survey collects the cost of major fringe benefits provided to full-time faculty. These benefits include, but are not limited to, retirement and medical, dental, disability, unemployment, workers compensation, and life insurance. The AAUP combines salary and major fringe benefits to arrive at total compensation. This report also provides average total compensation for full-time faculty at Illinois public universities and independent colleges and universities as a percent of their peer group medians as an additional measure of competitiveness. Because all Illinois community colleges do not submit data to AAUP, and no peer groups similar to those used for public universities and independent institutions are available for community colleges, a comparison of total compensation with peer institutions was not done for Illinois community colleges. However, average total compensation by district is presented using data from the Illinois Community College Board and the State Universities Retirement System.

“3+1+1” Initiative

Historically, average faculty salaries at Illinois public universities have, on a statewide basis, fallen below the median faculty salaries of the comparison groups. For fiscal year 2000, the Illinois General Assembly and Governor George Ryan approved funding for the first year of a five-year plan recommended by the Board of Higher Education to enhance efforts to recruit and retain critical faculty and staff at Illinois public institutions and agencies by bringing average faculty salaries to the median of national peers. This plan, referred to as “3+1+1”, provides state funds for an average three percent salary increase and funds equal to an additional one percent to recruit and retain critical faculty and staff. Institutions are expected to match the additional one percent with an equal amount of institutional funds.

The overall goal of the five-year plan is to assure that Illinois colleges and universities maintain an appropriate complement of faculty and staff to provide the highest quality of instruction, research, and service by assuring that faculty and staff are fairly compensated. Fiscal year 2000 data presented in this report should reflect the results from the first year of the “3+1+1” initiative and chart progress made in moving Illinois public institutions closer to the median salary of their national peers.

Faculty Salaries

Faculty are the institutions’ primary resource responsible for instruction, research, and public service. Table 1 displays average faculty salaries for the three most recent fiscal years and fiscal years 1990 and 1995. The average fiscal year 2000 faculty salary at public universities was \$59,700, an increase of 8.7 percent over fiscal year 1998. The average salary for community colleges was \$53,400, an increase of 4.5 percent over fiscal year 1998 and for independent colleges and universities the average faculty salary was \$67,100, an increase of 8.1 percent above fiscal year 1998 salaries. Between fiscal years 1995 to 2000 and fiscal years 1998 to 2000, the percent increase in average faculty salaries at community colleges lagged the increase in average faculty salaries at independent institutions and public universities.

Comparisons to Economic Indicators

Table 1 also presents the Consumer Price Index (CPI) and the Illinois per capita income for each year as comparative measures of inflation and income. From fiscal year 1998 to fiscal year 2000, the increase in average faculty salaries at public universities and independent institutions exceeded the forecasted increase in Illinois per capita income, while average faculty salary increases at community colleges lagged behind the forecasted increase. For the same period, all sectors exceeded the forecasted increase in inflation as measured by the CPI.

Table 1 also shows for fiscal years 1995 to 2000 and fiscal years 1990 to 2000, the increase in the average faculty salaries, across all sectors, exceeded inflation as measured by the CPI. However, average faculty salaries, across all sectors, trailed the increase in Illinois per capita income between fiscal years 1990 to 2000 and fiscal years 1995 to 2000.

Comparisons Among Institutions

Due to the variety of missions, programs, and geographic locations found in higher education, faculty salaries can vary widely from one campus to another. Other factors, such as

faculty turnover, average length of service, and the distribution of faculty among ranks can contribute to salary variations as well. To measure the competitiveness of faculty salaries across a variety of institutions, the Board of Higher Education compares faculty salaries at Illinois campuses with salaries at similar institutions nationwide. Groups of comparison institutions were determined analytically in a 1985 Board study. Over 1,500 four-year colleges and universities were examined and categorized into 41 groups based on similarity in size, program mix, degrees conferred, financial characteristics, and faculty characteristics. A description of the comparison methodology is included in the appendix. A listing of all institutions in each comparison group containing an Illinois four-year institution is available from the Illinois Board of Higher Education.

Public Universities

Public universities in Illinois exhibit a broad range of both institutional and faculty characteristics. These differences are reflected in part by the range in average faculty salaries. Table 2 presents fiscal year 2000 weighted average faculty salaries by rank at each public university campus and Table 3 presents the all-rank weighted average faculty salaries for each campus for the three most recent fiscal years, and fiscal years 1990 and 1995.

The distribution of faculty among ranks is related to both length of service and professional contribution and achievement. Table 2 shows that average salaries increase as professorial rank increases from instructor to full professor. By campus, all-rank average salaries range from \$48,000 at Eastern Illinois University to \$75,200 at the University of Illinois at Urbana-Champaign.

Table 3 displays the change in all-rank average faculty salaries at public university campuses adjusted for the fiscal year 2000 faculty mix. From fiscal year 1990 to fiscal year 2000, the increase in average faculty salaries for all public universities was 40.8 percent, ranging from an increase of 30.3 percent at Southern Illinois University at Edwardsville to 63.5 percent at Chicago State University. During this time period, the increase in average faculty salaries out-paced the increase in CPI at ten of the twelve public university campuses; however, only two institutions surpassed the increase in Illinois per capita income.

For the most recent period examined, fiscal year 1998 through fiscal year 2000, all of the twelve institutions met or exceeded the two-year increase in CPI. While state appropriations for general salary increases during this period were greater than the increase in CPI, variations in institutional salary increases occurred due to campus resource allocations, staffing practices, funding priorities, and productivity reinvestments.

Table 4 displays weighted average faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group. For example, in fiscal year 2000, Illinois State University's average faculty salary of \$53,700 represented 92.9 percent of its comparison group's median salary of \$57,800. The University of Illinois at Chicago's weighted average faculty salary of \$68,200 represented 101.0 percent of the \$67,500 median salary of its comparison group.

Figure A
Illinois Public Universities
Average Salaries vs Peer Groups

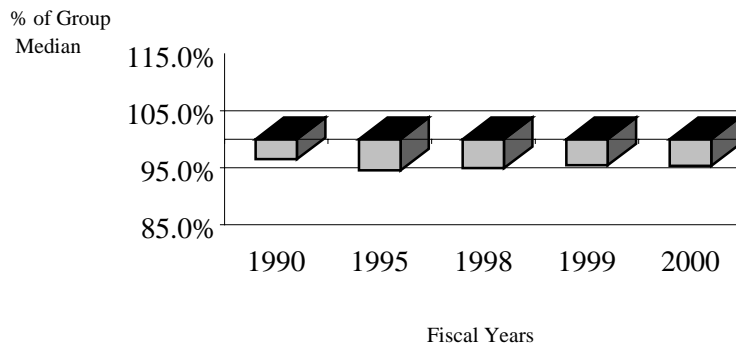


Figure A displays average faculty salaries at Illinois public universities as a percent of median salaries at comparison institutions. During fiscal year 2000, the first year of the “3+1+1” salary initiative, weighted average faculty salaries for all Illinois public universities were 95.3 percent of the peer group median. While this average is higher than fiscal years 1995 and 1998, six of the twelve public universities have lost ground to their comparative institutions since fiscal year 1998.

While salaries are often the primary focus in discussions concerning employee compensation, non-salary benefits also are a key component of the total compensation package. Total compensation includes salary as well as the employer’s cost of fringe benefits, such as retirement, and medical, dental, and life insurance. Although these benefits are not always reflected in an employee’s paycheck, they represent a significant financial commitment and play an important role in attracting and retaining faculty and staff. It is important to note that while non-salary benefits are an important part of total employee compensation, their cost, or even their availability, often is beyond the control of the institution. Often, fringe benefits, such as group health benefits and retirement, are appropriated to non-higher education state agencies. For example, in Illinois, retirement benefits for public institutions are determined by the Illinois General Assembly and the Governor, as are health insurance benefits for public university employees. Retirement funding for public colleges and universities is appropriated to the State Universities Retirement System and funding for group health benefits is appropriated to the Department of Central Management Services.

Table 5 presents all-rank average faculty salaries, fringe benefits, and total compensation for public universities for fiscal year 2000. Median salaries, fringe benefits, and total compensation also are presented for each institution’s peer group, as well as the institution’s percent of the peer group median for all three components. During fiscal year 2000, the weighted average faculty salary for Illinois public universities was \$59,700 with an additional \$10,800 in fringe benefits for a total average compensation package of \$70,500. When compared with peer group medians, average faculty salaries were 95.3 percent of their peer median, while the cost of fringe benefits were 73.7 percent of their peer median, making total average compensation for Illinois public universities equal to 91.2 percent of the median total compensation for peer institutions. By campus, fringe benefits as a percent of peer group

medians ranged from 64.0 percent at Chicago State University and the University of Illinois at Urbana/Champaign to 86.3 percent at Southern Illinois University at Carbondale. Total compensation ranged from 83.7 percent of the peer group median at Eastern Illinois State to 105.3 percent at Northeastern Illinois University.

Table 6 compares the weighted average faculty compensation as a percent of comparison group medians for the past three fiscal years. Two institutions (the University of Illinois at Chicago, and the University of Illinois at Urbana/Champaign) have lost ground in relation to their peers between fiscal years 1998 and 2000.

The variation in fringe benefits between Illinois public universities and peer institutions may be attributed, in part, to the fact that Illinois institutions participate in the State Universities Retirement System and do not participate in Social Security. Other variations require future study by the Board and the institutions.

Independent Colleges and Universities

Table 7 displays the weighted average faculty salaries for 51 independent colleges and universities for the three most recent fiscal years and fiscal years 1990 and 1995. Weighted average faculty salaries for the group are based upon the 30 institutions that reported data in each of these years. Because of their multiple sizes and diversity of missions, independent colleges and universities present a wide range of institutional and faculty characteristics and faculty salaries as illustrated on Table 7. Due to this diversity, caution should be taken in comparing average faculty salaries among Illinois independent institutions. Of the reporting institutions, fiscal year 2000 average faculty salaries ranged from \$29,400 at Springfield College in Illinois to \$99,000 at the John Marshall Law School.

Figure B

**Illinois Independent Institutions
Average Salaries vs Peer Groups**

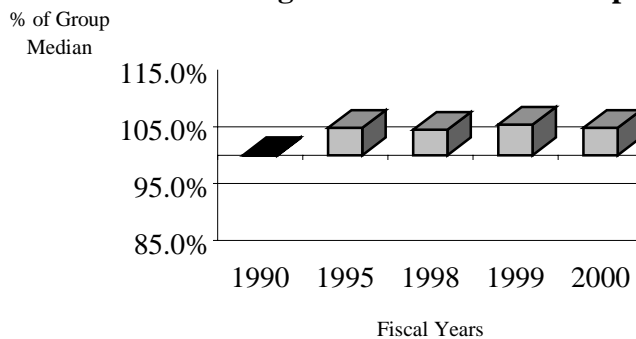


Table 8 lists those independent institutions that were included in the Board of Higher Education’s 1985 comparison group study and reported data in fiscal year 2000. Their average salaries as a percentage of comparison group medians are shown on Table 8 and graphically in Figure B. Using the fiscal year 2000 faculty mix, independent institutions' average faculty salaries have exceeded their comparison group medians all years examined since fiscal year 1990. The fiscal year 2000 weighted average salary for independent institutions is 4.8 percent above the comparison group median.

Table 9 presents fiscal year 2000 weighted average faculty salaries, fringe benefits, and total compensation for independent institutions; median salaries, fringe benefits, and total compensation for their respective peer groups; and salary, fringe benefits, and total compensation for Illinois institutions as a percent of their peer group medians. Table 9 examines salary and compensation data only for Illinois independent institutions included in the Board's comparison group study and reported data in fiscal year 2000. For fiscal year 2000, the weighted average all-rank faculty salary for the independent institutions included in the Board's study totaled \$67,000. (Note that this average salary is different than that shown on previous tables due to a different mix of institutions. The previous tables included only those institutions that reported in all years.) The average cost of fringe benefits was \$15,100 for a total average compensation package of \$82,100. In fiscal year 2000, the cost of fringe benefits for the selected Illinois independent institutions was, on average, slightly less than the median cost of fringe benefits provided at peer institutions. Illinois independent institutions had a total compensation package, on average, 3.3 percent (or \$2,600) higher than comparable institutions.

Table 10 compares fiscal years 1998 through 2000 weighted average faculty compensation at independent institutions as a percentage of peer group medians. The statewide average has decreased slightly between fiscal year 1998 and fiscal year 2000, from 103.4 percent to 103.3 percent of the peer group median.

Community Colleges

Table 11 presents average faculty salaries by community college district. Since most community college faculties are not differentiated by rank, the average full-time faculty salaries shown in Table 11 are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty in each district. Average fiscal year 2000 faculty salaries for community colleges ranged from \$35,500 at John Wood Community College to \$72,800 at College of Lake County, illustrating the wide range of market factors, program mixes, enrollments, and access to local tax wealth among the community colleges.

Average faculty salaries at community colleges grew 4.5 percent between fiscal years 1998 and 2000. Several districts reported little or no growth in average faculty salaries and a few districts experienced decreases in average faculty salaries during this time period. According to the Illinois Community College Board, the reason for this trend can be attributed to a large number of retirements among higher salaried senior faculty during the past several years.

Due to a lack of national comparative data, the Board of Higher Education's 1985 comparison group study did not include community colleges. However, average community college faculty salaries have been computed for institutions in 13 selected states with comprehensive community college systems. These comparisons are presented on Table 12, along with the Illinois community college weighted average salaries. The AAUP salary data are limited to the institutions that report in a given year. Some variation in the national salary data for community colleges can be attributed to this factor.

Figure C
Illinois Community Colleges
Average Salaries vs Salaries in Selected States

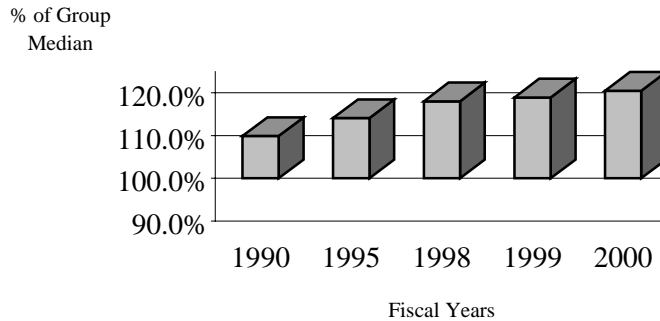


Figure C displays the average faculty salary for all Illinois community colleges as a percent of the median of average salaries in selected states. The average salary for all Illinois community colleges exceeds the median salaries of community colleges in similar states for all years examined. Fiscal year 2000 Illinois average community college faculty salaries exceeded the median average salary by 20.5 percent and were higher than the average salaries of all the states examined except California and Michigan.

Table 13 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 1999. Because data from the Illinois Community College Board for fringe benefits are based on actual expenditures, data for fiscal year 2000 are not yet available. Although the cost of some fringe benefits vary according to the length of the employment contract, other benefits, such as the cost of health insurance, are usually based on 12 months for all employees regardless of the length of the contract. The fringe benefits figures for Illinois community colleges displayed on Table 13 are based on the average cost of fringe benefits per full-time faculty, regardless of contract length. Table 13 shows the fiscal year 1999 weighted average salary for all Illinois community colleges was \$52,800. Weighted average fringe benefits totaled \$11,100, for a total weighted average compensation of \$63,900. The cost of fringe benefits ranged from an average of \$6,000 at Shawnee College to \$16,500 at City Colleges of Chicago.

Illinois Mathematics and Science Academy

Table 14 presents the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for the three most recent fiscal years and fiscal years 1990 and 1995. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties, as well as the four surrounding community college districts also are presented. Public high school salary data is obtained from the State Board of Education’s (SBE) Illinois Teacher Salary Study. The fiscal year 2000 SBE report was not available at the time this report was prepared. Table 14 shows average faculty salaries at IMSA remain lower, through fiscal year 1999, than the weighted average faculty salaries in the 46 high school districts in the five surrounding counties, measuring 88.1 percent of the weighted average salaries of high school faculty in the geographic area. When compared to the four surrounding community college districts, IMSA salaries were

101.2 percent of the weighted average faculty salaries at those institutions in fiscal year 2000.

From fiscal year 1990 to fiscal year 2000, and between fiscal year 1998 and fiscal year 2000, the growth in average faculty salaries at IMSA has been greater than the weighted average faculty salary growth at surrounding community college districts and has exceeded the growth in inflation, as measured by CPI.

Civil Service Salaries

Public universities, as well as higher education agencies, are staffed by civil service employees who play an integral role in the day-to-day operations of these institutions. Average salaries for the three most recent fiscal years and fiscal years 1990 and 1995 for civil service employees at public universities and state higher education agencies are presented on Table 15. Unlike the faculty salary data, civil service salaries are not adjusted by the mix of positions each year, and are instead, presented as actual average salaries. In fiscal year 2000, the average salary for all civil service employees was \$32,067. The increase in civil service average salaries since fiscal year 1990 is 41.0 percent, and since fiscal year 1995, is 20.2 percent. The growth in civil service salaries was greater than inflation as measured by CPI in each period studied although it lagged the growth in Illinois per capita income during the same time periods. Between fiscal year 1990 and fiscal year 2000, the percent increase in public university civil service salaries was approximately the same as the percent increase in public university faculty salaries. During the other two time periods examined, fiscal year 1995 to fiscal year 2000 and fiscal year 1998 to fiscal year 2000, the rate of growth in public university civil service salaries was slightly lower than public university faculty salary growth.

Table 16 presents civil service weighted average salaries by occupational category and shows the diversity in salaries by occupational category. The highest average salaries for civil service employees in fiscal year 2000 were positions classified as crafts, trades, or construction. These employees averaged \$49,369 compared to the lowest average salary of \$23,265 for civil service clerical employees. Average civil service salaries in the technical occupational category have shown the largest percentage increase for all three time periods examined, rising 40.3 percent between fiscal years 1990 and 2000, 19.0 percent between fiscal years 1995 and 2000, and 8.0 percent between fiscal years 1998 and 2000.

Conclusions and Next Steps

This report shows that overall faculty salaries at public universities, independent institutions, and community colleges have increased at or above the rate of inflation as measured by the Consumer Price Index, but not all sectors have kept pace with the increase in the Illinois per capita income. Independent institutions and community colleges average faculty salaries exceed those of the comparison groups, however, public universities average faculty salary continues to lag behind their peers by approximately 5 percent. A three-year comparison of total compensation is included in this report for public universities and independent institutions. Average faculty compensation for the independent institutions exceeds their peer group medians for all years examined. While public university faculty compensation lags behind the peer group medians, a slight increase in the statewide average percentage has been seen over the past three years.

Fiscal year 2000 was the first year of funding for a five-year plan recommended by the Board of Higher Education to address the issue of faculty salary equity for Illinois public

institutions in comparison with national peer groups. Fiscal year 2000 statewide average faculty salaries represented 95.3 percent of the peer group median, compared to 95.2 percent in fiscal year 1998. Six of the twelve university campuses lost ground during this time period in comparison to their peers. Despite the attempts made through the “3+1+1” initiative, Illinois institutions have made no major progress in improving salary levels in comparison to their peers. Other states have increased salaries at rates greater than anticipated in the “3+1+1” model, and have met or exceeded Illinois’ investment in salaries. Illinois public university salaries remain approximately five percent below faculty salaries of peer institutions. It will be necessary to do further analysis to determine what additional efforts are needed to improve salaries at individual institutions and to move faculty salaries closer to their peer group medians.

Table 1

**CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 1990 TO 2000**

Fiscal Year	Consumer Price Index (FY1990=100)	Illinois Per Capita Income	Weighted Average Faculty Salaries ¹			
			Public Universities	Independent Institutions ²	Community Colleges	
1990	100.0	\$ 20,195	\$ 42,400	\$ 44,600	\$ 37,800	
1995	118.5	25,042	49,100	56,200	46,900	
1998	127.4	29,161	54,900	62,100	51,100	
1999	129.6	30,566	57,100	64,600	52,800	
2000	132.3 ³	31,332 ⁴	59,700	67,100	53,400	
<u>Percent Increases</u>						
FY1990 to FY2000	32.3 %	55.1 %	40.8 %	50.4 %	41.3 %	
FY1995 to FY2000	11.6	25.1	21.6	19.4	13.9	
FY1998 to FY2000	3.8	7.4	8.7	8.1	4.5	

¹ The fiscal year 2000 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on 30 institutions that reported in all years.

³ Projected.

⁴ Estimate based on forecasted percent increases published by the Illinois Department of Commerce and Community Affairs.

Sources: Illinois Department of Commerce and Community Affairs and U.S. Department of Labor

Table 2

**ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2000 WEIGHTED AVERAGE FACULTY SALARIES BY RANK**

	<u>Professors</u>	<u>Associate Professors</u>	<u>Assistant Professors</u>	<u>Instructors</u>	<u>All Ranks</u>
Chicago State University	\$ 64,500	\$ 54,200	\$ 46,500	\$ -	\$ 55,600
Eastern Illinois University	60,500	50,900	39,700	27,100	48,000
Governors State University	-	-	-	-	52,200
Illinois State University	66,500	51,900	43,400	31,800	53,700
Northeastern Illinois University	67,500	54,900	47,700	-	58,400
Northern Illinois University	72,300	53,000	46,000	27,600	53,600
Western Illinois University	61,500	50,200	40,500	29,300	49,500
<u>Southern Illinois University</u>					
Carbondale	69,500	52,000	42,900	28,800	52,600
Edwardsville	63,700	54,200	43,900	32,200	51,600
<u>University of Illinois</u>					
Chicago	84,500	62,300	51,800	41,900	68,200
Springfield	63,700	54,500	46,900	-	55,700
Urbana-Champaign	91,600	63,400	54,100	-	75,200
Weighted Average for All Public Universities	<u>\$ 76,200</u>	<u>\$ 56,500</u>	<u>\$ 46,600</u>	<u>\$ 28,400</u>	<u>\$ 59,700</u>

Source: American Association of University Professors

Table 3

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

(in thousands of dollars)						Percent Increases		
	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>	FY1990 to <u>FY2000</u>	FY1995 to <u>FY2000</u>	FY1998 to <u>FY2000</u>
Chicago State University	\$ 34.0	\$ 38.8	\$ 48.3	\$ 52.9	\$ 55.6	63.5 %	43.3 %	15.1 %
Eastern Illinois University	34.4	38.0	43.5	45.8	48.0	39.5	26.3	10.3
Governors State University	38.8	45.8	50.3	51.1	52.2	34.5	14.0	3.8
Illinois State University	40.6	47.2	50.0	50.9	53.7	32.3	13.8	7.4
Northeastern Illinois University	36.3	43.9	52.2	55.2	58.4	60.9	33.0	11.9
Northern Illinois University	39.2	45.3	49.8	51.1	53.6	36.7	18.3	7.6
Western Illinois University	36.0	42.7	46.2	47.7	49.5	37.5	15.9	7.1
<u>Southern Illinois University</u>								
Carbondale	39.4	44.6	47.3	50.7	52.6	33.5	17.9	11.2
Edwardsville	39.6	45.2	48.4	49.5	51.6	30.3	14.2	6.6
<u>University of Illinois</u>								
Chicago	47.3	56.0	63.1	66.1	68.2	44.2	21.8	8.1
Springfield	39.3	46.7	52.3	54.0	55.7	41.7	19.3	6.5
Urbana-Champaign	51.9	59.8	69.2	71.6	75.2	44.9	25.8	8.7
Weighted Average	<u>\$ 42.4</u>	<u>\$ 49.1</u>	<u>\$ 54.9</u>	<u>\$ 57.1</u>	<u>\$ 59.7</u>	<u>40.8 %</u>	<u>21.6 %</u>	<u>8.7 %</u>

Note: The fiscal year 2000 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 4

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1990</u>		<u>FY1995</u>		<u>FY1998</u>		<u>FY1999</u>		<u>FY2000</u>
Chicago State University	90.7	%	87.1	%	101.0	%	107.2	%	108.0
Eastern Illinois University	86.6		82.8		86.0		87.6		88.1
Governors State University	109.6		102.9		99.4		100.0		100.0
Illinois State University	98.3		96.1		93.3		91.4		92.9
Northeastern Illinois University	94.5		95.9		105.9		111.8		111.2
Northern Illinois University	101.3		97.4		97.6		96.4		96.1
Western Illinois University	89.6		91.6		90.1		90.0		89.8
<u>Southern Illinois University</u>									
Carbondale	100.3		94.5		92.0		94.8		93.3
Edwardsville	100.5		99.1		96.8		95.7		96.1
<u>University of Illinois</u>									
Chicago	100.4		102.6		102.6		102.6		101.0
Springfield	104.2		99.8		98.5		101.9		100.0
Urbana-Champaign	92.8		90.9		93.3		92.0		92.5
Weighted Average	<u>96.5</u>	%	<u>94.5</u>	%	<u>95.2</u>	%	<u>95.4</u>	%	<u>95.3</u>

Note: The fiscal year 2000 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 5

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 2000 All-Rank Average			Fiscal Year 2000 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	\$ 55.6	\$ 8.7	\$ 64.3	\$ 51.5	\$ 13.6	\$ 65.1	108.0 %	64.0 %	98.8 %
Eastern Illinois University	48.0	8.3	56.3	54.5	12.8	67.3	88.1	64.8	83.7
Governors State University	52.2	9.8	62.0	52.2	12.7	64.9	100.0	77.2	95.5
Illinois State University	53.7	10.2	63.9	57.8	14.3	72.1	92.9	71.3	88.6
Northeastern Illinois University	58.4	11.4	69.8	52.5	13.8	66.3	111.2	82.6	105.3
Northern Illinois University	53.6	10.2	63.8	55.8	12.2	68.0	96.1	83.6	93.8
Western Illinois University	49.5	9.7	59.2	55.1	13.0	68.1	89.8	74.6	86.9
<u>Southern Illinois University</u>									
Carbondale	52.6	10.7	63.3	56.4	12.4	68.8	93.3	86.3	92.0
Edwardsville	51.6	9.9	61.5	53.7	12.6	66.3	96.1	78.6	92.8
<u>University of Illinois</u>									
Chicago	68.2	11.8	80.0	67.5	16.2	83.7	101.0	72.8	95.6
Springfield	55.7	10.5	66.2	55.7	13.6	69.3	100.0	77.2	95.5
Urbana-Champaign	75.2	12.6	87.8	81.3	19.7	101.0	92.5	64.0	86.9
Weighted Average	<u>\$ 59.7</u>	<u>\$ 10.8</u>	<u>\$ 70.5</u>	<u>\$ 62.6</u>	<u>\$ 14.6</u>	<u>\$ 77.3</u>	<u>95.3 %</u>	<u>73.7 %</u>	<u>91.2 %</u>

¹ Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation.

Source: American Association of University Professors

Table 6

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1998</u>		<u>FY1999</u>		<u>FY2000</u>	
Chicago State University	92.4	%	96.7	%	98.8	%
Eastern Illinois University	81.3		85.2		83.7	
Governors State University	94.2		95.9		95.5	
Illinois State University	86.6		85.5		88.6	
Northeastern Illinois University	97.3		102.8		105.3	
Northern Illinois University	92.1		92.2		93.8	
Western Illinois University	86.1		89.3		86.9	
<u>Southern Illinois University</u>						
Carbondale	87.9		89.9		92.0	
Edwardsville	92.2		94.5		92.8	
<u>University of Illinois</u>						
Chicago	96.3		97.0		95.6	
Springfield	93.1		97.2		95.5	
Urbana-Champaign	87.1		85.8		86.9	
Weighted Average	<u>89.5</u>	%	<u>90.6</u>	%	<u>91.2</u>	%

Note: The fiscal year 2000 faculty distribution among ranks was used to determine weighted average compensation for all years.

Source: American Association of University Professors

Table 7

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK¹ WEIGHTED AVERAGE FACULTY SALARIES**

(in thousands of dollars)						Percent Increases		
	FY1990	FY 1995	FY1998	FY1999	FY2000	FY1990 to FY2000	FY1995 to FY2000	FY1998 to FY2000
Augustana College	\$ 37.0	\$ 43.1	\$ 47.1	\$ 47.8	\$ 49.5	33.8 %	14.8 %	5.1 %
Aurora University	34.2	39.5	42.7	45.1	47.1	37.7	19.2	10.3
Barat College	-	41.2	45.1	47.8	47.5	-	15.3	5.3
Benedictine University	35.6	43.0	44.8	46.8	52.5	47.5	22.1	17.2
Blackburn College	-	32.0	35.6	37.0	38.1	-	19.1	7.0
Bradley University	37.4	46.4	49.4	51.4	52.4	40.1	12.9	6.1
Columbia College of Chicago	-	42.2	50.1	48.4	49.3	-	16.8	(1.6)
Concordia College	27.9	36.5	-	42.6	45.0	61.3	23.3	-
DePaul University	43.4	54.6	59.0	61.4	63.5	46.3	16.3	7.6
Dominican University	31.5	41.1	45.9	47.1	47.1	49.5	14.6	2.6
Elmhurst College	34.0	41.9	-	48.0	50.7	49.1	21.0	-
Eureka College	28.6	37.3	38.7	39.4	41.4	44.8	11.0	7.0
Garrett-Evangelical Theological Seminary	43.1	48.3	50.4	53.5	54.5	26.5	12.8	8.1
Greenville College	26.7	-	35.3	37.6	39.7	48.7	-	12.5
Illinois College	32.8	43.7	47.0	47.6	48.3	47.3	10.5	2.8
Illinois Institute of Technology	47.3	55.7	61.3	62.9	67.8	43.3	21.7	10.6
Illinois Wesleyan University	33.2	44.2	48.8	50.1	51.7	55.7	17.0	5.9
John Marshall Law School	-	-	91.2	-	99.0	-	-	8.6
Judson College	31.5	38.3	42.3	42.8	45.2	43.5	18.0	6.9
Kendall College	-	34.8	-	-	34.2	-	(1.7)	-
Knox College	35.1	43.6	46.8	47.2	49.2	40.2	12.8	5.1
Lake Forest College	42.8	50.8	52.6	53.8	55.4	29.4	9.1	5.3
Lewis University	31.5	39.4	44.5	46.2	48.2	53.0	22.3	8.3
Lincoln Christian College	-	36.0	41.4	38.6	39.5	-	9.7	(4.6)
Lincoln College	28.6	34.9	35.7	36.2	37.1	29.7	6.3	3.9
Loyola University of Chicago	45.8	59.0	62.7	63.8	64.4	40.6	9.2	2.7
MacMurray College	22.7	30.0	31.9	32.4	32.9	44.9	9.7	3.1
McCormick Theological Seminary	-	44.0	51.8	50.4	49.5	-	12.5	(4.4)

Table 7

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK¹ WEIGHTED AVERAGE FACULTY SALARIES

(in thousands of dollars)	Percent Increases									
						FY1990	FY1995	FY1998		
	FY1990	FY 1995	FY1998	FY1999	FY2000	to FY2000	to FY2000	to FY2000		
McKendree College	\$ 31.8	\$ 39.0	\$ 42.4	\$ 43.2	\$ 44.4	39.6 %	13.8 %	4.7 %		
Millikin University	32.5	37.7	41.8	42.4	43.5	33.8	15.4	4.1		
Monmouth College	32.8	38.6	43.3	45.6	47.1	43.6	22.0	8.8		
Morrison Institute of Technology	-	-	33.5	-	24.7	-	-	(26.3)		
National College of Chiropractic	-	-	38.7	-	43.8	-	-	13.2		
National-Louis University	32.3	39.3	42.0	-	45.6	41.2	16.0	8.6		
North Central College	35.8	43.2	45.9	46.9	48.5	35.5	12.3	5.7		
North Park University	31.1	38.7	43.8	46.4	47.6	53.1	23.0	8.7		
Northwestern University	58.0	74.7	84.0	87.9	91.6	57.9	22.6	9.0		
Olivet Nazarene University	27.3	36.0	40.2	41.8	42.7	56.4	18.6	6.2		
Principia College	34.4	41.3	-	-	47.0	36.6	13.8	-		
Quincy University	27.7	34.6	36.9	38.3	39.1	41.2	13.0	6.0		
Robert Morris College	-	-	-	38.6	41.5	-	-	-		
Rockford College	27.6	36.2	40.7	42.7	43.2	56.5	19.3	6.1		
Roosevelt University	34.4	42.3	48.6	51.1	52.6	52.9	24.3	8.2		
Saint Xavier University	31.2	44.9	-	-	51.7	65.7	15.1	-		
School of the Art Institute of Chicago	-	34.8	51.2	53.2	51.8	-	48.9	1.2		
Shimer College	-	-	-	28.9	33.3	-	-	-		
Springfield College in Illinois	19.3	23.2	27.2	-	29.4	52.3	26.7	8.1		
Trinity Christian College	32.6	40.5	-	43.7	44.5	36.5	9.9	-		
University of Chicago	59.4	76.2	86.6	91.5	96.5	62.5	26.6	11.4		
University of St. Francis	-	40.1	43.5	44.6	45.8	-	14.2	5.3		
Wheaton College	37.4	46.8	53.4	55.6	56.6	51.3	20.9	6.0		
Weighted Average ²	<u>\$ 44.6</u>	<u>\$ 56.2</u>	<u>\$ 62.1</u>	<u>\$ 64.6</u>	<u>\$ 67.1</u>	<u>50.4 %</u>	<u>19.4 %</u>	<u>8.1 %</u>		

¹ The fiscal year 2000 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on the 30 institutions that reported in all years.

Source: American Association of University Professors

Table 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>
Augustana College	108.2	104.4	108.5	105.3	104.9
Aurora College	96.1	89.8	90.1	91.7	93.3
Barat College	-	108.7	110.0	113.5	109.4
Benedictine University	89.0	87.9	84.4	85.2	93.3
Blackburn College	-	81.8	83.6	84.5	84.7
Bradley University	102.7	108.9	106.9	107.3	107.4
Concordia College	80.2	89.2	-	92.6	93.8
DePaul University	110.4	120.3	118.5	119.5	118.7
Dominican University	88.2	92.8	93.9	95.0	91.3
Elmhurst College	100.6	102.4	-	106.9	108.8
Eureka College	100.0	106.0	105.2	103.7	103.5
Greenville College	82.4	-	81.9	85.1	87.3
Illinois College	103.1	112.3	111.6	109.9	108.3
Illinois Institute of Technology	97.3	96.5	95.6	95.4	98.8
Illinois Wesleyan University	108.1	117.6	119.9	119.9	120.0
Knox College	87.5	89.2	88.1	85.8	85.3
Lake Forest College	102.9	100.4	95.6	94.2	92.5
Lewis University	87.3	88.5	92.7	93.3	94.5
Loyola University of Chicago	98.3	100.5	98.1	98.0	94.6
MacMurray College	73.7	81.2	78.3	77.4	75.1
Millikin University	101.2	97.2	102.5	100.0	98.2
Monmouth College	100.6	96.5	99.8	102.7	102.8
North Central College	112.1	109.4	107.2	106.8	107.1
North Park University	76.6	78.7	79.9	83.9	84.0

Table 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>
Northwestern University	101.6 %	111.0 %	110.8 %	110.7 %	110.2 %
Principia College	109.9	107.8	-	-	107.1
Rockford College	89.3	91.0	96.4	96.4	93.5
Roosevelt University	94.8	94.6	96.4	101.2	99.6
Saint Xavier University	103.3	116.0	-	-	114.4
University of Chicago	104.8	113.6	114.7	115.7	116.7
University of St. Francis	-	99.3	102.6	100.9	99.6
Wheaton College	82.9	87.6	90.8	89.7	88.3
Weighted Average ¹	<u>99.9 %</u>	<u>104.8 %</u>	<u>104.5 %</u>	<u>105.4 %</u>	<u>104.8 %</u>

¹ The fiscal year 2000 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 9

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 2000 All-Rank Average			Fiscal Year 2000 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Augustana College	\$ 49.5	\$ 12.7	\$ 62.2	\$ 47.2	\$ 12.5	\$ 59.7	104.9 %	101.6 %	104.2 %
Aurora College	47.1	9.6	56.7	50.5	12.3	62.8	93.3	78.0	90.3
Barat College	47.5	10.1	57.6	43.4	11.1	54.5	109.4	91.0	105.7
Benedictine University	52.5	7.7	60.2	56.3	13.6	69.9	93.3	56.6	86.1
Blackburn College	38.1	7.5	45.6	45.0	11.5	56.5	84.7	65.2	80.7
Bradley University	52.4	11.0	63.4	48.8	12.6	61.4	107.4	87.3	103.3
Concordia College	45.0	10.6	55.6	48.0	11.6	59.6	93.8	91.4	93.3
DePaul University	63.5	15.8	79.3	53.5	12.4	65.9	118.7	127.4	120.3
Dominican University	47.1	11.5	58.6	51.6	13.1	64.7	91.3	87.8	90.6
Elmhurst College	50.7	11.8	62.5	46.6	12.5	59.1	108.8	94.4	105.8
Eureka College	41.4	9.9	51.3	40.0	8.2	48.2	103.5	120.7	106.4
Greenville College	39.7	7.9	47.6	45.5	11.9	57.4	87.3	66.4	82.9
Illinois College	48.3	10.4	58.7	44.6	11.5	56.1	108.3	90.4	104.6
Illinois Institute of Technology	67.8	15.1	82.9	68.6	15.9	84.5	98.8	95.0	98.1
Illinois Wesleyan University	51.7	14.6	66.3	43.1	11.0	54.1	120.0	132.7	122.6
Knox College	49.2	11.8	61.0	57.7	15.7	73.4	85.3	75.2	83.1
Lake Forest College	55.4	14.3	69.7	59.9	16.5	76.4	92.5	86.7	91.2
Lewis University	48.2	11.5	59.7	51.0	12.4	63.4	94.5	92.7	94.2
Loyola University of Chicago	64.4	14.7	79.1	68.1	15.6	83.7	94.6	94.2	94.5
MacMurray College	32.9	6.9	39.8	43.8	11.2	55.0	75.1	61.6	72.4
Millikin University	43.5	11.6	55.1	44.3	11.8	56.1	98.2	98.3	98.2
Monmouth College	47.1	10.6	57.7	45.8	11.9	57.7	102.8	89.1	100.0

Table 9

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 2000 All-Rank Average			Fiscal Year 2000 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
North Central College	\$ 48.5	\$ 10.7	\$ 59.2	\$ 45.3	\$ 11.7	\$ 57.0	107.1 %	91.5 %	103.9 %
North Park University	47.6	10.4	58.0	56.7	15.0	71.7	84.0	69.3	80.9
Northwestern University	91.6	19.2	110.8	83.1	20.1	103.2	110.2	95.5	107.4
Rockford College	43.2	13.6	56.8	46.2	11.6	57.8	93.5	117.2	98.3
Roosevelt University	52.6	12.6	65.2	52.8	13.2	66.0	99.6	95.5	98.8
University of Chicago	96.5	20.3	116.8	82.7	20.3	103.0	116.7	100.0	113.4
University of St. Francis	45.8	12.6	58.4	46.0	12.4	58.4	99.6	101.6	100.0
Wheaton College	56.6	15.7	72.3	64.1	16.8	80.9	88.3	93.5	89.4
Weighted Average	<u>\$ 67.0</u>	<u>\$ 15.1</u>	<u>\$ 82.1</u>	<u>\$ 63.9</u>	<u>\$ 15.5</u>	<u>\$ 79.5</u>	<u>104.8 %</u>	<u>97.1 %</u>	<u>103.3 %</u>

¹ Salary and the cost of fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation. The fiscal year 2000 weighted average salary for all independent institutions varies from previous tables due to the use of a different mix of institutions. Previous tables included only those independent institutions that reported salaries in fiscal years 1990 and 1995, and fiscal years 1998 through 2000.

Source: American Association of University Professors

Table 10

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1998</u>		<u>FY1999</u>		<u>FY2000</u>	
Augustana College	107.3	%	103.8	%	104.2	%
Aurora College	88.8		94.4		90.3	
Barat College	105.7		109.5		105.7	
Benedictine University	83.1		83.7		86.1	
Blackburn College	83.4		83.0		80.7	
Bradley University	102.1		103.9		103.3	
Concordia College	-		90.4		94.8	
DePaul University	114.7		121.7		120.3	
Dominican University	93.3		93.3		90.6	
Elmhurst College	-		104.4		105.8	
Eureka College	105.8		106.5		106.4	
Greenville College	82.3		80.9		82.9	
Illinois College	107.6		105.9		104.6	
Illinois Institute of Technology	97.7		100.0		98.1	
Illinois Wesleyan University	130.4		121.5		122.6	
Knox College	84.9		84.6		83.1	
Lake Forest College	94.3		92.7		91.2	
Lewis University	92.1		93.3		94.2	
Loyola University of Chicago	100.0		98.3		94.5	
MacMurray College	76.9		73.7		72.4	
Millikin University	102.5		98.1		98.2	
Monmouth College	99.1		100.9		100.0	
North Central College	105.6		104.3		103.9	
North Park University	80.1		82.5		80.9	
Northwestern University	108.9	%	107.5	%	107.4	%

Table 10

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>
Principia College	-	-	100.0
Rockford College	97.5	98.6	98.3
Roosevelt University	98.9	103.4	98.8
Saint Xavier University	-	-	113.1
University of Chicago	113.7	112.9	113.4
University of St. Francis	103.6	101.8	100.0
Wheaton College	87.3	90.0	89.4
Weighted Average ¹	<u>103.4</u> %	<u>104.4</u> %	<u>103.3</u> %

¹ The fiscal year 2000 faculty distribution among ranks was used to determine average salaries for all years.

Source: American Association of University Professors

Table 11

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT**

(in thousands of dollars)	Percent Increase								
	FY1990	FY1995	FY1998	FY1999	FY2000	FY1990	FY1995	FY1998	
						to	to	to	
						FY2000	FY2000	FY2000	
Black Hawk College	\$ 32.1	\$ 42.5	\$ 47.5	\$ 50.0	\$ 50.2	56.4 %	18.1 %	5.7 %	
Carl Sandburg College	29.8	36.1	42.3	43.8	42.2	41.6	16.9	(0.2)	
City Colleges of Chicago (All)	43.1	53.0	56.4	59.5	61.1	41.8	15.3	8.3	
College of DuPage	N/R	50.9	59.8	62.4	63.7	-	25.1	6.5	
College of Lake County	47.2	62.0	68.8	70.8	72.8	54.2	17.4	5.8	
Danville Area Community College	29.1	34.0	36.9	38.1	38.2	31.3	12.4	3.5	
Elgin Community College	35.1	54.8	62.3	65.6	67.3	91.7	22.8	8.0	
Heartland Community College	-	29.6	33.7	37.1	38.8	-	31.1	15.1	
Highland Community College	29.5	42.1	46.5	49.2	50.9	72.5	20.9	9.5	
Ill Eastern Community Colleges (All)	25.3	32.0	36.7	36.8	39.1	54.5	22.2	6.5	
Illinois Central College	34.6	41.9	43.2	44.2	43.2	24.9	3.1	-	
Illinois Valley Community College	34.0	40.3	42.0	43.1	44.4	30.6	10.2	5.7	
John A. Logan College	32.9	41.2	44.7	45.8	48.1	46.2	16.7	7.6	
John Wood Community College	22.2	25.0	29.0	33.0	35.5	59.9	42.0	22.4	
Joliet Junior College	40.4	48.7	53.9	56.8	56.7	40.3	16.4	5.2	
Kankakee Community College	30.6	40.8	46.7	48.3	50.3	64.4	23.3	7.7	
Kaskaskia College	31.4	40.1	43.0	45.6	45.3	44.3	13.0	5.3	
Kishwaukee College	30.5	35.7	39.8	41.0	42.1	38.0	17.9	5.8	
Lake Land College	29.7	36.8	38.2	40.5	39.9	34.3	8.4	4.5	
Lewis and Clark Community College	34.9	43.4	46.2	48.2	49.9	43.0	15.0	8.0	
Lincoln Land Community College	37.4	45.9	52.0	51.2	56.5	51.1	23.1	8.7	
McHenry County College	35.4	42.7	48.9	51.5	53.3	50.6	24.8	9.0	
Metropolitan Community College	N/R	34.0	37.9	39.7	- *	-	-	-	

Table 11

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT**

(in thousands of dollars)						Percent Increase		
	FY1990	FY1995	FY1998	FY1999	FY2000	FY1990 to FY2000	FY1995 to FY2000	FY1998 to FY2000
Moraine Valley Community College	\$ 37.7	\$ 46.9	\$ 50.6	\$ 52.9	\$ 53.4	41.6	13.9	5.5
Morton College	40.4	50.3	53.0	51.8	52.5	30.0	4.4	(0.9)
Oakton Community College	45.1	57.2	64.4	64.8	66.8	48.1	16.8	3.7
Parkland College	36.6	44.8	50.3	50.2	50.4	37.7	12.5	0.2
Prairie State College	35.7	43.5	47.8	50.0	53.2	49.0	22.3	11.3
Rend Lake College	31.1	38.0	42.1	42.8	43.3	39.2	13.9	2.9
Richland Community College	31.6	39.3	41.2	43.4	43.1	36.4	9.7	4.6
Rock Valley College	35.8	43.7	46.9	47.8	49.2	37.4	12.6	4.9
Sauk Valley Community College	30.9	37.4	39.1	40.6	41.4	34.0	10.7	5.9
Shawnee College	28.5	34.2	39.2	40.1	40.8	43.2	19.3	4.1
South Suburban College	39.1	47.2	51.7	52.5	55.2	41.2	16.9	6.8
Southeastern Illinois College	30.8	36.6	38.2	39.4	40.9	32.8	11.7	7.1
Southwestern Illinois College**	40.6	47.2	51.3	50.9	46.8	15.3	(0.8)	(8.8)
Spoon River College	30.2	37.5	38.4	39.1	39.4	30.5	5.1	2.6
Triton College	41.7	54.5	58.2	61.0	57.3	37.4	5.1	(1.5)
Waubonsee Community College	36.2	43.7	47.2	48.4	50.0	38.1	14.4	5.9
William Rainey Harper College	44.3	57.1	58.8	60.6	59.8	35.0	4.7	1.7
Weighted Average	<u>\$ 37.8</u>	<u>\$ 46.9</u>	<u>\$ 51.1</u>	<u>\$ 52.8</u>	<u>\$ 53.4</u>	<u>41.3 %</u>	<u>13.9 %</u>	<u>4.5 %</u>

N/R = No Report

* Metropolitan Community College was closed in December 1998

**formerly Belleville Area College

Source: Illinois Community College Board

Table 12

ILLINOIS COMMUNITY COLLEGES
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES

(in thousands of dollars)

State	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>	FY1990 to <u>FY2000</u>	FY1995 to <u>FY2000</u>	FY1998 to <u>FY2000</u>
<u>Weighted Average Salaries</u>								
Illinois	\$ 37.8	\$ 46.9	\$ 51.1	\$ 52.8	\$ 53.4	41.3 %	13.9 %	4.5 %
<u>Average Salaries</u>								
California	44.2	51.9	54.5	58.6	59.7	35.1	15.0	9.5
Florida	32.9	37.3	38.9	40.0	42.3	28.6	13.4	8.7
Iowa	28.2	35.6	36.7	39.2	39.2	39.0	10.1	6.8
Maryland	36.3	42.6	46.6	47.4	49.7	36.9	16.7	6.7
Massachusetts	36.0	41.1	42.5	41.8	42.2	17.2	2.7	(0.7)
Michigan	39.3	45.8	51.4	53.6	56.1	42.7	22.5	9.1
Minnesota	37.8	43.8	45.1	48.2	44.3	17.2	1.1	(1.8)
Missouri	29.8	35.0	39.8	40.6	41.6	39.6	18.9	4.5
New York	36.7	45.6	47.0	49.8	50.6	37.9	11.0	7.7
Ohio	33.3	39.4	43.3	44.4	45.1	35.4	14.5	4.2
Pennsylvania	34.4	42.4	46.9	49.5	49.7	44.5	17.2	6.0
Texas	32.0	35.3	38.1	40.6	39.8	24.4	12.7	4.5
Washington	30.3	37.1	40.2	41.1	42.1	38.9	13.5	4.7
Median	<u>\$ 34.4</u>	<u>\$ 41.1</u>	<u>\$ 43.3</u>	<u>\$ 44.4</u>	<u>\$ 44.3</u>	<u>28.8 %</u>	<u>7.8 %</u>	<u>2.3 %</u>
Illinois Average As A Percent Of Other States' Median	<u>109.9 %</u>	<u>114.1 %</u>	<u>118.0 %</u>	<u>118.9 %</u>	<u>120.5 %</u>			

Sources: American Association of University Professors and Illinois Community College Board

Table 13

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 1999**

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Fringe Benefits	
Black Hawk College	\$ 50.0	\$ 4.5	\$ 5.7	\$ 10.2	\$ 60.2
Carl Sandburg College	43.8	3.9	5.0	8.9	52.7
City Colleges of Chicago (All)	59.5	5.4	11.1	16.5	76.0
College of DuPage	62.4	5.6	7.5	13.1	75.5
College of Lake County	70.8	6.4	2.2	8.6	79.4
Danville Area Community College	38.1	3.4	3.7	7.1	45.2
Elgin Community College	65.6	5.9	3.7	9.6	75.2
Heartland Community College	37.1	3.3	3.3	6.6	43.7
Highland Community College	49.2	4.4	6.3	10.7	59.9
Ill Eastern Community Colleges (All)	36.8	3.3	2.9	6.2	43.0
Illinois Central College	44.2	4.0	5.4	9.4	53.6
Illinois Valley Community College	43.1	3.9	4.9	8.8	51.9
John A. Logan College	45.8	4.1	5.1	9.2	55.0
John Wood Community College	33.0	3.0	3.8	6.8	39.8
Joliet Junior College	56.8	5.1	10.6	15.7	72.5
Kankakee Community College	48.3	4.4	4.1	8.5	56.8
Kaskaskia College	45.6	4.1	5.1	9.2	54.8
Kishwaukee College	41.0	3.7	3.7	7.4	48.4
Lake Land College	40.5	3.6	10.8	14.4	54.9
Lewis and Clark Community College	48.2	4.3	2.9	7.2	55.4
Lincoln Land Community College	51.2	4.6	4.7	9.3	60.5
McHenry County College	51.5	4.6	6.7	11.3	62.8
Moraine Valley Community College	52.9	4.8	8.4	13.2	66.1

Table 13

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 1999**

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Fringe Benefits	
Morton College	\$ 51.8	\$ 4.7	\$ 6.2	\$ 10.9	\$ 62.7
Oakton Community College	64.8	5.8	6.2	12.0	76.8
Parkland College	50.2	4.5	4.9	9.4	59.6
Prairie State College	50.0	4.5	4.4	8.9	58.9
Rend Lake College	42.8	3.9	3.7	7.6	50.4
Richland Community College	43.4	3.9	4.9	8.8	52.2
Rock Valley College	47.8	4.3	5.7	10.0	57.8
Sauk Valley Community College	40.6	3.7	3.8	7.5	48.1
Shawnee College	40.1	3.6	2.4	6.0	46.1
South Suburban College	52.5	4.7	5.6	10.3	62.8
Southeastern Illinois College	39.4	3.5	3.4	6.9	46.3
Southwestern Illinois College**	50.9	4.6	4.2	8.8	59.7
Spoon River College	39.1	3.5	5.8	9.3	48.4
Triton College	61.0	5.5	4.5	10.0	71.0
Waubonsee Community College	48.4	4.4	6.6	11.0	59.4
William Rainey Harper College	60.6	5.5	6.7	12.2	72.8
Weighted Average	<u>\$ 52.8</u>	<u>\$ 4.8</u>	<u>\$ 6.3</u>	<u>\$ 11.1</u>	<u>\$ 63.9</u>

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 1999 normal cost of retirement benefits for the State Universities Retirement System (9.01 percent of salary) and the cost of non-retirement benefits as reported to the Illinois Community College Board.

** formerly Belleville Area College

Source: Illinois Community College Board and SURS Estimate

Table 14

**ILLINOIS MATHEMATICS AND SCIENCE ACADEMY (IMSA)
AND SELECTED COMMUNITY COLLEGE DISTRICTS IN THE CHICAGO
METROPOLITAN AREA AVERAGE FACULTY SALARIES**

	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>	<u>Percent Increase</u>		
						<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>
						To <u>FY2000</u>	To <u>FY2000</u>	To <u>FY2000</u>
<u>IMSA Weighted Average Salaries</u>	<u>\$38,838</u>	<u>\$49,923</u>	<u>\$56,395</u>	<u>\$58,097</u>	<u>\$61,700</u>	<u>49.6</u> %	<u>23.6</u> %	<u>9.4</u> %
<u>High School Districts In:</u>								
Cook County	46,836	58,630	65,639	68,311	DNA			
DuPage County	46,691	60,826	65,145	67,844	DNA			
Lake County	41,802	54,456	59,640	61,959	DNA			
McHenry County	39,512	50,780	54,823	56,656	DNA			
Will County	37,941	47,438	50,786	52,881	DNA			
Weighted Average Salary	<u>\$45,499</u>	<u>\$57,292</u>	<u>\$63,168</u>	<u>\$65,945</u>	DNA			
<u>Community College Districts</u>								
College of DuPage	NR	50,866	59,756	62,374	63,687	-	25.2	6.6
Elgin Community College	35,083	54,761	62,293	65,591	67,282	87.0	22.9	8.0
Joliet Junior College	40,406	48,729	53,878	56,778	56,728	40.5	16.4	5.3
Waubensee Community College	36,215	43,686	47,191	48,378	49,994	33.6	14.4	5.9
Weighted Average Salary	<u>N/A</u>	<u>\$50,202</u>	<u>\$57,254</u>	<u>\$59,970</u>	<u>\$60,941</u>	<u>N/A</u> %	<u>21.4</u> %	<u>6.4</u> %
<u>IMSA as a Percent of High School Districts' Weighted Average</u>								
	<u>85.4</u> %	<u>87.1</u> %	<u>89.3</u> %	<u>88.1</u> %				
<u>IMSA as a Percent of Community College Districts' Weighted Average</u>								
	<u>N/A</u>	<u>99.4</u> %	<u>98.5</u> %	<u>96.9</u> %	<u>101.2</u> %			

Note: College of DuPage did not report fiscal year 1990 average salaries, therefore, no average is shown for community colleges for that year. FY2000 salary data for public high school teachers in Illinois was not available at the time this report was completed.

Source: Illinois Mathematics and Science Academy, State Board of Education Illinois Teacher Salary Study, and the Illinois Community College Board.

Table 15

**PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES**

	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>	<u>Percent Increase</u>			
						<u>FY1990 to FY2000</u>	<u>FY1995 to FY2000</u>	<u>FY1998 to FY2000</u>	
Chicago State University	\$ 22,273	\$ 24,848	\$ 28,453	\$ 29,209	\$ 30,964	39.0 %	24.6 %	8.8 %	
Eastern Illinois University	20,116	24,389	27,153	28,622	28,231	40.3	15.8	4.0	
Governors State University	22,737	25,511	28,379	28,802	29,637	30.3	16.2	4.4	
Illinois State University	21,388	24,655	28,061	28,770	30,509	42.6	23.7	8.7	
Northeastern Illinois University	21,869	23,874	27,516	29,130	30,009	37.2	25.7	9.1	
Northern Illinois University	21,356	24,799	27,035	27,991	30,068	40.8	21.2	11.2	
Western Illinois University	20,814	23,371	26,367	27,260	28,827	38.5	23.3	9.3	
<u>Southern Illinois University</u>									
Carbondale	21,957	25,118	27,642	28,908	31,635	44.1	25.9	14.4	
Edwardsville	21,390	22,872	24,538	25,311	26,884	25.7	17.5	9.6	
School of Medicine	20,040	23,874	25,836	26,904	27,590	37.7	15.6	6.8	
<u>University of Illinois</u>									
Chicago	26,129	31,124	35,735	36,995	35,687	36.6	14.7	(0.1)	
Springfield	19,517	22,704	26,764	26,778	27,693	41.9	22.0	3.5	
Urbana - Champaign	22,030	26,075	29,459	30,053	33,978	54.2	30.3	15.3	
<u>Public Universities Weighted Average</u>	<u>22,759</u>	<u>26,720</u>	<u>29,772</u>	<u>30,749</u>	<u>32,040</u>	<u>40.8</u>	<u>19.9</u>	<u>7.6</u>	
Illinois Community College Board	20,325	23,070	26,467	27,048	29,772	46.5	29.1	12.5	
Illinois Student Assistance Commission	21,699	24,827	28,628	31,260	31,193	43.8	25.6	9.0	
State Universities Civil Service System	31,599	36,861	39,338	39,538	40,551	28.3	10.0	3.1	
Illinois Board of Higher Education	21,227	24,859	27,187	28,357	29,552	39.2	18.9	8.7	
Weighted Average	<u>\$ 22,737</u>	<u>\$ 26,678</u>	<u>\$ 29,748</u>	<u>\$ 30,767</u>	<u>\$ 32,067</u>	<u>41.0 %</u>	<u>20.2 %</u>	<u>7.8 %</u>	

Source: Northern Illinois University Personnel Office

Table 16

**PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES
BY OCCUPATIONAL CATEGORY**

<u>Occupational Category</u>	<u>FY1990</u>	<u>FY1995</u>	<u>FY1998</u>	<u>FY1999</u>	<u>FY2000</u>	<u>FY1990 to FY2000</u>	<u>FY1995 to FY2000</u>	<u>FY1998 to FY2000</u>
Administrative/Managerial/ Professional	\$ 27,284	\$ 30,677	\$ 33,991	\$ 35,112	\$ 36,282	33.0 %	18.3 %	6.7 %
Medical/Health Services	27,069	32,653	36,653	37,666	34,473	27.4	5.6	(5.9)
Technical	20,560	24,241	26,720	27,534	28,855	40.3	19.0	8.0
Clerical	16,683	19,588	22,092	22,955	23,265	39.5	18.8	5.3
Custodial/Maintenance/ Services	19,710	22,262	24,588	25,193	26,101	32.4	17.2	6.2
Crafts/Trades/Construction	36,900	42,062	46,890	48,383	49,369	33.8	17.4	5.3

Source: Northern Illinois University Personnel Office

APPENDIX A

DESCRIPTION OF SALARY AND COMPENSATION DATA SOURCES, BOARD OF HIGHER EDUCATION COMPARISON GROUPS, AND METHODS FOR COMPARISONS

Faculty Salaries and Compensation

Sources of Data

Faculty salary and compensation data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 1999-2000," *Academe*, March-April 2000.

The Association's efforts have made it possible to obtain faculty salary and compensation data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary and compensation data for these faculty were obtained from the Illinois Community College Board.

Salary and compensation data for some ranks of faculty may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary and compensation data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Board of Higher Education's report.

Comparisons of Faculty Salaries and Compensation

Faculty salary and compensation data for five fiscal years (1990, 1995, 1998, 1999, and 2000) are examined in this Board of Higher Education report. For each of these years, data for Illinois public universities and independent colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is available from the Board of Higher Education.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) is determined for each faculty rank. A "weighted" median is then calculated using the fiscal year 2000 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary and compensation for each Illinois institution in the group. Illinois salaries and compensation are expressed as a percentage of the median of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year. In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	Aurora University
Benedictine University	Bradley University
DePaul University	Dominican University
Eureka College	Garrett-Evangelical Theological Seminary
Illinois College	Illinois Institute of Technology
Illinois Wesleyan University	Judson College
Knox College	Lake Forest College
Lewis University	Lincoln College
Loyola University of Chicago	MacMurray College
McKendree College	Millikin University
Monmouth College	North Central College
North Park University	Northwestern University
Olivet-Nazarene University	Quincy University
Rockford College	Roosevelt University
University of Chicago	Wheaton College

The mix of faculty in each rank in fiscal year 2000 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2000 mix is used for computing the comparison group's median in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and independent institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average is compared with the median salary for the group of states and expressed as a percentage of the median.

Faculty salary data for community colleges in other states were obtained from the AAUP report, but the reporting of salary data over time for these community colleges has not been consistent. Comparisons of these faculty salary data with salary data for Illinois community colleges obtained from the Illinois Community College Board should be used with caution.

Illinois Mathematics and Science Academy

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research

and Evaluation in *Illinois Teacher Salary Study*, 1989-90, 1994-95, 1997-98, and 1998-99. The 1999-2000 report was not available as of August 2000. The ISBE obtains data from the teacher service record form completed annually by school district superintendents and submitted to the ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra duties and extended work time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other non-teaching personnel are not included.

Civil Service Salaries

University civil service salaries are collected annually from public universities and higher education agencies by the personnel office at Northern Illinois University. Data are collected for the number of employees in each position and the average salary for that position.

Board of Higher Education staff grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.

