

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

**Submitted for:** Information.

**Summary:** *Full-Time Faculty and Civil Service Salaries at Illinois Colleges and Universities* presents an analysis of weighted average salaries for full-time faculty and civil service employees at Illinois public and independent colleges and universities, the Illinois Math and Science Academy, and higher education agencies. Average salaries for fiscal years 1985, 1990, and 1997 through 1999 are examined in this report.

Faculty salaries at Illinois public universities averaged \$57,000 in fiscal year 1999, an increase of 7.8 percent from fiscal year 1997 and 95.1 percent of the median salary at comparison institutions. Total weighted average faculty compensation, which includes the cost of major fringe benefits along with salaries, averaged \$66,700 at public universities, 90.2 percent of average peer group compensation.

The weighted average faculty salary at independent institutions in Illinois was \$64,600, an increase of 8.2 percent from fiscal year 1997 and 5.4 percent above the peer group median faculty salary. Total weighted average faculty compensation at independent institutions was 4.5 percent higher than peer comparisons.

Average faculty salaries at Illinois community colleges increased 6.2 percent between fiscal year 1997 and fiscal year 1999 to \$52,800. Fringe benefits at community colleges increased total compensation, on average, by \$10,200.

This report also presents average weighted salaries for the Illinois Math and Science Academy with comparisons to surrounding high school districts and community colleges and civil service salaries at Illinois public universities and state higher education agencies.

In general, Illinois colleges, universities, and higher education agencies have been successful in increasing salaries at or above the rate of inflation, although not all sectors of higher education have kept pace with the increase in Illinois per capita income. In fiscal year 1999, all sectors of Illinois higher education improved salaries in comparison to peer medians, although salaries at Illinois public universities, on average, continue to lag behind their peers by almost five percent.

**Action Requested:** None.



STATE OF ILLINOIS  
BOARD OF HIGHER EDUCATION

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

The following 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 1985 and 1990, and fiscal years 1997 through 1999 and compares salaries with the Consumer Price Index and Illinois Per Capita Income to determine how well salaries have kept pace with those indicators. Research Associates of Washington no longer calculates and publishes the Higher Education Price Index (HEPI). As a result, the comparison of changes in Illinois average salaries with the Faculty Sub-index of HEPI is not included in this report. 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. Illinois community college faculty salaries 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 1999 faculty mix among ranks at each campus in order 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.

## **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 1985 and 1990. The average fiscal year 1999 faculty salary at public universities was \$57,000, an increase of 7.8 percent over fiscal year 1997. The average salary for community colleges was \$52,800, an increase of 6.2 percent over fiscal year 1997 and for independent colleges and universities the average faculty salary was \$64,600, an increase of 8.2 percent above fiscal year 1997 salaries. For fiscal year 1999, the two-year percent increase in average faculty salaries at community colleges lagged the increase in average faculty salaries at independent institutions and public universities. Between fiscal years 1985 and 1999, and fiscal years 1990 and 1999, increases in average faculty salaries at public universities trailed the increases at community colleges and private institutions.

### **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 1997 to fiscal year 1999, 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 1985 to 1999 and fiscal years 1990 to 1999 the increase in the average faculty salaries, across all sectors, exceeded inflation as measured by the CPI. However, only increases in average faculty salaries at independent institutions exceeded the increases in Illinois per capita income in the three periods examined

### **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 1999 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 1985 and 1990.

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 \$45,700 at Eastern Illinois University to \$72,100 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 1999 faculty mix. From fiscal year 1985 to fiscal year 1999, the increase in average faculty salaries for all public universities was 80.4 percent, ranging from an increase of 72.6 percent at Governor’s State University to 97.7 percent at Northeastern Illinois University. The increase in average salaries at each campus out-paced the increase in CPI for the same time period, however, faculty salaries at eleven of the twelve public university campuses trailed the increase in Illinois per capita income. From fiscal year 1990 through fiscal year 1999, three campuses lagged behind the CPI increase: Illinois State University and the Carbondale and Edwardsville campuses of Southern Illinois University.

For the most recent period examined, fiscal year 1997 through fiscal year 1999, all of the twelve institutions 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 1999, Chicago State University's average faculty salary of \$47,200 represented 95.5 percent of its comparison group's median salary of \$49,400. The University of Illinois at Chicago's weighted average faculty salary of \$66,100 represented 102.6 percent of the \$64,400 median salary of its comparison group.

**Figure A**  
**Illinois Public Universities**  
**Average Salaries vs Peer Groups**

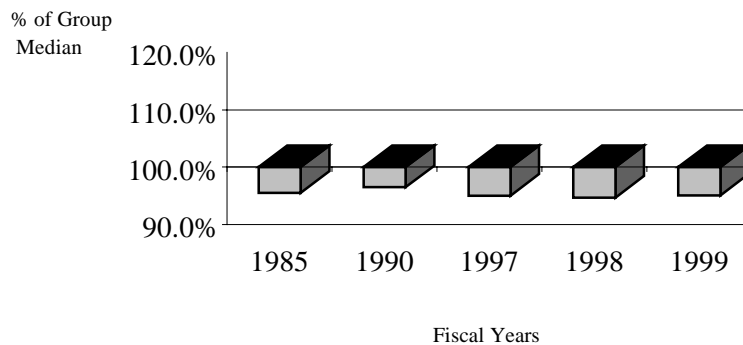


Figure A displays average faculty salaries at Illinois public universities as a percent of median salaries at comparison institutions. During fiscal year 1999, weighted average faculty salaries for all Illinois public universities were 95.1 percent of the peer group median. This percentage is lower than in fiscal years 1985 and 1990, but slightly above fiscal years 1997 and

1998. Compared to fiscal years 1985 and 1990, seven of the 12 public universities have lost ground to their comparative institutions.

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, 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 1999. 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 1999, the weighted average faculty salary for Illinois public universities was \$57,000 with an additional \$9,700 in fringe benefits for a total average compensation package of \$66,700. When compared with peer group medians, average faculty salaries were 95.1 percent of their peer median, while the cost of fringe benefits were 69.2 percent of their peer median, making total average compensation for Illinois public universities equal to 90.2 percent of the median total compensation for peer institutions. By campus, fringe benefits as a percent of peer group medians ranged from 58.1 percent at Chicago State University to 89.4 percent at Southern Illinois University at Edwardsville. Total compensation ranged from 84.7 percent of the peer group median at Illinois State University to 100.7 percent at Northeastern Illinois University.

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 6 displays the weighted average faculty salaries for 46 independent colleges and universities for the three most recent fiscal years and fiscal years 1985 and 1990. 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 6. Due to this diversity, caution should be taken in comparing average faculty salaries among Illinois independent institutions. Of the reporting institutions, fiscal year 1999 average faculty salaries ranged from \$28,900 at Shimer College to \$91,600 at the University of Chicago.

Table 7 lists those independent institutions that were included in the Board of Higher Education's 1985 comparison group study and reported data in fiscal year 1999. Their average salaries as a percentage of comparison group medians are shown on Table 7 and graphically in Figure B. Using the fiscal year 1999 faculty mix, independent institutions' average faculty salaries have exceeded their comparison group medians all years examined in this report. The fiscal year 1999 weighted average salary for independent institutions is 5.4 percent above the comparison group median.

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

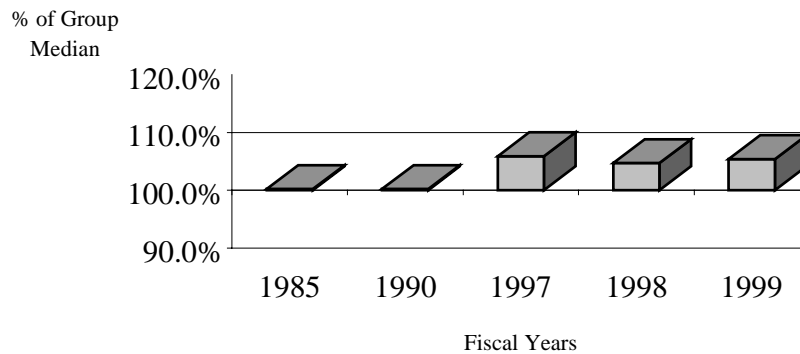


Table 8 presents fiscal year 1999 weighted average faculty salaries, fringe benefits, and total compensation for independent institutions; median salaries, fringe benefits, and total compensation for their respective peer groups; and salary, fringe benefits, and total compensation for Illinois institutions as a percent of their peer group medians. Table 8 examines salary and compensation data only for Illinois independent institutions included in the Board's comparison group study and shown on Table 7. For fiscal year 1999, the weighted average all-rank faculty salary for the independent institutions included in the Board's study totaled \$64,500. (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 \$14,800 for a total average compensation package of \$79,300. The cost of fringe benefits for the selected Illinois independent institutions was, on average, slightly greater than the median cost of fringe benefits provided at peer institutions. Illinois independent institutions had a total compensation package, on average, nearly four and one-half percent (or \$3,400) more than comparable institutions.

### **Community Colleges**

Table 9 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 9 are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty in each district. Average fiscal year 1999 faculty salaries for community colleges ranged from \$33,000 at John Wood Community College to \$70,800 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.

Due to a lack of national comparative data, the Board of Higher Education's 1985 comparison groups 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 10, along with the Illinois community college weighted average salaries. The AAUP salary data are limited to the institutions which report in a given year. Some variation in the national salary data for community colleges can be attributed to this factor.

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 1999 Illinois average community college faculty salaries exceeded the median average salary by 18.9 percent and were higher than the average salaries of all the states examined except California and Michigan.

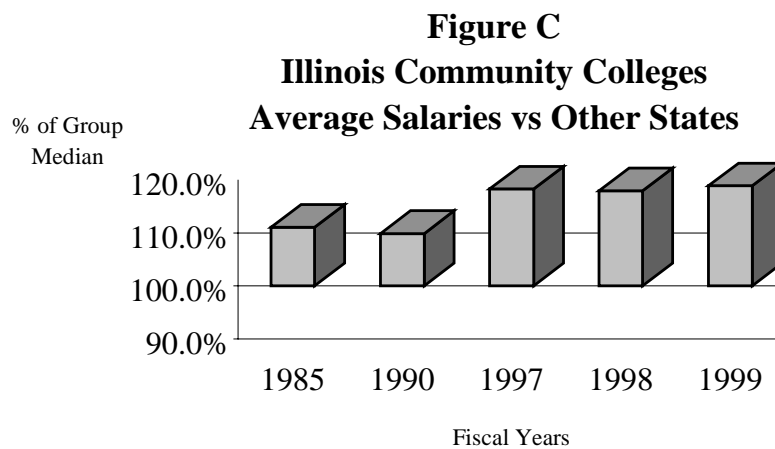


Table 11 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 1998. Because data from the Illinois Community College Board for fringe benefits are based on actual expenditures, data for fiscal year 1999 are not 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 11 are based on the average cost of fringe benefits per full-time faculty, regardless of contract length. Table 11 shows the fiscal year 1998 weighted average salary for all Illinois community colleges was \$51,100. Weighted average fringe benefits totaled \$10,200, for a total weighted average compensation of \$61,300. The cost of fringe benefits ranged from an average of \$5,100 at Shawnee College to \$16,600 at Morton College.

**Illinois Mathematics and Science Academy**

Table 12 presents the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for the three most recent fiscal years and fiscal year 1990. 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. Table 12 shows average faculty salaries at IMSA remain lower 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 96.9 percent of the weighted average faculty salaries at those institutions.

From fiscal year 1990 to fiscal year 1999, the growth in average faculty salaries at IMSA has been greater than the weighted average faculty salary growth at area high schools, and has exceeded the growth in inflation, as measured by CPI. From fiscal year 1997 to fiscal year 1999, the growth in IMSA average faculty salaries has exceeded the average faculty salary growth at area high schools and surrounding community college districts.

### **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 1985 and 1990 for civil service employees at public universities and state higher education agencies are presented on Table 13. 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 1999, the average salary for all civil service employees was \$30,767. The increase in civil service average salaries since fiscal year 1985 is 77.6 percent, and since fiscal year 1990, is 35.3 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 1999, the percent increase in public university civil service salaries exceeded the percent increase in public university faculty salaries. During the other two time periods examined, fiscal year 1985 to fiscal year 1999 and fiscal year 1997 to fiscal year 1999, the rate of growth in public university civil service salaries lagged public university faculty salary growth.

Table 14 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 1999 were positions classified as crafts, trades, or construction. These employees averaged \$48,383 compared to the lowest average salary of \$22,955 for civil service clerical employees. Average civil service salaries in the medical and health services occupational category have shown the largest percentage increase between fiscal years 1985 and 1999, rising 91.4 percent, and between fiscal years 1990 and 1999, rising 39.1 percent. From fiscal year 1997 to fiscal year 1999, clerical employees received the largest increase in average salary, rising 7.1 percent.

### **Conclusions and Next Steps**

The Board of Higher Education and Illinois colleges and universities continue to allocate new resources and reallocate current resources from lower priority programs and activities to high priorities, such as faculty and staff salaries. In addition, the Governor and General Assembly since fiscal year 1995 have appropriated funds to public colleges and universities that were sufficient to support salary increase decisions above the rate of inflation. Ultimately, however, salary decisions are made at the campus level and personnel decisions such as the mix of full-time and part-time faculty and staff; total staffing levels; the availability of other resources; and the allocation of funds to other institutional programs, goods, and services affect salary levels.

This report shows that Illinois colleges and universities have been generally successful in increasing salaries at or above the rate of inflation but not all sectors of higher education have kept pace with the increase in Illinois per capita income. In fiscal year 1999, all sectors of Illinois higher education improved salaries compared to peer medians. However, salaries at Illinois public universities, on average, continue to lag behind their peers by approximately five percent. This report also presents, for the second year, peer comparison data on total compensation for public universities and independent institutions. The data show that, for public universities, non-salary benefits are less than comparable benefits at peer institutions. While usually beyond the control of the institutions, granting non-salary benefits less than those granted at peer institutions also affects the ability to attract and retain the best faculty and staff.

Recruiting and retaining high quality faculty and staff continues to be one of the highest priorities of the Board of Higher Education and the colleges, universities and higher education agencies. As part of its fiscal year 2000 budget recommendations, the Board proposed a five-year plan to address salary issues with the general goal of improving overall salary competitiveness and the specific goal that in five years the average faculty salaries at each public university would be at its peer median. The plan calls for the state to provide funds to cover inflationary increases (three percent in fiscal year 2000) plus one percent and each institution would match the one percent through institutional reallocation, hence the "3+1+1 plan." Funds will be used to recruit and retain faculty and staff in high demand areas such as information technology; provide performance-based incentives; provide incentives for campus-based early retirement programs; offset statutory early retirement costs; and support campus-developed programs to recruit and retain faculty and/or staff. Funds were appropriated by the Illinois General Assembly and approved by the Governor to implement the first year of this plan and the Board, in December, recommended funding for the second year of this plan. Continued progress in improving faculty and staff salaries can be achieved only through this combination of commitment and resources from both the state of Illinois and the colleges, universities, and higher education agencies.

Table 1

**CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,  
AND WEIGHTED AVERAGE FACULTY SALARIES  
FISCAL YEARS 1985 TO 1999**

Fiscal Year	Consumer Price Index (FY1985=100)	Illinois Per Capita Income	Weighted Average Faculty Salaries <sup>1</sup>			
			Public Universities	Independent Institutions <sup>2</sup>	Community Colleges	
1985	100.0	\$ 15,322	\$ 31,600	\$ 33,000	\$ 29,100	
1990	120.1	20,494	42,600	44,500	37,800	
1997	150.3	27,688	52,900	59,700	49,700	
1998	154.5	28,976	54,800	62,100	51,100	
1999	155.6 <sup>3</sup>	29,657 <sup>4</sup>	57,000	64,600	52,800	
<u>Percent Increases</u>						
FY1985 to FY1999	55.6 %	93.6 %	80.4 %	95.8 %	81.4 %	
FY1990 to FY1999	29.6	44.7	33.8	45.2	39.7	
FY1997 to FY1999	3.5	7.1	7.8	8.2	6.2	

<sup>1</sup> The fiscal year 1999 faculty distribution among ranks was used to determine weighted average salaries for all years.

<sup>2</sup> Based on 30 institutions that reported in all years.

<sup>3</sup> Projected.

<sup>4</sup> 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 1999 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	\$ 55,400	\$ 46,500	\$ 39,100	\$ 30,800	\$ 47,200
Eastern Illinois University	57,700	48,800	38,200	25,500	45,700
Governors State University	-	-	-	-	51,100
Illinois State University	62,700	49,300	41,200	30,500	51,200
Northeastern Illinois University	64,600	53,700	47,400	24,900	52,000
Northern Illinois University	69,400	50,900	43,200	25,900	51,200
Western Illinois University	58,800	48,200	39,500	29,300	48,100
<u>Southern Illinois University</u>					
Carbondale	67,300	49,900	41,100	28,500	50,700
Edwardsville	60,500	52,200	42,500	31,200	49,600
<u>University of Illinois</u>					
Chicago	82,500	60,100	49,900	40,700	66,100
Springfield	62,600	53,300	43,400	-	53,900
Urbana-Champaign	86,800	60,600	52,300	-	72,100
Weighted Average for All Public Universities	<u>\$ 72,700</u>	<u>\$ 54,000</u>	<u>\$ 44,500</u>	<u>\$ 27,500</u>	<u>\$ 57,000</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>FY1985</u>	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>	FY1985 to FY1999	FY1990 to FY1999	FY1997 to FY1999
Chicago State University	\$ 25.5	\$ 34.1	\$ 41.6	\$ 43.7	\$ 47.2	85.1 %	38.4 %	13.5 %
Eastern Illinois University	25.6	34.3	42.7	43.5	45.7	78.5	33.2	7.0
Governors State University	29.6	38.8	49.0	50.3	51.1	72.6	31.7	4.3
Illinois State University	29.3	40.9	49.4	50.3	51.2	74.7	25.2	3.6
Northeastern Illinois University	26.3	36.2	45.4	47.4	52.0	97.7	43.6	14.5
Northern Illinois University	29.1	39.3	48.7	49.9	51.2	75.9	30.3	5.1
Western Illinois University	27.3	36.3	45.1	46.5	48.1	76.2	32.5	6.7
<u>Southern Illinois University</u>								
Carbondale	28.9	39.5	46.9	47.3	50.7	75.4	28.4	8.1
Edwardsville	28.5	39.6	47.5	48.4	49.6	74.0	25.3	4.4
<u>University of Illinois</u>								
Chicago	35.3	47.3	60.3	63.0	66.1	87.3	39.7	9.6
Springfield	30.5	39.2	50.8	52.3	53.9	76.7	37.5	6.1
Urbana-Champaign	39.2	52.1	65.7	69.6	72.1	83.9	38.4	9.7
Weighted Average	<u>\$ 31.6</u>	<u>\$ 42.6</u>	<u>\$ 52.9</u>	<u>\$ 54.8</u>	<u>\$ 57.0</u>	<u>80.4 %</u>	<u>33.8 %</u>	<u>7.8 %</u>

Note: The fiscal year 1999 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>FY1985</u>		<u>FY1990</u>		<u>FY1997</u>		<u>FY1998</u>		<u>FY1999</u>	
Chicago State University	87.0	%	90.9	%	89.5	%	91.8	%	95.5	%
Eastern Illinois University	85.9		85.5		86.8		85.5		87.4	
Governors State University	105.3		109.6		102.1		100.0		99.8	
Illinois State University	93.9		98.8		93.7		92.5		91.4	
Northeastern Illinois University	92.6		99.7		101.1		103.0		108.8	
Northern Illinois University	98.6		101.0		98.2		97.5		96.4	
Western Illinois University	89.8		88.5		89.5		89.1		89.9	
<u>Southern Illinois University</u>										
Carbondale	97.3		100.3		94.0		91.8		94.8	
Edwardsville	96.3		99.2		97.1		95.7		95.6	
<u>University of Illinois</u>										
Chicago	100.6		100.6		102.7		102.6		102.6	
Springfield	104.5		103.7		98.3		99.8		101.1	
Urbana-Champaign	95.8		93.0		92.5		93.5		92.1	
Weighted Average	<u>95.5</u>	%	<u>96.5</u>	%	<u>95.0</u>	%	<u>94.7</u>	%	<u>95.1</u>	%

Note: The fiscal year 1999 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 COMPENSATION<sup>1</sup>  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 1999 All-Rank Average			Fiscal Year 1999 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	\$ 47.2	\$ 7.9	\$ 55.1	\$ 49.4	\$ 13.6	\$ 63.0	95.5 %	58.1 %	87.5 %
Eastern Illinois University	45.7	7.7	53.4	52.3	10.3	62.6	87.4	74.8	85.3
Governors State University	51.1	9.1	60.2	51.2	11.6	62.8	99.8	78.4	95.9
Illinois State University	51.2	9.1	60.3	56.0	15.2	71.2	91.4	59.9	84.7
Northeastern Illinois University	52.0	9.1	61.1	47.8	12.9	60.7	108.8	70.5	100.7
Northern Illinois University	51.2	9.3	60.5	53.1	12.5	65.6	96.4	74.4	92.2
Western Illinois University	48.1	9.0	57.1	53.5	10.6	64.1	89.9	84.9	89.1
<u>Southern Illinois University</u>									
Carbondale	50.7	8.8	59.5	53.5	12.7	66.2	94.8	69.3	89.9
Edwardsville	49.6	9.3	58.9	51.9	10.4	62.3	95.6	89.4	94.5
<u>University of Illinois</u>									
Chicago	66.1	10.8	76.9	64.4	14.9	79.3	102.6	72.5	97.0
Springfield	53.9	9.6	63.5	53.3	12.3	65.6	101.1	78.0	96.8
Urbana-Champaign	72.1	11.5	83.6	78.3	19.2	97.5	92.1	59.9	85.7
Weighted Average	<u>\$ 57.0</u>	<u>\$ 9.7</u>	<u>\$ 66.7</u>	<u>\$ 59.9</u>	<u>\$ 14.0</u>	<u>\$ 74.0</u>	<u>95.1 %</u>	<u>69.2 %</u>	<u>90.2 %</u>

<sup>1</sup> 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 INDEPENDENT COLLEGES AND UNIVERSITIES**  
**ALL RANK<sup>1</sup> WEIGHTED AVERAGE FACULTY SALARIES**

(in thousands of dollars)						Percent Increases		
						FY1985	FY1990	FY1997
	FY1985	FY1990	FY1997	FY1998	FY1999	to FY1999	to FY1999	to FY1999
Augustana College	\$ 30.1	\$ 37.0	\$ 46.1	\$ 47.0	\$ 47.8	58.8 %	29.2 %	3.7 %
Aurora University	24.7	34.4	39.9	42.5	44.4	79.8	29.1	11.3
Barat College	16.5	-	43.3	45.9	48.8	195.8	-	12.7
Benedictine University	27.3	35.2	-	44.3	46.3	69.6	31.5	-
Blackburn College	23.2	-	34.2	35.6	37.0	59.5	-	8.2
Bradley University	28.3	37.5	47.7	49.3	51.4	81.6	37.1	7.8
Columbia College of Chicago	-	-	45.5	50.1	48.4	-	-	6.4
Concordia University	23.1	27.8	39.6	-	42.4	83.5	52.5	7.1
DePaul University	31.1	43.6	57.7	59.4	61.9	99.0	42.0	7.3
Dominican University	24.9	31.5	45.0	45.9	47.1	89.2	49.5	4.7
Elmhurst College	26.1	33.8	45.2	-	47.7	82.8	41.1	5.5
Eureka College	19.6	28.6	38.4	38.6	39.3	100.5	37.4	2.3
Garrett-Evangelical Theological Seminary	27.0	43.1	46.9	49.4	52.5	94.4	21.8	11.9
Greenville College	18.7	26.7	36.2	35.2	37.5	100.5	40.4	3.6
Illinois College	25.8	33.3	46.5	47.7	48.3	87.2	45.0	3.9
Illinois Institute of Technology	36.1	47.3	58.7	61.3	62.9	74.2	33.0	7.2
Illinois Wesleyan University	25.7	33.2	46.8	48.9	50.2	95.3	51.2	7.3
Judson College	22.7	31.6	-	42.4	42.9	89.0	35.8	-
Knox College	26.2	35.2	46.2	46.7	47.1	79.8	33.8	1.9
Lake Forest College	30.2	42.3	50.5	51.9	53.1	75.8	25.5	5.1
Lewis University	22.5	31.3	41.5	44.3	45.9	104.0	46.6	10.6
Lincoln Christian College	18.7	-	35.7	41.2	38.5	105.9	-	7.8
Lincoln College	19.7	28.6	34.9	35.7	36.2	83.8	26.6	3.7
Loyola University of Chicago	34.5	45.9	61.3	62.9	64.1	85.8	39.7	4.6
Lutheran School of Theology	32.2	39.6	36.4	-	47.7	48.1	20.5	31.0
MacMurray College	21.6	21.9	34.4	30.9	31.1	44.0	42.0	(9.6)
McCormick Theological Seminary	29.0	-	39.0	51.8	50.4	73.8	-	29.2

Table 6

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES  
ALL RANK<sup>1</sup> WEIGHTED AVERAGE FACULTY SALARIES**

(in thousands of dollars)						Percent Increases		
	FY1985	FY1990	FY1997	FY1998	FY1999	FY1985 to FY1999	FY1990 to FY1999	FY1997 to FY1999
McKendree College	\$ 24.4	\$ 32.1	\$ 41.5	\$ 42.6	\$ 43.5	78.3 %	35.5 %	4.8 %
Mennonite College of Nursing	-	23.4	33.8	35.1	35.1	-	50.0	3.8
Millikin University	25.8	33.0	40.4	42.3	42.9	66.3	30.0	6.2
Monmouth College	26.9	33.5	43.2	44.0	46.3	72.1	38.2	7.2
National-Louis University	-	32.0	-	41.6	41.6	-	30.0	-
North Central College	27.8	35.7	42.7	45.7	46.7	68.0	30.8	9.4
North Park University	26.3	31.2	41.5	44.1	46.6	77.2	49.4	12.3
Northwestern University	41.1	57.7	79.6	83.5	87.4	112.7	51.5	9.8
Olivet Nazarene University	22.4	27.2	38.2	39.9	41.4	84.8	52.2	8.4
Quincy University	23.2	28.0	35.8	37.3	38.6	66.4	37.9	7.8
Robert Morris College	-	-	35.8	-	38.6	-	-	7.8
Rockford College	25.1	27.5	39.2	40.5	42.4	68.9	54.2	8.2
Roosevelt University	25.2	34.7	47.2	49.0	51.5	104.4	48.4	9.1
Saint Xavier University	-	-	-	47.9	47.9	-	-	-
School of the Art Institute of Chicago	27.3	-	48.4	51.1	53.1	94.5	-	9.7
Shimer College	-	-	26.8	-	28.9	-	-	7.8
Trinity Christian College	26.8	32.6	42.1	-	43.7	63.1	34.0	3.8
Trinity International University	21.9	29.2	42.1	44.3	46.1	110.5	57.9	9.5
University of Chicago	43.7	59.5	82.7	86.7	91.6	109.6	53.9	10.8
University of St. Francis	-	-	42.8	43.4	44.5	-	-	4.0
Wheaton College	27.4	37.2	50.5	53.1	55.3	101.8	48.7	9.5
Weighted Average <sup>2</sup>	<u>\$ 33.0</u>	<u>\$ 44.5</u>	<u>\$ 59.7</u>	<u>\$ 62.1</u>	<u>\$ 64.6</u>	<u>95.8 %</u>	<u>45.2 %</u>	<u>8.2 %</u>

<sup>1</sup> The fiscal year 1999 faculty distribution among ranks was used to determine weighted average salaries for all years.

<sup>2</sup> Based on the 30 institutions that reported in all years.

Source: American Association of University Professors

Table 7

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

	<u>FY1985</u>	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>
Augustana College	114.4 %	108.2 %	106.2 %	109.0 %	106.2 %
Aurora College	90.1	98.0	87.1	90.6	91.7
Barat College	70.4	-	108.0	110.9	114.0
Benedictine University	89.5	89.1	-	84.5	86.1
Blackburn College	96.7	-	83.2	84.0	84.9
Bradley University	101.1	103.6	107.7	107.4	109.1
Concordia College	84.0	79.4	90.8	-	92.6
DePaul University	105.4	109.5	118.2	117.6	119.5
Dominican University	93.0	88.2	94.6	94.9	94.6
Elmhurst College	100.8	100.3	105.6	-	107.7
Eureka College	96.6	101.8	108.2	109.3	104.2
Greenville College	76.3	84.2	88.3	83.2	85.8
Illinois College	107.3	105.4	113.7	113.0	110.8
Illinois Institute of Technology	99.4	97.7	98.0	95.6	95.4
Illinois Wesleyan University	110.3	109.9	119.7	121.6	120.7
Knox College	88.5	87.8	90.4	87.9	85.3
Lake Forest College	101.0	102.9	96.6	95.6	94.0
Lewis University	80.6	87.4	89.2	92.9	94.1
Loyola University of Chicago	101.2	98.5	99.8	98.0	98.0
MacMurray College	98.6	77.1	92.5	82.0	79.3
Millikin University	103.6	101.5	97.8	103.2	100.5
Monmouth College	106.7	103.1	102.9	101.4	103.3
North Central College	114.8	114.3	104.9	108.8	107.9
North Park University	85.1	76.7	81.5	84.2	86.5

Table 7

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

	<u>FY1985</u>	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>
Northwestern University	99.5 %	102.1 %	111.2 %	111.2 %	110.6 %
Rockford College	105.4	89.9	95.8	96.9	96.6
Roosevelt University	89.8	94.3	94.0	96.1	99.2
University of Chicago	105.8	105.1	115.0	115.0	115.5
University of St. Francis	-	-	101.4	103.6	101.8
Wheaton College	82.3	83.0	89.2	90.8	89.6
Weighted Average <sup>1</sup>	<u>100.2 %</u>	<u>100.2 %</u>	<u>105.9 %</u>	<u>104.7 %</u>	<u>105.4 %</u>

<sup>1</sup> The fiscal year 1999 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES  
WEIGHTED AVERAGE FACULTY COMPENSATION<sup>1</sup>  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 1999 All-Rank Average			Fiscal Year 1999 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Augustana College	\$ 47.8	\$ 11.9	\$ 59.7	\$ 45.0	\$ 11.4	\$ 56.4	106.2 %	104.4 %	105.9 %
Aurora College	44.4	12.2	56.6	48.4	12.3	60.7	91.7	99.2	93.2
Barat College	48.8	10.1	58.9	42.8	10.8	53.6	114.0	93.5	109.9
Benedictine University	46.3	10.1	56.4	53.8	14.0	67.8	86.1	72.1	83.2
Blackburn College	37.0	7.9	44.9	43.6	10.5	54.1	84.9	75.2	83.0
Bradley University	51.4	10.4	61.8	47.1	11.4	58.5	109.1	91.2	105.6
Concordia College	42.4	8.9	51.3	45.8	10.9	56.7	92.6	81.7	90.5
DePaul University	61.9	13.7	75.6	51.8	10.5	62.3	119.5	130.5	121.3
Dominican University	47.1	9.9	57.0	49.8	11.3	61.1	94.6	87.6	93.3
Elmhurst College	47.7	11.4	59.1	44.3	11.3	55.6	107.7	100.9	106.3
Eureka College	39.3	9.7	49.0	37.7	7.7	45.4	104.2	126.0	107.9
Greenville College	37.5	7.3	44.8	43.7	11.0	54.7	85.8	66.4	81.9
Illinois College	48.3	10.2	58.5	43.6	11.0	54.6	110.8	92.7	107.1
Illinois Institute of Technology	62.9	19.3	82.2	65.9	16.3	82.2	95.4	118.4	100.0
Illinois Wesleyan University	50.2	13.8	64.0	41.6	10.5	52.1	120.7	131.4	122.8
Knox College	47.1	11.6	58.7	55.2	14.8	70.0	85.3	78.4	83.9
Lake Forest College	53.1	12.9	66.0	56.5	15.4	71.9	94.0	83.8	91.8
Lewis University	45.9	11.1	57.0	48.8	12.4	61.2	94.1	89.5	93.1
Loyola University of Chicago	64.1	15.8	79.9	65.4	16.0	81.4	98.0	98.8	98.2
MacMurray College	31.1	6.5	37.6	39.2	9.6	48.8	79.3	67.7	77.0
Millikin University	42.9	10.6	53.5	42.7	11.0	53.7	100.5	96.4	99.6
Monmouth College	46.3	10.7	57.0	44.8	11.3	56.1	103.3	94.7	101.6
North Central College	46.7	10.7	57.4	43.3	11.0	54.3	107.9	97.3	105.7
North Park University	46.6	11.6	58.2	53.9	15.8	69.7	86.5	73.4	83.5
Northwestern University	87.4	18.3	105.7	79.0	19.4	98.4	110.6	94.3	107.4

Table 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES  
WEIGHTED AVERAGE FACULTY COMPENSATION<sup>1</sup>  
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>Fiscal Year 1999 All-Rank Average</u>			<u>Fiscal Year 1999 Peer Group Median</u>			<u>Percent of Peer Group Median</u>		
	<u>Salary</u>	<u>Fringe Benefits</u>	<u>Total</u>	<u>Salary</u>	<u>Fringe Benefits</u>	<u>Total</u>	<u>Salary</u>	<u>Fringe Benefits</u>	<u>Total</u>
Rockford College	\$ 42.4	\$ 12.2	\$ 54.6	\$ 43.9	\$ 10.9	\$ 54.8	96.6 %	111.9 %	99.6 %
Roosevelt University	51.5	13.4	64.9	51.9	11.9	63.8	99.2	112.6	101.7
University of Chicago	91.6	19.8	111.4	79.3	19.4	98.7	115.5	102.1	112.9
University of St. Francis	44.5	12.2	56.7	43.7	11.0	54.7	101.8	110.9	103.7
Wheaton College	55.3	15.0	70.3	61.7	16.5	78.2	89.6	90.9	89.9
Weighted Average	<u>\$ 64.5</u>	<u>\$ 14.8</u>	<u>\$ 79.3</u>	<u>\$ 61.2</u>	<u>\$ 14.7</u>	<u>\$ 75.9</u>	<u>105.4 %</u>	<u>100.8 %</u>	<u>104.5 %</u>

<sup>1</sup> 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 1999 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 1985 and 1990, and fiscal years 1997 through 1999.

Source: American Association of University Professors

Table 9

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

						Percent Increase		
	FY1985	FY1990	FY1997	FY1998	FY1999	FY1985 to FY1999	FY1990 to FY1999	FY1997 to FY1999
(in thousands of dollars)								
Belleville Area Community College	\$ 32.0	\$ 40.6	\$ 48.5	\$ 51.3	\$ 50.9	59.1 %	25.4 %	4.9 %
Black Hawk College	N/R	32.1	45.7	47.5	50.0	-	55.8	9.4
Carl Sandburg College	23.6	29.8	40.4	42.3	43.8	85.6	47.0	8.4
City Colleges of Chicago (All)	31.7	43.1	54.9	56.4	59.5	87.7	38.1	8.4
College of DuPage	32.7	N/R	56.5	59.8	62.4	90.8	-	10.4
College of Lake County	29.4	47.2	66.6	68.8	70.8	140.8	50.0	6.3
Danville Area Community College	24.9	29.1	37.2	36.9	38.1	53.0	30.9	2.4
Elgin Community College	N/R	35.1	59.5	62.3	65.6	-	86.9	10.3
Heartland Community College	-	-	31.8	33.7	37.1	-	-	16.7
Highland Community College	25.5	29.5	44.4	46.5	49.2	92.9	66.8	10.8
Ill Eastern Community Colleges (All)	21.5	25.3	34.3	36.7	36.8	71.2	45.5	7.3
Illinois Central College	27.9	34.6	43.6	43.2	44.2	58.4	27.7	1.4
Illinois Valley Community College	27.0	34.0	42.8	42.0	43.1	59.6	26.8	0.7
John A. Logan College	28.8	32.9	43.1	44.7	45.8	59.0	39.2	6.3
John Wood Community College	18.2	22.2	28.3	29.0	33.0	81.3	48.6	16.6
Joliet Junior College	30.6	40.4	52.1	53.9	56.8	85.6	40.6	9.0
Kankakee Community College	22.4	30.6	44.7	46.7	48.3	115.6	57.8	8.1
Kaskaskia College	22.0	31.4	42.4	43.0	45.6	107.3	45.2	7.5
Kishwaukee College	22.7	30.5	38.9	39.8	41.0	80.6	34.4	5.4
Lake Land College	23.1	29.7	40.6	38.2	40.5	75.3	36.4	(0.2)
Lewis and Clark Community College	25.4	34.9	46.3	46.2	48.2	89.8	38.1	4.1
Lincoln Land Community College	28.4	37.4	50.0	52.0	51.2	80.3	36.9	2.4
McHenry County College	25.7	35.4	47.4	48.9	51.5	100.4	45.5	8.6

Table 9

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

						Percent Increase		
	FY1985	FY1990	FY1997	FY1998	FY1999	FY1985 to FY1999	FY1990 to FY1999	FY1997 to FY1999
(in thousands of dollars)								
Metropolitan Community College	\$ 20.5	N/R	\$ 36.7	\$ 37.9	\$ 39.7	93.7 %	-	8.2 %
Moraine Valley Community College	26.3	\$ 37.7	49.5	50.6	52.9	101.1	40.3 %	6.9
Morton College	28.0	40.4	51.1	53.0	51.8	85.0	28.2	1.4
Oakton Community College	31.1	45.1	62.5	64.4	64.8	108.4	43.7	3.7
Parkland College	28.3	36.6	48.2	50.3	50.2	77.4	37.2	4.1
Prairie State College	29.3	35.7	47.5	47.8	50.0	70.6	40.1	5.3
Rend Lake College	23.4	31.1	41.2	42.1	42.8	82.9	37.6	3.9
Richland Community College	24.4	31.6	39.4	41.2	43.4	77.9	37.3	10.2
Rock Valley College	25.9	35.8	45.3	46.9	47.8	84.6	33.5	5.5
Sauk Valley Community College	23.9	30.9	38.3	39.1	40.6	69.9	31.4	6.0
Shawnee College	19.4	28.5	37.0	39.2	40.1	106.7	40.7	8.4
South Suburban College	31.5	39.1	50.5	51.7	52.5	66.7	34.3	4.0
Southeastern Illinois College	21.4	30.8	37.3	38.2	39.4	84.1	27.9	5.6
Spoon River College	26.0	30.2	36.8	38.4	39.1	50.4	29.5	6.3
Triton College	30.0	41.7	58.3	58.2	61.0	103.3	46.3	4.6
Waubensee Community College	28.2	36.2	46.0	47.2	48.4	71.6	33.7	5.2
William Rainey Harper College	33.7	44.3	57.5	58.8	60.6	79.8	36.8	5.4
Weighted Average	<u>\$ 29.1</u>	<u>\$ 37.8</u>	<u>\$ 49.7</u>	<u>\$ 51.1</u>	<u>\$ 52.8</u>	<u>81.4 %</u>	<u>39.7 %</u>	<u>6.2 %</u>

N/R = No Report

Source: Illinois Community College Board

Table 10

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

(in thousands of dollars)

State	<u>FY1985</u>	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>	FY1985 to <u>FY1999</u>	FY1990 to <u>FY1999</u>	FY1997 to <u>FY1999</u>
<u>Weighted Average Salaries</u>								
Illinois	\$ 29.1	\$ 37.8	\$ 49.7	\$ 51.1	\$ 52.8	81.4 %	39.7 %	6.2 %
<u>Average Salaries</u>								
California	32.9	44.2	54.5	54.5	58.6	78.1	32.6	7.5
Florida	23.6	32.9	36.2	38.9	40.0	69.5	21.6	10.5
Iowa	21.3	28.2	35.9	36.7	39.2	84.0	39.0	9.2
Maryland	27.1	36.3	45.0	46.6	47.4	74.9	30.6	5.3
Massachusetts	24.4	36.0	42.0	42.5	41.8	71.3	16.1	(0.5)
Michigan	28.1	39.3	52.6	51.4	53.6	90.7	36.4	1.9
Minnesota	28.5	37.8	47.1	45.1	48.2	69.1	27.5	2.3
Missouri	23.1	29.8	38.9	39.8	40.6	75.8	36.2	4.4
New York	27.8	36.7	48.0	47.0	49.8	79.1	35.7	3.7
Ohio	24.9	33.3	41.7	43.3	44.4	78.3	33.3	6.5
Pennsylvania	25.7	34.4	47.4	46.9	49.5	92.6	43.9	4.4
Texas	28.0	32.0	36.7	38.1	40.6	45.0	26.9	10.6
Washington	26.2	30.3	39.6	40.2	41.1	56.9	35.6	3.8
Median	<u>\$ 26.2</u>	<u>\$ 34.4</u>	<u>\$ 42.0</u>	<u>\$ 43.3</u>	<u>\$ 44.4</u>	<u>69.5 %</u>	<u>29.1 %</u>	<u>5.7 %</u>
Illinois Average As A Percent Of Other States' Median	<u>111.1 %</u>	<u>109.9 %</u>	<u>118.3 %</u>	<u>118.0 %</u>	<u>118.9 %</u>			

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

Table 11

**ILLINOIS COMMUNITY COLLEGES  
AVERAGE FACULTY COMPENSATION BY DISTRICT  
FISCAL YEAR 1998**

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Fringe Benefits	
Belleville Area Community College	\$ 51.3	\$ 4.4	\$ 4.0	\$ 8.4	\$ 59.7
Black Hawk College	47.5	4.1	5.3	9.4	56.9
Carl Sandburg College	42.3	3.7	4.9	8.6	50.9
City Colleges of Chicago (All)	56.4	4.9	8.7	13.6	70.0
College of DuPage	59.8	5.2	6.8	12.0	71.8
College of Lake County	68.8	6.0	2.2	8.2	77.0
Danville Area Community College	36.9	3.2	3.5	6.7	43.6
Elgin Community College	62.3	5.4	7.3	12.7	75.0
Heartland Community College	33.7	2.9	2.8	5.7	39.4
Highland Community College	46.5	4.0	5.8	9.8	56.3
Ill Eastern Community Colleges (All)	36.7	3.2	2.9	6.1	42.8
Illinois Central College	43.2	3.7	5.1	8.8	52.0
Illinois Valley Community College	42.0	3.6	4.8	8.4	50.4
John A. Logan College	44.7	3.9	4.8	8.7	53.4
John Wood Community College	29.0	2.5	4.3	6.8	35.8
Joliet Junior College	53.9	4.7	8.1	12.8	66.7
Kankakee Community College	46.7	4.0	3.8	7.8	54.5
Kaskaskia College	43.0	3.7	3.8	7.5	50.5
Kishwaukee College	39.8	3.5	3.6	7.1	46.9
Lake Land College	38.2	3.3	5.0	8.3	46.5
Lewis and Clark Community College	46.2	4.0	2.9	6.9	53.1
Lincoln Land Community College	52.0	4.5	4.8	9.3	61.3
McHenry County College	48.9	4.2	6.1	10.3	59.2
Metropolitan Community College	37.9	3.3	3.8	7.1	45.0
Moraine Valley Community College	\$ 50.6	\$ 4.4	\$ 6.8	\$ 11.2	\$ 61.8

Table 11

**ILLINOIS COMMUNITY COLLEGES  
AVERAGE FACULTY COMPENSATION BY DISTRICT  
FISCAL YEAR 1998**

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Fringe Benefits	
Morton College	53.0	4.6	12.0	16.6	69.6
Oakton Community College	64.4	5.6	6.3	11.9	76.3
Parkland College	50.3	4.4	5.0	9.4	59.7
Prairie State College	47.8	4.1	3.9	8.0	55.8
Rend Lake College	42.1	3.7	3.6	7.3	49.4
Richland Community College	41.2	3.6	5.0	8.6	49.8
Rock Valley College	46.9	4.1	6.0	10.1	57.0
Sauk Valley Community College	39.1	3.4	2.8	6.2	45.3
Shawnee College	39.2	3.4	1.7	5.1	44.3
South Suburban College	51.7	4.5	5.1	9.6	61.3
Southeastern Illinois College	38.2	3.3	2.9	6.2	44.4
Spoon River College	38.4	3.3	5.7	9.0	47.4
Triton College	58.2	5.0	4.8	9.8	68.0
Waubonsee Community College	47.2	4.1	6.5	10.6	57.8
William Rainey Harper College	58.8	5.1	6.8	11.9	70.7
Weighted Average	<u>\$ 51.1</u>	<u>\$ 4.4</u>	<u>\$ 5.8</u>	<u>\$ 10.2</u>	<u>\$ 61.3</u>

\* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 1998 normal cost of retirement benefits for the State Universities Retirement System (8.67 percent of salary) and the cost of non-retirement benefits as reported to the Illinois Community College Board.

Source: Illinois Community College Board and SURS Estimate

Table 12

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

	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>	<u>Percent Increase</u>	
					<u>FY1990</u>	<u>FY1997</u>
					To <u>FY1999</u>	To <u>FY1999</u>
<u>IMSA Weighted Average Salaries</u>	<u>\$38,838</u>	<u>\$52,907</u>	<u>\$56,395</u>	<u>\$58,097</u>	<u>49.6</u> %	<u>9.8</u> %
<u>High School Districts In:</u>						
Cook County	46,836	64,033	65,639	68,311	45.9	6.7
DuPage County	46,691	63,652	65,145	67,844	45.3	6.6
Lake County	41,802	58,960	59,640	61,959	48.2	5.1
McHenry County	39,512	54,691	54,823	56,656	43.4	3.6
Will County	37,941	51,900	50,786	52,881	39.4	1.9
Weighted Average Salary	<u>\$45,499</u>	<u>\$62,023</u>	<u>\$63,168</u>	<u>\$65,945</u>	<u>44.9</u> %	<u>6.3</u> %
<u>Community College Districts</u>						
College of DuPage	NR	56,540	59,756	62,374	-	10.3
Elgin Community College	35,083	59,492	62,293	65,591	87.0	10.3
Joliet Junior College	40,406	52,084	53,878	56,778	40.5	9.0
Waubensee Community College	36,215	45,952	47,191	48,378	33.6	5.3
Weighted Average Salary	<u>N/A</u>	<u>\$54,748</u>	<u>\$57,254</u>	<u>\$59,970</u>	<u>N/A</u> %	<u>9.5</u> %
<u>IMSA as a Percent of High School</u>						
Districts' Weighted Average	<u>85.4</u> %	<u>85.3</u> %	<u>89.3</u> %	<u>88.1</u> %		
<u>IMSA as a Percent of Community</u>						
College Districts' Weighted Average	<u>N/A</u> %	<u>96.6</u> %	<u>98.5</u> %	<u>96.9</u> %		

Notes: Preliminary fiscal year 1999 salary data for public high school teachers in Illinois obtained from Planning, Research, and Evaluation, State Board of Education. College of DuPage did not report fiscal year 1990 average salaries, therefore, no average is shown for community colleges for that year.

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

Table 13

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

	<u>FY1985</u>	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>	<u>Percent Increase</u>			
						<u>FY1985 to FY1999</u>	<u>FY1990 to FY1999</u>	<u>FY1997 to FY1999</u>	
Chicago State University	\$ 16,732	\$ 22,273	\$ 27,531	\$ 28,453	\$ 29,209	74.6 %	31.1 %	6.1 %	
Eastern Illinois University	14,659	20,116	26,771	27,153	28,622	95.3	42.3	6.9	
Governors State University	17,236	22,737	27,317	28,379	28,802	67.1	26.7	5.4	
Illinois State University	16,365	21,388	26,647	28,061	28,770	75.8	34.5	8.0	
Northeastern Illinois University	16,418	21,869	27,193	27,516	29,130	77.4	33.2	7.1	
Northern Illinois University	16,493	21,356	26,236	27,035	27,991	69.7	31.1	6.7	
Western Illinois University	15,933	20,814	25,671	26,367	27,260	71.1	31.0	6.2	
<u>Southern Illinois University</u>									
Carbondale	16,996	21,957	26,532	27,642	28,908	70.1	31.7	9.0	
Edwardsville	17,257	21,390	23,849	24,538	25,311	46.7	18.3	6.1	
School of Medicine	15,501	20,040	25,001	25,836	26,904	73.6	34.3	7.6	
<u>University of Illinois</u>									
Chicago	18,864	26,129	34,403	35,735	36,995	96.1	41.6	7.5	
Springfield	16,098	19,517	25,861	26,764	26,778	66.3	37.2	3.5	
Urbana - Champaign	17,160	22,030	28,626	29,459	30,053	75.1	36.4	5.0	
<u>Public Universities Weighted Average</u>	<u>17,355</u>	<u>22,759</u>	<u>28,834</u>	<u>29,772</u>	<u>30,749</u>	<u>77.2</u>	<u>35.1</u>	<u>6.6</u>	
Illinois Community College Board	14,508	20,325	26,238	26,467	27,048	86.4	33.1	3.1	
Illinois Student Assistance Commission	15,267	21,699	27,767	28,628	31,260	104.8	44.1	12.6	
State Universities Civil Service System	21,997	31,599	40,529	39,338	39,538	79.7	25.1	(2.4)	
Illinois Board of Higher Education	15,948	21,227	27,233	27,187	28,357	77.8	33.6	4.1	
Weighted Average	<u>\$ 17,319</u>	<u>\$ 22,737</u>	<u>\$ 28,815</u>	<u>\$ 29,748</u>	<u>\$ 30,767</u>	<u>77.6 %</u>	<u>35.3 %</u>	<u>6.8 %</u>	

Source: Northern Illinois University Personnel Office

Table 14

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

<u>Occupational Category</u>	<u>FY1985</u>	<u>FY1990</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1999</u>	FY1985 to <u>FY1999</u>	FY1990 to <u>FY1999</u>	FY1997 to <u>FY1999</u>
Administrative/Managerial/ Professional	\$ 21,131	\$ 27,284	\$ 32,977	\$ 33,991	\$ 35,112	66.2 %	28.7 %	6.5 %
Medical/Health Services	19,683	27,069	35,365	36,653	37,666	91.4	39.1	6.5
Technical	17,603	20,560	26,081	26,720	27,534	56.4	33.9	5.6
Clerical	12,787	16,683	21,432	22,092	22,955	79.5	37.6	7.1
Custodial/Maintenance/ Services	15,199	19,710	23,886	24,588	25,193	65.8	27.8	5.5
Crafts/Trades/Construction	29,999	36,900	45,441	46,890	48,383	61.3	31.1	6.5

Source: Northern Illinois University Personnel Office

## APPENDIX

### **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 1998-1999," *Academe*, March-April 1999.

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 (1985, 1990, 1997, 1998, and 1999) 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 1999 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
Bradley University	DePaul University
Dominican University	Eureka College
Garrett-Evangelical Theological Seminary	Greenville College
Illinois College	Illinois Institute of Technology
Illinois Wesleyan University	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	Trinity International University
University of Chicago	Wheaton College

The mix of faculty in each rank in fiscal year 1999 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 1999 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, 1996-97, 1997-98, and 1998-99. 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.

