

**SALARIES AND FRINGE BENEFITS
AT ILLINOIS COLLEGES AND UNIVERSITIES**

Submitted for: Information.

Summary: This two-part report presents an analysis of full-time faculty salaries and non-salary benefits at Illinois public and private colleges and universities. Part A presents an analysis of 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 for fiscal years 2000 through 2004. Part B examines the cost of fringe benefits for full-time faculty at public and private colleges and universities.

Action Requested: None.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

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

Highlights

- In fiscal year 2004, the all-rank average salary at Illinois public universities averaged 95.7 percent of the median salary of comparison group institutions. This percentage is up very slightly from fiscal year 2000; however, it has dropped from a previous high of 97.9 percent in fiscal year 2002, the last year that state funds were provided to public colleges and universities for faculty and staff salary increases.
- Between fiscal years 2002 and 2004, the rate of growth in average faculty salaries at independent institutions in Illinois was more than twice the increase in faculty salaries at community colleges, and was nearly double the increase at public universities.
- Overall, civil service salaries at public universities and state higher education agencies increased 7.2 percent between fiscal years 2002 and 2004. The largest gain was in the medical/health services field, with an average increase of 16.3 percent over the past two fiscal years.
- In fiscal year 2004, the average cost of fringe benefits per faculty member at Illinois public universities was \$16,100, or 82.5 percent of comparison groups' median of \$19,500. When examining fringe benefit components individually, it is apparent that the primary factor for the lower average fringe benefit cost at Illinois public universities is retirement. Unlike Illinois, many institutions in other states participate in both a retirement system and contribute to Social Security. When faculty salary costs are combined with fringe benefit costs, total faculty compensation at public universities averages \$82,700, or 92.9 percent of peer group medians.
- In fiscal year 2003, the average cost of fringe benefits per faculty member at Illinois community colleges was \$15,000. However, fringe benefits provided at individual community colleges vary widely across the state, ranging from a low of \$9,400 per faculty member to a high of \$19,700.

Introduction

This report presents an analysis of 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 2000 through 2004, 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 as a measure of the competitiveness of IMSA salaries.

Faculty salary data presented in this report for public universities and independent institutions are derived from the American Association of University Professors (AAUP) Annual Faculty Compensation Survey. Faculty salary data for Illinois community colleges are derived from a report prepared by the Illinois Community College Board (ICCB). Data for states selected for comparison to Illinois community colleges were obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey and a telephone survey conducted by the ICCB.

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 2004 mix of faculty 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 21 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.

This report presents multi-year, rather than one-year, salary increases in order to minimize anomalies that may affect one-year salary increase comparisons. It also should be noted that in fiscal years 2003 and 2004, there were no state funds provided for salary increases at public institutions.

Comparison of Faculty Salaries to Economic Indicators and Peer Institutions

Table 1 displays average faculty salaries for the five most recent fiscal years (2000 through 2004). The average fiscal year 2004 faculty salary at public universities was \$66,600, an increase of 3.1 percent over fiscal year 2002. The average salary for community colleges was \$56,800, an increase of 2.5 percent over fiscal year 2002, and for independent colleges and universities the average faculty salary was \$79,300, an increase of 5.9 percent above fiscal year 2002 salaries.

Table 1 also presents the Consumer Price Index (CPI) and the Illinois per capita income for each year examined in the report as comparative measures of inflation and income. Between fiscal years 2000 and 2004 and between fiscal years 2001 and 2004, faculty salaries at public universities and independent institutions increased at a pace greater than the CPI and the Illinois per capita income. Between fiscal years 2002 and 2004, only salary increases at independent institutions increased at a pace greater than the CPI and the Illinois per capita income. Faculty salary increases at community colleges lagged both indices for all time periods examined.

Faculty salaries can vary widely from one campus to another due to the variety of missions, programs, and geographic locations among higher education institutions. 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 Illinois Board of Higher Education compares faculty salaries at Illinois institutions with salaries at similar colleges and universities nationwide. A description of the comparison methodology is included in the Appendix. A listing of all institutions in each comparison group is available from the Illinois Board of Higher Education.

Public Universities

In fiscal year 2000, the Illinois Board of Higher Education proposed an initiative designed to enhance public institutions efforts to recruit and retain critical faculty and staff and to enable institutions to bring faculty salaries to the median of national peers within five years. This initiative was intended to allow campuses to recruit and retain critical faculty and staff in high demand areas, provide performance-based salary incentives; provide incentives for campus-based early retirement programs; offset statutory early retirement costs; address market equity demands and support campus-developed programs to improve recruitment and retention of faculty and/or staff. State general funds were provided for this initiative in fiscal years 2000, 2001, and 2002. In addition, universities were expected to provide a one percent match from institutional funds. During these years, overall progress was made in raising average faculty salaries in Illinois and in increasing the relative standing of Illinois institutions when compared to peer institutions. Since fiscal year 2002, no additional state funds have been provided through annual appropriations for the purpose of granting faculty or staff salary increases. While no across-the-board salary increases were granted during fiscal year 2003, most institutions reallocated funds in order to provide a base salary increase for fiscal year 2004.

Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2004. The distribution of faculty among ranks is related to both length of service and professional contribution and achievement, and therefore varies from campus to campus. Average salaries increase as professorial rank changes from instructor to full professor. By campus, all-rank average salaries range from \$51,300 at Northeastern Illinois University to \$86,000 at the University of Illinois at Urbana-Champaign.

Table 3 presents the all-rank weighted average faculty salaries for each campus for fiscal years 2000 through 2004. Between fiscal years 2000 and 2004, the average all-rank faculty salary increased by 14.8 percent. This increase occurred primarily between fiscal years 2000 and 2002 and is largely reflective of the additional monies provided in those years for the Recruiting and Retaining Critical Faculty and Staff initiative. The average increase between fiscal years 2002 and 2004 was 3.1 percent, and occurred primarily between fiscal years 2003 and 2004. There was no increase in the all-rank average salary at public universities between fiscal years 2002 and 2003.

Public university average faculty salaries outpaced the increase in the CPI and the Illinois per capita income between fiscal years 2000 and 2004 and fiscal years 2001 and 2004, however, increases in average salaries lagged both indices between fiscal years 2002 and 2004. The most recent changes in average salaries (fiscal year 2002 to fiscal year 2004) ranged from a 2.5 percent decrease at Northern Illinois University to a 5.4 percent increase at the University of Illinois at Urbana-Champaign.

Figure A
Illinois Public Universities
Average Salaries vs. Peer Groups

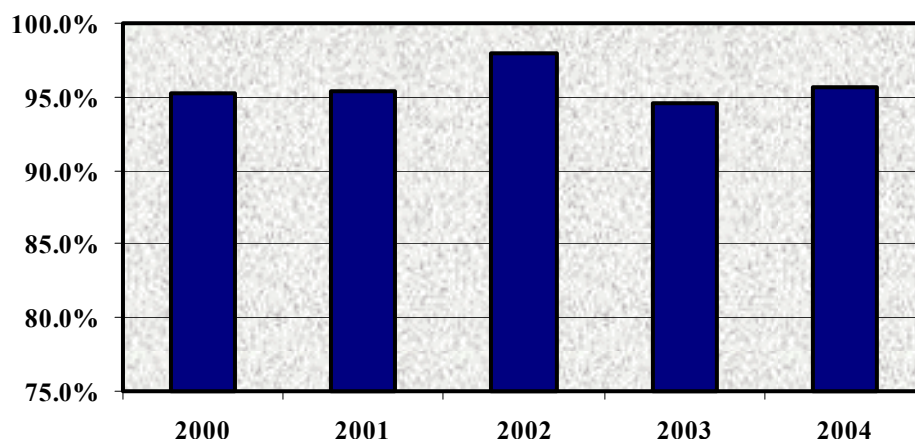


Figure A displays average all-rank faculty salaries at Illinois public universities as a percent of median salaries at peer group institutions. In fiscal year 2000, the all-rank faculty salary at Illinois public universities averaged 95.1 percent of peer institutions. In fiscal year 2002, the last year that state funds were provided for salary increases, this percentage had risen to 97.9 percent. In fiscal year 2003, the average all-rank faculty salary in Illinois dropped to 94.6 percent of peer group medians, a level lower than in fiscal year 2000. However, in fiscal year 2004, the weighted average increased to 95.7, slightly higher than the fiscal year 2000 level.

It is important to recognize that improving salaries in comparison to peer institutions is affected by a number of factors. Average salaries reported in the annual AAUP study also are affected by changes in faculty mix and changes in the total number of faculty. As institutions experience a significant number of retirements or resignations among the full professor rank they may choose to replace those positions with lower-salaried classifications; therefore, the institution's all-rank weighted average salary may be reduced.

In recent years, shifts in faculty headcount from the ranks of professor and associate professor to the assistant professor and instructor classifications has occurred at public universities in Illinois. As shown on the table below, faculty headcount increased 1.1 percent between fiscal years 2000 and 2004; however, there was a decrease in the number of professors (8.3 percent) and associate professors (1.3 percent) during this time period. During the same time period, the ranks of assistant professors increased by 10.8 percent and the ranks of instructors increased by 18.5 percent. This shift from the typically higher salaried professor and associate professor ranks to the assistant professor and instructor ranks may have contributed to the slow growth, and in some cases, the decreases in the all-rank average salary at Illinois public universities.

SUMMARY OF FACULTY HEADCOUNT BY RANK

	FY2000	FY2002	FY2004	Percent Change	
				FY00-04	FY02-04
Professor	2,827	2,734	2,591	-8.3%	-5.2%
Associate Professor	2,188	2,115	2,159	-1.3%	2.1%
Assistant Professor	2,026	2,207	2,244	10.8%	1.7%
Instructor	708	746	839	18.5%	12.5%
Total, All Ranks	7,749	7,802	7,833	1.1%	0.4%

Table 4 presents weighted average all-rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group for fiscal years 2000 through 2004. For example, Illinois State University's weighted average faculty salary of \$60,100 in fiscal year 2004 represents 94.4 percent of its comparison group's median salary of \$63,666. The University of Illinois at Chicago's weighted average faculty salary of \$80,200 represents 105.8 percent of the \$75,803 median salary of its comparison group.

Between fiscal years 2000 and 2002, universities made progress in increasing their relative standing among peer groups (from approximately 95 percent in fiscal year 2000 to 98 percent in fiscal year 2002). However, recent decreases in state funding for universities has slowed that progress. Between fiscal years 2002 and 2004, only one institution, the University of Illinois at Chicago, increased its standing among its peer group, and one institution, Southern Illinois University Carbondale, remained at fiscal year 2002 levels. In fiscal year 2004, the weighted average all-rank faculty salary in Illinois is 95.7 percent of peer group medians, just slightly above the fiscal year 2000 level of 95.2 percent.

Table 5 shows the fiscal year 2004 weighted average faculty salary by rank as a percentage of comparison group medians by rank. The percent of comparison group medians for full professors ranges from 90.0 percent at Eastern Illinois University to 107.5 percent at the University of Illinois at Chicago and Northeastern Illinois University. The largest percentage gap among Illinois institutions is within the instructor classification, ranging from 78.4 percent of peer group medians at Northeastern Illinois University to 114.5 percent at the University of Illinois at Chicago.

Table 6 shows the two-year change between fiscal years 2002 and 2004 in average faculty salaries for Illinois public universities compared to the lowest, highest, and median changes in faculty salaries at peer group institutions. Only one institution, the University of Illinois at Springfield, experienced an increase in the average faculty salary greater than the median of increases granted at peer institutions. The remaining institutions lagged the median percent increase of their peer group institutions.

Another measure of faculty salary competitiveness is the ranking of average Illinois salaries to average salaries at peer institutions as presented on Table 7. The table shows the highest salary and lowest salaries in each institution's peer group, the number of institutions in the group that reported in fiscal year 2004, and the ranking and the percentile of the Illinois institutions' average salary in relation to their individual peer institutions. For example, the all-rank average salary of \$55,800 at Governors State University, ranks 19th among the 29 institutions in the University's peer group. Only three institutions, Chicago State University, the

University of Illinois at Chicago, and the University of Illinois at Springfield, have average salaries that rank in the upper half of their peer groups.

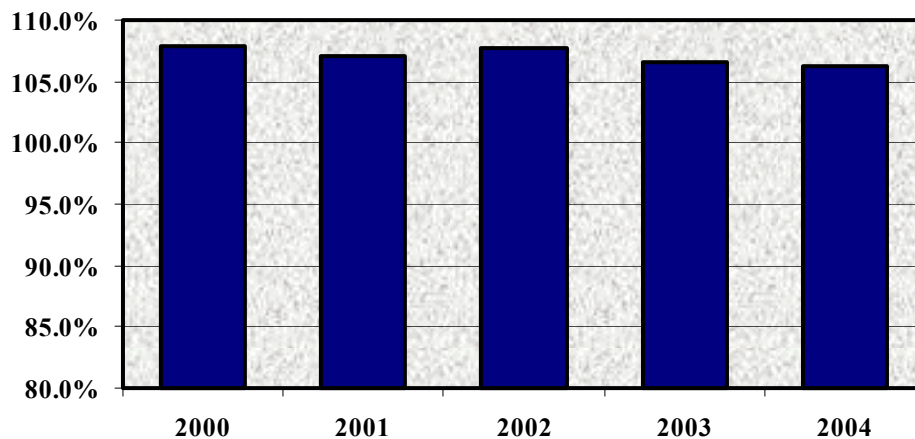
Independent Colleges and Universities

Because of the rich diversity of mission, Illinois' independent colleges and universities present a wide range in institutional and faculty characteristics and a wide range in faculty salaries. Salary data for independent institutions are presented in this report grouped by the institution's Carnegie classification. (Definitions for the Carnegie classification codes are presented in Appendix A.)

Table 8 displays the weighted average faculty salaries for 34 independent colleges and universities for the five most recent fiscal years. Weighted average faculty salaries for the group are based upon the 21 institutions that reported data in each of these years. The fiscal year 2004 weighted average faculty salary for independent institutions was \$79,300, an increase of 5.9 percent over the fiscal year 2002 weighted average of \$74,900. Salaries at institutions reporting in fiscal year 2004 ranged from \$38,300 at MacMurray College to \$109,900 at the University of Chicago.

Table 9 lists the weighted average faculty salaries at independent institutions as a percentage of comparison group medians. In fiscal year 2000, the average faculty salary as a percentage of comparison group medians was 107.9 percent at independent institutions. In fiscal year 2004, the percentage remains above the comparison group medians at 106.3 percent. Fiscal years 2000 through 2004 percentages of peer group medians are shown in Figure B.

Figure B
Illinois Independent Institutions
Average Salaries vs. Peer Groups



Community Colleges

Table 10 presents average faculty salaries by Illinois community college district. Since most community college faculties are not differentiated by rank, the average full-time faculty salaries shown in this table are not weighted by rank. However, the averages are weighted by the

number of full-time faculty in each district. Average fiscal year 2004 faculty salaries for community colleges ranged from \$41,800 at Illinois Eastern Community Colleges to \$75,100 at the College of Lake County, illustrating the wide range of market factors, program offerings, enrollments, and access to local tax wealth among the community colleges.

Average faculty salaries at Illinois community colleges grew 2.4 percent between fiscal years 2002 and 2004. 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. As noted in previous reports this may be attributable to factors such as senior faculty retirements or resignations, positions that are generally replaced with lower-salaried faculty or left unfilled for a period of time.

Prior to fiscal year 2002, faculty salary data for selected states were obtained from the AAUP salary survey. In recent years the submission rate for the AAUP survey declined and the low response rate for community colleges led to concerns regarding the comparability of salary data. Due to these concerns, the decision was made to utilize data from the Integrated Postsecondary Education Data Systems Salaries and Fringe Benefit Survey, and a survey of selected states conducted by the ICCB staff, beginning with the *Full-time Faculty and Civil Service Salaries at Illinois Colleges and Universities* (August 2002) Report. Fiscal year 2000 through fiscal year 2004 data and comparisons are presented on Table 11, along with the Illinois community college weighted average salaries.

Figure C
Illinois Community Colleges
Average Salaries vs. Selected States

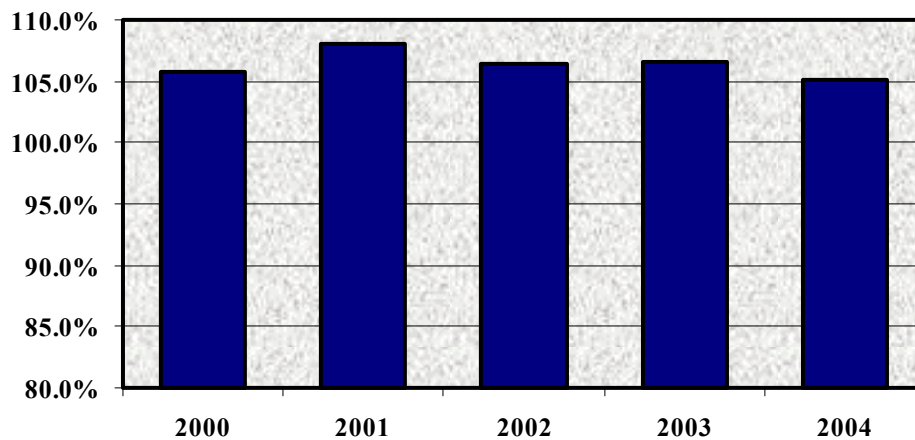


Figure C displays the average faculty salary for all Illinois community colleges as a percent of the median of average salaries in selected states. The average salary for all Illinois community colleges exceeds the median salaries of community colleges in those states for all years examined. Fiscal year 2004 Illinois average community college faculty salaries exceeded the median average salary by 105.1 percent. This percentage rose between fiscal years 2000 and 2001, but has decreased over the past three years to approximately the same level as reported in fiscal year 2000. Table 11 lists the fourteen states that are used for comparison with Illinois community colleges. The weighted average faculty salary in Illinois community colleges exceeds

the average faculty salary in eleven of the fourteen states. The three states with average faculty salaries higher than Illinois are California, Michigan, and New York.

Illinois Mathematics and Science Academy

Table 12 presents the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for fiscal years 2000 through 2004. 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 are presented. Public high school salary data are obtained from the State Board of Education's (SBE) Illinois Teacher Salary Study. The fiscal year 2004 SBE report was not available at the time this report was prepared.

Table 12 shows average faculty salaries at IMSA remained lower, through fiscal year 2003, than the weighted average faculty salaries in the 46 high school districts in the five surrounding counties, measuring 90.2 percent of the weighted average salaries of high school faculty in the geographic area. This percentage is lower than the fiscal year 2000 level of 91.8 percent of high school faculty salaries.

When compared to the four surrounding community college districts, IMSA salaries were 102.6 percent of the weighted average faculty salaries at those institutions in fiscal year 2004. For four of the five years examined in this report, IMSA faculty salaries were higher than those at neighboring community college districts. Growth in average faculty salaries at IMSA lagged the rate of growth in the CPI and Illinois per capita income during the time periods measured.

Civil Service Salaries

Average salaries for the five most recent fiscal years 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 2004, the average salary for all civil service employees was \$37,968. The increase in civil service average salaries since fiscal year 2000 was 15.7 percent, and since fiscal year 2002, was 7.2 percent. The growth in civil service salaries was greater than inflation as measured by CPI and the Illinois per capita income for all time periods examined.

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 2004 were positions classified as crafts, trades, or construction. These employees averaged \$56,864 compared to the lowest average salary of \$28,088 for civil service clerical employees. The largest percent increases for all time periods examined were in the medical/health services classification. The average salary in the medical/health services field rose 45.3 percent between fiscal years 2000 and 2004.

TABLE 1

CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 2000 TO 2004

Fiscal Year	Consumer Price Index (FY2000=100)		Illinois Per Capita Income	Weighted Average Faculty Salaries ¹		
	2000	2001		Public Universities	Independent Institutions ²	Community Colleges
2000	100.0		\$ 31,200	\$ 58,000	\$ 69,500	\$ 53,400
2001	103.4		32,485	61,000	72,200	53,900
2002	105.3		32,918	64,600	74,900	55,400
2003	107.6		33,372	64,600	77,400	56,400
2004	109.9 ³		34,373	66,600	79,300	56,800
<u>Percent Increases</u>						
FY2000 to FY2004	9.9 %		10.2 %	14.8 %	14.1 %	6.4 %
FY2001 to FY2004	6.3		5.8	9.2	9.8	5.4
FY2002 to FY2004	4.4		4.4	3.1	5.9	2.5

¹ The fiscal year 2004 faculty distribution among ranks was used to determine weighted average salaries for public universities and independent institutions for all years.

² Based on 21 institutions that reported in all years.

³ Projected.

Sources: Illinois Department of Commerce and Community Affairs, U.S. Department of Commerce, American Association of University Professors (AAUP), and the Illinois Community College Board

TABLE 2

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2004 WEIGHTED AVERAGE FACULTY SALARIES BY RANK

	Professor	Associate Professor	Assistant Professor	Instructor	All Rank
Chicago State University	\$ 71,200	\$ 58,100	\$ 52,300	\$ -	\$ 60,200
Eastern Illinois University	71,000	59,700	47,500	35,100	55,200
Governors State University	-	-	-	-	55,800
Illinois State University	73,700	57,900	50,600	-	60,100
Northeastern Illinois University	72,300	58,700	51,300	28,800	51,300
Northern Illinois University	78,200	59,500	51,100	32,400	57,400
Western Illinois University	74,800	57,600	46,900	34,700	56,200
<u>Southern Illinois University</u>					
Carbondale	76,700	59,200	51,500	36,000	59,000
Edwardsville	74,700	60,800	49,000	34,200	56,400
<u>University of Illinois</u>					
Chicago	100,400	71,300	60,800	47,100	80,200
Springfield	79,100	59,600	48,800	-	59,600
Urbana-Champaign	107,000	72,000	64,500	46,200	86,000
Weighted Average for All Public Universities	\$ 88,800	\$ 63,900	\$ 54,200	\$ 38,400	\$ 66,600

Source: American Association of University Professors (AAUP)

TABLE 3
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

	FY2000	FY2001	FY2002	FY2003	FY2004	Percent Increases			
						FY2000 to FY2004	FY2001 to FY2004	FY2002 to FY2004	
(in thousands of dollars)									
Chicago State University	\$ 54.7	\$ 58.8	\$ 60.3	\$ 60.4	\$ 60.2	9.9 %	2.4 %	(0.2) %	
Eastern Illinois University	46.2	50.2	52.8	54.0	55.2	19.5	10.0	4.7	
Governors State University	52.2	53.7	55.8	55.1	55.8	6.9	3.9	-	
Illinois State University	53.2	55.6	58.5	57.8	60.1	13.0	8.0	2.8	
Northeastern Illinois University	48.2	49.6	50.9	50.7	51.3	6.6	3.5	0.8	
Northern Illinois University	51.6	53.6	58.8	57.0	57.4	11.1	7.0	(2.5)	
Western Illinois University	47.6	50.5	55.2	55.1	56.2	18.0	11.4	1.8	
<u>Southern Illinois University</u>									
Carbondale	51.2	53.8	56.6	56.6	59.0	15.1	9.7	4.2	
Edwardsville	49.9	53.2	55.8	55.4	56.4	13.0	5.9	1.0	
<u>University of Illinois</u>									
Chicago	68.5	72.5	77.0	77.8	80.2	17.1	10.7	4.2	
Springfield	53.6	53.8	56.9	57.0	59.6	11.1	10.8	4.8	
Urbana-Champaign	74.0	77.3	81.6	81.8	86.0	16.3	11.2	5.4	
Weighted Average	\$ 58.0	\$ 61.0	\$ 64.6	\$ 64.6	\$ 66.6	14.8 %	9.2 %	3.1 %	

Note: The fiscal year 2004 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors (AAUP)

TABLE 4

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

	FY2000	FY2001	FY2002	FY2003	FY2004
Chicago State University	108.2	111.6	110.7	107.7	106.7
Eastern Illinois University	87.6	91.3	92.0	91.4	91.3
Governors State University	100.2	97.3	97.7	93.5	91.9
Illinois State University	93.9	93.7	96.2	91.5	94.4
Northeastern Illinois University	105.5	104.1	103.5	100.4	100.9
Northern Illinois University	96.2	96.0	101.1	95.2	94.9
Western Illinois University	90.2	91.5	96.2	92.8	92.8
<u>Southern Illinois University</u>					
Carbondale	93.6	94.6	95.6	92.6	95.6
Edwardsville	96.4	98.5	99.2	95.4	95.2
<u>University of Illinois</u>					
Chicago	101.8	102.6	105.6	105.4	105.8
Springfield	100.6	98.2	100.2	98.9	100.4
Urbana-Champaign	92.3	91.5	93.8	89.9	92.0
Weighted Average	<u>95.1</u>	<u>95.4</u>	<u>97.9</u>	<u>94.6</u>	<u>95.7</u>

Note: The fiscal year 2004 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors (AAUP)

TABLE 5

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

FISCAL YEAR 2004

	Professor		Associate Professor		Assistant Professor		Instructor	
		%		%		%		%
Chicago State University	105.7		104.3		110.5		-	
Eastern Illinois University	90.0		98.2		92.2		85.6	
Governors State University	-		-		-		-	
Illinois State University	90.3		95.1		99.1		-	
Northeastern Illinois University	107.5		105.4		108.4		78.4	
Northern Illinois University	94.4		96.6		97.7		86.2	
Western Illinois University	94.8		94.8		91.0		84.5	
<u>Southern Illinois University</u>								
Carbondale	92.5		96.1		98.4		95.7	
Edwardsville	94.7		100.0		95.1		83.4	
<u>University of Illinois</u>								
Chicago	107.5		103.1		105.3		114.5	
Springfield	100.4		99.3		96.2		-	
Urbana-Champaign	90.5		91.9		96.7		89.4	

Source: American Association of University Professors (AAUP)

TABLE 6

AVERAGE FACULTY SALARY CHANGES
 ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS
 FISCAL YEARS 2002-2004

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	(0.2) %	(3.8) %	10.0 %	3.5 %
Eastern Illinois University	4.7	(1.0)	13.7	5.1
Governors State University	-	(19.5)	13.8	6.8
Illinois State University	2.8	0.7	11.0	3.6
Northeastern Illinois University	0.8	(3.8)	10.0	3.5
Northern Illinois University	(2.5)	(2.5)	13.3	4.8
Western Illinois University	1.8	(1.0)	13.7	5.1
<u>Southern Illinois University</u>				
Carbondale	4.2	(2.5)	13.3	4.8
Edwardsville	1.0	(1.0)	13.7	5.1
<u>University of Illinois</u>				
Chicago	4.2	0.3	9.6	5.4
Springfield	4.8	1.3	8.0	4.2
Urbana-Champaign	5.4	2.7	13.1	6.0

Source: American Association of University Professors (AAUP)

TABLE 7

FISCAL YEAR 2004 RANK OF AVERAGE SALARIES TO PEER GROUPS

	Weighted Average All-Rank Salary	Peer Group			Number of Institutions in Peer Group	Illinois' Rank Among Peers	Percentile Rank Among Peers
		Highest Salary	Lowest Salary				
Chicago State University	\$ 60.2	\$ 78.9	\$ 30.9		77	17	78
Eastern Illinois University	55.2	81.1	48.1		65	57	12
Governors State University	55.8	91.2	36.7		29	19	34
Illinois State University	60.1	84.7	52.1		28	20	29
Northeastern Illinois University	51.3	78.9	30.9		77	62	19
Northern Illinois University	57.4	86.9	55.1		45	40	11
Western Illinois University	56.2	81.1	48.1		65	53	18
<u>Southern Illinois University</u>							
Carbondale	59.0	86.9	55.1		45	37	18
Edwardsville	56.4	81.1	48.1		65	52	20
<u>University of Illinois</u>							
Chicago	80.2	92.1	61.3		22	7	68
Springfield	59.6	72.5	52.6		13	6	54
Urbana-Champaign	86.0	115.3	79.4		22	19	14

Source: American Association of University Professors (AAUP)

TABLE 8
ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS
SORTED BY CARNEGIE CLASSIFICATION

	FY2000	FY2001	FY2002	FY2003	FY2004	Percent Increases		FY2002 to FY2004
						FY2000 to FY2004	FY2001 to FY2004	
<u>Baccalaureate Colleges - Liberal Arts</u>								
Augustana College	\$ 50.0	\$ 52.2	\$ 53.5	\$ 55.2	\$ 56.3	12.6	7.9	5.2
Illinois Wesleyan University	54.1	56.0	58.5	60.7	60.7	12.1	8.4	3.8
Knox College	49.6	49.2	49.2	50.2	49.5	(0.2)	0.7	0.7
Lake Forest College	55.2	57.2	60.0	60.5	62.8	13.8	9.8	4.6
Monmouth College	47.1	48.7	52.1	51.7	52.1	10.6	7.0	0.1
Principia College	47.5	47.6	50.9	51.4	53.3	12.1	11.9	4.7
Wheaton College	55.5	56.4	58.6	59.3	62.0	11.7	9.8	5.8
<u>Baccalaureate Colleges - General</u>								
Elmhurst College	52.0	54.1	56.4	57.7	57.3	10.3	5.9	1.6
Eureka College	44.0	44.3	45.4	-	44.6	1.4	0.7	(1.6)
Illinois College	47.8	48.6	48.0	49.6	48.7	1.9	0.3	1.4
Judson College	44.1	-	-	-	50.7	14.9	-	-
MacMurray College	34.5	-	37.6	36.3	38.3	11.1	-	1.9
McKendree College	43.9	45.4	-	47.2	49.0	11.7	8.0	-
Millikin University	43.5	44.4	46.0	45.8	45.6	4.7	2.6	(0.9)
Trinity Christian College	43.1	-	46.6	48.0	49.6	15.3	-	6.5
<u>Master's Colleges and Universities I</u>								
Aurora University	45.7	-	46.5	47.6	50.3	10.0	-	8.2
Benedictine University	52.2	-	54.9	56.1	55.6	6.6	-	1.3
Bradley University	52.9	55.2	60.0	62.5	63.4	20.0	14.9	5.8
Concordia University	44.7	-	47.1	46.8	46.8	4.6	-	(0.6)
Dominican University	47.5	49.7	51.9	52.4	54.6	15.1	9.9	5.2
Lewis University	49.1	-	-	54.7	57.9	18.0	-	-
North Central College	49.1	52.5	54.9	55.7	56.9	15.9	8.4	3.6
North Park University	45.7	-	46.8	-	48.8	6.8	-	4.2
Olivet Nazarene University	43.8	44.0	45.5	46.9	48.7	11.1	10.6	7.0
Roosevelt University	51.9	55.9	58.2	59.9	61.4	18.4	9.9	5.6
St. Xavier University	51.0	52.8	55.1	56.6	58.8	15.3	11.2	6.7
University of St. Francis	46.4	49.1	51.0	51.6	52.9	14.0	7.7	3.6
<u>Master's Colleges and Universities II</u>								
Quincy University	41.1	43.4	44.9	45.6	45.1	9.7	4.0	0.4
<u>Doctoral/Research Universities - Extensive</u>								
Loyola University of Chicago	68.2	69.5	69.2	69.6	69.9	2.5	0.6	1.0
Northwestern University	91.0	95.7	100.1	104.8	108.5	19.3	13.5	8.5
University of Chicago	94.2	98.0	101.3	105.7	109.9	16.7	12.1	8.5
<u>Doctoral/Research Universities - Intensive</u>								
DePaul University	62.9	66.2	-	68.1	70.6	12.3	6.6	-
National-Louis University	45.9	45.9	47.0	-	50.2	9.3	9.4	6.8
<u>Specialized Institutions</u>								
Trinity International University	-	-	45.0	50.8	48.4	-	-	7.6
Weighted Average	\$ 69.5	\$ 72.2	\$ 74.9	\$ 77.4	\$ 79.3	14.2	9.8	5.9

Note: The fiscal year 2004 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 21 institutions that reported in all years.

TABLE 9

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

	FY2000	FY2001	FY2002	FY2003	FY2004
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	104.8 %	105.1 %	103.6 %	103.8 %	103.9 %
Illinois Wesleyan University	120.6	120.9	121.7	122.8	119.9
Knox College	85.2	80.7	78.0	76.7	72.6
Lake Forest College	92.8	91.8	93.2	90.5	90.2
Monmouth College	101.8	102.0	105.5	101.3	99.9
Principia College	108.3	105.2	108.6	106.1	107.6
Wheaton College	89.2	87.4	88.7	85.9	88.5
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	108.8	109.0	109.2	108.4	105.8
Eureka College	112.0	108.5	105.7	-	98.9
Illinois College	108.6	106.8	101.8	102.3	98.1
Judson College	97.5	-	-	-	96.8
MacMurray College	76.8	-	78.2	73.5	75.7
McKendree College	110.9	109.1	-	105.5	104.3
Millikin University	98.7	97.0	96.2	93.2	91.1
Trinity Christian College	106.5	-	107.0	104.8	103.1
<u>Master's Colleges and Universities I</u>					
Aurora University	94.6	-	89.2	87.5	90.9
Benedictine University	99.7	-	97.6	95.2	93.0
Bradley University	107.1	107.1	112.6	113.7	113.0
Concordia University	93.9	-	92.8	90.9	89.5
Dominican University	93.8	94.1	93.6	91.7	93.6
Lewis University	95.3	-	-	94.1	98.0
North Central College	106.5	110.4	111.5	109.8	109.5
North Park University	85.3	-	78.9	-	78.9
Olivet Nazarene University	101.3	97.6	98.2	97.5	98.3
Roosevelt University	99.8	103.0	102.3	102.0	102.6
St. Xavier University	114.6	114.3	113.6	112.4	114.4
University of St. Francis	102.6	104.5	104.3	102.4	102.9
<u>Master's Colleges and Universities II</u>					
Quincy University	99.5	100.5	101.5	99.1	95.1
<u>Doctoral/Research Universities - Extensive</u>					
Loyola University of Chicago	101.5	97.9	96.0	90.4	87.7
Northwestern University	109.6	109.4	111.2	111.1	112.0
University of Chicago	116.2	114.8	115.3	114.8	116.1
<u>Doctoral/Research Universities - Intensive</u>					
DePaul University	119.8	120.7	-	115.5	117.6
National-Louis University	92.7	88.7	86.5	-	87.7
<u>Specialized Institutions</u>					
Trinity International University	-	-	104.4	111.7	100.9
Weighted Average	107.9 %	107.1 %	107.7 %	106.5 %	106.3 %

Note: The fiscal year 2004 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 21 institutions that reported in all years.

Table 11

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

	FY2000	FY2001	FY2002	FY2003	FY2004	FY2000 to FY2004	FY2001 to FY2004	FY2002 to FY2004
(in thousands of dollars)								
<u>Weighted Average Salaries</u>								
Illinois	\$ 53.4	\$ 53.9	\$ 55.4	\$ 56.4	\$ 56.8	6.3%	5.3%	2.4%
<u>Average Salaries</u>								
Arizona	55.0 *	56.9 *	59.0 *	56.5	56.6	2.9	(0.5)	(4.1)
California	61.2 *	63.0	65.7	67.1	69.2	13.1	9.8	5.3
Florida	41.5	43.7	44.7	49.1	48.9	17.8	11.9	9.4
Iowa	38.9 *	40.2 *	40.8	41.6	42.5	9.3	5.7	4.2
Maryland	51.1 *	50.6	54.2	51.6	55.2	8.0	9.1	1.8
Massachusetts	44.0 *	45.5 *	47.2 *	56.4	55.6	26.4	22.2	17.8
Michigan	57.4	59.4 *	61.2	61.4	63.2	10.1	6.4	3.3
Minnesota	47.7	49.8 *	52.3	50.1	54.3	13.8	9.0	3.8
Missouri	53.7	54.4	55.1	55.4 #	46.2	(14.0)	(15.1)	(16.2)
New York	57.8 *	56.6	57.0	59.8	57.8	-	2.1	1.4
Ohio	49.9 *	46.0	47.7 *	50.9	50.5	1.2	9.8	5.9
Pennsylvania	51.7	50.0	51.9 *	54.2	53.7	3.9	7.4	3.5
Texas	40.2	40.7	45.0	44.9	45.4	12.9	11.5	0.9
Washington	42.4	44.2	46.2	48.0	48.5	14.4	9.7	5.0
Median	\$ 50.5	\$ 49.9	\$ 52.1	\$ 52.9	\$ 54.0	6.9%	8.2%	3.6%
Illinois Average As a Percent of Other States' Median	105.7 %	108.0 %	106.4 %	106.6 %	105.1 %			

Sources: Illinois Community College Board, Integrated Postsecondary Education Data Systems (IPEDS)
and telephone surveys of selected states

* Estimated by Illinois Community College Board
Missouri Department of Higher Education

TABLE 12
ILLINOIS MATHEMATICS AND SCIENCE ACADEMY (IMSA)
AND SELECTED COMMUNITY COLLEGE DISTRICTS IN THE CHICAGO
METROPOLITAN AREA AVERAGE FACULTY SALARIES

	FY2000	FY2001	FY2002	FY2003	FY2004	Percent Increase		
						FY2000 To FY2004	FY2001 To FY2004	
<u>IMSA Weighted Average Salaries</u>	\$ 61,700	\$ 63,978	\$ 64,460	\$ 63,337	\$ 65,363	5.9 %	2.2 %	1.4 %
<u>High School Districts In:</u>								
Cook County	69,560	70,370	71,575	72,211				
DuPage County	70,291	70,935	71,469	72,575				
Lake County	61,880	63,498	64,033	65,830				
McHenry County	57,889	59,482	60,061	62,249				
Will County	55,228	56,717	58,029	60,241				
Weighted Average Salary	\$ 67,189	\$ 68,253	\$ 69,220	70,206				
<u>Community College Districts</u>								
College of DuPage	63,687	65,328	66,172	67,489	65,623	3.0	0.5	(0.8)
Elgin Community College	67,282	69,394	73,285	74,914	71,176	5.8	2.6	(2.9)
Joliet Junior College	56,728	54,841	59,121	59,740	58,712	3.5	7.1	(0.7)
Waubensee Community College	49,994	49,113	52,216	54,636	57,500	15.0	17.1	10.1
Weighted Average Salary	\$ 60,941	\$ 61,555	\$ 63,963	\$ 65,038	\$ 63,698	4.5 %	3.5 %	(0.4) %
IMSA as a Percent of High School Districts' Weighted Average	91.8 %	93.7 %	93.1 %	90.2 %				
IMSA as a Percent of Community College Districts' Weighted Average	101.2 %	103.9 %	100.8 %	97.4 %	102.6 %			

NOTE: FY2004 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 13

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

	FY2000	FY2001	FY2002	FY2003	FY2004	Percent Increase		
						FY2000 to FY2004	FY2001 to FY2004	FY2000 to FY2004
Chicago State University	\$ 30,964	\$ 31,392	\$ 33,276	\$ 32,930	\$ 32,609	5.3 %	3.9 %	(2.0) %
Eastern Illinois University	29,957	31,486	33,213	33,211	33,844	13.0	7.5	1.9
Governors State University	29,637	30,444	30,837	32,101	32,219	8.7	5.8	4.5
Illinois State University	30,509	31,047	32,744	33,067	34,376	12.7	10.7	5.0
Northeastern Illinois University ¹	30,009	31,433	32,222	32,229	-	-	-	-
Northern Illinois University	30,068	30,681	32,542	31,678	33,116	10.1	7.9	1.8
Western Illinois University	28,827	32,964	33,309	32,566	33,275	15.4	0.9	(0.1)
<u>Southern Illinois University</u>								
Carbondale	31,635	31,238	32,865	33,021	33,739	6.7	8.0	2.7
Edwardsville	26,884	32,274	29,506	29,986	29,791	10.8	(7.7)	1.0
School of Medicine	27,590	28,229	29,568	29,953	28,948	4.9	2.5	(2.1)
<u>University of Illinois</u>								
Chicago	35,687	39,388	40,875	41,823	46,770	31.1	18.7	14.4
Springfield	27,693	28,224	28,488	28,619	30,351	9.6	7.5	6.5
Urbana - Champaign	33,978	32,493	33,492	33,589	34,982	3.0	7.7	4.4
<u>Public Universities Weighted Average</u>	<u>32,850</u>	<u>34,175</u>	<u>35,351</u>	<u>35,667</u>	<u>37,936</u>	<u>15.5</u>	<u>11.0</u>	<u>7.3</u>
Illinois Community College Board	29,772	32,924	35,996	33,987	32,226	8.2	(2.1)	(10.5)
Illinois Student Assistance Commission	31,193	32,852	37,876	36,548	39,424	26.4	20.0	4.1
State Universities Civil Service System	40,551	42,640	45,121	46,924	49,018	20.9	15.0	8.6
Illinois Board of Higher Education	29,552	29,089	30,861	28,753	29,178	(1.3)	0.3	(5.5)
Weighted Average	\$ <u>32,821</u>	\$ <u>34,152</u>	\$ <u>35,404</u>	\$ <u>35,688</u>	\$ <u>37,968</u>	<u>15.7 %</u>	<u>11.2 %</u>	<u>7.2 %</u>

¹Data not available for 2004

Source: Northern Illinois University Personnel Office
and Illinois Community College Board Technical Question Responses

TABLE 14
PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES
BY OCCUPATIONAL CATEGORY

<u>Occupational Category</u>	<u>FY2000</u>	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2000</u> <u>to</u> <u>FY2004</u>	<u>FY2001</u> <u>to</u> <u>FY2004</u>	<u>FY2002</u> <u>to</u> <u>FY2004</u>
Administrative/Managerial/ Professional	\$ 32,977	\$ 37,548	\$ 38,200	\$ 37,938	\$ 39,398	19.5 %	4.9 %	3.1 %
Medical/Health Services	35,365	41,469	44,174	46,212	51,395	45.3	23.9	16.3
Technical	26,081	29,581	30,870	30,706	31,883	22.2	7.8	3.3
Clerical	21,432	25,677	26,250	26,913	28,088	31.1	9.4	7.0
Custodial/Maintenance/ Services	23,886	27,659	28,445	28,649	29,452	23.3	6.5	3.5
Crafts/Trades/Construction	45,441	52,095	54,181	54,975	56,864	25.1	9.2	5.0

Source: Northern Illinois University Personnel Office

FULL-TIME FACULTY COMPENSATION AT ILLINOIS COLLEGES AND UNIVERSITIES

This report examines total compensation for full-time faculty at Illinois colleges and universities. The report shows the average cost of fringe benefits in addition to average salaries to estimate a total compensation package, and compares the average total compensation for faculty at Illinois institutions to the average total compensation for faculty at peer institutions.

While salaries are often the focus in discussions concerning employee compensation competitiveness, non-salary benefits are a key component of the total compensation package. Non-salary benefits include, but are not limited to, retirement and social security costs, medical, dental, life insurance, disability, unemployment compensation, workers compensation, tuition benefit plans, and housing. 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 should be noted that while non-salary benefits are an important part of total employee compensation, their cost and even their availability and scope might be beyond the control of the institution. For example, the Illinois General Assembly and Governor determine retirement and insurance benefits for public institutions, and the majority of state funding provided for these benefits is appropriated to entities other than the colleges and universities. Funding for the retirement system is appropriated to the State Universities Retirement System, and most funding for group health benefits is appropriated to the Department of Central Management Services (CMS).¹

The report shows the cost of major fringe benefits provided to full-time faculty at public universities, independent institutions, and at community colleges in fiscal year 2004. Fringe benefits for public universities and independent institutions are examined by major type of expenditure, i.e., retirement costs and group health insurance costs, in an attempt to understand the difference between Illinois' average costs per faculty member and that of their peers. Fiscal year 2004 fringe benefit information is provided for individual Illinois community colleges, however, since no peer groups similar to those used for public universities and independent institutions are available, a comparison of total compensation with peer institutions is not presented.

Information on public university and independent institutions fringe benefits used in this report was obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefits Survey, 2003-2004. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. IPEDS fringe benefit data includes a breakout of employee benefits by type – a breakout that is not readily available from the AAUP data set. Community college fringe benefit data were obtained from the Illinois Community College Board's annual Faculty, Staff, and Salary Survey and an estimate of the State University Retirement System's contribution on behalf of community college faculty.

Public Universities. Table 15 shows all-rank average faculty salaries, fringe benefits, and total compensation for Illinois public universities in fiscal year 2004. Median salaries, fringe

¹ Beginning in fiscal year 2002, \$14.8 million were appropriated annually to the Illinois Board of Higher Education for transfer to the State Group Health Insurance Fund administered by CMS. Public universities were expected to contribute \$45 million to the state employee group insurance programs from funds appropriated to the institutions.

benefits, and total compensation also are presented for each institution's peer group. During fiscal year 2004, the average all-rank faculty salary at Illinois' public universities was \$66,600, with an additional \$16,100 in fringe benefits for a total average compensation of \$82,700. When compared with peer institutions, Illinois faculty salaries averaged 95.8 percent of peer group medians, while fringe benefits averaged 82.5 percent. Total compensation at Illinois public universities averaged 92.9 percent of total faculty compensation at peer institutions.

In an attempt to explain the difference in fringe benefit costs between Illinois universities and their peer institutions, Table 16 examines the major types of non-salary benefits. While Illinois institutions experience a higher average cost per faculty member in the area of insurance, i.e., group medical, dental, life, and disability insurance, the contribution made to the state's retirement system appears to be significantly less than that of other institutions and states. Group medical, dental, life, disability and other insurance costs average \$7,918 per full-time faculty member in Illinois institutions, or 139.1 percent, of the cost of peer institutions' average cost of \$5,693. Group insurance benefits are provided to employees throughout retirement; this and the level and type of benefits provided may explain this difference.

The combined costs per faculty member of retirement and social security contributions in Illinois average \$7,466, or 65.6 percent of costs at peer institutions, in comparison to \$11,382 per faculty member at peer institutions. Illinois is one of only a few states whose public college and university employees do not participate in Social Security (except that costs for Medicare coverage are assumed for employees hired following April 1, 1986). Participation by other states in the Social Security system in conjunction with other pension plans results in a higher cost per employee than provided in Illinois.

Other non-salary benefits do not represent a significant component of the compensation package. Other benefits – tuition plans, housing, unemployment, and workers compensation – represent less than one percent of total compensation of Illinois full-time faculty members and approximately two percent of the total compensation of faculty at peer institutions. Information concerning tuition benefits reported to IPEDS by some Illinois institutions appears to be limited to tuition benefits to faculty members, and thus excludes partial tuition waivers awarded to dependents of certain public university staff.

Independent Institutions. Table 17 presents fiscal year 2004 weighted average faculty compensation, including average salary and fringe benefits, for Illinois independent institutions and compares this average to the median salary and fringe benefits of comparison group institutions. Only institutions that reported AAUP salary data and responded to the IPEDS Salaries and Fringe Benefit Survey are included in this analysis. During fiscal year 2004, the average all-rank faculty salary at Illinois independent institutions was \$73,500, with an additional \$25,600 in non-salary benefits for a total average compensation of \$99,100. The average faculty salary at Illinois independent institutions was 105.3 percent of peer group median salaries and fringe benefits were 110.5 percent of peer group medians for an overall compensation package that was 106.6 percent that of comparison institutions.

Table 18 examines fiscal year 2004 fringe benefit costs per faculty member by type of expenditure, including retirement and social security, insurance costs, and other benefits. In all categories examined in this report, the average expenditure per faculty member at Illinois independent institutions exceeded that of peer institutions.

Community Colleges. Fiscal year 2003 data for community colleges are presented on Table 19. Fiscal year 2003 data is the most recent available and permits a comparison among

community college districts.

Table 19 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 2003. Fringe benefits include the cost of the state's contribution to the retirement system on behalf of community college faculty and other fringe benefits such as group health, dental, and life insurance, workers compensation and unemployment insurance, and tuition benefits provided by individual community college districts. The total cost of fringe benefits per community college faculty member averaged \$15,000 in fiscal year 2003, bringing the average total compensation package for a community college faculty member to \$71,700.

TABLE 15
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	Fiscal Year 2004 All-Rank Average			Fiscal Year 2004 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
(in thousands of dollars)									
Chicago State University	\$ 60.2	\$ 14.4	\$ 74.5	\$ 56.4	\$ 17.6	\$ 74.0	106.7 %	81.6 %	100.7 %
Eastern Illinois University	55.2	13.1	68.4	60.5	18.8	79.3	91.3	69.7	86.2
Governors State University	55.8	12.3	68.1	60.7	19.8	80.5	91.9	62.0	84.6
Illinois State University	60.1	16.0	76.1	63.6	18.1	81.8	94.4	88.4	93.1
Northeastern Illinois University	51.3	11.8	63.1	50.9	17.6	68.5	100.9	67.0	92.2
Northern Illinois University	57.4	14.2	71.6	60.4	16.7	77.1	94.9	84.9	92.8
Western Illinois University	56.2	15.6	71.8	60.6	18.8	79.4	92.8	82.7	90.4
<u>Southern Illinois University</u>									
Carbondale	59.0	13.7	72.7	61.7	16.7	78.4	95.6	82.0	92.7
Edwardsville	56.4	15.6	71.9	59.2	18.8	78.0	95.2	82.6	92.2
<u>University of Illinois</u>									
Chicago	80.2	18.4	98.6	75.8	21.6	97.4	105.8	85.1	101.2
Springfield	59.6	16.2	75.8	59.4	19.8	79.2	100.4	81.8	95.8
Urbana-Champaign	86.0	19.2	105.2	93.5	22.5	116.1	92.0	85.1	90.6
Weighted Average	\$ 66.6	\$ 16.1	\$ 82.7	\$ 69.6	\$ 19.5	\$ 89.1	95.8 %	82.5 %	92.9 %

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 and Integrated Postsecondary Education Data Systems (IPEDS)

TABLE 16

**ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2004 AVERAGE FRINGE BENEFITS BY TYPE
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES**

	Retirement and Social Security			Disability and Other Insurance			Group Medical, Dental, Life			Other Benefits*		
	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages
	\$	\$	%	\$	\$	%	\$	\$	%	\$	\$	%
Chicago State University	5,802	9,401	61.7	7,419	5,835	127.1	1,161	629	184.7	1,161	629	184.7
Eastern Illinois University	5,325	10,479	50.8	6,965	5,808	119.9	837	837	100.0	837	837	100.0
Governors State University	5,968	9,341	63.9	6,312	4,946	127.6	-	7,100	-	-	7,100	-
Illinois State University	6,178	10,454	59.1	7,815	5,819	134.3	2,055	1,363	150.8	2,055	1,363	150.8
Northeastern Illinois University	4,949	9,401	52.6	6,857	5,835	117.5	-	629	-	-	629	-
Northern Illinois University	6,295	10,492	60.0	7,909	5,609	141.0	-	661	-	-	661	-
Western Illinois University	6,166	10,479	58.8	8,047	5,808	138.6	1,352	837	161.5	1,352	837	161.5
<u>Southern Illinois University</u>												
Carbondale	6,314	10,492	60.2	6,761	5,609	120.5	634	661	95.9	634	661	95.9
Edwardsville	6,096	10,479	58.2	7,795	5,808	134.2	1,665	837	198.9	1,665	837	198.9
<u>University of Illinois</u>												
Chicago	9,466	11,682	81.0	8,615	5,860	147.0	337	1,072	31.4	337	1,072	31.4
Springfield	7,365	9,341	78.8	8,570	4,946	173.3	263	7,100	3.7	263	7,100	3.7
Urbana-Champaign	10,000	14,064	71.1	8,807	5,614	156.9	359	2,683	13.4	359	2,683	13.4
Weighted Average	\$ 7,466	\$ 11,382	65.6	\$ 7,918	\$ 5,693	139.1	\$ 685	\$ 1,531	44.7	\$ 685	\$ 1,531	44.7

* Other benefits include tuition plans, housing, unemployment and workers compensation insurance.

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 2003-2004

TABLE 17
ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION ¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	Fiscal Year 2004 All-Rank Average			Fiscal Year 2004 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Baccalaureate Colleges - Liberal Arts									
Augustana College	\$ 56.3	\$ 32.9	\$ 89.2	\$ 54.2	\$ 27.1	\$ 81.3	103.9 %	121.0 %	109.6 %
Illinois Wesleyan University	60.7	34.7	95.4	50.6	23.7	74.3	119.9	146.3	128.3
Knox College	49.5	32.7	82.2	68.2	34.0	102.2	72.6	95.9	80.4
Lake Forest College	62.8	27.8	90.6	69.6	34.0	103.6	90.2	81.7	87.4
Monmouth College	52.1	11.0	63.1	52.2	23.7	76.0	99.9	46.2	83.1
Principia College	53.3	19.7	73.0	49.5	23.7	73.3	107.6	83.0	99.7
Wheaton College	62.0	39.5	101.5	70.1	31.3	101.3	88.5	126.3	100.1
Baccalaureate Colleges - General									
Elmhurst College	57.3	32.5	89.8	54.2	27.1	81.3	105.8	119.8	110.5
Eureka College	44.6	17.4	62.0	45.1	14.4	59.6	98.9	120.5	104.1
Illinois College	48.7	22.5	71.2	49.6	23.7	73.4	98.1	97.0	97.0
Judson College	50.7	14.4	65.1	52.4	25.2	77.5	96.8	57.4	84.0
MacMurray College	38.3	13.0	51.3	50.6	23.7	74.3	75.7	54.7	69.0
McKendree College	49.0	19.0	68.0	47.0	18.4	65.4	104.3	103.1	104.0
Milikin University	45.6	26.1	71.7	50.0	27.1	77.2	91.1	96.2	92.9
Trinity Christian College	49.6	23.7	73.4	48.1	18.4	66.6	103.1	128.8	110.2
Master's Colleges and Universities I									
Aurora University	50.3	16.7	67.0	55.3	26.6	81.9	90.9	62.7	81.8
Benedictine University	55.6	26.2	81.8	59.8	26.6	86.5	93.0	98.2	94.6
Bradley University	63.4	30.7	94.1	56.2	20.8	76.9	113.0	147.7	122.3
Concordia University	46.8	10.9	57.7	52.3	16.2	68.5	68.5	67.6	84.3
Dominican University	54.6	22.9	77.5	58.4	19.8	78.2	93.6	115.7	99.2
Lewis University	57.9	25.7	83.6	59.1	26.6	85.8	98.0	96.4	97.5
North Central College	56.9	21.9	78.8	52.0	23.7	75.7	109.5	92.0	104.0
North Park University	48.8	24.2	73.0	61.9	25.7	87.5	78.9	83.4	83.4
Olivet Nazarene University	48.7	23.7	72.3	49.5	17.9	67.4	98.3	132.3	107.3
Roosevelt University	61.4	17.8	79.2	59.9	19.8	79.7	102.6	89.9	99.5
St. Xavier University	58.8	22.1	80.9	51.4	21.7	73.1	114.4	101.9	110.7
University of St. Francis	52.9	17.3	70.2	51.4	27.1	78.5	102.9	63.8	89.4
Master's Colleges and Universities II									
Quincy University	45.1	15.0	60.1	47.4	17.9	65.3	95.1	83.9	92.1
Doctoral/Research Universities - Extensive									
Loyola University of Chicago	69.9	23.6	93.5	79.7	28.9	108.6	87.7	81.6	86.1
Northwestern University	108.5	27.5	136.0	97.0	22.5	119.5	112.0	121.9	113.8
University of Chicago	109.9	23.2	133.0	94.6	22.5	117.1	116.1	102.8	113.6
Doctoral/Research Universities - Intensive									
DePaul University	70.6	34.3	104.9	60.0	18.8	78.8	117.6	182.3	133.1
National-Louis University	50.2	12.7	62.9	57.2	19.8	77.0	87.7	63.9	81.6
Specialized Institutions									
Trinity International University	48.4	32.5	80.8	48.0	18.4	66.4	100.9	176.1	121.8
Weighted Average	\$ 73.5	\$ 25.6	\$ 99.1	\$ 69.8	\$ 23.2	\$ 93.0	105.3 %	110.5 %	106.6 %

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

² Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2004 have been included.

Source: American Association of University Professors and Integrated Postsecondary Education Data Systems (IPEDS)

TABLE 18

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
FISCAL YEAR 2004 AVERAGE FRINGE BENEFITS BY TYPE
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES

	Retirement and Social Security				Group Medical, Dental, Life Disability and Other Insurance				Other Benefits ¹					
	Illinois Institutions		Peer Averages		Illinois Institutions		Peer Averages		Illinois Institutions		Peer Averages		Peer Averages	
	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
<u>Baccalaureate Colleges - Liberal Arts</u>														
Augustana College	9,933	8,788	3,052	5,440	56.1	19,866	13,484	147.3						
Illinois Wesleyan University	10,696	7,407	8,359	4,537	184.2	15,681	13,077	130.7						
Knox College	6,834	11,455	6,897	5,544	124.4	18,923	16,079	117.7						
Lake Forest College	11,055	11,455	5,281	5,544	95.3	11,464	16,079	71.3						
Monmouth College	6,929	7,407	3,384	4,537	74.6	654	11,998	5.5						
Principia College	8,073	7,407	1,081	4,537	23.8	10,557	11,998	88.0						
Wheaton College	9,429	12,123	8,719	5,073	171.9	21,346	13,794	154.7						
<u>Baccalaureate Colleges - General</u>														
Elmhurst College	9,324	8,788	5,839	5,440	107.3	17,355	13,484	128.7						
Eureka College	6,051	5,423	5,004	4,119	121.5	6,350	5,620	113.0						
Illinois College	5,628	7,407	3,334	4,537	73.5	13,544	11,998	112.9						
Judson College	7,810	7,544	587	4,861	12.1	6,039	8,492	71.1						
MacMurray College	5,192	7,407	1,616	4,537	35.6	6,178	11,998	51.5						
Mckendree College	7,418	6,162	6,699	4,458	150.3	4,891	8,027	60.9						
Milikin University	7,589	8,788	4,138	5,440	76.1	14,376	13,484	106.6						
Trinity Christian College	8,293	6,162	8,301	4,458	186.2	7,149	8,027	89.1						
<u>Master's Colleges and Universities I</u>														
Aurora University	7,376	9,282	5,230	6,595	79.3	4,104	10,809	38.0						
Benedictine University	7,401	9,282	7,845	6,595	119.0	10,908	10,809	100.9						
Bradley University	8,052	9,640	6,304	5,930	106.3	16,313	3,484	468.2						
Concordia University	4,084	9,503	6,034	4,920	122.6	798	1,094	72.9						
Dominican University	8,485	9,341	7,464	4,946	150.9	6,970	7,100	98.2						
Lewis University	8,486	9,282	4,718	6,595	71.5	12,485	10,809	115.5						
North Central College	8,579	7,407	6,059	4,537	133.5	7,221	11,998	60.2						
North Park University	7,944	9,649	4,642	5,155	90.0	11,628	11,004	105.7						
Olivet Nazarene University	7,412	6,661	7,092	4,399	161.2	9,174	7,102	129.2						
Roosevelt University	12,238	9,341	4,847	4,946	98.0	727	7,100	10.2						
St. Xavier University	9,750	7,145	6,034	4,411	136.8	6,346	9,680	65.6						
University of St. Francis	8,026	8,788	7,176	5,440	131.9	2,102	13,484	15.6						
<u>Master's Colleges and Universities II</u>														
Quincy University	5,491	6,661	3,852	4,399	87.6	5,672	7,102	79.9						
<u>Doctoral/Research Universities - Extensive</u>														
Loyola University of Chicago	10,909	11,160	9,339	5,073	184.1	3,365	13,572	24.8						
Northwestern University	17,433	14,064	5,694	5,614	101.4	4,326	2,683	161.3						
University of Chicago	13,656	14,064	5,409	5,614	96.3	4,091	2,683	152.5						
<u>Doctoral/Research Universities - Intensive</u>														
DePaul University	16,454	10,479	7,166	5,808	123.4	10,701	837	1,278.5						
National-Louis University	7,601	9,341	5,061	4,946	102.3	-	7,100	-						
<u>Specialized Institutions</u>														
Trinity International University	8,478	6,162	5,195	4,458	116.5	18,782	8,027	234.0						
Weighted Average	\$ 11,629	\$ 10,773	\$ 6,080	\$ 5,374	113.1	\$ 7,904	\$ 7,028	112.5						

¹ Other benefits include tuition plans, housing, unemployment and workers compensation insurance.
² Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2003 have been included.

Table 19

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 2003**

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Total	
(in thousands of dollars)					
Black Hawk College	\$ 54.9	\$ 6.0	\$ 8.2	\$ 14.2	\$ 69.1
Carl Sandburg College	44.3	4.9	6.4	11.3	55.6
City Colleges of Chicago (All)	66.8	7.3	10.6	17.9	84.7
College of DuPage	65.6	7.2	10.5	17.7	83.4
College of Lake County	75.1	8.3	10.9	19.2	94.3
Danville Area Community College	43.9	4.8	5.8	10.6	54.5
Elgin Community College	71.2	7.8	11.8	19.6	90.8
Heartland Community College	45.6	5.0	5.0	10.0	55.6
Highland Community College	58.9	6.5	11.2	17.7	76.6
Ill Eastern Community Colleges (All)	41.8	4.6	4.8	9.4	51.2
Illinois Central College	46.6	5.1	9.3	14.4	61.1
Illinois Valley Community College	50.5	5.6	7.1	12.7	63.1
John A. Logan College	56.0	6.2	7.3	13.5	69.5
John Wood Community College	43.8	4.8	6.4	11.2	55.0
Joliet Junior College	58.7	6.5	13.2	19.7	78.5
Kankakee Community College	55.5	6.1	7.3	13.4	69.0
Kaskaskia College	46.6	5.1	11.6	16.7	63.3
Kishwaukee College	44.1	4.8	4.6	9.4	53.5
Lake Land College	43.9	4.8	6.9	11.7	55.5
Lewis and Clark Community College	53.2	5.9	5.5	11.4	64.6
Lincoln Land Community College	60.1	6.6	4.4	11.0	71.1
McHenry County College	57.6	6.3	11.4	17.7	75.3
Moraine Valley Community College	50.3	5.5	10.4	15.9	66.2
Morton College	59.7	6.6	8.8	15.4	75.1
Oakton Community College	71.5	7.9	9.5	17.4	88.9
Parkland College	52.9	5.8	12.3	18.1	71.1
Prairie State College	52.9	5.8	6.3	12.1	65.0
Rend Lake College	47.1	5.2	5.5	10.7	57.8
Richland Community College	42.8	4.7	5.6	10.3	53.1
Rock Valley College	51.5	5.7	6.9	12.6	64.1
Sauk Valley Community College	45.5	5.0	9.2	14.2	59.7
Shawnee College	47.8	5.3	4.5	9.8	57.6
South Suburban College	55.6	6.1	7.4	13.5	69.1
Southeastern Illinois College	44.5	4.9	5.9	10.8	55.3
Southwestern Illinois College	51.3	5.6	6.0	11.6	62.9
Spoon River College	46.2	5.1	7.7	12.8	59.0
Triton College	63.5	7.0	7.4	14.4	77.9
Waubesa Community College	57.5	6.3	7.9	14.2	71.7
William Rainey Harper College	60.4	6.6	10.8	17.4	77.8
Weighted Average	\$ 56.8	\$ 6.2	\$ 8.8	\$ 15.0	\$ 71.7

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2003 normal cost of retirement benefits for the State Universities Retirement System (11 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

APPENDIX A

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

Faculty Salaries

Sources of Data

Public university and independent institution faculty salary 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 2003-2004," *Academe*, March-April 2004. This report excludes part-time faculty, pre-clinical and clinical medicine faculty, administrative officers that devote part of their time to classroom instruction, faculty on leave without pay, replacements for faculty on sabbatical leave, and undergraduate or graduate students serving as teaching assistants.

Salary data for some ranks of faculty within an institution 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 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 Illinois Board of Higher Education's report.

The Association's efforts have made it possible to obtain faculty salary 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 data for Illinois' community college faculty were obtained from the Illinois Community College Board. Each community college annually provides faculty salary information to IPEDS and the Illinois Community College Board through the Faculty, Staff, and Salary Survey (C1/C2 submission).

Comparisons of Faculty Salaries

Faculty salary data for five fiscal years (2000 through 2004) are examined in this 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 Illinois 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 2004 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	North Central College
Bradley University	Northwestern University
Dominican University	Olivet Nazarene University
Elmhurst College	Principia College
Illinois College	Quincy University
Illinois Wesleyan University	Roosevelt University
Knox College	St. Xavier University
Lake Forest College	University of Chicago
Loyola University of Chicago	University of St. Francis
Millikin University	Wheaton College
Monmouth College	

The mix of faculty in each rank in fiscal year 2004 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2004 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 selected states were provided by the Illinois Community College Board from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefits Surveys and a telephone survey of the selected states.

Carnegie Classifications - Definitions¹⁾

Associate's Colleges: These institutions offer associate's degree and certificate programs, but with few exceptions, award no baccalaureate degrees. This group includes institutions where, during the period studied, bachelor's degrees represented less than ten percent of all undergraduate awards.

Baccalaureate Colleges-Liberal Arts: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. During the period studied, they awarded at least half of their baccalaureate degrees in liberal arts fields.

Baccalaureate Colleges-General: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. During the period studied, they awarded less than half of their baccalaureate degrees in liberal arts fields.

Master's Colleges and Universities I: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 40 or more masters degrees per year across three or more disciplines.

Master's Colleges and Universities II: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the time period studied, they awarded 20 or more masters degrees per year.

Doctoral/Research Universities-Extensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines.

Doctoral/Research Universities-Intensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded at least ten doctoral degrees per year across three or more disciplines.

Theological Seminaries and Other Specialized Faith-Related (Specialized Institutions): These institutions primarily offer religious instruction or train members of the clergy.

¹⁾ The Carnegie Foundation for the Advancement of Teaching, *The Carnegie Classification of Institutions of Higher Education*, 2000 Edition.

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* (1999-00 2000-01, 2001-02 and 2002-03). The 2003-04 report was not available as of August 2004. 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

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

Illinois 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.

