

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

Submitted for: Information.

Summary: This report presents an analysis of full -time faculty salaries and non - salary benefits at Illinois public and private colleges and universities. Tables 1 through 14 present 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 20 07 through 2011. The cost of fringe benefits for full -time faculty at public and private colleges and universities and agencies is examined in Tables 15 through 19.

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 2011, the weighted average salary of \$78,100 at Illinois public universities was 93.6 percent of the median salary of comparison group institutions, up slightly from the previous four fiscal years.
- Faculty salaries at Illinois community colleges averaged \$67,900 annually in fiscal year 2011. The weighted average faculty salary at Illinois community colleges exceeded the median of average salaries at community colleges in selected states for all years examined, increasing from 109.0 percent in fiscal year 2007 to 111.9 percent in fiscal year 2011.
- The weighted average annual faculty salary of independent institutions in Illinois averaged \$95,200 in fiscal year 2011, or 107.5 percent of comparison group institutions.
- Salaries of civil service staff at Illinois higher education institutions and agencies rose 9.8 percent between fiscal years 2007 and 2011 to a statewide average of \$43,859.
- In fiscal year 2011, the average cost of fringe benefits per faculty member at Illinois public universities was \$20,400, or 71.8 percent of the comparison groups' median of \$28,500. 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 a retirement system *and* contribute to Social Security. When faculty salary costs are combined with fringe benefit costs, total faculty compensation at public universities averaged \$98,500 or 88.1 percent of peer group medians.
- In fiscal year 2010, the average cost of fringe benefits per faculty member at Illinois community colleges was \$18,300. However, fringe benefits provided at individual community colleges vary widely across the state, ranging from a low of \$10,800 per faculty member to a high of \$24,800.

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 2007 through 2011 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 weighted average faculty salaries at Illinois colleges and universities with median or 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 the ICCB.

Faculty salaries presented in this report are average nine-month salaries for full-time faculty. Historical average salary data have been adjusted to reflect the fiscal year 2011 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 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, faculty salary increases in order to minimize anomalies that may affect one-year salary increase comparisons. It should be noted that for the years examined in this report (fiscal years 2007 through 2011), state funds for salary increases were provided in fiscal years 2007 and 2008.

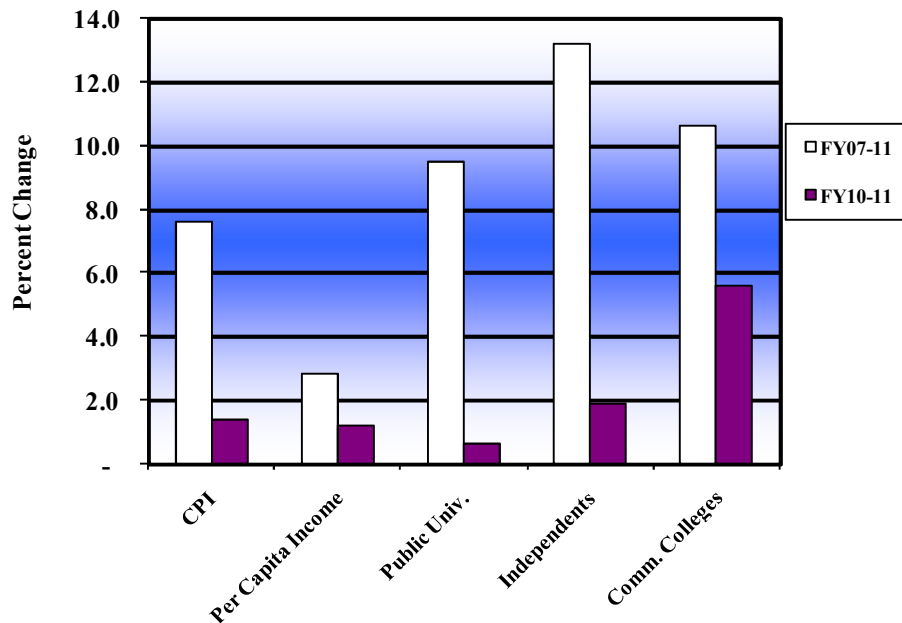
The report presents all faculty salaries submitted in the AAUP Annual Faculty Compensation Survey and calculates an all-rank average that includes lecturers and non-ranked faculty. This year's report marks five years of historical data since the inclusion of lecturers and non-ranked faculty. The report also includes an average for professorial ranks (professor, associate professor, and assistant professor).

Comparison of Faculty Salaries to Economic Indicators and Peer Institutions

Table 1 displays weighted average faculty salaries for fiscal years 2007 through 2011. The weighted average fiscal year 2011 faculty salary at public universities was \$78,100, an increase of 9.5 percent over fiscal year 2007. The weighted average salary for community colleges was \$68,000, an increase of 10.6 percent over fiscal year 2007, and for independent colleges and universities the weighted average faculty salary was \$95,200, an increase of 13.2 percent above fiscal year 2007 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 2007 to 2011, growth in faculty salaries for all sectors exceeded growth in CPI; however, from fiscal year 2010 to fiscal year 2011, salaries at public universities lagged growth in CPI. Over a five-year period (fiscal years 2007 to 2011), growth in faculty salaries for all sectors exceeded growth in Illinois per capita income. Figure 1 presents a four-year (fiscal years 2007-2011) and one-year (fiscal years 2010-2011) percent change in the CPI, Illinois per capita income, and weighted average faculty salaries.

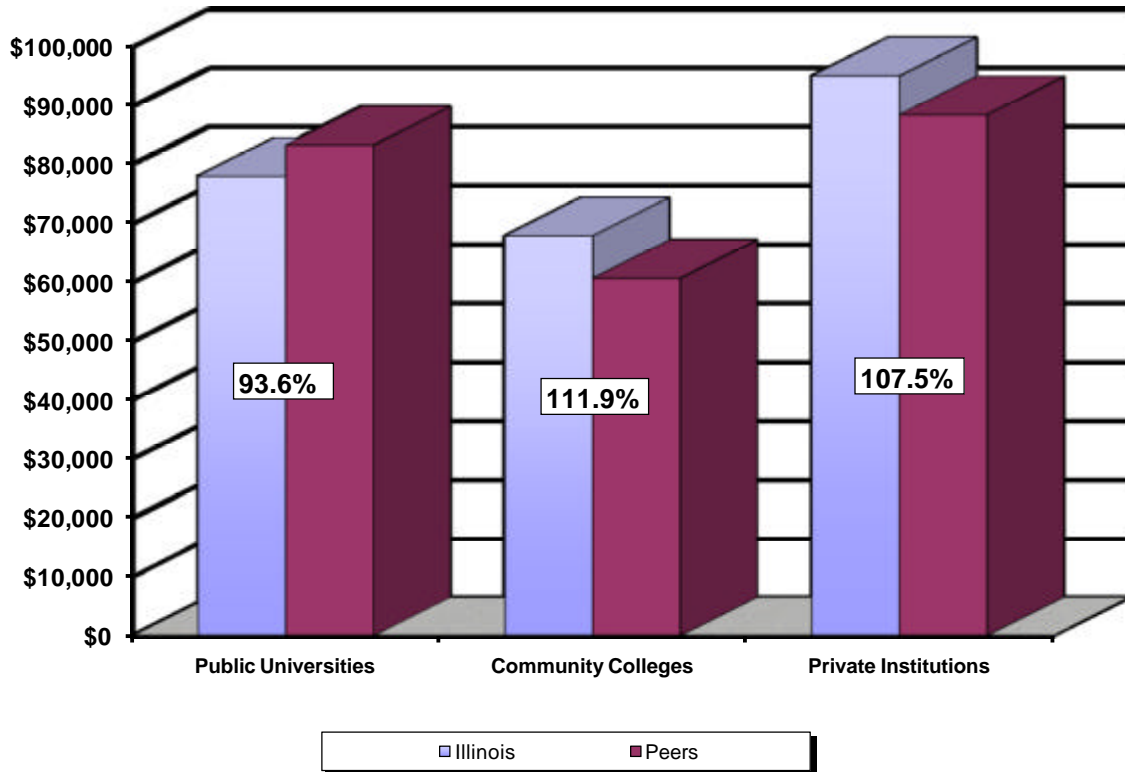
Figure 1
Consumer Price Index, Illinois Per Capita Income, and
Weighted Average Faculty Salaries



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 Appendix A. A listing of all institutions in each comparison group is available from the Illinois Board of Higher Education.

Figure 2 compares the fiscal year 2011 weighted average faculty salary at Illinois institutions to median salaries at peer group institutions. It also displays the weighted average salary as a percentage of peer group median salaries. Trend data for each sector of higher education is presented in more detail in the following sections.

Figure 2
FY2011 Faculty Salaries
Illinois Average Compared to Peer Group Institutions



Public Universities

In fiscal year 2007, an increase in state funding was appropriated to public institutions in order to support (in conjunction with institutional funds) an average 2.2 percent increase in faculty and staff salaries. In fiscal year 2008, state funding was appropriated to public institutions for an average 2.8 percent increase in faculty and staff salaries. In fiscal year 2009, public institutions were required to place 2.5 percent of their appropriation into reserve, essentially keeping state appropriations flat with fiscal year 2008. In fiscal year 2010, public institutions were appropriated at the same level as in fiscal year 2009 but without a requirement to reserve funds. In fiscal year 2011, appropriations to public universities were cut 6.1 percent (\$85.0 million) due to the loss of federal American Recovery and Reinvestment Act Funds. As such, no state funds were provided for granting across-the-board faculty or staff salary increases since fiscal year 2008.

Tables 2 through 7 present public university average salaries for all faculty classifications included in the AAUP Annual Faculty Compensation Survey (professor, associate professor, assistant professor, instructor, lecturer, and no-rank).

Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2011. Averages are shown for all faculty ranks, as well as an average for professorial ranks (professor, associate professor, and assistant professor). The distribution of faculty among ranks is related to both length of service and professional contribution and achievement, and

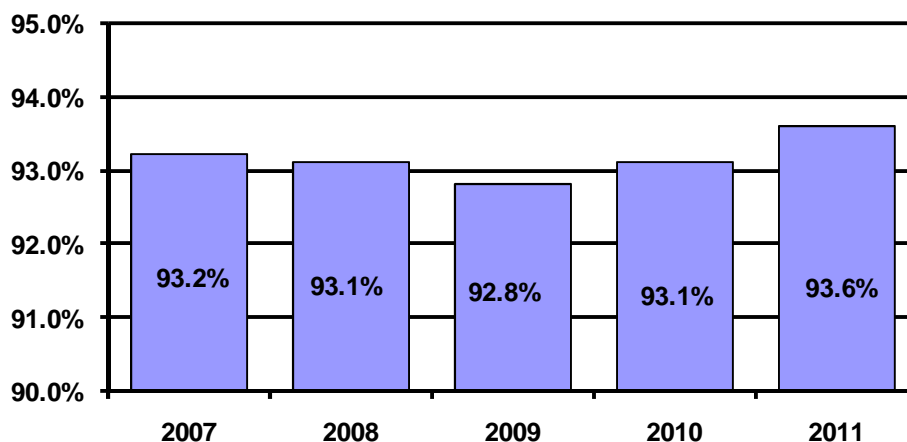
therefore varies from campus to campus. Average salaries increase as faculty rank changes from lecturer to full professor. By campus, average salaries range from \$57,900 at Northeastern Illinois University to \$103,500 at the University of Illinois at Urbana-Champaign. The average of professorial ranks ranges from \$65,300 at the University of Illinois Springfield to \$105,800 at the University of Illinois at Urbana-Champaign.

Table 3 presents the weighted average faculty salaries for each campus for fiscal years 2007 through 2011. Between fiscal years 2007 and 2011, the weighted average faculty salary increased by 9.5 percent. Between fiscal year 2010 and 2011, the increase in faculty salaries averaged 0.6 percent.

Public university weighted average faculty salaries exceeded the increase in the Illinois per capita income and CPI, between fiscal years 2007 and 2011. The percent changes in weighted average faculty salaries at public universities between fiscal years 2007 and 2011 vary widely from 3.8 percent at University of Illinois Springfield to 18.1 percent at Southern Illinois University-Carbondale.

Figure 3 displays average all-rank faculty salaries at Illinois public universities as a percent of median salaries at peer group institutions. In fiscal year 2007, the all-rank faculty salary at Illinois public universities averaged 93.2 percent of peer institutions. Since that time, the percent of peer group median salaries has decreased slightly each year to a low of 92.8 percent in fiscal year 2009. After rising slightly in fiscal year 2010, the all-rank faculty salary at Illinois public universities rose to 93.6 percent of peer institutions in fiscal year 2011 the fiscal year 2007 level.

Figure 3
Illinois Public Universities
Weighted Average Salaries vs. Peer Group Medians



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 ranks, they may choose to replace those positions with lower-salaried ranks; therefore, the institution's weighted average salary may be reduced.

Figure 4 graphically illustrates the shifts that have occurred in the ranks of faculty at public universities in Illinois from fiscal year 2007 to fiscal year 2011. In fiscal year 2011, a total of 8,646 full-time faculty members were employed at public universities, an increase of 239 faculty (or 2.8 percent) over the number of faculty employed in fiscal year 2007. While the overall number of faculty increased, the proportion of faculty by rank has shifted between fiscal year 2007 and fiscal year 2011. The rank of professor has decreased from 30.0 percent of total faculty in fiscal year 2007 to 29.6 percent in fiscal year 2011, and the rank of assistant professor has decreased from 27.0 percent of total faculty in fiscal year 2007 to 25.3 percent in fiscal year 2011. No-rank faculty has virtually disappeared from 1.7 percent of total faculty in fiscal year 2007 to 0.1 percent of total faculty in fiscal year 2011. During this same time period, the number of associate professors increased from 28.8 percent of faculty to 29.0 percent, the number of instructors increased from 8.9 percent to 9.4 percent, and lecturers increased from 3.6 percent to 6.6 percent.

Figure 4
Faculty Headcount by Rank: FY2007 - FY2011

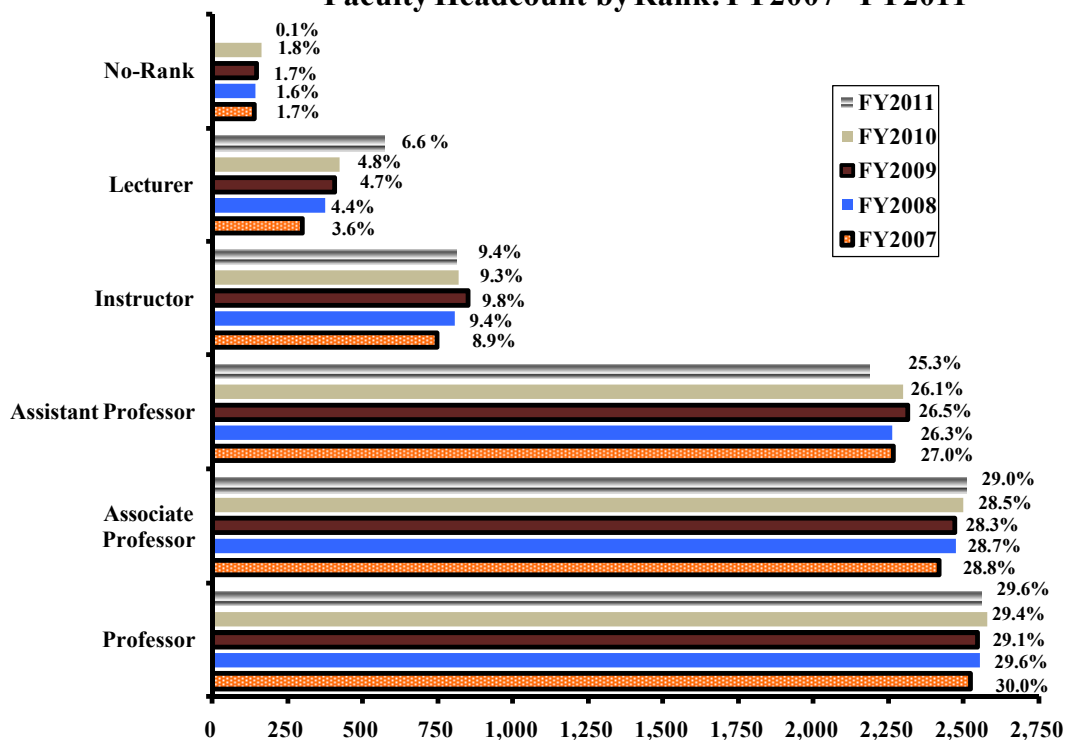


Table 4 presents weighted average all -rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group.¹ In fiscal year 2011, the majority of the public universities remain below their peer group standing of fiscal year 2007, with four institutions – Eastern Illinois, Western Illinois University and Southern Illinois University-Carbondale – still below their peer averages, but at higher percentages than in fiscal year 2007.

¹ Illinois State University's weighted average faculty salary of \$69,400 in fiscal year 2011 (shown on Table 3) represents 93.4 percent of its comparison group's median salary of \$74,304. The University of Illinois at Chicago's weighted average faculty salary of \$92,000 represents 103.5 percent of the \$88,889 median salary of its comparison group.

Table 5 shows the fiscal year 2011 average faculty salary by rank as a percentage of comparison group medians by rank. The percentage of comparison group medians for full professors ranges from 88.5 percent at University of Illinois at Urbana-Champaign to 107.3 percent at Governors State University. The most significant variation among Illinois institutions salaries is within the instructor classification. Instructor salaries range from 79.0 percent of peer group medians at Southern Illinois University-Edwardsville to 124.0 percent at the University of Illinois at Chicago.

Table 6 shows the percent change in weighted average faculty salaries between fiscal years 2009 and 2011 for Illinois public universities compared to the lowest, highest, and median changes in faculty salaries at peer group institutions. With the exception of Chicago State University, Eastern Illinois University, Western Illinois University, Southern Illinois University-Carbondale, and University of Illinois at Chicago, institutions lagged the median percent increase of their peer group institutions.

Another measure of faculty salary competitiveness is the ranking of weighted average Illinois salaries to 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 2011, and the ranking and the percentile of the Illinois institution's weighted average salary in relation to their individual peer institutions. For example, the weighted average salary of \$63,900 at Chicago State University ranks 39th among the 79 institutions in the University's peer group that submitted data for fiscal year 2011. Only Chicago State University and University of Illinois at Chicago have a weighted average salary that ranks at or above the 50th percentile of its peer groups.

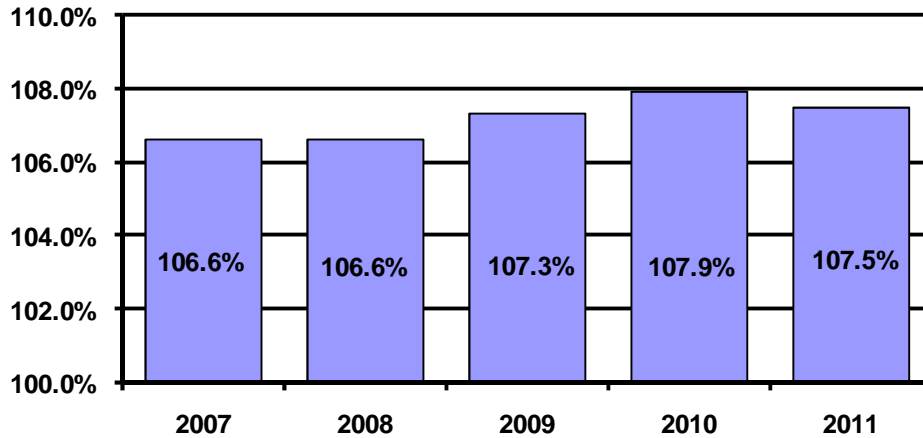
Independent Colleges and Universities

Because of their 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 2000 Carnegie classifications. (Definitions for the 2000 Carnegie classification codes are presented in Appendix A.)

Table 8 displays the weighted average faculty salaries for 28 independent colleges and universities for the five most recent fiscal years. Weighted average faculty salaries for the group are based upon the 24 institutions that reported data in each of these years. The fiscal year 2011 weighted average faculty salary for independent institutions was \$95,200, an increase of 13.1 percent over the fiscal year 2007 weighted average of \$84,100. Salaries at institutions reporting in fiscal year 2011 ranged from \$46,300 at Quincy University to \$137,300 at Northwestern University.

Table 9 lists the weighted average faculty salaries at independent institutions as a percentage of comparison group medians. The statewide average percentage of peer group medians has remained relatively stable at independent institutions since fiscal year 2007. In fiscal year 2011, the percentage stands at 107.5 percent, down slightly from 107.9 percent in fiscal year 2010. Percentages of peer group medians from fiscal years 2007 through 2011 are shown below in Figure 5.

**Figure 5
Illinois Independent Institutions
Weighted Average Salaries vs. Peer Group Medians**



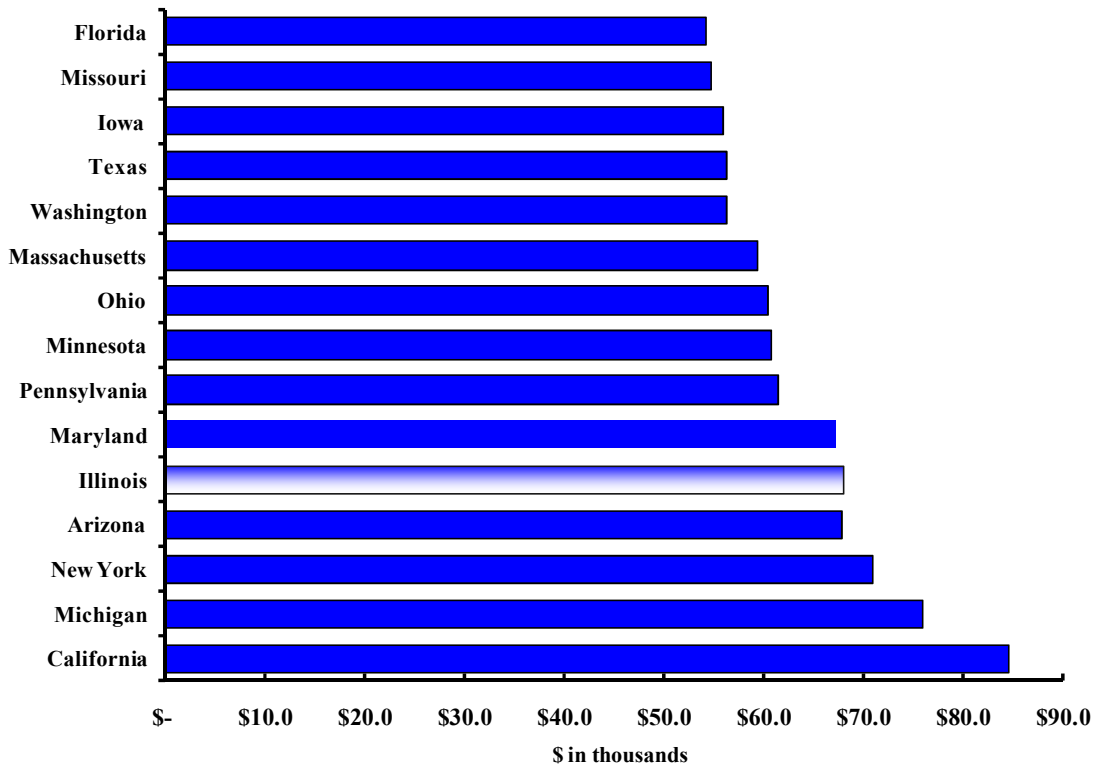
Community Colleges

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 statewide averages are weighted by the number of full-time faculty in each district. Average fiscal year 2011 faculty salaries for community colleges ranged from \$50,000 at Carl Sandburg College and Spoon River College to \$100,100 at the College of DuPage, 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 10.4 percent between fiscal years 2007 and 2011. A few districts reported little growth 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.

Faculty salary data for selected states were obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey and a survey of selected states conducted by the ICCB staff. Table 11 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. In fiscal year 2011, average community college faculty salaries measured 111.9 percent of the median of salaries in the selected states. As shown below in Figure 6, the weighted average faculty salary in Illinois community colleges equals or exceeds the average faculty salary in ten of the fourteen states. The four states with average faculty salaries higher than Illinois are Arizona, California, Michigan and New York.

Figure 6
Illinois Community Colleges
Average Salaries vs. Selected States



Illinois Mathematics and Science Academy

Table 12 presents the average faculty salaries at the Illinois Mathematics and Science Academy (IMSA) for fiscal years 2007 through 2011. 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 is obtained from the Illinois State Board of Education’s (ISBE) Illinois Teacher Salary Study. The fiscal year 2011 ISBE report was not available at the time this report was prepared.

Table 12 shows average faculty salaries at IMSA were lower than the weighted average faculty salaries in the 51 high school districts in the five surrounding counties for all years examined in this report. In fiscal year 2010, IMSA faculty salaries averaged 78.1 percent of the comparison high school district salaries. When compared to the four surrounding community college districts, IMSA salaries were 80.8 percent of the weighted average faculty salaries at those institutions in fiscal year 2011.

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 annual salaries. In fiscal year 2011, the average salary for all civil service employees was \$43,859. The increase in civil service salaries since fiscal year 2007 averaged 9.8 percent, and since fiscal year 2009 averaged 3.3 percent. Between fiscal years 2007 and 2011, the growth in average civil service salaries exceeded the growth in Illinois per capita income and CPI.

Table 14 presents civil service weighted average salaries by occupational categories as classified by the State University Civil Service System. The largest gains over the time period examined were in protective services and skilled trades (power, heat, and light services), which rose 16.5 percent and 12.7 percent, respectively, between fiscal years 2007 and 2011.

TABLE 1
CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 2007 TO 2011

Fiscal Year	Consumer Price Index (FY2007=100)	Illinois Per Capita Income	Weighted Average Faculty Salaries ¹		
			Public Universities	Independent Institutions ²	Community Colleges
2007	100.0	\$ 40,925	\$ 71,300	\$ 84,100	\$ 61,500
2008	103.7	42,724	74,000	88,000	62,800
2009	105.1	42,278	76,500	92,000	64,400
2010	106.2	41,558	77,600	93,400	64,400
2011	107.6 ³	42,057 ³	78,100	95,200	68,000
Percent Increases					
FY2007 to FY2011	7.6 %	2.8 %	9.5 %	13.2 %	10.6 %
FY2010 to FY2011	1.4	1.2	0.6	1.9	5.6

¹ Note: The fiscal year 2011 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on 24 institutions that reported in all years.

³ Projected.

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

TABLE 2

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2011 WEIGHTED AVERAGE FACULTY SALARIES BY RANK

	Professor	Associate Professor	Assistant Professor	Professorial Average	Instructor	Lecturer	No Rank	All Rank
Chicago State University	\$ 82,400	\$ 68,100	\$ 63,700	\$ 70,900	\$ -	\$ 39,700	\$ -	\$ 63,900
Eastern Illinois University	86,700	71,000	62,700	75,100	42,200	-	-	64,900
Governors State University	105,400	76,700	67,700	80,200	-	39,800	98,000	66,500
Illinois State University	91,000	68,400	64,500	75,000	-	41,200	-	69,400
Northeastern Illinois University	78,900	64,100	63,300	69,400	36,300	-	-	57,900
Northern Illinois University	91,900	70,000	64,300	75,000	39,400	-	-	68,900
Western Illinois University	91,600	71,000	57,700	74,300	43,900	46,200	-	69,300
<u>Southern Illinois University</u>								
Carbondale	101,400	74,000	63,400	78,300	34,900	41,800	-	71,700
Edwardsville	85,600	70,900	59,800	70,200	38,700	-	-	63,700
<u>University of Illinois</u>								
Chicago	125,700	87,900	75,100	97,200	60,500	40,100	-	92,000
Springfield	92,300	67,900	54,900	65,300	45,500	-	-	64,600
Urbana-Champaign	133,500	84,800	80,300	105,800	53,900	62,900	-	103,500
Weighted Average for All Public Universities	<u>\$ 108,800</u>	<u>\$ 75,900</u>	<u>\$ 67,600</u>	<u>\$ 85,000</u>	<u>\$ 40,300</u>	<u>\$ 44,000</u>	<u>\$ 98,000</u>	<u>\$ 78,100</u>

Source: American Association of University Professors (AAUP)

TABLE 3
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

(in thousands of dollars)

	FY2007	FY2008	FY2009	FY2010	FY2011	Percent Increases			
						FY2007 to FY2011	FY2008 to FY2011	FY2009 to FY2011	FY2010 to FY2011
Chicago State University	\$ 57.8	\$ 60.7	\$ 62.1	\$ 62.9	\$ 63.9	10.5 %	5.3 %	2.9 %	1.6 %
Eastern Illinois University	57.9	61.4	63.3	65.6	64.9	12.2	5.8	2.5	(1.1)
Governors State University	62.7	58.3	66.6	66.6	66.5	6.0	14.0	(0.1)	(0.2)
Illinois State University	66.7	69.7	72.7	73.8	69.4	4.1	(0.5)	(4.6)	(5.9)
Northeastern Illinois University	55.7	57.4	58.6	57.8	57.9	4.0	1.0	(1.1)	0.3
Northern Illinois University	64.0	67.1	69.0	69.1	68.9	7.7	2.7	(0.2)	(0.3)
Western Illinois University	61.8	63.7	65.8	68.6	69.3	12.1	8.8	5.2	1.0
<u>Southern Illinois University</u>									
Carbondale	60.7	65.2	68.5	71.8	71.7	18.1	10.0	4.6	(0.2)
Edwardsville	59.4	60.6	62.8	64.4	63.7	7.3	5.1	1.4	(1.0)
<u>University of Illinois</u>									
Chicago	83.3	86.1	88.2	89.2	92.0	10.3	6.8	4.2	3.1
Springfield	62.2	63.6	63.6	63.7	64.6	3.8	1.5	1.5	1.3
Urbana-Champaign	94.4	97.7	100.5	100.7	103.5	9.7	5.9	0.2	2.8
Weighted Average	<u>\$ 71.3</u>	<u>\$ 74.0</u>	<u>\$ 76.5</u>	<u>\$ 77.6</u>	<u>\$ 78.1</u>	<u>9.5 %</u>	<u>5.4 %</u>	<u>2.0 %</u>	<u>0.6 %</u>

Note: The fiscal year 2011 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**

	<u>FY2007</u>	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
Chicago State University	101.4 %	101.4 %	101.2 %	100.8 %	101.8 %
Eastern Illinois University	90.4	92.5	92.6	94.6	92.4
Governors State University	104.6	95.2	99.9	99.6	96.3
Illinois State University	97.1	99.6	99.6	100.1	93.4
Northeastern Illinois University	100.1	98.1	97.6	94.6	94.6
Northern Illinois University	93.2	94.1	93.5	92.6	92.1
Western Illinois University	92.6	91.6	91.4	93.2	94.1
<u>Southern Illinois University</u>					
Carbondale	89.1	92.2	93.5	97.0	96.4
Edwardsville	93.6	91.9	92.2	93.2	91.3
<u>University of Illinois</u>					
Chicago	102.3	102.4	100.7	101.9	103.5
Springfield	98.5	99.5	96.2	94.9	94.5
Urbana-Champaign	92.2	90.6	90.0	89.1	88.4
Weighted Average	<u>93.2 %</u>	<u>93.1 %</u>	<u>92.8 %</u>	<u>93.1 %</u>	<u>93.6 %</u>

Note: The fiscal year 2011 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**

FISC YEAR 2011

	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>		<u>No Rank</u>	
Chicago State University	100.0	%	103.2	%	110.2	%	-	%	88.9	%	-	%
Eastern Illinois University	90.7		95.0		100.3		86.4		-		-	
Governors State University	107.3		104.3		108.0		-		69.6		125.4	
Illinois State University	90.3		91.8		102.9		-		91.2		-	
Northeastern Illinois University	95.8		97.1		109.6		79.9		-		-	
Northern Illinois University	88.4		92.6		98.7		89.8		-		-	
Western Illinois University	95.8		95.0		92.4		89.8		86.8		-	
Southern Illinois University												
Carbondale	97.6		97.8		97.5		79.5		90.1		-	
Edwardsville	89.5		94.9		95.6		79.0		-		-	
<u>University of Illinois</u>												
Chicago	105.6		105.7		104.2		124.0		69.1		-	
Springfield	96.0		95.8		91.7		100.3		-		-	
Urbana-Champaign	88.5		84.7		91.9		92.5		98.9		-	

Source: American Association of University Professors (AAUP)

TABLE 6
AVERAGE FACULTY SALARY CHANGES
ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS
FISCAL YEARS 2009-2011

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	2.9 %	(5.0) %	13.4 %	1.8 %
Eastern Illinois University	2.5	(2.1)	8.5	1.4
Governors State University	(0.1)	(3.3)	10.4	3.4
Illinois State University	(4.6)	(3.2)	14.4	2.3
Northeastern Illinois University	(1.1)	(5.0)	13.4	1.8
Northern Illinois University	(0.2)	(3.3)	9.8	1.5
Western Illinois University	5.2	(2.1)	8.5	1.4
<u>Southern Illinois University</u>				
Carbondale	4.6	(3.3)	9.8	1.5
Edwardsville	1.4	(2.1)	8.5	1.4
<u>University of Illinois</u>				
Chicago	4.2	(6.5)	8.9	2.2
Springfield	1.5	(1.7)	8.6	2.0
Urbana-Champaign	0.2	(1.9)	8.1	3.4

Source: American Association of University Professors (AAUP)

TABLE 7

FISCAL YEAR 2011 RANK OF AVERAGE SALARIES TO PEER GROUPS

	Weighted Average All-Rank Salary	Peer Group			Illinois' Rank Among Peers	Percentile
		Highest Salary	Lowest Salary	Number of Institutions in Peer Group		
Chicago State University	\$ 63.9	\$ 98.3	\$ 54.6	79	39	51
Eastern Illinois University	64.9	101.6	54.3	62	51	18
Governors State University	66.5	103.7	56.2	25	19	24
Illinois State University	69.4	114.0	58.8	30	21	30
Northeastern Illinois University	57.9	98.3	54.6	79	67	15
Northern Illinois University	68.9	110.1	63.1	45	40	11
Western Illinois University	69.3	101.6	54.3	62	43	31
<u>Southern Illinois University</u>						
Carbondale	71.7	110.1	63.1	45	36	20
Edwardsville	63.7	101.6	54.3	62	53	15
<u>University of Illinois</u>						
Chicago	92.0	107.7	76.6	22	8	64
Springfield	64.6	87.7	56.7	14	10	29
Urbana-Champaign	103.5	144.3	95.3	20	17	15

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**

(in thousands of dollars)

	FY2007	FY2008	FY2009	FY2010	FY2011	Percent Increase				
						FY2007 to FY2011	FY2008 to FY2011	FY2009 to FY2011	FY2010 to FY2011	
<u>Baccalaureate Colleges - Liberal Arts</u>										
Augustana College	\$ 61.9	\$ 63.6	\$ 65.5	\$ 64.0	\$ 65.9	6.5 %	3.6 %	0.5 %	2.9 %	
Illinois Wesleyan University	65.9	67.1	68.7	70.2	70.0	6.4	4.4	1.9	(0.2)	
Knox College	57.0	56.8	60.7	60.6	61.6	8.0	8.4	1.5	1.6	
Lake Forest College	66.7	68.5	71.0	70.6	71.9	7.7	5.0	1.2	1.8	
Monmouth College	57.5	59.0	60.8	58.4	59.5	3.5	0.9	(2.1)	1.9	
Wheaton College	65.9	68.5	72.5	71.8	72.5	10.2	6.0	0.1	1.0	
<u>Baccalaureate Colleges - General</u>										
Elmhurst College	62.5	64.0	67.6	67.9	67.2	7.4	4.9	(0.7)	(1.1)	
Eureka College	-	-	47.8	48.2	51.4	-	-	7.7	6.6	
Greenville College	47.0	48.3	51.3	50.1	50.8	8.0	5.0	(1.0)	1.2	
Illinois College	52.7	54.4	57.2	57.7	59.6	13.0	9.5	4.2	3.2	
Judson College	57.2	59.0	-	-	59.1	3.4	0.3	-	-	
Millikin University	50.5	54.4	57.9	56.7	56.6	12.1	4.0	(2.2)	(0.2)	
Trinity Christian College	53.0	55.2	57.9	58.6	58.5	10.2	5.8	1.0	(0.2)	
<u>Master's Colleges and Universities I</u>										
Aurora University	58.6	60.7	62.5	64.3	63.0	7.4	3.7	0.8	(2.0)	
Benedictine University	-	-	-	-	68.4	-	-	-	-	
Bradley University	65.5	67.3	69.1	70.9	72.1	10.1	7.2	4.4	1.7	
Concordia University	50.2	51.5	55.0	58.3	59.0	17.5	14.6	7.3	1.2	
Dominican University	60.3	60.0	61.9	62.6	64.6	7.2	7.7	4.4	3.2	
Lewis University	65.0	67.4	69.4	-	72.6	11.6	7.7	4.5	-	
North Central College	61.1	65.3	68.3	68.5	68.8	12.6	5.4	0.8	0.5	
Roosevelt University	67.3	69.3	71.1	72.7	72.7	8.0	5.0	2.3	0.0	
St. Xavier University	64.6	66.9	68.3	70.5	71.6	10.9	7.0	4.9	1.6	
<u>Master's Colleges and Universities II</u>										
Quincy University	41.3	42.7	43.4	44.1	46.3	12.3	8.5	6.9	5.1	
<u>Doctoral/Research Universities - Extensive</u>										
Loyola University of Chicago	77.4	82.1	86.6	87.0	91.0	17.6	10.8	5.1	4.5	
Northwestern University	119.9	125.0	131.8	135.0	137.3	14.5	9.8	4.2	1.7	
University of Chicago	117.0	123.4	129.8	132.5	136.3	16.5	10.4	5.0	2.9	
<u>Doctoral/Research Universities - Intensive</u>										
DePaul University	76.7	79.8	84.7	86.6	87.8	14.4	10.0	3.6	1.3	
Illinois Institute of Technology	81.2	89.7	92.3	91.0	91.3	12.5	1.8	(1.1)	0.3	
Weighted Average	<u>\$ 84.1</u>	<u>\$ 88.0</u>	<u>\$ 92.0</u>	<u>\$ 93.4</u>	<u>\$ 95.2</u>	<u>13.1 %</u>	<u>8.1 %</u>	<u>3.4 %</u>	<u>1.9 %</u>	

Note: The fiscal year 2011 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is only based on the 24 institutions that reported in all years.

Source: American Association of University Professors (AAUP)

TABLE 9

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

	<u>FY2007</u>	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	102.7 %	101.7 %	101.3 %	98.3 %	99.3 %
Illinois Wesleyan University	117.3	115.9	115.8	117.5	114.6
Knox College	74.0	70.9	73.1	73.2	73.7
Lake Forest College	86.5	85.1	85.1	84.9	85.6
Monmouth College	104.7	104.2	104.8	100.0	99.6
Wheaton College	83.9	82.2	83.4	83.8	84.5
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	107.0	105.3	107.0	107.2	104.0
Eureka College	-	-	91.4	93.8	98.5
Greenville College	89.6	89.4	92.6	90.2	89.1
Illinois College	96.0	96.0	98.4	99.0	99.6
Judson College	98.4	98.0	-	-	84.8
Millikin University	92.8	96.7	99.4	96.9	95.6
Trinity Christian College	98.2	98.8	101.2	101.0	100.8
<u>Master's Colleges and Universities I</u>					
Aurora University	93.1	94.4	91.9	94.5	91.0
Benedictine University	-	-	-	-	91.9
Bradley University	107.2	106.1	104.4	105.1	105.8
Concordia University	88.2	87.5	91.9	98.5	96.3
Dominican University	93.8	91.3	86.2	88.0	89.6
Lewis University	98.4	99.7	97.2	-	100.1
North Central College	109.8	113.8	116.0	115.7	113.5
Roosevelt University	102.3	103.0	97.2	99.6	99.0
St. Xavier University	115.7	116.8	117.0	120.3	121.0
<u>Master's Colleges and Universities II</u>					
Quincy University	90.3	89.5	89.7	89.6	93.6
<u>Doctoral/Research Universities - Extensive</u>					
Loyola University of Chicago	95.0	95.2	95.5	94.3	97.1
Northwestern University	111.0	109.8	111.9	113.3	111.2
University of Chicago	116.8	117.1	118.8	120.0	119.3
<u>Doctoral/Research Universities - Intensive</u>					
DePaul University	115.7	115.3	118.3	119.5	120.1
Illinois Institute of Technology	92.2	98.6	98.8	95.7	94.7
Weighted Average	<u>106.6</u> %	<u>106.6</u> %	<u>107.3</u> %	<u>107.9</u> %	<u>107.5</u> %

Note: The fiscal year 2011 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is only based on the 24 institutions that reported in all years.

Source: American Association of University Professors (AAUP)

TABLE 10
ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT

						Percent Increase		
	FY2007	FY2008	FY2009	FY2010	FY2011	FY2007 to FY2011	FY2008 to FY2011	FY2009 to FY2011
(in thousands of dollars)								
Black Hawk College	\$ 57.5	\$ 58.5	\$ 59.3	\$ 60.6	\$ 61.0	6.1 %	4.3 %	2.9 %
Carl Sandburg College	47.8	48.2	47.9	49.1	50.0	4.6	3.8	4.4
City Colleges of Chicago (All)	63.4	63.7	65.5	67.4	70.4	11.1	10.4	7.5
College of DuPage	85.5	84.6	92.6	95.4	100.1	17.1	18.3	8.1
College of Lake County	79.0	78.7	78.0	80.0	79.9	1.1	1.4	2.4
Danville Area Community College	47.2	47.2	48.3	49.0	50.5	6.9	6.9	4.5
Elgin Community College	77.7	80.7	82.6	82.9	86.9	11.8	7.6	5.2
Heartland Community College	50.8	52.1	53.0	55.0	56.6	11.4	8.6	6.7
Highland Community College	64.1	66.8	66.8	70.7	68.6	7.0	2.6	2.6
Ill Eastern Community Colleges (All)	47.2	46.7	50.2	51.4	51.9	10.0	11.1	3.5
Illinois Central College	52.0	53.1	54.4	56.8	57.1	9.9	7.5	4.9
Illinois Valley Community College	54.2	55.8	59.0	60.4	62.9	16.0	12.7	6.6
John A. Logan College	60.5	60.7	58.2	62.3	64.0	5.8	5.5	10.0
John Wood Community College	47.4	49.1	49.6	52.5	51.2	7.9	4.1	3.1
Joliet Junior College	63.5	67.0	70.2	71.2	73.9	16.4	10.3	5.2
Kankakee Community College	56.2	56.8	56.6	58.5	57.6	2.5	1.3	1.7
Kaskaskia College	51.8	53.9	57.0	59.8	62.7	21.0	16.3	10.0
Kishwaukee College	47.7	48.7	50.4	51.7	54.8	14.8	12.5	8.7
Lake Land College	49.1	51.7	52.8	54.0	52.6	7.1	1.8	(0.2)
Lewis and Clark Community College	55.7	57.9	60.9	63.2	65.2	17.1	12.7	7.1
Lincoln Land Community College	65.0	66.6	68.7	71.5	72.2	11.1	8.5	5.1
McHenry County College	74.7	77.3	76.3	76.3	80.6	7.8	4.3	5.6
Moraine Valley Community College	51.1	52.7	53.8	56.4	58.8	15.1	11.5	9.3
Morton College	65.6	66.7	69.1	70.5	73.9	12.7	10.7	6.9
Oakton Community College	80.1	81.4	79.5	87.3	90.7	13.3	11.4	14.1
Parkland College	56.7	58.4	58.2	60.8	62.9	11.0	7.7	8.2
Prairie State College	59.8	63.0	64.7	64.3	65.8	10.0	4.3	1.7
Rend Lake College	47.5	46.1	48.4	51.3	53.1	11.8	15.1	9.8
Richland Community College	46.6	47.3	48.9	50.7	52.7	13.2	11.5	7.8
Rock Valley College	58.0	59.6	59.2	63.4	62.7	8.2	5.2	6.0
Sauk Valley Community College	47.7	49.9	52.0	53.5	52.4	9.8	4.9	0.7
Shawnee College	49.3	50.7	51.6	53.5	52.8	7.2	4.1	2.3
South Suburban College	62.2	64.2	65.1	68.4	63.0	1.3	(1.9)	(3.3)
Southeastern Illinois College	49.5	47.2	49.4	51.2	51.6	4.0	9.3	4.5
Southwestern Illinois College	54.5	57.0	58.6	60.9	60.7	11.4	6.5	3.6
Spoon River College	47.2	50.2	47.6	47.8	50.0	5.9	(0.6)	5.0
Triton College	63.2	64.8	65.3	66.6	67.9	7.4	4.7	3.9
Waubensee Community College	63.2	65.3	68.0	69.9	68.5	8.5	4.8	0.8
William Rainey Harper College	66.5	69.5	69.2	71.0	73.4	10.3	5.7	6.0
Weighted Average	<u>\$ 61.5</u>	<u>\$ 62.8</u>	<u>\$ 64.4</u>	<u>\$ 66.4</u>	<u>\$ 67.9</u>	<u>10.4 %</u>	<u>8.1 %</u>	<u>5.4 %</u>

Source: Illinois Community College Board

Table 11

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

(in thousands of dollars)	FY2007	FY2008	FY2009	FY2010	FY2011	FY2007 to FY2011	FY2008 to FY2011	FY2009 to FY2011
<u>Weighted Average Salaries</u>								
Illinois	\$ 61.5	\$ 62.8	\$ 64.4	\$ 66.4	\$ 67.9	10.4%	8.1%	5.4%
<u>Average Salaries</u>								
Arizona	63.3	65.3	68.1	67.9	68.0	7.4%	4.1%	-0.1%
California	76.9	80.3	83.2	84.5	84.7	10.1%	5.5%	1.8%
Florida	51.3	53.8	53.8	54.1	54.3	5.8%	0.9%	0.9%
Iowa	49.3	51.7	54.6	55.9	56.1	13.8%	8.5%	2.7%
Maryland	61.7	64.3	66.7	66.9	67.2	8.9%	4.5%	0.7%
Massachusetts	56.3	59.2	60.2	60.0	59.4	5.5%	0.3%	-1.3%
Michigan	70.2	72.2	74.4	75.6	76.0	8.3%	5.3%	2.2%
Minnesota	57.8	59.0	61.5	61.2	60.8	5.2%	3.1%	-1.1%
Missouri	50.9	53.1	53.9	54.8	54.8	7.7%	3.2%	1.7%
New York	64.6	65.5	67.9	70.0	71.1	10.1%	8.5%	4.7%
Ohio	54.7	56.7	58.5	59.9	60.6	10.8%	6.9%	3.6%
Pennsylvania	56.5	57.9	59.4	60.6	61.5	8.8%	6.2%	3.5%
Texas	52.0	53.2	55.3	56.0	56.3	8.3%	5.8%	1.8%
Washington	51.3	52.9	56.1	56.4	56.3	9.7%	6.4%	0.4%
Median	<u>\$ 56.4</u>	<u>\$ 58.4</u>	<u>\$ 59.8</u>	<u>\$ 60.3</u>	<u>\$ 60.7</u>	<u>7.6%</u>	<u>3.9%</u>	<u>1.5%</u>
Illinois Average As a Percent of Other States' Median	<u>109.0 %</u>	<u>107.5 %</u>	<u>107.7 %</u>	<u>110.1 %</u>	<u>111.9 %</u>			

Sources: Illinois Community College Board and Integrated Postsecondary Education Data Systems (IPEDS)

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

	<u>FY2007</u>	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2007</u> To <u>FY2011</u>	<u>FY2009</u> To <u>FY2011</u>
<u>IMSA Average Salaries</u>	<u>\$ 68,284</u>	<u>\$ 67,892</u>	<u>\$ 68,557</u>	<u>\$ 66,510</u>	<u>\$ 64,800</u>	<u>(5.1) %</u>	<u>(5.5) %</u>
<u>High School Districts In:</u>							
Cook County	78,654	81,115	85,229	86,882	*	-	-
DuPage County	81,849	83,198	86,490	88,487	*	-	-
Lake County	74,469	76,238	79,611	82,168	*	-	-
McHenry County	70,450	73,859	77,154	81,845	*	-	-
Will County	61,942	66,511	70,188	73,043	*	-	-
Weighted Average Salary	<u>76,934</u>	<u>79,265</u>	<u>83,052</u>	<u>85,113</u>	<u>*</u>	<u>-</u>	<u>-</u>
<u>Community College Districts</u>							
College of DuPage	85,501	84,594	92,598	95,362	100,102	17.1	8.1
Elgin Community College	77,702	80,708	82,563	82,923	86,868	11.8	5.2
Joliet Junior College	63,471	66,981	70,246	71,195	73,896	16.4	5.2
Waubensee Community College	63,159	65,342	67,993	69,858	68,507	8.5	0.8
Weighted Average Salary	<u>\$ 75,241</u>	<u>\$ 76,388</u>	<u>\$ 81,087</u>	<u>\$ 82,301</u>	<u>\$ 85,375</u>	<u>13.5 %</u>	<u>5.3 %</u>
IMSA as a Percent of High School Districts' Weighted Average	% <u>88.8 %</u>	% <u>85.7 %</u>	% <u>82.5 %</u>	% <u>78.1 %</u>			
IMSA as a Percent of Community College Districts' Weighted Average	% <u>90.8 %</u>	% <u>88.9 %</u>	% <u>84.5 %</u>	% <u>80.8 %</u>	% <u>75.9 %</u>		

* FY2011 salary data for public high school teachers in Illinois were 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

	FY2007	FY2008	FY2009	FY2010	FY2011	Percent Increase		
						FY2007 to FY2011	FY2008 to FY2011	FY2009 to FY2011
Chicago State University	\$ 36,953	\$ 38,106	\$ 39,212	\$ 41,656	\$ 41,169	11.4 %	8.0 %	5.0 %
Eastern Illinois University	35,683	39,602	38,609	39,178	41,965	17.6	6.0	8.7
Governors State University	36,244	36,768	38,493	39,193	39,395	8.7	7.1	2.3
Illinois State University	37,647	38,655	40,204	41,308	41,352	9.8	7.0	2.9
Northeastern Illinois University	36,698	38,278	39,233	39,804	38,475	4.8	0.5	(1.9)
Northern Illinois University	37,527	39,761	40,527	39,649	39,687	5.8	(0.2)	(2.1)
Western Illinois University	37,445	38,300	39,850	41,175	41,472	10.8	8.3	4.1
<u>Southern Illinois University</u>								
Carbondale	36,614	37,560	39,036	40,477	41,141	12.4	9.5	5.4
Edwardsville	32,573	33,244	34,839	36,512	36,964	13.5	11.2	6.1
School of Medicine	31,405	32,317	33,104	32,747	32,450	3.3	0.4	(2.0)
<u>University of Illinois</u>								
Chicago	48,048	49,409	51,718	52,878	54,217	12.8	9.7	4.8
Springfield	33,593	32,318	32,809	33,332	33,800	0.6	4.6	3.0
Urbana - Champaign	38,402	39,722	40,837	41,356	41,972	9.3	5.7	2.8
<u>Public Universities Weighted Average</u>	<u>39,771</u>	<u>41,010</u>	<u>42,291</u>	<u>43,031</u>	<u>43,759</u>	<u>10.0</u>	<u>6.7</u>	<u>3.5</u>
Illinois Community College Board	33,786	32,254	31,726	33,185	31,982	(5.3)	(0.8)	0.8
Illinois Student Assistance Commission	46,090	46,770	48,488	45,963	45,596	(1.1)	(2.5)	(6.0)
State Universities Civil Service System	51,795	56,687	57,206	58,189	60,689	17.2	7.1	6.1
State Universities Retirement System	48,619	51,008	52,818	54,326	56,965	17.2	11.7	7.9
Illinois Board of Higher Education	32,369	33,648	34,188	33,929	33,929	4.8	0.8	(0.8)
Weighted Average	<u>\$ 39,961</u>	<u>\$ 41,172</u>	<u>\$ 42,449</u>	<u>\$ 43,142</u>	<u>\$ 43,859</u>	<u>9.8 %</u>	<u>6.5 %</u>	<u>3.3 %</u>

Source: Northern Illinois University Personnel Office and the State University Civil Service System

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

<u>Occupational Category</u>	<u>FY2007</u>	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2007 to FY2011</u>	<u>FY2008 to FY2011</u>	<u>FY2009 to FY2011</u>
Professional	\$ 61,638	\$ 62,397	\$ 63,689	\$ 64,458	\$ 65,445	6.2 %	4.9 %	2.8 %
Managerial	48,558	49,386	50,596	50,990	51,464	6.0	4.2	1.7
Skilled Trades (Power, Heat, and Light Services)	58,940	61,928	63,442	64,450	66,416	12.7	7.2	4.7
Semi-Professional (Unskilled Trades)	37,904	38,541	39,868	39,902	39,867	5.2	3.4	-
Protective Services	44,694	47,007	49,552	51,277	52,069	16.5	10.8	5.1
Agricultural	39,527	40,239	40,593	40,791	40,341	2.1	0.3	(0.6)
Medical Services	35,727	37,192	38,262	38,688	38,618	8.1	3.8	0.9
Clerical	29,948	30,571	31,482	31,978	31,935	6.6	4.5	1.4
Custodial Services (Domestic Services)	32,067	33,365	34,592	35,062	35,245	9.9	5.6	1.9
Food Services	26,202	27,290	27,567	27,838	28,654	9.4	5.0	3.9
Semi-Skilled Trades (Aeronautical)	36,085	39,167	38,550	37,896	40,197	11.4	2.6	4.3
Other	21,996	22,187	23,047	23,404	23,378	6.3	5.4	1.4
Stores	36,260	36,731	37,236	36,832	36,911	1.8	0.5	(0.9)

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 adds the average cost of fringe benefits to weighted 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 an 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 has been appropriated to the Department of Healthcare and Family Services.²

The report shows the cost of major fringe benefits provided in fiscal year 2011 to full-time faculty at public universities and independent institutions and in fiscal year 2010 at community colleges. Fringe benefits for public universities and independent institutions are examined by major type of expenditure, e.g., retirement costs and group health insurance costs, in an attempt to understand the difference between Illinois institutions' average costs per faculty member and those of their peers. Fiscal year 2010 fringe benefit information is provided for individual Illinois community colleges. 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.

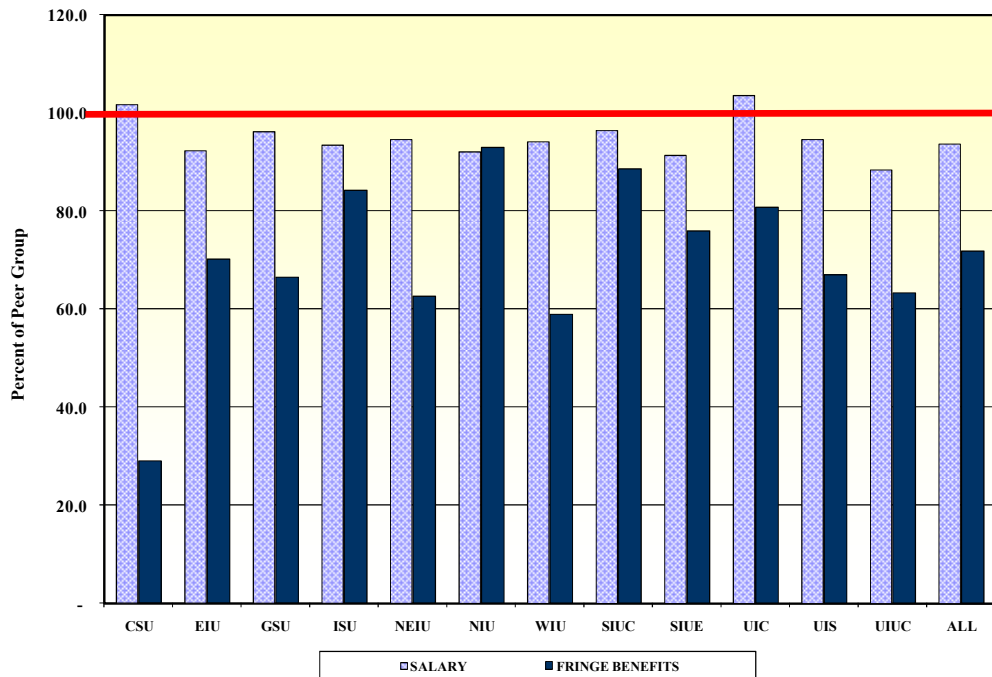
Information on public university and independent institutions fringe benefits used in this report was obtained from the IPEDS 2010-11 Salaries and Fringe Benefits Survey. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. 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.

² **From fiscal year 2002 through fiscal year 2004**, \$14.8 million was appropriated annually to the Illinois Board of Higher Education for transfer to the State Group Health Insurance Fund. Since fiscal year 2002, public universities have been required to contribute \$45 million annually to the state employee group insurance programs from funds appropriated to the institutions. Prior to fiscal year 2006, most state funding for group health insurance was appropriated to the Department of Central Management Services.

Statewide average figures reported in this section of the report may vary from the salary analysis due to the fact that only institutions that responded to both the AAUP and IPEDS surveys are included in the total compensation analysis.

Public Universities. Table 15 shows all-rank average faculty salaries, fringe benefits, and total compensation for Illinois public universities in fiscal year 2011. Median salaries, fringe benefits, and total compensation also are presented for each institution's peer group. During fiscal year 2011, the average all-rank faculty salary at Illinois' public universities was \$78,100, with an additional \$20,400 in fringe benefits for a total average compensation of \$98,500. When compared with peer institutions, Illinois faculty salaries averaged 93.6 percent of peer group medians, while fringe benefits averaged 71.8 percent, bringing total compensation at Illinois public universities to 88.1 percent of total faculty compensation at peer institutions. Figure 7, shown below, compares weighted average salaries and fringe benefits at each university to the median of each institution's peer group.

Figure 7
Public Universities
FY2011 Weighted Average Salaries and Fringe Benefits as a Percent of Peers

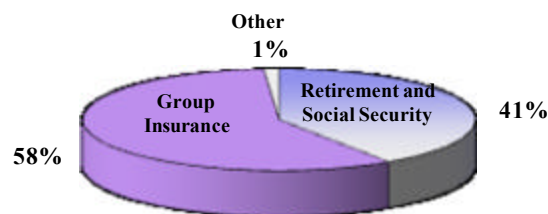


In an attempt to explain the difference in fringe benefit costs between Illinois universities and their peer institutions, Table 16 examines the major types of non-salary benefits. While Illinois institutions experience a higher average cost per faculty member in the area of insurance, i.e., group medical, 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 \$11,885 per full-time faculty member in Illinois institutions, or 131.6 percent of peer institutions' average cost of \$9,029. Group insurance benefits are provided to employees throughout retirement; this, and the level and type of benefits provided, may explain the difference.

The combined costs per faculty member of retirement and social security contributions in Illinois average \$8,293, or 56.9 percent of costs at peer institutions, in comparison to \$14,576 per faculty member at peer institutions. Illinois is one of only a few states where public college and university employees do not participate in Social Security (except that costs for Medicare coverage are assumed for employees hired after 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 only one percent of total compensation of Illinois full-time faculty members. 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.

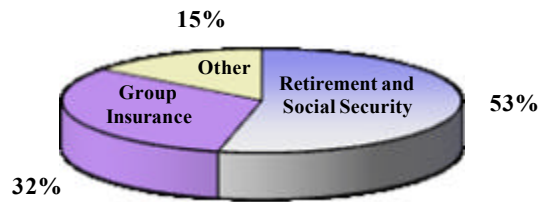
Figure 8
Fiscal Year 2011 Fringe Benefit Costs per Faculty Member
Illinois Public Universities



Independent Institutions. Table 17 presents fiscal year 2011 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 fiscal year 2011 AAUP salary data and responded to the IPEDS Salaries and Fringe Benefit Survey are included in this analysis. During fiscal year 2011, the average all-rank faculty salary at Illinois independent institutions was \$ 92,600 with an additional \$26,200 in non-salary benefits for a total average compensation of \$118,800. The average faculty salary at Illinois independent institutions was 106.3 percent of peer group median salaries and fringe benefits were 74.0 percent of peer group medians for an overall compensation package that was 97.0 percent of comparison institutions.

Table 18 examines fiscal year 2010 fringe benefit costs per faculty member by type of expenditure, including retirement and social security, insurance costs, and other benefits. Retirement and Social Security benefit costs and group insurance costs at independent institutions were slightly lower in Illinois than at peer institutions, 98.9 percent and 96.6 percent respectively. Other non-salary benefits (tuition plans, housing, unemployment, and workers’ compensation) were significantly less in Illinois, measuring 30.5 percent of peer group medians.

Figure 9
Fiscal Year 2011 Fringe Benefit Costs per Faculty Member
Illinois Independent Institutions



Community Colleges. Fiscal year 2010 data for community colleges are presented on Table 19. Fiscal year 2010 data are the most recent available and permit 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 2010. 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. Across the 39 community college districts, the average cost of fringe benefits per faculty member ranges from \$10,800 at Shawnee College to \$24,800 at Joliet Junior College. The total cost of fringe benefits per community college faculty member averaged \$18,300 in fiscal year 2010, bringing the average total compensation package for a community college faculty member to \$84,600.

Figure 10
Fiscal Year 2010 Fringe Benefit Costs per Faculty Member
Illinois Community Colleges

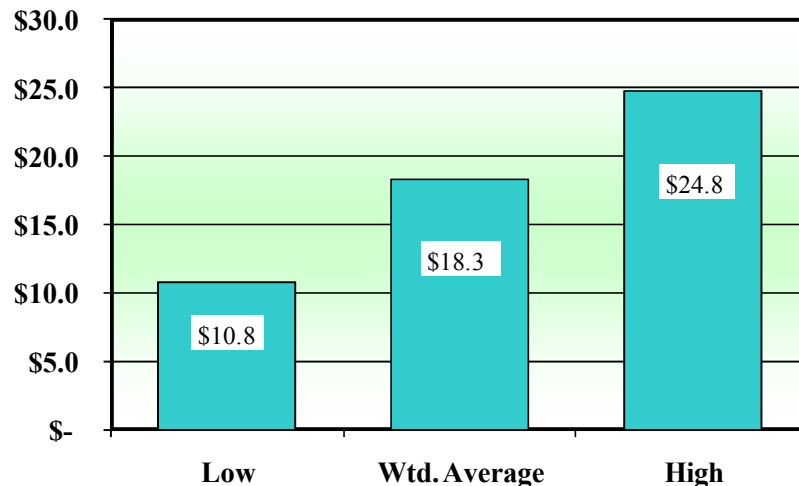


TABLE 15
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

(in thousands of dollars)

	Fiscal Year 2011 All-Rank Average			Fiscal Year 2011 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	63.9	\$ 6.9	\$ 70.8	\$ 62.8	\$ 23.8	\$ 86.6	101.8 %	29.0 %	81.8 %
Eastern Illinois University	64.9	17.6	82.5	70.2	25.1	95.4	92.4	70.1	86.5
Governors State University	66.5	19.1	85.6	69.1	28.7	97.8	96.3	66.4	87.5
Illinois State University	69.4	20.4	89.9	74.3	24.3	98.6	93.4	84.2	91.2
Northeastern Illinois University	57.9	14.9	72.9	61.3	23.8	85.1	94.6	62.6	85.7
Northern Illinois University	68.9	21.4	90.3	74.8	23.0	97.8	92.1	92.9	92.3
Western Illinois University	69.3	14.8	84.1	73.6	25.1	98.7	94.1	58.9	85.2
<u>Southern Illinois University</u>									
Carbondale	71.7	20.4	92.1	74.3	23.0	97.3	96.4	88.6	94.6
Edwardsville	63.7	19.0	82.8	69.8	25.1	94.9	91.3	75.8	87.2
<u>University of Illinois</u>									
Chicago	92.0	23.4	115.3	88.9	28.9	117.8	103.5	80.8	97.9
Springfield	64.6	20.4	84.9	68.3	30.5	98.8	94.5	66.9	86.0
Urbana-Champaign	103.5	24.7	128.1	117.0	39.0	156.0	88.4	63.2	82.1
Weighted Average	<u>\$ 78.1</u>	<u>\$ 20.4</u>	<u>\$ 98.5</u>	<u>\$ 83.4</u>	<u>\$ 28.5</u>	<u>\$ 111.9</u>	<u>93.6 %</u>	<u>71.8 %</u>	<u>88.1 %</u>

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

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

TABLE 16

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2011 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*		
	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	6,896	\$ 12,978	53.1 %	\$ -	\$ 8,666	- %	\$ -	\$ 961	- %		
Eastern Illinois University	6,178	13,452	45.9	11,343	8,544	132.8	76	981	7.7		
Governors State University	7,923	11,989	66.1	11,138	8,484	131.3	-	12,574	-		
Illinois State University	7,499	12,737	58.9	12,857	9,135	140.7	81	1,272	6.4		
Northeastern Illinois University	5,539	12,978	42.7	9,378	8,666	108.2	-	961	-		
Northern Illinois University	7,392	13,428	55.1	13,988	8,170	171.2	-	793	-		
Western Illinois University	7,187	13,452	53.4	7,435	8,544	87.0	175	981	17.8		
<u>Southern Illinois University</u>											
Carbondale	7,052	13,428	52.5	13,272	8,170	162.4	66	793	8.3		
Edwardsville	6,916	13,452	51.4	11,976	8,544	140.2	151	981	15.4		
<u>University of Illinois</u>											
Chicago	9,800	14,565	67.3	13,042	10,248	127.3	517	1,195	43.3		
Springfield	7,254	14,188	51.1	12,740	9,349	136.3	377	1,880	20.1		
Urbana-Champaign	10,916	18,156	60.1	13,155	9,626	136.7	579	11,353	5.1		
Weighted Average	<u>\$ 8,293</u>	<u>\$ 14,576</u>	<u>56.9 %</u>	<u>\$ 11,885</u>	<u>\$ 9,029</u>	<u>131.6 %</u>	<u>\$ 255</u>	<u>\$ 3,731</u>	<u>6.8 %</u>		

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

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 2010-2011

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

	Fiscal Year 2011 All-Rank Average			Fiscal Year 2011 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 65.9	\$ 17.3	\$ 83.2	\$ 66.3	\$ 39.4	\$ 105.7	99.3 %	44.0 %	78.7 %
Illinois Wesleyan University	70.0	28.2	98.2	61.1	30.7	91.8	114.6	91.9	107.0
Knox College	61.6	20.4	82.0	83.5	45.6	129.1	73.7	44.7	63.5
Lake Forest College	71.9	23.8	95.7	84.0	45.6	129.6	85.6	52.3	73.8
Monmouth College	59.5	17.3	76.8	59.8	30.7	90.4	99.6	56.5	85.0
Wheaton College	72.5	23.9	96.4	85.9	44.5	130.4	84.5	53.6	73.9
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	67.2	23.2	90.4	64.6	39.4	104.0	104.0	58.9	86.9
Eureka College	51.4	14.4	65.8	52.2	16.0	68.2	98.5	89.9	96.5
Greenville College	50.8	16.7	67.4	57.0	30.7	87.6	89.1	54.4	76.9
Illinois College	59.6	13.7	73.2	59.8	30.7	90.4	99.6	44.6	81.0
Judson College	59.1	17.4	76.5	69.7	30.8	100.5	84.8	56.5	76.1
Millikin University	56.6	14.8	71.4	59.1	39.4	98.5	95.6	37.6	72.5
Trinity Christian College	58.5	23.5	81.9	58.0	25.3	83.2	100.8	92.9	98.4
<u>Master's Colleges and Universities I</u>									
Aurora University	63.0	19.1	82.0	69.2	34.2	103.4	91.0	55.8	79.3
Benedictine University	68.4	20.8	89.2	74.5	34.2	108.6	91.9	60.9	82.1
Bradley University	72.1	19.2	91.4	68.2	31.3	99.5	105.8	61.5	91.8
Concordia University	59.0	14.6	73.5	61.2	21.5	82.7	96.3	67.9	88.9
Dominican University	64.6	23.8	88.4	72.1	28.7	100.8	89.6	82.8	87.7
Lewis University	72.6	19.7	92.3	72.5	34.2	106.7	100.1	57.8	86.5
North Central College	68.8	21.5	90.3	60.6	30.7	91.3	113.5	70.0	98.9
Roosevelt University	72.7	22.9	95.6	73.5	28.7	102.2	99.0	79.7	93.6
St. Xavier University	71.6	23.5	95.2	59.2	28.2	87.4	121.0	83.4	108.9
<u>Master's Colleges and Universities II</u>									
Quincy University	46.3	18.2	64.6	49.5	23.4	72.9	93.6	77.9	88.6
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	91.0	25.1	116.1	93.7	46.2	139.9	97.1	54.3	83.0
Northwestern University	137.3	36.0	173.3	123.4	39.0	162.4	111.2	92.3	106.7
University of Chicago	136.3	36.6	172.8	114.2	39.0	153.2	119.3	93.8	112.8
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	87.8	21.5	109.2	73.1	25.1	98.2	120.1	85.4	111.2
Illinois Institute of Technology	91.3	24.0	115.3	96.4	33.9	130.2	94.7	70.8	88.5
National-Louis University	57.5	16.7	74.1	70.0	28.7	98.7	82.1	58.1	75.1
Weighted Average	\$ 92.6	\$ 26.2	\$ 118.8	\$ 87.1	\$ 35.4	\$ 122.5	106.3 %	74.0 %	97.0 %

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 2011 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 2011 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	Peer	Percent of	Illinois	Peer	Percent of	Illinois	Peer	Percent of
	Institutions	Averages	Peer Averages	Institutions	Averages	Peer Averages	Institutions	Averages	Peer Averages
Baccalaureate Colleges - Liberal Arts									
Augustana College	\$ 11,320	\$ 10,719	105.6 %	\$ 4,267	\$ 8,368	51.0 %	\$ 1,735	\$ 22,200	7.8 %
Illinois Wesleyan University	10,072	8,034	125.4	13,367	6,953	192.3	4,726	17,486	27.0
Knox College	9,546	14,304	66.7	8,283	8,328	99.5	2,547	23,641	10.8
Lake Forest College	13,070	14,304	91.4	7,412	8,328	89.0	3,325	23,641	14.1
Monmouth College	8,968	8,034	111.6	6,350	6,953	91.3	2,003	17,486	11.5
Wheaton College	9,350	14,694	63.6	10,121	8,022	126.2	4,394	20,788	21.1
Baccalaureate Colleges - General									
Elmhurst College	11,287	10,719	105.3	8,380	8,368	100.2	3,558	22,200	16.0
Eureka College	7,740	6,272	123.4	6,504	5,437	119.6	155	4,945	3.1
Greenville College	6,609	8,034	82.3	7,053	6,953	101.4	3,004	17,486	17.2
Illinois College	8,013	8,034	99.7	3,444	6,953	49.5	2,221	17,486	12.7
Judson College	9,258	9,989	92.7	5,873	6,952	84.5	2,242	17,581	12.8
Millikin University	7,796	10,719	72.7	5,644	8,368	67.5	1,398	22,200	6.3
Trinity Christian College	11,746	7,303	160.8	9,527	7,336	129.9	2,186	11,284	19.4
Master's Colleges and Universities I									
Aurora University	7,796	10,933	71.3	3,817	9,348	40.8	7,438	13,175	56.5
Benedictine University	10,760	10,933	98.4	9,033	9,348	96.6	1,028	13,175	7.8
Bradley University	9,217	11,910	77.4	7,205	8,775	82.1	2,816	7,137	39.5
Concordia University	6,675	11,728	56.9	7,899	7,069	111.7	-	1,656	-
Dominican University	11,979	11,989	99.9	10,968	8,484	129.3	817	12,574	6.5
Lewis University	11,049	10,933	101.1	6,889	9,348	73.7	1,796	13,175	13.6
North Central College	11,837	8,034	147.3	6,488	6,953	93.3	3,127	17,486	17.9
Roosevelt University	14,852	11,989	123.9	6,536	8,484	77.0	1,472	12,574	11.7
St. Xavier University	10,412	7,827	133.0	11,904	7,172	166.0	1,218	15,684	7.8
Master's Colleges and Universities II									
Quincy University	8,002	7,544	106.1	9,003	6,397	140.7	1,234	11,197	11.0
Doctoral/Research Universities - Extensive									
Loyola University of Chicago	13,677	15,134	90.4	9,315	7,643	121.9	2,086	22,769	9.2
Northwestern University	20,720	18,156	114.1	9,937	9,626	103.2	5,319	11,353	46.8
University of Chicago	17,970	18,156	99.0	7,446	9,626	77.4	11,149	11,353	98.2
Doctoral/Research Universities - Intensive									
DePaul University	9,562	13,452	71.1	8,937	8,544	104.6	535	981	54.6
Illinois Institute of Technology	20,720	15,156	136.7	7,230	8,292	87.2	1,213	10,041	12.1
National-Louis University	17,970	11,989	149.9	7,111	8,484	83.8	-	12,574	-
Weighted Average	\$ 14,005	\$ 14,161	98.9 %	\$ 8,325	\$ 8,620	96.6 %	\$ 3,841	\$ 12,574	30.5 %

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 2011 have been included.

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 2010-2011

Table 19
ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 2010

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Total	
Black Hawk College	\$ 60.6	\$ 5.9	11.0	\$ 16.9	\$ 77.5
Carl Sandburg College	49.1	4.8	8.9	13.7	62.8
City Colleges of Chicago (All)	67.4	6.6	10.0	16.6	84.0
College of DuPage	95.4	9.3	15.0	24.3	119.7
College of Lake County	80.0	7.8	3.4	11.2	91.2
Danville Area Community College	49.0	4.8	9.8	14.6	63.6
Elgin Community College	82.9	8.1	15.2	23.3	106.2
Heartland Community College	55.0	5.4	8.8	14.2	69.2
Highland Community College	70.7	6.9	13.8	20.7	91.4
Ill Eastern Community Colleges (All)	51.4	5.0	8.3	13.3	64.7
Illinois Central College	56.8	5.5	14.2	19.7	76.5
Illinois Valley Community College	60.4	5.9	13.6	19.5	79.9
John A. Logan College	62.3	6.1	9.8	15.9	78.2
John Wood Community College	52.5	5.1	12.3	17.4	69.9
Joliet Junior College	71.2	6.9	17.9	24.8	96.0
Kankakee Community College	58.5	5.7	8.7	14.4	72.9
Kaskaskia College	59.8	5.8	18.7	24.5	84.4
Kishwaukee College	51.7	5.0	8.5	13.5	65.3
Lake Land College	54.0	5.3	12.2	17.5	71.5
Lewis and Clark Community College	63.2	6.1	7.7	13.8	76.9
Lincoln Land Community College	71.5	7.0	8.6	15.6	87.0
McHenry County College	76.3	7.4	15.9	23.3	99.7
Moraine Valley Community College	56.4	5.5	15.3	20.8	77.2
Morton College	70.5	6.9	10.5	17.4	87.9
Oakton Community College	87.3	8.5	12.4	20.9	108.2
Parkland College	60.8	5.9	18.5	24.4	85.2
Prairie State College	64.3	6.3	8.3	14.6	78.9
Rend Lake College	51.3	5.0	10.4	15.4	66.7
Richland Community College	50.7	4.9	11.4	16.3	66.9
Rock Valley College	63.4	6.2	15.7	21.9	85.3
Sauk Valley Community College	53.5	5.2	15.2	20.4	73.9
Shawnee College	53.5	5.2	5.6	10.8	64.3
South Suburban College	68.4	6.7	10.2	16.9	85.2
Southeastern Illinois College	51.2	5.0	7.3	12.3	63.6
Southwestern Illinois College	60.9	5.9	10.3	16.2	77.0
Spoon River College	47.8	4.7	9.9	14.6	62.5
Triton College	66.6	6.5	10.1	16.6	83.1
Waubensee Community College	69.9	6.8	16.6	23.4	93.2
William Rainey Harper College	71.0	6.9	12.1	19.0	90.0
Weighted Average	\$ 66.3	6.4	11.9	18.3	84.6

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2010 normal cost of retirement benefits for the State Universities Retirement System (9.73 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 2010-2011," *Academe*, March-April 2011. 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 AAUP'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 (2007 through 2011) 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 2011 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 (i.e., fiscal years 2007 through 2011). In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	Lake Forest College
Aurora University	Loyola University of Chicago
Bradley University	Millikin University
Concordia University	Monmouth College
DePaul University	North Central College
Dominican University	Northwestern University
Elmhurst College	Quincy University
Greenville College	Roosevelt University
Illinois College	St Xavier University
Illinois Institute of Technology	Trinity Christian College
Illinois Wesleyan University	University of Chicago
Knox College	Wheaton College

The mix of faculty in each rank in fiscal year 2011 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2011 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* (2006-07, 2007-08, 2008-09, 2009-10, and 2010-2011). The 2010-11 report will not be available until late Fall 2011. This report contains data from the teacher service record form completed annually by school district superintendents and submitted to 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. This information is compiled, grouped into occupational categories, and provided to the IBHE by the State Universities Civil Service System staff for use in the analysis.