

**SALARIES AND FRINGE BENEFITS
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 2008 through 2012. The cost of fringe benefits for full-time faculty at public colleges and universities is examined in Tables 15 and 16.

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 2012, the weighted average salary of \$79,700 at Illinois public universities was 93.8 percent of the median salary of comparison group institutions, up slightly from the previous four fiscal years.
- Faculty salaries at Illinois community colleges averaged \$69,200 annually in fiscal year 2012. 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 107.5 percent in fiscal year 2008 to 113.6 percent in fiscal year 2012.
- The weighted average annual faculty salary of independent institutions in Illinois averaged \$98,400 in fiscal year 2012, or 107.6 percent of comparison group institutions.
- Salaries of civil service staff at Illinois higher education institutions and agencies rose 8.6 percent between fiscal years 2008 and 2012 to a statewide average of \$44,694.
- In fiscal year 2012, the average cost of fringe benefits per faculty member at Illinois public universities was \$24,800. When faculty salary costs are combined with fringe benefit costs, total faculty compensation at public universities averaged \$104,500.
- In fiscal year 2011, the average cost of fringe benefits per faculty member at Illinois community colleges was \$19,700. However, fringe benefits provided at individual community colleges vary widely across the state, ranging from a low of \$11,900 per faculty member to a high of \$29,900.

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 2008 through 2012 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) 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 2012 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 2008 through 2012), state funds for salary increases were provided in fiscal year 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. The report also includes an average for professorial ranks (professor, associate professor, and assistant professor).

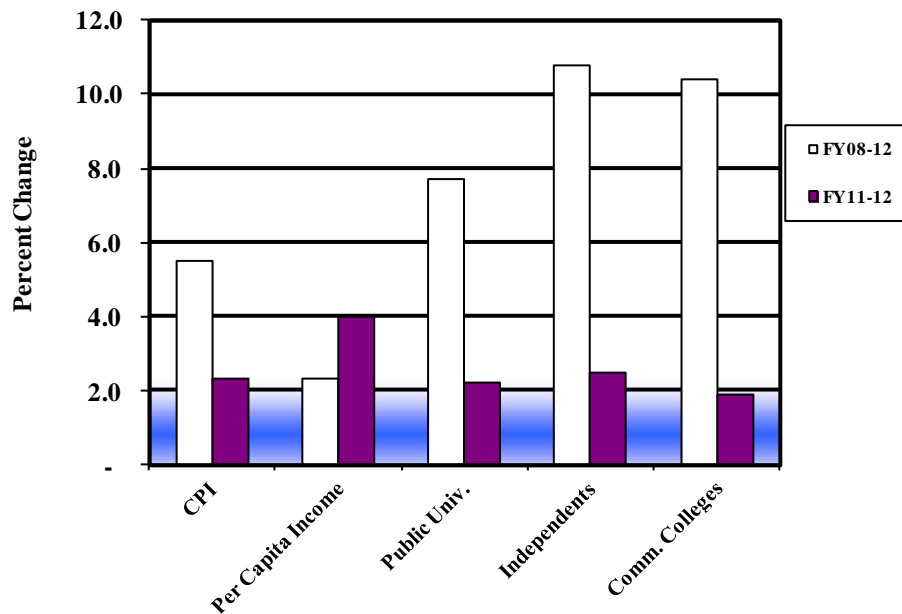
Comparison of Faculty Salaries to Economic Indicators and Peer Institutions

Table 1 displays weighted average faculty salaries for fiscal years 2008 through 2012. The weighted average fiscal year 2012 faculty salary at public universities was \$79,700, an increase of 7.7 percent over fiscal year 2008. The weighted average salary for community colleges was \$69,300, an increase of 10.2 percent over fiscal year 2008, and for independent colleges and universities the weighted average faculty salary was \$98,400, an increase of 10.8 percent above fiscal year 2008 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 2008 to 2012, growth in faculty salaries for all sectors exceeded growth in CPI. Over a five-year period (fiscal years 2008 to 2012), growth in faculty salaries for all sectors exceeded growth in Illinois per capita income; however, from fiscal year 2011 to fiscal year 2012, salaries at public universities lagged growth per capita income. Figure 1 presents a five-year (fiscal years 2008-2012) and one-year (fiscal years 2011-2012) percent change in the CPI, Illinois per capita income, and weighted average faculty salaries.

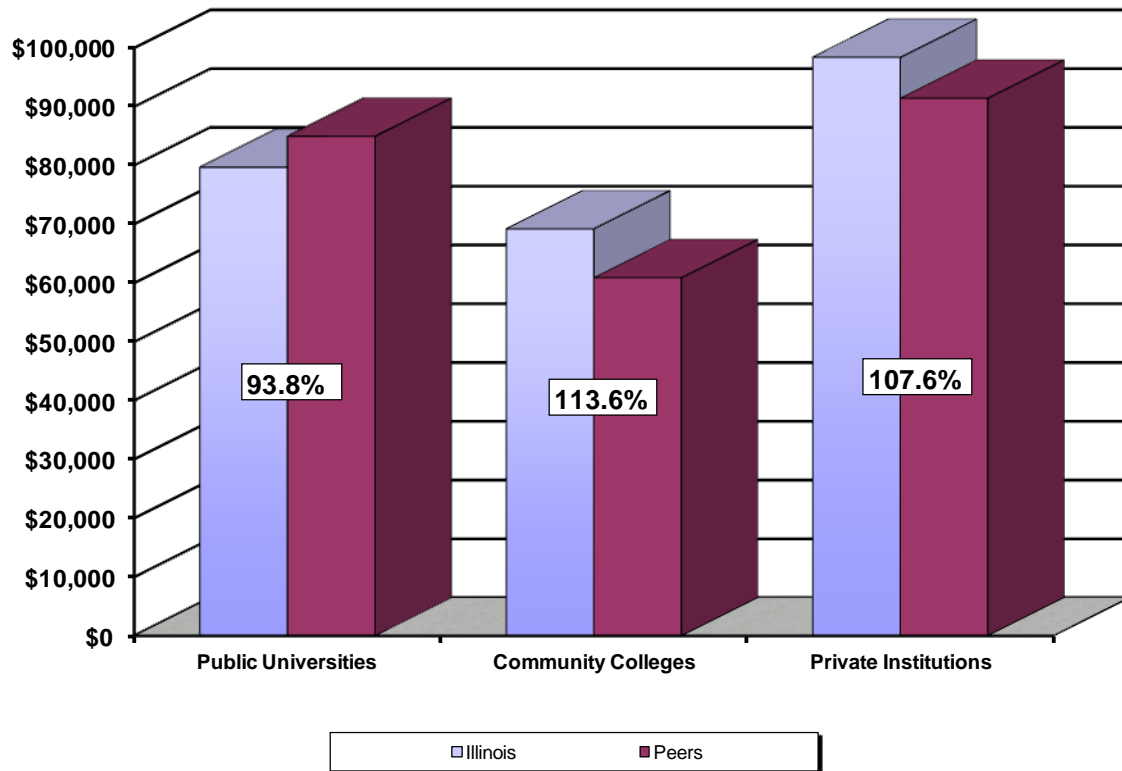
Figure 1
Consumer Price Index, Illinois Per Capita Income, and
Weighted Average Faculty Salaries



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 2012 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
FY2012 Faculty Salaries
Illinois Average Compared to Peer Group Institutions**



Public Universities

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. In fiscal year 2012, appropriations to public universities were further reduced by 1.1 percent (\$15.0 million). 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).

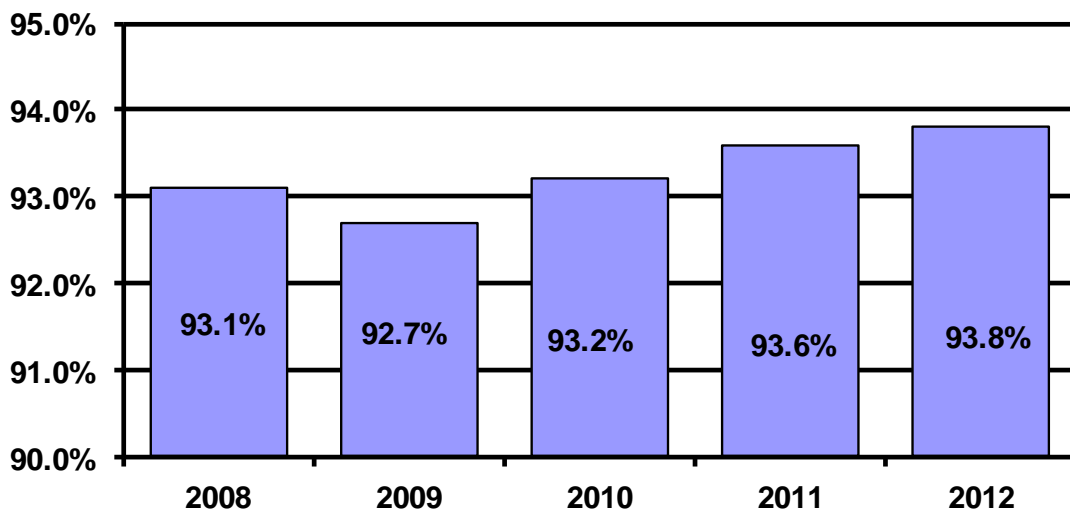
Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2012. Averages are shown for all faculty ranks, as well as an average for professorial ranks (professor, associate professor, and assistant professor). The distribution of faculty among ranks is 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 \$54,000 at Chicago State University to \$106,500 at the University of Illinois Urbana-Champaign. The average of professorial ranks ranges from \$64,400 at the Chicago State University to \$108,900 at the University of Illinois Urbana-Champaign.

Table 3 presents the weighted average faculty salaries for each campus for fiscal years 2008 through 2012. Between fiscal years 2008 and 2012, the weighted average faculty salary increased by 7.7 percent. Between fiscal year 2011 and 2012, the increase in faculty salaries averaged 2.2 percent. The percent changes in weighted average faculty salaries at public universities between fiscal years 2008 and 2012 vary widely from negative 9.0 percent at Chicago State University to 17.6 percent at Governors State University.

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 2008, all-rank faculty salary at Illinois public universities averaged 93.1 percent of peer institutions. In fiscal year 2009, Illinois all-rank salaries as a percent of peer group median salaries decreased to 92.7 percent. Since that time, the all-rank faculty salary at Illinois public universities has risen yearly to a high of 93.8 percent in fiscal year 2012.

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 rank, 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 2008 to fiscal year 2012. In fiscal year 2012, a total of 8,512 full-time faculty members were employed at public universities, a decrease of 107 faculties (or 1.2 percent) below the number of faculty employed in fiscal year 2008. While the overall number of faculty decreased, the proportion of faculty by rank has shifted between fiscal year 2008 and fiscal year 2012. The rank of professor and associate professor has increased slightly from 29.6 percent of total faculty in fiscal year 2008 to 29.9 percent in fiscal year 2012, and from 28.7 percent to 29.0 percent, respectively. During this same time period, the number of instructors increased from 9.4 percent to 9.7 percent, and lecturers increased from 4.7 percent to 7.0 percent. The number of assistant professors declined from 26.3 percent of total faculty in fiscal year 2008 to 24.4 percent of faculty in fiscal year 2012. No-rank faculty has virtually disappeared from 1.6 percent of total faculty in fiscal year 2008 to 0.1 percent of total faculty in fiscal year 2012.

Figure 4
Faculty Headcount by Rank: FY2008- FY2012

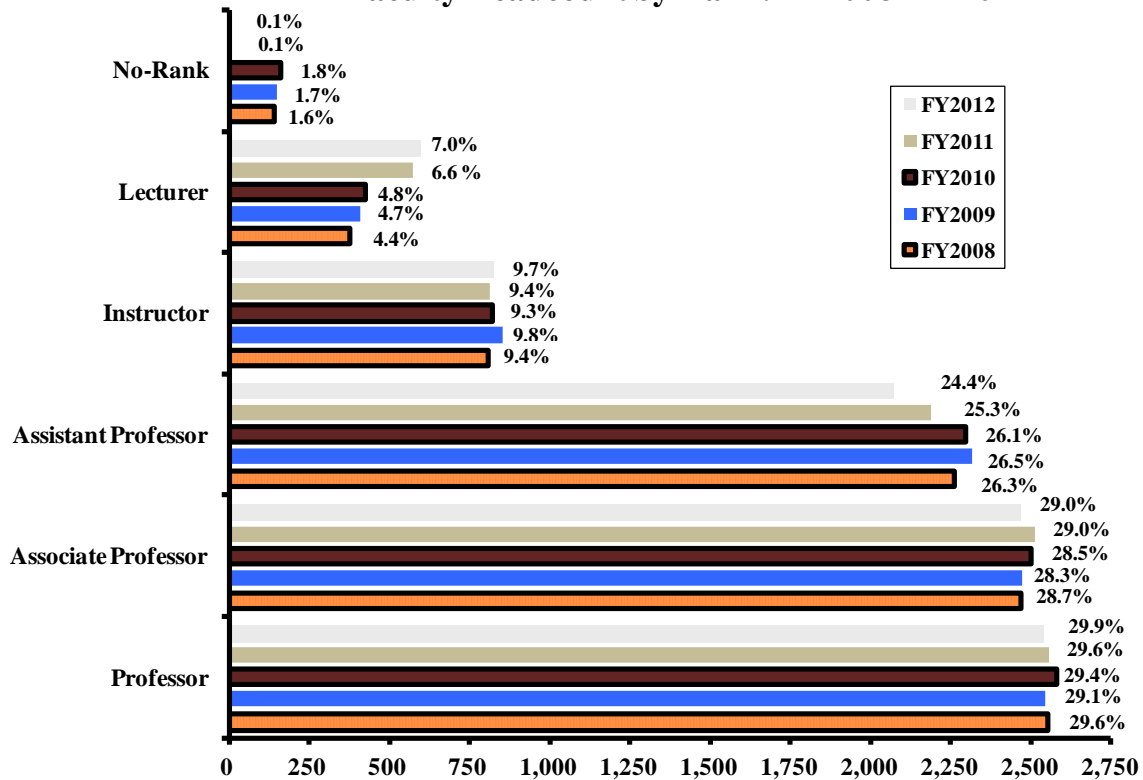


Table 4 presents weighted average all-rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group.¹ In fiscal year 2012, the majority of the public universities remain below their peer group standing, but at higher percentages than in fiscal year 2008.

¹ Illinois State University's weighted average faculty salary of \$71,000 in fiscal year 2012 (shown on Table 3) represents 93.4 percent of its comparison group's median salary of \$76,017. The University of Illinois at Chicago's weighted average faculty salary of \$94,600 represents 103.2 percent of the \$91,667 median salary of its comparison group.

Table 5 shows the fiscal year 2012 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 86.2 percent at Chicago State University to 108.7 percent at University of Illinois Chicago. The most significant variation among Illinois institutions salaries is within the instructor classification. Instructor salaries range from 76.6 percent of peer group medians at Southern Illinois University-Carbondale to 152.7 percent at Governors State University.

Table 6 shows the percent change in weighted average faculty salaries between fiscal years 2010 and 2012 for Illinois public universities compared to the lowest, highest, and median changes in faculty salaries at peer group institutions. With the exception of Eastern Illinois University, Northeastern Illinois University, Western Illinois University, Southern Illinois University-Edwardsville, 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 2012, 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 \$54,000 at Chicago State University ranks 77th among the 78 institutions in the University's peer group that submitted data for fiscal year 2012. Only University of Illinois Chicago has a weighted average salary that ranks at or above the 50th percentile of its peer groups.

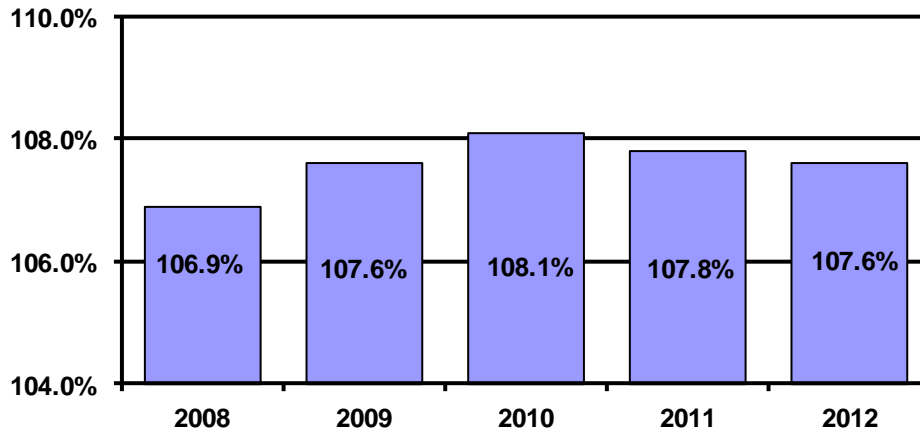
Independent Colleges and Universities

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 29 independent colleges and universities for the five most recent fiscal years. Weighted average faculty salaries for the group are based upon the 19 institutions that reported data in each of these years. The fiscal year 2012 weighted average faculty salary for independent institutions was \$98,400, an increase of 10.8 percent over the fiscal year 2008 weighted average of \$88,800. Salaries at institutions reporting in fiscal year 2012 ranged from \$46,700 at Quincy University to \$75,800 at Wheaton College.

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 2008. In fiscal year 2012, the percentage stands at 107.6 percent, down slightly from 107.8 percent in fiscal year 2011. Percentages of peer group medians from fiscal years 2008 through 2012 are shown below in Figure 5.

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



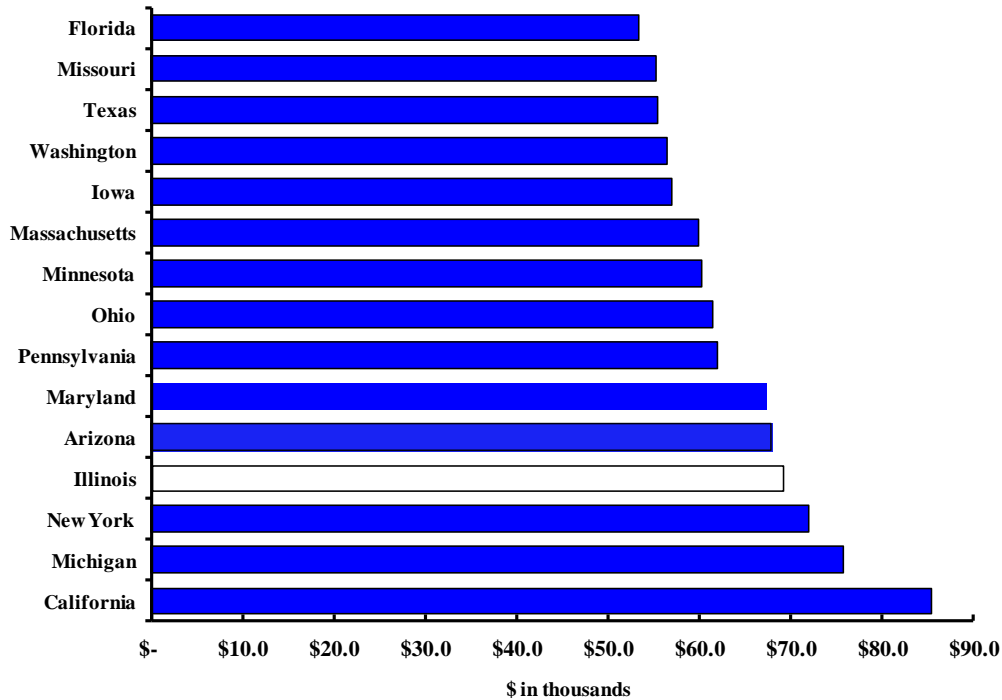
Community Colleges

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 2012 faculty salaries for community colleges ranged from \$49,100 at Danville Area Community College to \$99,400 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 10.2 percent between fiscal years 2008 and 2012. A few districts reported little or no 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) 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 2012, average community college faculty salaries measured 113.6 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 eleven of the fourteen states. The three states with average faculty salaries higher than Illinois are 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 2008 through 2012. 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.

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 2012, IMSA faculty salaries averaged 75.6 percent of the comparison high school district salaries. When compared to the four surrounding community college districts, IMSA salaries were 79.8 percent of the weighted average faculty salaries at those institutions in fiscal year 2012.

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 2012, the average salary for all civil service employees was \$44,694. The increase in civil service salaries since fiscal year 2008 averaged 8.6 percent, and since fiscal year 2010 averaged 5.3 percent. Between fiscal years 2008 and 2012, 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 (excluding other) were in protective services and skilled trades (power, heat, and light services), which rose 10.4 percent and 9.1 percent, respectively, between fiscal years 2008 and 2012.

TABLE 1
CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 2008 TO 2012

Fiscal Year	Consumer Price Index (FY2008=100)	Illinois Per Capita Income	Weighted Average Faculty Salaries ¹		
			Public Universities	Independent Institutions ²	Community Colleges
2008	100.0	42,726	74,000	88,800	62,800
2009	101.4	42,184	76,400	92,800	64,400
2010	102.4	41,445	77,500	94,200	64,400
2011	104.5	42,025	78,000	96,000	68,000
2012	105.5 ³	43,721 ³	79,700	98,400	69,300

Percent Increases

FY2008 to FY2012	5.5 %	2.3 %	7.7 %	10.8 %	10.4 %
FY2011 to FY2012	1.0	4.0	2.2	2.5	1.9

¹ Note: The fiscal year 2012 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on 19 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 2012 WEIGHTED AVERAGE FACULTY SALARIES BY RANK**

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Professorial Average</u>	<u>Instructor</u>	<u>Lecturer</u>	<u>No Rank</u>	<u>All Rank</u>
Chicago State University	\$ 71,400	\$ 61,400	\$ 58,500	\$ 64,400	\$ -	\$ 31,100	\$ -	\$ 54,000
Eastern Illinois University	91,600	73,700	63,000	77,600	45,100	-	-	68,100
Governors State University	101,500	78,300	70,300	81,600	80,300	46,300	62,800	71,700
Illinois State University	92,700	69,800	67,100	77,000	-	41,200	-	71,000
Northeastern Illinois University	81,900	67,200	64,700	71,600	40,100	-	-	60,500
Northern Illinois University	94,800	73,100	65,900	77,500	39,200	-	-	70,600
Western Illinois University	92,500	72,200	59,300	75,900	45,200	48,800	-	70,500
<u>Southern Illinois University</u>								
Carbondale	100,300	73,900	63,200	78,400	34,200	41,200	-	71,000
Edwardsville	89,900	74,100	62,200	73,600	39,500	-	-	66,800
<u>University of Illinois</u>								
Chicago	129,200	89,100	77,600	100,500	60,800	41,700	-	94,600
Springfield	93,400	68,400	56,400	66,300	44,800	-	-	64,600
Urbana-Champaign	137,200	86,600	83,600	108,900	57,500	69,600	-	106,500
Weighted Average for All Public Universities	<u>\$ 110,900</u>	<u>\$ 77,300</u>	<u>\$ 69,300</u>	<u>\$ 87,000</u>	<u>\$ 42,300</u>	<u>\$ 44,400</u>	<u>\$ 62,800</u>	<u>\$ 79,700</u>

Source: American Association of University Professors (AAUP)

TABLE 3

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS**

(in thousands of dollars)

	FY2008	FY2009	FY2010	FY2011	FY2012	Percent Increases			
						FY2008 to FY2012	FY2009 to FY2012	FY2010 to FY2012	FY2011 to FY2012
Chicago State University	\$ 59.3	\$ 60.4	\$ 61.4	\$ 62.1	\$ 54.0	(9.0) %	(10.7) %	(12.1) %	(13.1) %
Eastern Illinois University	61.6	63.6	65.9	65.3	68.1	10.6	7.1	3.3	4.4
Governors State University	61.0	69.8	70.3	70.4	71.7	17.6	2.7	2.0	1.8
Illinois State University	69.8	72.8	73.9	69.5	71.0	1.7	(2.5)	(3.8)	2.2
Northeastern Illinois University	56.9	58.1	57.4	57.5	60.5	6.3	4.1	5.5	5.2
Northern Illinois University	66.7	68.6	68.7	68.5	70.6	5.8	2.9	2.8	3.1
Western Illinois University	63.7	65.8	68.6	69.2	70.5	10.7	7.1	2.8	1.8
<u>Southern Illinois University</u>									
Carbondale	64.9	68.3	71.5	71.4	71.0	9.3	4.0	(0.7)	(0.6)
Edwardsville	61.0	63.2	64.7	64.1	66.8	9.6	5.8	3.3	4.3
<u>University of Illinois</u>									
Chicago	86.4	88.5	89.5	92.3	94.6	9.4	6.8	5.7	2.5
Springfield	62.8	62.9	62.9	63.7	64.6	2.9	2.6	2.6	1.3
Urbana-Champaign	97.6	100.4	100.5	103.3	106.5	9.1	6.1	2.8	3.1
Weighted Average	<u>\$ 74.0</u>	<u>\$ 76.4</u>	<u>\$ 77.5</u>	<u>\$ 78.0</u>	<u>\$ 79.7</u>	<u>7.7 %</u>	<u>4.2 %</u>	<u>2.7 %</u>	<u>2.2 %</u>

Note: The fiscal year 2012 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>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>
Chicago State University	100.1 %	99.6 %	99.2 %	100.0 %	86.3 %
Eastern Illinois University	92.6	92.7	94.8	92.6	96.4
Governors State University	97.0	101.8	102.4	100.0	103.5
Illinois State University	99.7	99.6	100.2	93.5	93.4
Northeastern Illinois University	98.0	97.5	94.6	94.6	99.0
Northern Illinois University	94.1	93.5	92.7	92.1	93.3
Western Illinois University	91.6	91.4	94.1	93.8	95.5
<u>Southern Illinois University</u>					
Carbondale	92.2	93.4	96.9	96.4	93.9
Edwardsville	91.9	92.2	93.3	91.4	94.8
<u>University of Illinois</u>					
Chicago	102.3	100.6	101.7	103.3	103.2
Springfield	99.6	96.4	95.1	94.7	93.4
Urbana-Champaign	90.7	90.0	89.1	88.4	88.2
Weighted Average	<u>93.1 %</u>	<u>92.7 %</u>	<u>93.2 %</u>	<u>93.6 %</u>	<u>93.8 %</u>

Note: The fiscal year 2012 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 2012

	<u>Professor</u>	Associate <u>Professor</u>	Assistant <u>Professor</u>	<u>Instructor</u>	<u>Lecturer</u>	<u>No Rank</u>
Chicago State University	86.2 %	92.4 %	100.1 %	- %	69.2 %	- %
Eastern Illinois University	96.0	98.5	99.0	92.5	-	-
Governors State University	102.8	102.8	111.3	152.7	90.4	99.9
Illinois State University	90.4	92.7	103.7	-	86.1	-
Northeastern Illinois University	98.9	101.3	110.8	88.3	-	-
Northern Illinois University	89.6	95.4	98.4	88.0	-	-
Western Illinois University	97.0	96.4	93.1	92.7	90.9	-
<u>Southern Illinois University</u>						
Carbondale	94.9	96.5	94.3	76.6	85.7	-
Edwardsville	94.2	99.0	97.7	80.9	-	-
<u>University of Illinois</u>						
Chicago	105.7	104.7	104.1	120.5	71.7	-
Springfield	95.7	92.1	93.3	98.4	-	-
Urbana-Champaign	87.8	84.5	91.9	96.2	106.3	-

Source: American Association of University Professors (AAUP)

TABLE 6
AVERAGE FACULTY SALARY CHANGES
ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS
FISCAL YEARS 2010-2012

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	(12.1) %	(12.1) %	11.6 %	2.3 %
Eastern Illinois University	3.3	(4.1)	10.4	2.0
Governors State University	2.0	(0.7)	10.1	3.2
Illinois State University	(3.8)	(2.3)	15.4	3.6
Northeastern Illinois University	5.5	(12.1)	11.6	2.3
Northern Illinois University	2.8	(0.9)	11.2	2.9
Western Illinois University	2.8	(4.1)	10.4	2.0
<u>Southern Illinois University</u>				
Carbondale	(0.7)	(0.9)	11.2	2.9
Edwardsville	3.3	(4.1)	10.4	2.0
<u>University of Illinois</u>				
Chicago	5.7	(0.3)	7.6	4.7
Springfield	2.6	(1.8)	7.3	2.6
Urbana-Champaign	2.8	(0.3)	9.2	5.8

Source: American Association of University Professors (AAUP)

TABLE 7

FISCAL YEAR 2012 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	\$ 54.0	\$ 99.7	\$ 53.2	78	77	1
Eastern Illinois University	68.1	103.9	59.3	63	48	24
Governors State University	71.7	102.2	58.4	26	15	42
Illinois State University	71.0	120.5	61.4	30	19	37
Northeastern Illinois University	60.5	99.7	53.2	78	60	23
Northern Illinois University	70.6	111.4	62.0	44	38	14
Western Illinois University	70.5	103.9	59.3	63	43	32
<u>Southern Illinois University</u>						
Carbondale	71.0	111.4	62.0	44	37	16
Edwardsville	66.8	103.9	59.3	63	50	21
<u>University of Illinois</u>						
Chicago	94.6	112.9	79.8	22	8	64
Springfield	64.6	89.4	56.5	13	10	23
Urbana-Champaign	106.5	150.3	97.2	20	16	20

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)

	FY2008	FY2009	FY2010	FY2011	FY2012	Percent Increase			
						FY2008 to FY2012	FY2009 to FY2012	FY2010 to FY2012	FY2011 to FY2012
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 62.9	\$ 64.9	\$ 63.4	\$ 65.0	\$ 65.6	4.3 %	1.0 %	3.4 %	0.9 %
Illinois Wesleyan University	66.4	68.1	69.6	69.5	70.4	6.0	3.4	1.1	1.3
Knox College	57.5	61.4	61.2	62.2	63.1	9.7	2.8	3.0	1.4
Lake Forest College	68.0	70.6	70.2	71.5	72.4	6.5	2.6	3.2	1.3
Monmouth College	58.8	60.6	58.1	59.3	59.6	1.3	(1.8)	2.5	0.5
Wheaton College	68.2	72.2	71.5	72.3	75.8	11.2	5.1	6.0	4.9
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	63.9	67.6	68.0	67.7	68.6	7.3	1.5	0.9	1.3
Eureka College	-	47.5	47.9	50.8	51.4	-	8.4	7.3	1.2
Greenville College	49.5	52.5	51.3	52.1	52.9	6.8	0.8	3.2	1.6
Illinois College	54.4	57.2	57.7	59.6	61.6	13.1	7.7	6.7	3.2
Judson College	59.6	-	-	59.6	59.0	(1.0)	-	-	(1.0)
MacMurray College	42.1	-	45.7	-	48.6	15.4	-	6.3	-
McKendree College	53.0	-	-	-	59.9	13.0	-	-	-
<u>Master's Colleges and Universities I</u>									
Millikin University	54.8	58.4	57.2	57.1	56.8	3.5	(2.8)	(0.8)	(0.5)
Trinity Christian College	54.7	57.4	58.1	58.1	58.1	6.1	1.2	(0.1)	(0.0)
Aurora University	60.8	62.8	64.6	63.4	66.6	9.5	6.1	3.1	5.0
Benedictine University	-	-	-	66.7	64.9	-	-	-	(2.7)
Bradley University	67.5	69.3	71.1	72.3	74.5	10.3	7.5	4.8	3.1
Dominican University	60.7	62.2	63.5	65.3	65.5	8.0	5.4	3.2	0.3
Lewis University	67.5	69.6	-	72.7	74.8	10.8	7.5	-	2.9
North Central College	65.8	68.7	69.0	69.3	72.1	9.6	4.9	4.5	4.0
Roosevelt University	69.2	71.1	72.7	72.7	73.8	6.6	3.9	1.5	1.5
<u>Master's Colleges and Universities II</u>									
St. Xavier University	67.2	68.5	70.7	71.9	71.6	6.6	4.6	1.2	(0.4)
<u>Doctoral/Research Universities - Extensive</u>									
University of St. Francis	58.0	60.2	-	-	68.5	18.1	13.8	-	-
Quincy University	43.1	43.8	44.5	46.6	46.7	8.3	6.6	5.0	0.1
Loyola University of Chicago	81.8	86.3	86.7	90.7	58.4	(28.6)	(32.3)	(32.7)	(35.6)
<u>Doctoral/Research Universities - Intensive</u>									
Northwestern University	125.4	132.1	135.3	137.7	-	(100.0)	(100.0)	(100.0)	(100.0)
University of Chicago	123.3	129.6	132.2	136.0	-	(100.0)	(100.0)	(100.0)	(100.0)
Weighted Average	<u>\$ 88.8</u>	<u>\$ 92.8</u>	<u>\$ 94.2</u>	<u>\$ 96.0</u>	<u>\$ 98.4</u>	<u>10.8 %</u>	<u>6.0 %</u>	<u>4.4 %</u>	<u>2.4 %</u>

Note: The fiscal year 2012 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is only based on the 19 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>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	101.7 %	101.3 %	98.5 %	99.1 %	97.1 %
Illinois Wesleyan University	115.6	115.6	117.5	114.5	114.5
Knox College	70.8	73.1	73.1	73.6	73.7
Lake Forest College	85.1	85.2	84.9	85.7	85.7
Monmouth College	104.3	105.0	100.0	99.6	98.8
Wheaton College	82.2	83.5	83.9	84.6	87.2
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	104.5	106.4	106.7	104.2	102.5
Eureka College	-	91.5	93.8	98.1	100.2
Greenville College	89.4	92.5	89.8	89.0	89.3
Illinois College	95.9	98.3	98.9	99.6	101.4
Judson College	97.8	-	-	84.0	83.6
MacMurray College	77.4	-	81.4	-	83.6
<u>Master's Colleges and Universities I</u>					
McKendree College	99.3	-	-	-	105.3
Millikin University	96.6	99.5	97.0	95.6	91.6
Trinity Christian College	98.8	101.3	101.3	101.1	98.5
Aurora University	93.7	91.7	94.3	90.9	92.8
Benedictine University	-	-	-	92.0	86.8
Bradley University	106.2	104.4	105.0	105.7	106.9
Dominican University	90.3	84.7	87.3	88.8	88.8
Lewis University	99.7	97.2	-	100.1	99.9
North Central College	113.9	116.1	115.7	113.6	116.7
Roosevelt University	102.8	97.1	99.6	99.0	99.4
<u>Master's Colleges and Universities II</u>					
St. Xavier University	116.9	117.0	120.3	121.1	117.5
<u>Doctoral/Research Universities - Extensive</u>					
University of St. Francis	98.7	98.9	-	-	107.2
Quincy University	90.1	90.4	90.3	94.0	91.9
Loyola University of Chicago	95.2	95.6	94.4	97.2	61.4
<u>Doctoral/Research Universities - Intensive</u>					
Northwestern University	109.8	111.9	113.3	111.2	-
University of Chicago	117.1	118.8	120.0	119.3	-
Weighted Average	<u>106.9</u> %	<u>107.6</u> %	<u>108.1</u> %	<u>107.8</u> %	<u>107.6</u> %

Note: The fiscal year 2012 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is only based on the 19 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		
						FY2008	FY2009	FY2010
						to	to	to
(in thousands of dollars)	FY2008	FY2009	FY2010	FY2011	FY2012	FY2012	FY2012	FY2012
Black Hawk College	\$ 58.5	\$ 59.3	\$ 60.6	\$ 61.0	\$ 61.2	4.6 %	3.2 %	0.9 %
Carl Sandburg College	48.2	47.9	49.1	50.0	51.6	7.1	7.7	5.1
City Colleges of Chicago (All)	63.7	65.5	67.4	70.4	70.3	10.3	7.3	4.3
College of DuPage	84.6	92.6	95.4	100.1	99.4	17.5	7.3	4.2
College of Lake County	78.7	78.0	80.0	79.9	84.0	6.7	7.7	5.0
Danville Area Community College	47.2	48.3	49.0	50.5	49.1	3.9	1.6	0.1
Elgin Community College	80.7	82.6	82.9	86.9	88.0	9.1	6.6	6.1
Heartland Community College	52.1	53.0	55.0	56.6	58.2	11.7	9.8	5.8
Highland Community College	66.8	66.8	70.7	68.6	72.3	8.2	8.2	2.3
Ill Eastern Community Colleges (All)	46.7	50.2	51.4	51.9	53.5	14.4	6.5	3.9
Illinois Central College	53.1	54.4	56.8	57.1	57.6	8.5	5.8	1.4
Illinois Valley Community College	55.8	59.0	60.4	62.9	64.6	15.7	9.5	6.9
John A. Logan College	60.7	58.2	62.3	64.0	66.3	9.1	13.8	6.3
John Wood Community College	49.1	49.6	52.5	51.2	52.8	7.4	6.4	0.5
Joliet Junior College	67.0	70.2	71.2	73.9	76.3	13.9	8.6	7.2
Kankakee Community College	56.8	56.6	58.5	57.6	58.3	2.6	3.0	(0.4)
Kaskaskia College	53.9	57.0	59.8	62.7	65.7	22.0	15.4	9.9
Kishwaukee College	48.7	50.4	51.7	54.8	56.0	15.0	11.1	8.2
Lake Land College	51.7	52.8	54.0	52.6	50.4	(2.5)	(4.4)	(6.5)
Lewis and Clark Community College	57.9	60.9	63.2	65.2	64.4	11.3	5.7	2.0
Lincoln Land Community College	66.6	68.7	71.5	72.2	74.6	12.1	8.5	4.4
McHenry County College	77.3	76.3	76.3	80.6	83.7	8.3	9.7	9.6
Moraine Valley Community College	52.7	53.8	56.4	58.8	59.6	13.1	10.9	5.6
Morton College	66.7	69.1	70.5	73.9	76.3	14.3	10.4	8.3
Oakton Community College	81.4	79.5	87.3	90.7	95.8	17.6	20.4	9.7
Parkland College	58.4	58.2	60.8	62.9	65.3	11.8	12.3	7.4
Prairie State College	63.0	64.7	64.3	65.8	67.5	7.1	4.5	5.0
Rend Lake College	46.1	48.4	51.3	53.1	51.8	12.2	7.0	0.9
Richland Community College	47.3	48.9	50.7	52.7	54.7	15.6	11.7	7.9
Rock Valley College	59.6	59.2	63.4	62.7	64.0	7.3	8.1	0.8
Sauk Valley Community College	49.9	52.0	53.5	52.4	51.4	2.9	(1.2)	(4.0)
Shawnee College	50.7	51.6	53.5	52.8	55.4	9.2	7.3	3.6
South Suburban College	64.2	65.1	68.4	63.0	64.6	0.7	(0.7)	(5.4)
Southeastern Illinois College	47.2	49.4	51.2	51.6	54.3	15.0	10.0	5.9
Southwestern Illinois College	57.0	58.6	60.9	60.7	62.6	9.8	6.9	2.9
Spoon River College	50.2	47.6	47.8	50.0	50.7	1.0	6.6	6.0
Triton College	64.8	65.3	66.6	67.9	67.3	3.8	3.0	1.1
Waubonsee Community College	65.3	68.0	69.9	68.5	70.5	7.8	3.6	0.9
William Rainey Harper College	69.5	69.2	71.0	73.4	75.6	8.8	9.2	6.5
Weighted Average	<u>\$ 62.8</u>	<u>\$ 64.4</u>	<u>\$ 66.4</u>	<u>\$ 67.9</u>	<u>\$ 69.2</u>	<u>10.2 %</u>	<u>7.4 %</u>	<u>4.2 %</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)	FY2008	FY2009	FY2010	FY2011	FY2012	FY2008 to FY2012	FY2009 to FY2012	FY2010 to FY2012
<u>Weighted Average Salaries</u>								
Illinois	\$ 62.8	\$ 64.4	\$ 66.4	\$ 67.9	\$ 69.2	10.2%	7.4%	4.2%
<u>Average Salaries</u>								
Arizona	65.3	68.1	67.9	68.0	67.9	7.3%	-0.3%	0.0%
California	80.3	83.2	84.5	84.7	85.5	6.5%	2.8%	1.2%
Florida	53.8	53.8	54.1	54.3	53.3	-0.9%	-0.9%	-1.5%
Iowa	51.7	54.6	55.9	56.1	57.0	10.3%	4.4%	2.0%
Maryland	64.3	66.7	66.9	67.2	67.2	4.5%	0.7%	0.4%
Massachusetts	59.2	60.2	60.0	59.4	60.0	1.4%	-0.3%	0.0%
Michigan	72.2	74.4	75.6	76.0	75.7	4.8%	1.7%	0.1%
Minnesota	59.0	61.5	61.2	60.8	60.3	2.2%	-2.0%	-1.5%
Missouri	53.1	53.9	54.8	54.8	55.2	4.0%	2.4%	0.7%
New York	65.5	67.9	70.0	71.1	71.9	9.8%	5.9%	2.7%
Ohio	56.7	58.5	59.9	60.6	61.4	8.3%	5.0%	2.5%
Pennsylvania	57.9	59.4	60.6	61.5	62.0	7.1%	4.4%	2.3%
Texas	53.2	55.3	56.0	56.3	55.5	4.3%	0.4%	-0.9%
Washington	52.9	56.1	56.4	56.3	56.5	6.8%	0.7%	0.2%
Median	<u>\$ 58.4</u>	<u>\$ 59.8</u>	<u>\$ 60.3</u>	<u>\$ 60.7</u>	<u>\$ 60.9</u>	<u>4.3%</u>	<u>1.8%</u>	<u>1.0%</u>
Illinois Average As a Percent of Other States' Median	<u>107.5 %</u>	<u>107.7 %</u>	<u>110.1 %</u>	<u>111.9 %</u>	<u>113.6 %</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>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2008</u> To <u>FY2012</u>	<u>FY2010</u> To <u>FY2012</u>
<u>IMSA Average Salaries</u>	<u>\$ 67,892</u>	<u>\$ 68,557</u>	<u>\$ 66,510</u>	<u>\$ 66,804</u>	<u>\$ 68,831</u>	<u>1.4</u> %	<u>3.5</u> %
<u>High School Districts In:</u>							
Cook County	81,115	85,229	86,882	90,800	94,104	16.0	8.3
DuPage County	83,198	86,490	88,487	91,666	94,393	13.5	6.7
Lake County	76,238	79,611	82,168	84,328	85,009	11.5	3.5
McHenry County	73,859	77,154	81,845	84,381	85,397	15.6	4.3
Will County	66,511	70,188	73,043	75,674	76,971	15.7	5.4
Weighted Average Salary	<u>79,265</u>	<u>83,052</u>	<u>85,113</u>	<u>88,496</u>	<u>91,059</u>	<u>14.9</u>	<u>7.0</u>
<u>Community College Districts</u>							
College of DuPage	84,594	92,598	95,362	100,102	99,394	17.5	4.2
Elgin Community College	80,708	82,563	82,923	86,868	88,013	9.1	6.1
Joliet Junior College	66,981	70,246	71,195	73,896	76,289	13.9	7.2
Waubensee Community College	65,342	67,993	69,858	68,507	70,459	7.8	0.9
Weighted Average Salary	<u>\$ 76,388</u>	<u>\$ 81,087</u>	<u>\$ 82,301</u>	<u>\$ 85,375</u>	<u>\$ 86,234</u>	<u>12.9</u> %	<u>4.8</u> %
IMSA as a Percent of High School Districts' Weighted Average	<u>85.7</u> %	<u>82.5</u> %	<u>78.1</u> %	<u>75.5</u> %	<u>75.6</u> %		
IMSA as a Percent of Community College Districts' Weighted Average	<u>88.9</u> %	<u>84.5</u> %	<u>80.8</u> %	<u>78.2</u> %	<u>79.8</u> %		

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

	FY2008	FY2009	FY2010	FY2011	FY2012	Percent Increase			
						FY2008 to FY2012	FY2009 to FY2012	FY2010 to FY2012	
Chicago State University	\$ 38,106	\$ 39,212	\$ 41,656	\$ 41,169	\$ 43,193	13.3 %	10.2 %	3.7 %	
Eastern Illinois University	39,602	38,609	39,178	41,965	\$ 42,853	8.2	11.0	9.4	
Governors State University	36,768	38,493	39,193	39,395	\$ 39,655	7.9	3.0	1.2	
Illinois State University	38,655	40,204	41,308	41,352	\$ 42,655	10.3	6.1	3.3	
Northeastern Illinois University	38,278	39,233	39,804	38,475	\$ 39,581	3.4	0.9	(0.6)	
Northern Illinois University	39,761	40,527	39,649	39,687	\$ 40,476	1.8	(0.1)	2.1	
Western Illinois University	38,300	39,850	41,175	41,472	\$ 42,163	10.1	5.8	2.4	
<u>Southern Illinois University</u>									
Carbondale	37,560	39,036	40,477	41,141	41,239	9.8	5.6	1.9	
Edwardsville	33,244	34,839	36,512	36,964	38,484	15.8	10.5	5.4	
School of Medicine	32,317	33,104	32,747	32,450	34,685	7.3	4.8	5.9	
<u>University of Illinois</u>									
Chicago	49,409	51,718	52,878	54,217	54,760	10.8	5.9	3.6	
Springfield	32,318	32,809	33,332	33,800	34,801	7.7	6.1	4.4	
Urbana - Champaign	39,722	40,837	41,356	41,972	42,791	7.7	4.8	3.5	
<u>Public Universities Weighted Average</u>	<u>41,010</u>	<u>42,291</u>	<u>43,031</u>	<u>43,759</u>	<u>44,646</u>	<u>8.9</u>	<u>5.6</u>	<u>3.8</u>	
Illinois Community College Board	32,254	31,726	33,185	31,982	38,971	20.8	22.8	17.4	
Illinois Student Assistance Commission	46,770	48,488	45,963	45,596	44,686	(4.5)	(7.8)	(2.8)	
State Universities Civil Service System	56,687	57,206	58,189	60,689	60,855	7.4	6.4	4.6	
State Universities Retirement System	51,008	52,818	54,326	56,965	54,168	6.2	2.6	(0.3)	
Illinois Board of Higher Education	33,648	34,188	33,929	33,929	35,519	5.6	3.9	4.7	
Weighted Average	<u>\$ 41,172</u>	<u>\$ 42,449</u>	<u>\$ 43,142</u>	<u>\$ 43,859</u>	<u>\$ 44,694</u>	<u>8.6 %</u>	<u>5.3 %</u>	<u>3.6 %</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 SERVICES SALARIES
BY OCCUPATIONAL CATEGORY

<u>Occupational Category</u>	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2008 to FY2012</u>	<u>FY2009 to FY2012</u>	<u>FY2010 to FY2012</u>
Professional	\$ 62,397	\$ 63,689	\$ 64,458	\$ 65,445	\$ 64,980	4.1 %	2.0 %	0.8 %
Managerial	49,386	50,596	50,990	51,464	52,508	6.3	3.8	3.0
Skilled Trades (Power, Heat, and Light Services)	61,928	63,442	64,450	66,416	67,541	9.1	6.5	4.8
Semi-Professional (Unskilled Trades)	38,541	39,868	39,902	39,867	40,361	4.7	1.2	1.2
Protective Services	47,007	49,552	51,277	52,069	51,896	10.4	4.7	1.2
Agricultural	40,239	40,593	40,791	40,341	40,784	1.4	0.5	(0.0)
Medical Services	37,192	38,262	38,688	38,618	37,704	1.4	(1.5)	(2.5)
Clerical	30,571	31,482	31,978	31,935	32,761	7.2	4.1	2.4
Custodial Services (Domestic Services)	33,365	34,592	35,062	35,245	35,768	7.2	3.4	2.0
Food Services	27,290	27,567	27,838	28,654	29,290	7.3	6.3	5.2
Semi-Skilled Trades (Aeronautical)	39,167	38,550	37,896	40,197	40,511	3.4	5.1	6.9
Other	22,187	23,047	23,404	23,378	24,397	10.0	5.9	4.2
Stores	36,731	37,236	36,832	36,911	37,149	1.1	(0.2)	0.9

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

FULL-TIME FACULTY COMPENSATION AT ILLINOIS COLLEGES AND UNIVERSITIES

This report examines total compensation for full-time faculty at Illinois public colleges and universities. The report adds the average cost of fringe benefits to weighted average salaries to estimate a total compensation package. Fiscal year 2012 marks the first year in which data is no longer available from the Integrated Postsecondary Education Data Systems (IPEDS) on public university and independent institutions fringe benefits. As a result, private colleges and universities are excluded from this report as is data to compare the average total compensation for faculty at Illinois institutions to the average total compensation for faculty at peer institutions.

Public university employee benefits by type were obtained directly from each institution by the Board of Higher Education. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. 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.

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

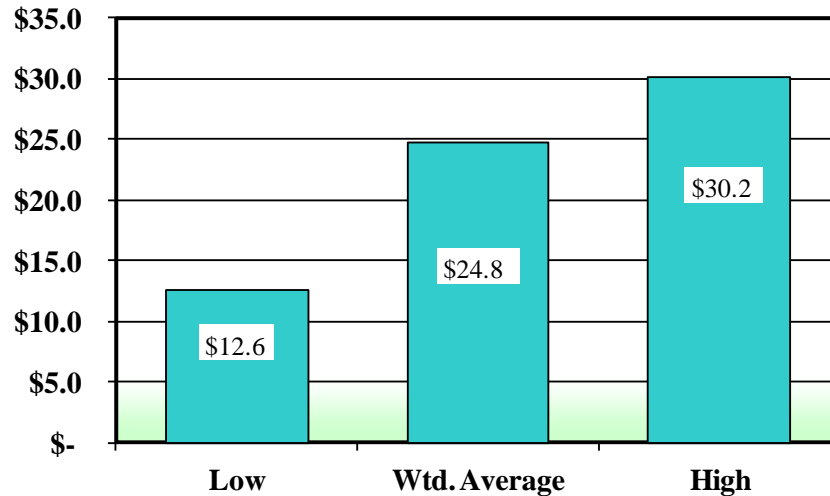
The report shows the cost of major fringe benefits provided in fiscal year 2012 to full-time faculty at public universities and in fiscal year 2011 at community colleges. Fringe benefits for public universities are examined by major type of expenditure, e.g., retirement costs and group health insurance costs. Fiscal year 2011 fringe benefit information is provided for individual Illinois community colleges.

Public Universities. Table 15 shows all-rank average faculty salaries, fringe benefits, and total compensation for Illinois public universities in fiscal year 2012. During fiscal year

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.

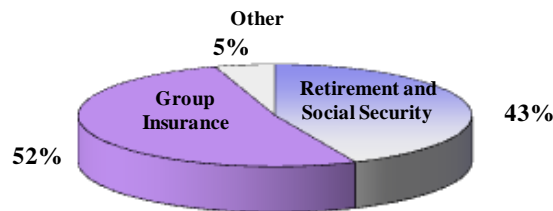
2012, the average all-rank faculty salary at Illinois' public universities was \$79,700, with an additional \$24,800 in fringe benefits for a total average compensation of \$104,500.

Figure 7
Fiscal Year 2012 Fringe Benefit Costs per Faculty Member
Illinois Public Universities
(\$ in thousands)



Group medical, dental, life, disability and other insurance costs averages \$12,800 per full-time faculty member in Illinois institutions. The combined costs per faculty member of retirement and social security contributions in Illinois averages \$10,700. 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). 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 five percent (\$1,200) of total compensation of Illinois full-time faculty members.

Figure 8
Fiscal Year 2012 Fringe Benefit Costs per Faculty Member
Illinois Public Universities



Community Colleges. Fiscal year 2011 data for community colleges are presented on Table 16. Fiscal year 2011 data are the most recent available and permit a comparison among community college districts.

Table 16 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 2011. 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 \$11,900 at Shawnee College to \$29,900 at Waubensee Community College. The total cost of fringe benefits per community college faculty member averaged \$19,700 in fiscal year 2011, bringing the average total compensation package for a community college faculty member to \$87,600.

Figure 9
Fiscal Year 2011 Fringe Benefit Costs per Faculty Member
Illinois Community Colleges
(\$ in thousands)

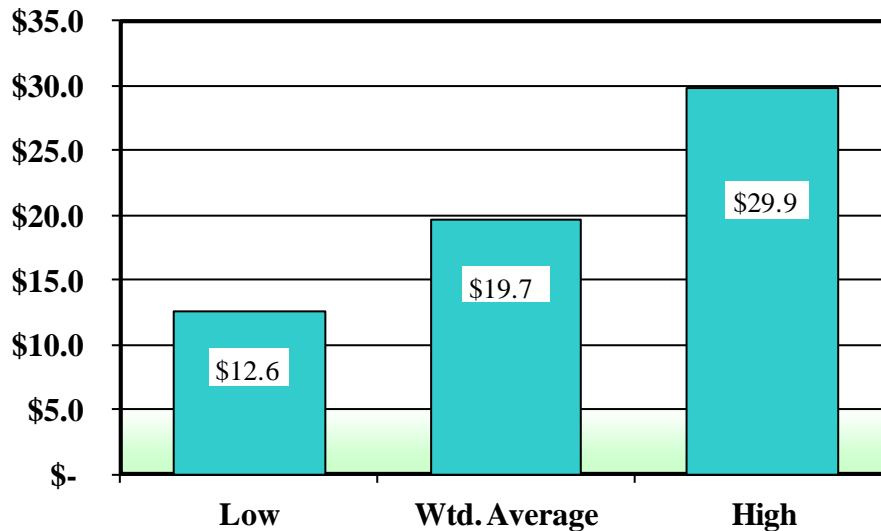


Table 15
ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2012 AVERAGE FRINGE BENEFITS BY TYPE

(in thousands of dollars)

	Weighted Average All-Rank Salary	Fringe Benefit Costs				Total Fringe Benefits	Total Compensation
		Retirement and Social Security	Group Medical, Dental, Life Disability and Other Insurance	Other Benefits *			
Chicago State University	\$ 54.0	\$ 4.3	11.5	-	\$ 15.8	\$ 69.8	
Eastern Illinois University	68.1	8.2	11.5	3.5	23.1	91.2	
Governors State University	71.7	10.6	15.4	-	26.0	97.7	
Illinois State University	71.0	9.4	13.1	4.0	26.6	97.6	
Northeastern Illinois University	60.5	7.3	11.6	3.4	22.3	82.8	
Northern Illinois University	70.6	9.2	13.1	0.3	22.5	93.1	
Western Illinois University	70.5	9.5	15.8	2.8	28.1	98.6	
<u>Southern Illinois University</u>							
Carbondale	71.0	9.0	14.2	1.6	24.9	95.9	
Edwardsville	66.8	9.3	13.3	3.9	26.5	93.3	
<u>University of Illinois</u>							
Chicago	94.6	12.8	15.3	0.5	28.7	123.3	
Springfield	64.6	8.9	14.9	0.4	24.2	88.8	
Urbana-Champaign	106.5	14.1	15.4	0.6	30.2	136.7	
Weighted Average	<u>\$ 79.7</u>	<u>10.7</u>	<u>12.8</u>	<u>1.2</u>	<u>24.8</u>	<u>104.5</u>	

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

Source: Salaries and Fringe Benefit Survey, 2011-2012

Table 16
ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 2011

(in thousands of dollars)	Fringe Benefit Costs *				Total Compensation
	Average Salaries	SURS		Total	
		Retirement	Other Benefits		
Black Hawk College	\$ 61.0	\$ 6.2	12.2	\$ 18.4	\$ 79.4
Carl Sandburg College	50.0	5.1	9.6	14.7	64.7
City Colleges of Chicago (All)	70.4	7.1	10.0	17.1	87.5
College of DuPage	100.1	10.2	15.8	26.0	126.1
College of Lake County	79.9	8.1	4.5	12.6	92.5
Danville Area Community College	50.5	5.1	10.8	15.9	66.4
Elgin Community College	86.9	8.8	16.8	25.6	112.5
Heartland Community College	56.6	5.7	10.0	15.7	72.3
Highland Community College	68.6	7.0	13.8	20.8	89.4
Ill Eastern Community Colleges (All)	51.9	5.3	10.2	15.5	67.5
Illinois Central College	57.1	5.8	12.6	18.4	75.5
Illinois Valley Community College	62.9	6.4	15.0	21.4	84.3
John A. Logan College	64.0	6.5	11.6	18.1	82.2
John Wood Community College	51.2	5.2	12.6	17.8	68.9
Joliet Junior College	73.9	7.5	18.6	26.1	100.0
Kankakee Community College	57.6	5.8	14.1	19.9	77.5
Kaskaskia College	62.7	6.4	21.0	27.4	90.1
Kishwaukee College	54.8	5.6	8.7	14.3	69.1
Lake Land College	52.6	5.3	14.4	19.7	72.3
Lewis and Clark Community College	65.2	6.6	8.2	14.8	80.0
Lincoln Land Community College	72.2	7.3	9.6	16.9	89.2
McHenry County College	80.6	8.2	13.4	21.6	102.2
Moraine Valley Community College	58.8	6.0	16.4	22.4	81.2
Morton College	73.9	7.5	10.0	17.5	91.4
Oakton Community College	90.7	9.2	13.2	22.4	113.1
Parkland College	62.9	6.4	16.8	23.2	86.1
Prairie State College	65.8	6.7	21.0	27.7	93.5
Rend Lake College	53.1	5.4	11.9	17.3	70.4
Richland Community College	52.7	5.3	13.2	18.5	71.2
Rock Valley College	62.7	6.4	13.1	19.5	82.3
Sauk Valley Community College	52.4	5.3	15.8	21.1	73.5
Shawnee College	52.8	5.4	6.5	11.9	64.7
South Suburban College	63.0	6.4	10.9	17.3	80.3
Southeastern Illinois College	51.6	5.2	9.9	15.1	66.6
Southwestern Illinois College	60.7	6.2	8.9	15.1	75.8
Spoon River College	50.0	5.1	11.1	16.2	66.1
Triton College	67.9	6.9	8.2	15.1	83.0
Waubonsee Community College	68.5	6.9	23.0	29.9	98.4
William Rainey Harper College	73.4	7.4	13.6	21.0	94.4
Weighted Average	<u>\$ 67.9</u>	<u>6.9</u>	<u>12.8</u>	<u>19.7</u>	<u>87.6</u>

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2011 normal cost of retirement benefits for the State Universities Retirement System (10.14 percent of salary) and the cost of non-retirement benefits as reported to the Illinois Community College Board.

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 2011-2012," *Academe*, March-April 2012. 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 (2008 through 2012) 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 2012 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 2008 through 2012). In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

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

The mix of faculty in each rank in fiscal year 2012 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2012 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) 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* (2007-08, 2008-09, 2009-10, 2010-2011 and 2011-2012). 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.