

Item #
October 7, 2008

**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 2006 through 2008. 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 2008, the weighted average salary of \$73,800 at Illinois public universities was 93.9 percent of the median salary of comparison group institutions, the lowest level throughout the time periods examined in this report (fiscal years 2006-2008).
- Faculty salaries at Illinois community colleges averaged \$62,600 annually in fiscal year 2008. 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, rising from 105.1 percent in fiscal year 2004 to 107.3 percent in fiscal year 2008.
- The weighted average annual faculty salary of independent institutions in Illinois averaged \$84,900 in fiscal year 2008, or 105.6 percent of comparison group institutions.
- Salaries of civil service staff at Illinois higher education institutions and agencies rose 9.7 percent between fiscal years 2006 and 2008 to a statewide average of \$41,172.
- In fiscal year 2008, the average cost of fringe benefits per faculty member at Illinois public universities was \$18,200, or 72.1 percent of the comparison groups' median of \$25,300. 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 \$92,000 or 88.6 percent of peer group medians.
- In fiscal year 2007, the average cost of fringe benefits per faculty member at Illinois community colleges was \$18,000. However, fringe benefits provided at individual community colleges vary widely across the state, ranging from a low of \$10,300 per faculty member to a high of \$26,000.

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 2006 through 2008 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. Historic average salary data have been adjusted to reflect the fiscal year 2008 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 31 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 2006 through 2008), state funds for salary increases were provided in fiscal year 2007 and 2008.

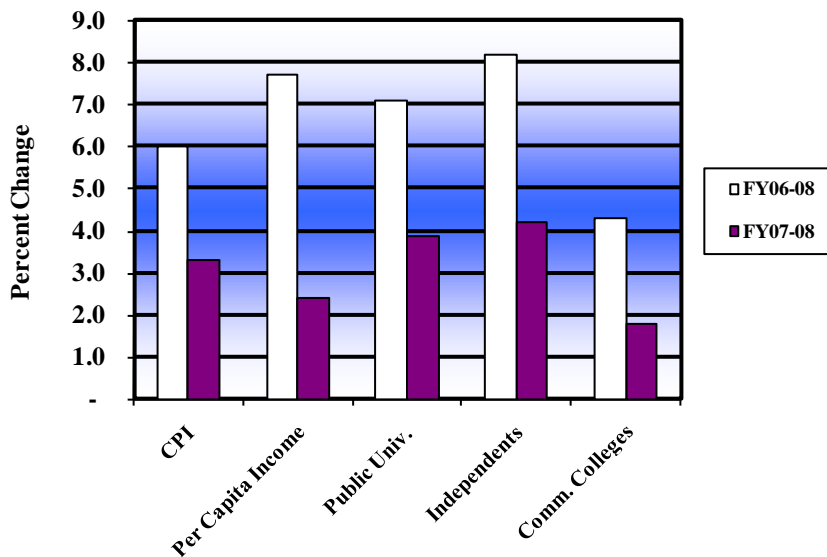
Prior year reports included an analysis of university faculty salaries for the ranks of professor, associate professor, assistant professor, and instructor. Lecturers and faculty without rank were excluded from the all-rank average. This year's report presents all faculty salaries submitted in the AAUP 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). Unlike previous year reports that included five years of historical data, faculty salaries for lecturers and non-ranked faculty used in this report is only available for fiscal years 2006, 2007, and 2008.

Comparison of Faculty Salaries to Economic Indicators and Peer Institutions

Table 1 displays weighted average faculty salaries for the three most recent fiscal years (2006 through 2008). The weighted average fiscal year 2008 faculty salary at public universities was \$73,800, an increase of 7.1 percent over fiscal year 2006. The weighted average salary for community colleges was \$62,600, an increase of 4.3 percent over fiscal year 2006, and for independent colleges and universities the weighted average faculty salary was \$84,900, an increase of 8.2 percent above fiscal year 2006 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. Throughout each of the time periods examined, growth in faculty salaries at independent institutions and public universities exceeded the growth in CPI. Between fiscal years 2006 to 2008 salaries at public universities and community colleges lagged the growth in Illinois per capita income; however, between fiscal years 2007 to 2008 salaries exceeded growth in per capita income in all sectors except community colleges. Figure 1 presents a two year (fiscal years 2006-2008) and one year (fiscal years 2007-2008) percent change in the CPI, Illinois per capita income, and weighted average faculty salaries.

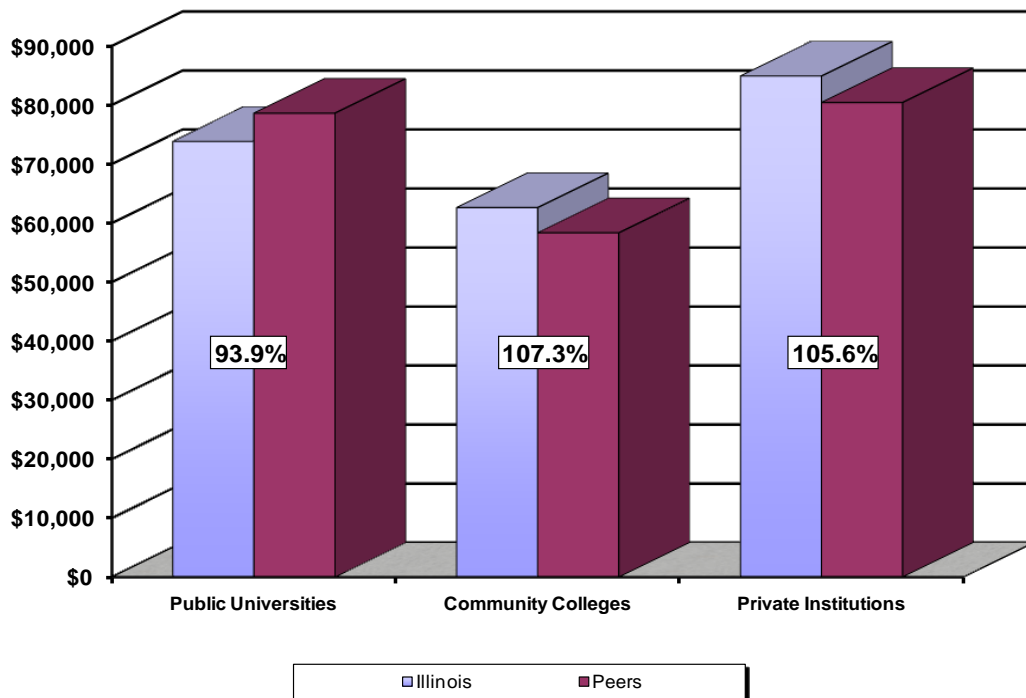
Figure 1
Consumer Price Index, Illinois Per Capita Income, and
Weighted Average Faculty Salaries



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 2008 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
FY2008 Faculty Salaries
Illinois Average Compared to Peer Group Institutions



Public Universities

In fiscal year 2006, no state funds were provided through annual appropriations for the purpose of granting across-the-board faculty or staff salary increases; however, most institutions reallocated and raised funds in order to provide such increases. 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.

Tables 1 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).

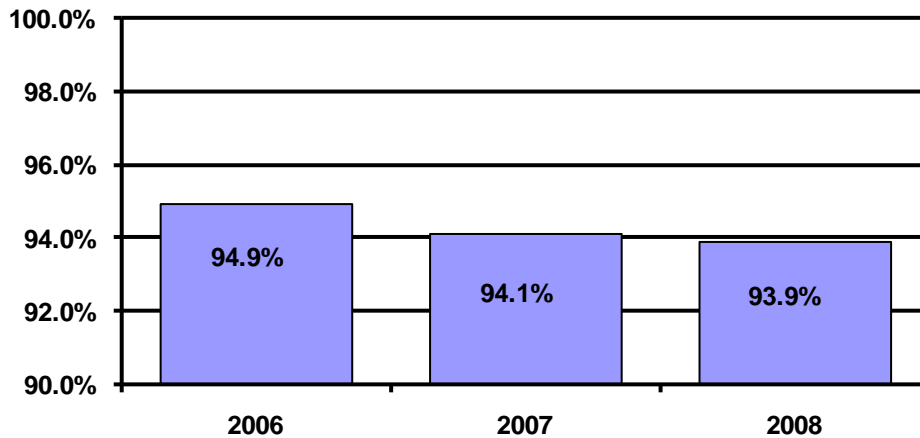
Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2008. Averages are shown for all faculty ranks, as well as an average for professorial ranks (professor, associate professor, and assistant professor). The distribution of faculty among ranks is 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 \$56,900 at Northeastern Illinois University to \$97,100 at the University of Illinois at Urbana-Champaign. The average of professorial ranks ranges from \$63,800 at the University of Illinois at Springfield to \$98,800 at the University of Illinois at Urbana-Champaign.

Table 3 presents the weighted average faculty salaries for each campus for fiscal years 2006 through 2008. Between fiscal years 2006 and 2008, the weighted average faculty salary increased by 7.1 percent. Between fiscal year 2007 and 2008, the increase in faculty salaries averaged 3.9 percent.

Public university weighted average faculty salaries lagged the increase in the Illinois per capita income, but exceeded the increase in the CPI, between fiscal years 2006 and 2008. The percent changes in weighted average faculty salaries at public universities between fiscal years 2006 and 2008 vary widely from negative 5.3 percent at Governors State University to 11.1 percent at Eastern Illinois 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 2006, the all-rank faculty salary at Illinois public universities averaged 94.9 percent of peer institutions. Since that time, the percent of peer group median salaries has decreased slightly each year to 94.1 percent in fiscal year 2007 and 93.9 percent in fiscal year 2008.

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 2006 to fiscal year 2008. In fiscal year 2008, a total of 8,619 full-time faculty members were employed at public universities, an increase of 313 faculty (or 3.8 percent) over the number of faculty employed in fiscal year 2006. While the overall number of faculty increased, the proportion of faculty by rank has shifted between fiscal year 2006 and fiscal year 2008. The rank of professor has decreased from 30.4 percent of total faculty in fiscal year 2006 to 29.6 percent in fiscal year 2008 and the rank of assistant professor has decreased from 28.0 percent of total faculty in fiscal year 2006 to 26.3 percent in fiscal year 2008.

During this same time period the number of associate professors increased from 27.7 percent of faculty to 28.7 percent, the number of instructors increased from 8.8 percent to 9.4 percent, and lecturers increased from 3.7 percent to 4.4 percent. The number of no-rank faculty remained unchanged at 1.6 percent of total faculty.

Figure 4
Faculty Headcount by Rank
FY2006 - FY2008

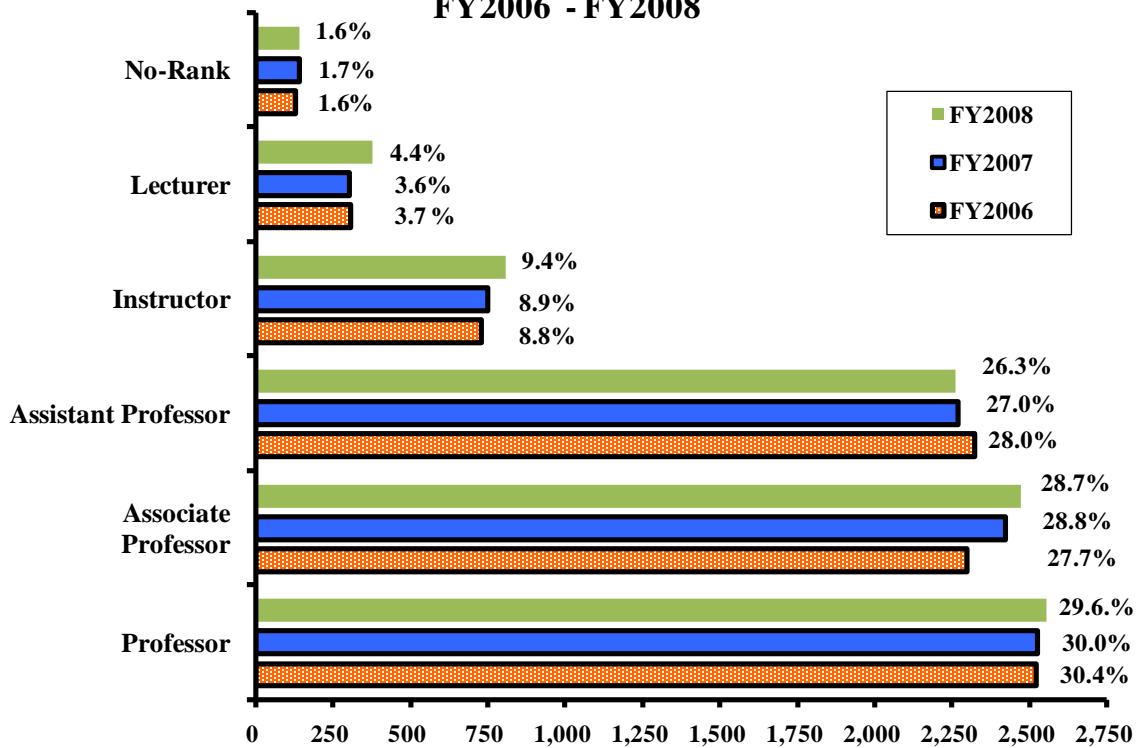


Table 4 presents weighted average all-rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group.¹ In fiscal year 2008, the majority of the public universities remain below their peer group standing of fiscal year 2006, with only three institutions, Eastern Illinois, Illinois State University, and Northern Illinois University, at slightly higher percentages than in fiscal year 2006.

Table 5 shows the fiscal year 2008 average faculty salary by rank as a percentage of comparison group medians by rank. The percent of comparison group medians for full professors ranges from 88.2 percent at Illinois State University to 103.4 percent at the University of Illinois at Chicago. The most significant variation among Illinois institutions salaries is within the instructor and lecturer classifications. Instructor salaries range from 79.2 percent of peer group medians at Northeastern Illinois University to 108.1 percent at the University of Illinois at Chicago; while lecturer salaries range from 71.6 percent of peer group medians at Governors State University to 107.3 percent at the University of Illinois at Urbana-Champaign.

Table 6 shows the percent change in weighted average faculty salaries between fiscal years 2006 and 2008 for Illinois public universities compared to the lowest, highest, and median

¹ Illinois State University's weighted average faculty salary of \$66,400 in fiscal year 2008 (shown on Table 3) represents 91.8 percent of its comparison group's median salary of \$70,043. The University of Illinois at Chicago's weighted average faculty salary of \$88,400 represents 102.8 percent of the \$85,992 median salary of its comparison group.

changes in faculty salaries at peer group institutions. With the exception of Eastern Illinois University and Illinois State University, 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 2008, 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 \$60,700 at Chicago State University ranks 42ed among the 77 institutions in the University's peer group that submitted data for fiscal year 2008. Only the University of Illinois at Chicago has a weighted average salary that ranks at or above the 50th percentile of its peer groups.

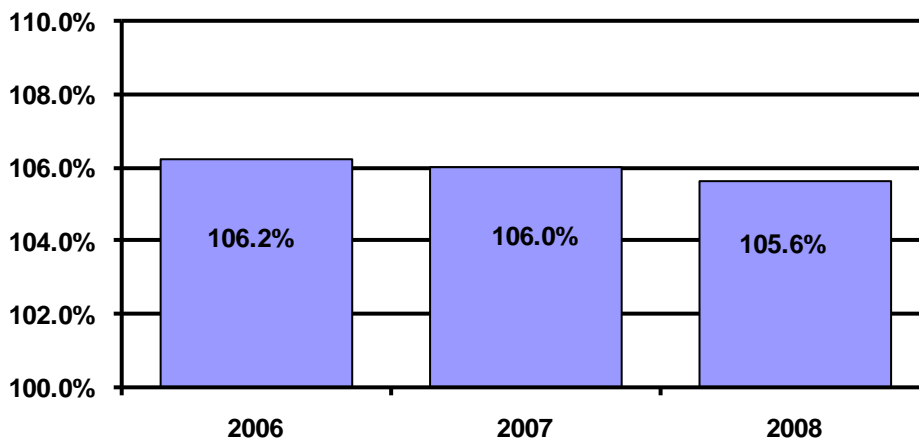
Independent Colleges and Universities

Because of the rich diversity of mission, Illinois' independent colleges and universities present a wide range in institutional and faculty characteristics and a wide range in faculty salaries. Salary data for independent institutions are presented in this report grouped by the institution's 2000 Carnegie classifications. (Definitions for the 2000 Carnegie classification codes are presented in Appendix A.)

Table 8 displays the weighted average faculty salaries for 31 independent colleges and universities for the three most recent fiscal years. Weighted average faculty salaries for the group are based upon the 31 institutions that reported data in each of these years. The fiscal year 2008 weighted average faculty salary for independent institutions was \$84,900, an increase of 8.1 percent over the fiscal year 2006 weighted average of \$78,500. Salaries at institutions reporting in fiscal year 2008 ranged from \$42,800 at MacMurray College to \$124,200 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 2006. In fiscal year 2008, the percentage stands at 105.6 percent, down slightly from the high point of 106.2 percent in fiscal year 2006. Fiscal years 2006 through 2008 percentages of peer group medians are shown below in Figure 5.

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



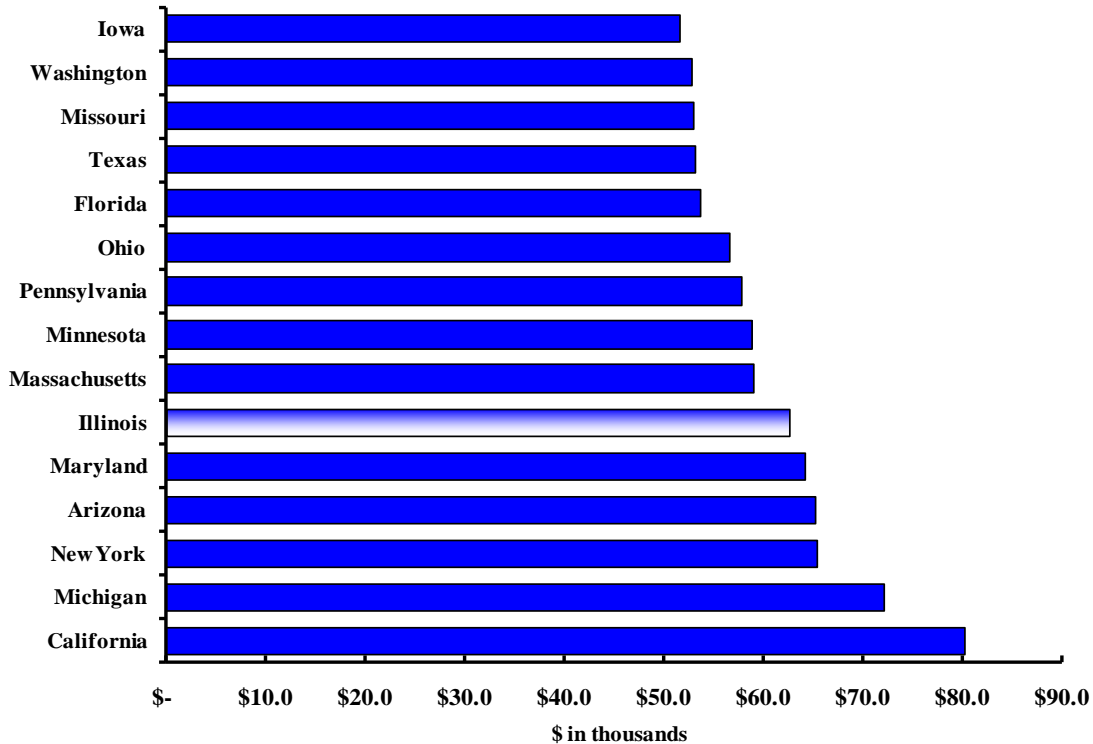
Community Colleges

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 2008 faculty salaries for community colleges ranged from \$46,100 at Rend Lake College to \$84,600 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 4.4 percent between fiscal years 2006 and 2008. A few districts reported little or no growth in average faculty salaries, and one district experienced a decrease 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 2008, average community college faculty salaries measured 107.3 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 nine of the fourteen states. The five states with average faculty salaries higher than Illinois are Arizona, California, Michigan, New York, and Maryland.

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 2004 through 2008. 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 2008 SBE 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 2007, IMSA faculty salaries averaged 88.8 percent of the comparison high school district salaries.

When compared to the four surrounding community college districts, IMSA salaries were 90.7 percent of the weighted average faculty salaries at those institutions in fiscal year 2008. Growth in average faculty salaries at IMSA lagged the rate of growth in the CPI and Illinois per capita income between fiscal years 2004 and 2008.

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 2008, the average salary for all civil service employees was \$41,172. The increase in civil service salaries since fiscal year 2004 averaged 9.7 percent, and since fiscal year 2006 averaged 5.7 percent. Between fiscal years 2006 and 2008, the growth in average civil service salaries lagged 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 categories presented on this table have been expanded from those examined in previous years. The largest gains over the entire time period examined were in semi-skilled trades (aeronautical), protective services, and skilled trades (power, heat, and light services), which rose 18.7 percent, 16.4 percent, and 14.9 percent, respectively, between fiscal years 2004 and 2008.

TABLE 1
CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 2006 TO 2008

Fiscal Year	Consumer Price Index (FY2006=100)	Illinois Per Capita Income	Weighted Average Faculty Salaries ¹		
			Public Universities	Independent Institutions ²	Community Colleges
2006	100.0	\$ 37,449	\$ 68,900	\$ 78,500	\$ 60,000
2007	102.6	39,366	71,000	81,500	61,500
2008	106.0 ³	40,322 ³	73,800	84,900	62,600
<u>Percent Increases</u>					
FY2006 to FY2008	6.0 %	7.7 %	7.1 %	8.2 %	4.3 %
FY2007 to FY2008	3.3	2.4	3.9	4.2	1.8

¹ Note: The fiscal year 2008 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on 29 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 2008 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	\$ 79,400	\$ 66,800	\$ 57,800	\$ 67,700	\$ -	\$ 37,500	\$ -	\$ 60,700
Eastern Illinois University	83,500	66,700	57,100	71,400	40,200	-	-	62,000
Governors State University	82,400	70,800	61,500	71,500	-	34,200	96,000	59,100
Illinois State University	83,500	64,100	60,600	69,700	-	-	37,100	64,300
Northeastern Illinois University	80,500	66,100	59,800	69,000	34,400	-	-	56,900
Northern Illinois University	90,300	68,400	60,400	72,300	39,600	-	-	66,600
Western Illinois University	85,300	65,500	52,000	68,000	40,100	35,800	-	63,300
<u>Southern Illinois University</u>								
Carbondale	90,700	66,800	58,000	70,300	36,500	38,900	-	65,100
Edwardsville	81,400	68,200	55,800	66,100	37,500	-	-	60,100
<u>University of Illinois</u>								
Chicago	115,600	82,500	71,500	92,000	57,200	41,200	-	88,400
Springfield	85,800	68,000	54,400	63,800	43,800	44,600	-	62,300
Urbana-Champaign	125,700	82,200	73,700	98,800	51,800	60,700	-	97,100
Weighted Average for All Public Universities	<u>\$ 102,500</u>	<u>\$ 72,400</u>	<u>\$ 62,900</u>	<u>\$ 80,000</u>	<u>\$ 38,800</u>	<u>\$ 42,300</u>	<u>\$ 40,000</u>	<u>\$ 73,800</u>

Source: American Association of University Professors (AAUP)

TABLE 3
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

(in thousands of dollars)

	FY2006	FY2007	FY2008	Percent Increases	
				FY2006 to FY2008	FY2007 to FY2008
Chicago State University	\$ 56.8	\$ 57.8	\$ 60.7	6.9 %	5.0 %
Eastern Illinois University	55.8	58.4	62.0	11.1	6.2
Governors State University	62.4	63.6	59.1	(5.3)	(7.1)
Illinois State University	59.1	61.5	64.3	8.7	4.5
Northeastern Illinois University	53.8	55.3	56.9	5.8	3.0
Northern Illinois University	60.8	63.5	66.6	9.4	4.9
Western Illinois University	59.1	61.4	63.3	7.0	3.0
<u>Southern Illinois University</u>					
Carbondale	61.4	60.7	65.1	6.1	7.3
Edwardsville	57.4	58.9	60.1	4.7	2.1
<u>University of Illinois</u>					
Chicago	82.0	85.3	88.4	7.8	3.6
Springfield	61.0	61.1	62.3	2.0	1.9
Urbana-Champaign	90.7	93.8	97.1	7.0	3.5
Weighted Average	<u>\$ 68.9</u>	<u>\$ 71.0</u>	<u>\$ 73.8</u>	<u>7.1 %</u>	<u>3.9 %</u>

Note: The fiscal year 2008 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 (ALL RANKS)
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY2006</u>		<u>FY2007</u>		<u>FY2008</u>	
Chicago State University	103.0	%	101.3	%	101.3	%
Eastern Illinois University	89.1		90.4		92.5	
Governors State University	106.2		104.6		95.1	
Illinois State University	89.2		91.4		91.8	
Northeastern Illinois University	100.8		99.9		98.0	
Northern Illinois University	93.8		93.3		94.2	
Western Illinois University	91.8		92.5		91.4	
<u>Southern Illinois University</u>						
Carbondale	94.9		89.2		92.2	
Edwardsville	94.4		93.5		91.8	
<u>University of Illinois</u>						
Chicago	103.5		102.4		102.8	
Springfield	102.0		98.6		99.4	
Urbana-Champaign	93.2		92.2		90.6	
Weighted Average	<u>94.9</u>	%	<u>94.1</u>	%	<u>93.9</u>	%

Note: The fiscal year 2008 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 2008

	<u>Professor</u>	Associate <u>Professor</u>	Assistant <u>Professor</u>	<u>Instructor</u>	<u>Lecturer</u>	<u>No Rank</u>
Chicago State University	101.6 %	104.4 %	105.9 %	- %	88.5 %	- %
Eastern Illinois University	92.5	93.9	96.3	87.7	-	-
Governors State University	92.3	104.3	105.5	-	71.6	191.2
Illinois State University	88.2	92.5	101.2	-	-	83.2
Northeastern Illinois University	103.0	103.2	109.4	79.2	-	-
Northern Illinois University	91.7	95.8	96.5	91.9	-	-
Western Illinois University	94.5	92.2	87.7	87.6	77.5	-
<u>Southern Illinois University</u>						
Carbondale	92.1	93.6	92.7	84.7	88.5	-
Edwardsville	90.3	96.1	94.0	81.8	-	-
<u>University of Illinois</u>						
Chicago	103.4	102.7	106.0	108.1	77.6	-
Springfield	98.1	100.3	99.1	100.2	96.7	-
Urbana-Champaign	89.7	90.1	92.1	90.9	107.3	-

Source: American Association of University Professors (AAUP)

TABLE 6
AVERAGE FACULTY SALARY CHANGES
ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS
FISCAL YEARS 2006-2008

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	6.9 %	(0.6) %	24.3 %	6.9 %
Eastern Illinois University	11.1	1.9	17.1	8.4
Governors State University	(5.3)	(1.8)	11.4	6.1
Illinois State University	8.7	2.3	56.2	7.5
Northeastern Illinois University	5.8	(0.6)	24.3	6.9
Northern Illinois University	9.4	4.8	17.3	9.5
Western Illinois University	7.0	1.9	17.1	8.4
<u>Southern Illinois University</u>				
Carbondale	6.1	4.8	17.3	9.5
Edwardsville	4.7	1.9	17.1	8.4
<u>University of Illinois</u>				
Chicago	7.8	6.1	14.1	8.8
Springfield	2.0	(0.4)	11.3	6.6
Urbana-Champaign	7.0	4.7	19.0	8.8

Source: American Association of University Professors (AAUP)

TABLE 7

FISCAL YEAR 2008 RANK OF AVERAGE SALARIES TO PEER GROUPS

(in thousands of dollars)

	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	\$ 60.7	\$ 94.3	\$ 52.1	77	42	45	%
Eastern Illinois University	62.0	90.0	53.8	63	52	17	
Governors State University	59.1	92.8	41.6	27	23	15	
Illinois State University	64.3	103.3	57.2	29	22	24	
Northeastern Illinois University	56.9	94.3	52.1	77	61	21	
Northern Illinois University	66.6	100.5	62.1	43	36	16	
Western Illinois University	63.3	90.0	53.8	63	45	29	
<u>Southern Illinois University</u>							
Carbondale	65.1	100.5	62.1	43	37	14	
Edwardsville	60.1	90.0	53.8	63	57	10	
<u>University of Illinois</u>							
Chicago	88.4	97.9	69.8	18	4	78	
Springfield	62.3	79.7	53.3	14	11	21	
Urbana-Champaign	97.1	134.7	89.3	17	14	18	

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)

	FY2006	FY2007	FY2008	Percent Increase	
				FY2006 to FY2008	FY2007 to FY2008
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	\$ 59.0	\$ 60.5	\$ 60.7	2.9 %	0.4 %
Illinois Wesleyan University	65.5	66.6	67.9	3.6	1.9
Knox College	52.3	54.7	54.0	3.3	(1.4)
Lake Forest College	65.1	67.4	69.2	6.2	2.6
Monmouth College	55.0	57.2	58.4	6.2	2.2
Wheaton College	65.1	66.1	68.7	5.6	4.0
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	61.0	63.5	65.0	6.6	2.4
Greenville College	46.2	47.3	48.7	5.3	2.9
Illinois College	50.7	52.0	53.6	5.6	3.1
Judson College	53.8	55.8	57.8	7.5	3.6
MacMurray College	42.1	41.9	42.8	1.6	2.1
McKendree College	51.3	51.7	52.6	2.6	1.7
Milikin University	47.0	50.3	54.1	15.2	7.6
Trinity Christian College	51.7	53.0	55.2	6.8	4.2
<u>Master's Colleges and Universities I</u>					
Aurora University	52.8	56.4	58.4	10.5	3.5
Bradley University	65.1	66.3	68.1	4.5	2.7
Concordia University	50.2	49.3	50.1	(0.3)	1.5
Dominican University	-	59.9	60.4	-	0.8
Lewis University	61.9	65.0	67.3	8.8	3.7
North Central College	57.9	60.4	64.5	11.4	6.9
Roosevelt University	63.8	66.9	69.0	8.1	3.1
St. Xavier University	61.4	62.7	64.6	5.2	3.0
University of St. Francis	55.4	56.2	58.5	5.7	4.2
<u>Master's Colleges and Universities II</u>					
Quincy University	43.1	42.7	44.4	3.1	4.0
<u>Doctoral/Research Universities - Extensive</u>					
Loyola University of Chicago	76.4	78.9	83.7	9.5	6.1
Northwestern University	114.3	119.1	124.2	8.6	4.3
University of Chicago	109.7	115.4	121.8	11.0	5.5
<u>Doctoral/Research Universities - Intensive</u>					
DePaul University	72.8	75.6	78.7	8.1	4.2
Illinois Institute of Technology	-	77.9	85.8	-	10.1
National-Louis University	54.3	54.4	55.1	1.6	1.3
<u>Specialized Institutions</u>					
Trinity International University	52.3	53.6	54.7	4.6	2.1
Weighted Average	<u>\$ 78.5</u>	<u>\$ 81.5</u>	<u>\$ 84.9</u>	<u>8.1 %</u>	<u>4.2 %</u>

Note: The fiscal year 2008 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is only based on the 31 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

	FY2006	FY2007	FY2008
<u>Baccalaureate Colleges - Liberal Arts</u>			
Augustana College	104.4 %	103.9 %	100.3 %
Illinois Wesleyan University	120.3	117.6	116.1
Knox College	74.2	74.2	70.5
Lake Forest College	87.0	86.2	84.7
Monmouth College	102.4	102.2	101.3
Wheaton College	84.8	83.6	81.9
<u>Baccalaureate Colleges - General</u>			
Elmhurst College	103.5	104.2	102.7
Greenville College	91.2	89.5	89.2
Illinois College	97.9	96.2	96.1
Judson College	94.1	98.0	98.1
MacMurray College	79.4	75.8	75.2
McKendree College	104.1	100.7	99.2
Millikin University	90.9	93.6	97.1
Trinity Christian College	99.7	98.0	98.7
<u>Master's Colleges and Universities I</u>			
Aurora University	92.2	94.8	95.7
Bradley University	108.9	107.4	106.3
Concordia University	93.7	87.9	86.4
Dominican University	-	91.2	89.8
Lewis University	98.3	98.5	99.7
North Central College	109.3	109.4	113.4
Roosevelt University	99.3	99.6	100.3
St. Xavier University	117.5	114.9	114.9
University of St. Francis	100.8	98.8	99.2
<u>Master's Colleges and Universities II</u>			
Quincy University	92.6	90.6	90.4
<u>Doctoral/Research Universities - Extensive</u>			
Loyola University of Chicago	94.0	94.7	94.7
Northwestern University	111.4	111.0	109.8
University of Chicago	115.7	116.5	116.9
<u>Doctoral/Research Universities - Intensive</u>			
DePaul University	114.5	115.1	114.8
Illinois Institute of Technology	-	92.5	98.7
National-Louis University	88.9	85.0	84.2
<u>Specialized Institutions</u>			
Trinity International University	101.1	99.2	97.8
Weighted Average	<u>106.2</u> %	<u>106.0</u> %	<u>105.6</u> %

Note: The fiscal year 2008 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is only based on the 31 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		
						FY2004	FY2005	FY2006
						to	to	to
	FY2004	FY2005	FY2006	FY2007	FY2008	FY2008	FY2008	FY2008
(in thousands of dollars)								
Black Hawk College	\$ 54.9	\$ 56.5	\$ 55.1	\$ 57.5	\$ 58.5	6.6 %	3.4 %	6.1 %
Carl Sandburg College	44.3	44.9	45.8	47.8	48.2	8.8	7.2	5.1
City Colleges of Chicago (All)	66.8	62.1	63.5	63.4	63.7	(4.6)	2.6	0.4
College of DuPage	65.6	75.1	79.7	85.5	84.6	28.9	12.6	6.1
College of Lake County	75.1	76.0	76.9	79.0	78.7	4.9	3.6	2.4
Danville Area Community College	43.9	45.6	47.1	47.2	47.2	7.5	3.5	0.4
Elgin Community College	71.2	72.5	75.0	77.7	80.7	13.4	11.4	7.5
Heartland Community College	45.6	47.6	48.7	50.8	52.1	14.4	9.4	7.0
Highland Community College	58.9	61.2	62.5	64.1	66.8	13.5	9.3	7.0
Ill Eastern Community Colleges (All)	41.8	41.7	45.5	47.2	46.7	11.9	12.1	2.7
Illinois Central College	46.6	47.6	50.1	52.0	53.1	13.9	11.5	6.0
Illinois Valley Community College	50.5	52.0	52.4	54.2	55.8	10.6	7.5	6.5
John A. Logan College	56.0	57.8	59.2	60.5	60.7	8.5	5.0	2.5
John Wood Community College	43.8	45.4	46.1	47.4	49.1	12.3	8.2	6.6
Joliet Junior College	58.7	60.4	61.7	63.5	67.0	14.1	10.9	8.6
Kankakee Community College	55.5	54.6	55.6	56.2	56.8	2.4	4.1	2.2
Kaskaskia College	46.6	47.7	50.2	51.8	53.9	15.7	13.0	7.3
Kishwaukee College	44.1	46.1	47.1	47.7	48.7	10.5	5.6	3.3
Lake Land College	43.9	46.2	47.7	49.1	51.7	17.9	11.9	8.5
Lewis and Clark Community College	53.2	55.0	54.8	55.7	57.9	8.7	5.3	5.7
Lincoln Land Community College	60.1	62.3	64.2	65.0	66.6	10.7	6.7	3.6
McHenry County College	57.6	67.3	71.2	74.7	77.3	34.1	14.8	8.5
Moraine Valley Community College	50.3	50.9	51.4	51.1	52.7	4.8	3.6	2.5
Morton College	59.7	62.2	63.2	65.6	66.7	11.9	7.3	5.5
Oakton Community College	71.5	74.4	76.5	80.1	81.4	13.9	9.5	6.5
Parkland College	52.9	52.5	54.7	56.7	58.4	10.4	11.4	6.8
Prairie State College	52.9	59.7	61.2	59.8	63.0	19.2	5.7	2.9
Rend Lake College	47.1	44.3	46.3	47.5	46.1	(2.1)	4.1	(0.4)
Richland Community College	42.8	46.8	45.7	46.6	47.3	10.5	1.1	3.5
Rock Valley College	51.5	53.9	56.1	58.0	59.6	15.8	10.7	6.3
Sauk Valley Community College	45.5	46.8	47.1	47.7	49.9	9.9	6.7	5.9
Shawnee College	47.8	48.9	49.8	49.3	50.7	6.2	3.8	1.9
South Suburban College	55.6	57.2	59.7	62.2	64.2	15.6	12.3	7.5
Southeastern Illinois College	44.5	47.3	45.9	49.5	47.2	6.1	(0.2)	2.8
Southwestern Illinois College	51.3	53.4	55.0	54.5	57.0	11.1	6.9	3.7
Spoon River College	46.2	45.7	47.2	47.2	50.2	8.8	9.9	6.4
Triton College	63.5	64.1	62.9	63.2	64.8	2.1	1.2	3.0
Waubensee Community College	57.5	60.1	62.4	63.2	65.3	13.6	8.6	4.7
William Rainey Harper College	60.4	64.5	66.4	66.5	69.5	15.0	7.7	4.7
Weighted Average	<u>\$ 56.8</u>	<u>\$ 58.3</u>	<u>\$ 60.0</u>	<u>\$ 61.5</u>	<u>\$ 62.6</u>	<u>10.4 %</u>	<u>7.4 %</u>	<u>4.4 %</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)	FY2004	FY2005	FY2006	FY2007	FY2008	FY2004 to FY2008	FY2005 to FY2008	FY2006 to FY2008
<u>Weighted Average Salaries</u>								
Illinois	\$ 56.8	\$ 58.3	\$ 60.0	\$ 61.5	\$ 62.6	10.4%	7.5%	4.4%
<u>Average Salaries</u>								
Arizona	56.6	60.9	62.2	63.3	65.3	15.4%	7.2%	5.0%
California	69.2	71.0	73.1	76.9	80.3	16.0%	13.1%	9.8%
Florida	48.9	50.5	50.7	51.3	53.8	10.0%	6.5%	6.1%
Iowa	42.5	46.4	47.8	49.3	51.7	21.6%	11.4%	8.2%
Maryland	55.2	58.0	60.0	61.7	64.3	16.5%	10.9%	7.2%
Massachusetts	55.6	52.9	52.8	56.3	59.2	6.5%	11.9%	12.1%
Michigan	63.2	69.1	69.2	70.2	72.2	14.2%	4.5%	4.3%
Minnesota	54.3	55.6	57.6	57.8	59.0	8.7%	6.1%	2.4%
Missouri	46.2	48.7	49.8	50.9	53.1	14.9%	9.0%	6.6%
New York	57.8	60.1	61.5	64.6	65.5	13.3%	9.0%	6.5%
Ohio	50.5	51.7	53.4	54.7	56.7	12.3%	9.7%	6.2%
Pennsylvania	53.7	55.4	56.0	56.5	57.9	7.8%	4.5%	3.4%
Texas	45.4	49.2	50.7	52.0	53.2	17.2%	8.1%	4.9%
Washington	48.5	48.5	49.2	51.3	52.9	9.1%	9.1%	7.5%
Median	<u>\$ 54.0</u>	<u>\$ 54.2</u>	<u>\$ 54.7</u>	<u>\$ 56.4</u>	<u>\$ 58.4</u>	<u>8.1%</u>	<u>7.7%</u>	<u>6.8%</u>

Illinois Average As a Percent of Other States' Median	<u>105.1</u> %	<u>107.6</u> %	<u>109.7</u> %	<u>109.0</u> %	<u>107.3</u> %
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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>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2007</u>	<u>FY2008</u>	<u>FY2004</u> To <u>FY2008</u>	<u>FY2006</u> To <u>FY2008</u>
<u>IMSA Average Salaries</u>	<u>\$ 65,363</u>	<u>\$ 67,358</u>	<u>\$ 68,307</u>	<u>\$ 68,284</u>	<u>\$ 69,312</u>	<u>6.0 %</u>	<u>1.5 %</u>
<u>High School Districts In:</u>							
Cook County	73,465	76,195	76,490	78,654			
DuPage County	76,139	77,978	78,702	81,849			
Lake County	68,662	70,759	71,893	74,469			
McHenry County	66,333	68,206	68,716	70,450			
Will County	62,085	63,357	62,914	61,942			
Weighted Average Salary	<u>\$ 72,119</u>	<u>74,473</u>	<u>74,822</u>	<u>76,934</u>			
<u>Community College Districts</u>							
College of DuPage	65,623	75,120	79,736	85,501	84,594	28.9	6.1
Elgin Community College	71,176	72,479	75,043	77,702	80,708	13.4	7.5
Joliet Junior College	58,712	60,380	61,678	63,471	66,981	14.1	8.6
Waubensee Community College	57,500	60,149	62,391	63,159	65,342	13.6	4.7
Weighted Average Salary	<u>\$ 63,698</u>	<u>\$ 69,010</u>	<u>\$ 71,928</u>	<u>\$ 75,241</u>	<u>\$ 76,388</u>	<u>19.9 %</u>	<u>6.2 %</u>
IMSA as a Percent of High School Districts' Weighted Average	<u>90.6 %</u>	<u>90.4 %</u>	<u>91.3 %</u>	<u>88.8 %</u>			
IMSA as a Percent of Community College Districts' Weighted Average	<u>102.6 %</u>	<u>97.6 %</u>	<u>95.0 %</u>	<u>90.8 %</u>	<u>90.7 %</u>		

NOTE: FY2008 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

	FY2004	FY2005	FY2006	FY2007	FY2008	Percent Increase			
						FY2004 to FY2008	FY2005 to FY2008	FY2006 to FY2008	
Chicago State University	\$ 32,610	\$ 34,274	\$ 35,595	\$ 36,953	\$ 38,106	16.9 %	11.2 %	7.1 %	
Eastern Illinois University	31,486	32,907	33,981	35,683	39,602	25.8	20.3	16.5	
Governors State University	32,219	33,544	34,053	36,244	36,768	14.1	9.6	8.0	
Illinois State University	34,376	35,606	36,717	37,647	38,655	12.4	8.6	5.3	
Northeastern Illinois University	33,202 *	34,279	36,114	36,698	38,278	15.3	11.7	6.0	
Northern Illinois University	33,094	34,316	35,763	37,527	39,761	20.1	15.9	11.2	
Western Illinois University	33,117	34,270	35,460	37,445	38,300	15.7	11.8	8.0	
<u>Southern Illinois University</u>									
Carbondale	33,739	34,787	35,997	36,614	37,560	11.3	8.0	4.3	
Edwardsville	29,791	30,112	31,677	32,573	33,244	11.6	10.4	4.9	
School of Medicine	28,948	30,037	30,198	31,405	32,317	11.6	7.6	7.0	
<u>University of Illinois</u>									
Chicago	45,208	44,557	48,068	48,048	49,409	9.3	10.9	2.8	
Springfield	30,351	30,890	32,020	33,593	32,318	6.5	4.6	0.9	
Urbana - Champaign	34,970	36,430	37,582	38,402	39,722	13.6	9.0	5.7	
<u>Public Universities Weighted Average</u>	<u>37,475</u>	<u>37,222</u>	<u>38,786</u>	<u>39,771</u>	<u>41,010</u>	<u>9.4</u>	<u>10.2</u>	<u>5.7</u>	
Illinois Community College Board	33,385 *	-	-	33,786	32,254	(3.4)	-	-	
Illinois Student Assistance Commission	39,424	43,355	43,874	46,090	46,770	18.6	7.9	6.6	
State Universities Civil Service System	-	48,253	52,757	51,795	56,687	-	17.5	7.4	
State Universities Retirement System	46,108	45,734	48,256	48,619	51,008	10.6	11.5	5.7	
Illinois Board of Higher Education	29,179	30,959	32,222	32,369	33,648	15.3	8.7	4.4	
Weighted Average	<u>\$ 37,543</u>	<u>\$ 37,402</u>	<u>\$ 38,964</u>	<u>\$ 39,961</u>	<u>\$ 41,172</u>	<u>9.7 %</u>	<u>10.1 %</u>	<u>5.7 %</u>	

* Denotes fall data. Spring data not reported

- Not Available

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>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2007</u>	<u>FY2008</u>	<u>FY2004 to FY2008</u>	<u>FY2005 to FY2008</u>	<u>FY2006 to FY2008</u>
Professional	\$ 60,620	\$ 58,056	\$ 60,485	\$ 61,638	\$ 62,397	2.9 %	7.5 %	3.2 %
Managerial	45,418	46,375	47,491	48,558	49,386	8.7	6.5	4.0
Skilled Trades (Power, Heat, and Light Services)	53,901	55,373	57,528	58,940	61,928	14.9	11.8	7.6
Semi-Professional (Unskilled Trades)	34,655	35,764	36,938	37,904	38,541	11.2	7.8	4.3
Protective Services	40,375	42,324	43,618	44,694	47,007	16.4	11.1	7.8
Agricultural	37,045	37,390	37,877	39,527	40,239	8.6	7.6	6.2
Medical Services	33,791	34,233	35,030	35,727	37,192	10.1	8.6	6.2
Clerical	27,757	28,474	29,140	29,948	30,571	10.1	7.4	4.9
Custodial Services (Domestic Services)	29,619	30,721	31,299	32,067	33,365	12.6	8.6	6.6
Food Services	24,083	24,841	25,722	26,202	27,290	13.3	9.9	6.1
Semi-Skilled Trades (Aeronautical)	33,004	33,971	35,056	36,085	39,167	18.7	15.3	11.7
Other	20,135	21,417	21,248	21,996	22,187	10.2	3.6	4.4
Stores	33,086	34,431	34,923	36,260	36,731	11.0	6.7	5.2

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 2008 to full-time faculty at public universities and independent institutions, and in fiscal year 2007 at community colleges. Fringe benefits for public universities and independent institutions are examined by major type of expenditure, i.e., retirement costs and group health insurance costs, in an attempt to understand the difference between Illinois institutions' average costs per faculty member and those of their peers. Fiscal year 2007 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.

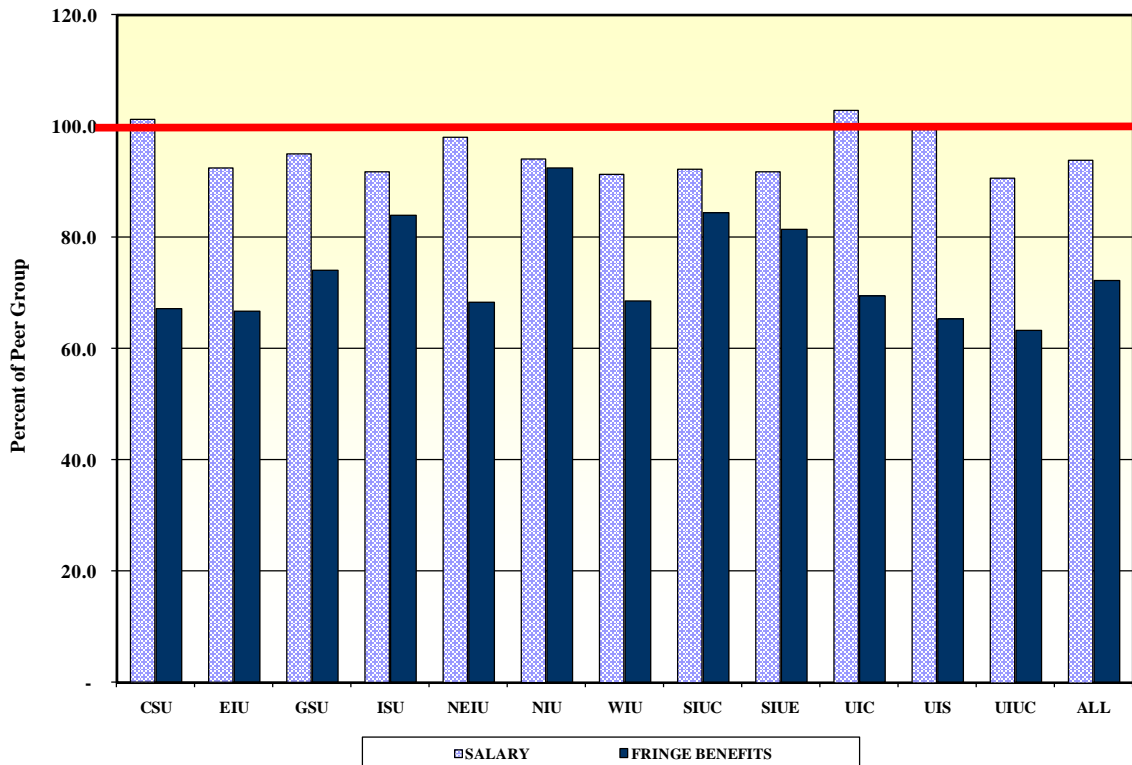
Information on public university and independent institutions fringe benefits used in this report was obtained from the IPEDS 2007-08 Salaries and Fringe Benefits Survey. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. 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 was 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 were 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 2008. Median salaries, fringe benefits, and total compensation also are presented for each institution's peer group. During fiscal year 2008, the average all-rank faculty salary at Illinois' public universities was \$73,800, with an additional \$18,200 in fringe benefits for a total average compensation of \$92,000. When compared with peer institutions, Illinois faculty salaries averaged 93.9 percent of peer group medians, while fringe benefits averaged 72.1 percent, bring total compensation at Illinois public universities to 88.6 percent of total faculty compensation at peer institutions. Figure 8, shown below, compares weighted average salaries and fringe benefits at each university to the median of each institution's peer group.

Figure 8
Public Universities
FY2008 Weighted Average Salaries and Fringe Benefits as a Percent of Peers



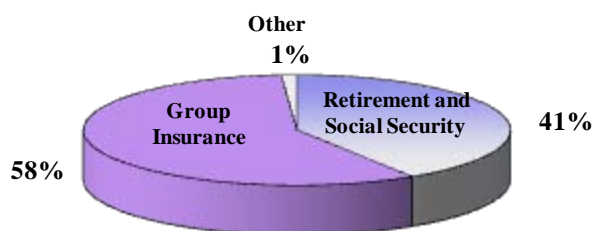
In an attempt to explain the difference in fringe benefit costs between Illinois universities and their peer institutions, Table 16 examines the major types of non-salary benefits. While Illinois institutions experience a higher average cost per faculty member in the area of insurance, i.e., group medical, 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 \$10,545 per full-time faculty member in Illinois institutions, or 135.8 percent of peer institutions' average cost of \$7,762. 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 \$7,464, or 55.1 percent of costs at peer institutions, in comparison to \$13,547 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 less than 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 9
Fiscal Year 2008 Fringe Benefit Costs per Faculty Member
Illinois Public Universities

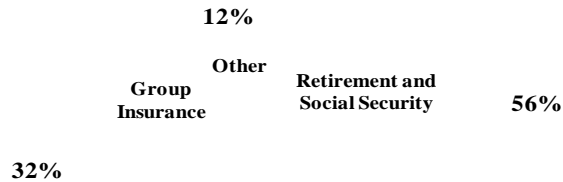


Independent Institutions. Table 17 presents fiscal year 2008 weighted average faculty compensation, including average salary and fringe benefits, for Illinois independent institutions and compares this average to the median salary and fringe benefits of comparison group institutions. Only institutions that reported fiscal year 2008 AAUP salary data and responded to the IPEDS Salaries and Fringe Benefit Survey are included in this analysis. During fiscal year 2008, the average all-rank faculty salary at Illinois independent institutions was \$84,500 with an additional \$23,700 in non-salary benefits for a total average compensation of \$108,200. The average faculty salary at Illinois independent institutions was 105.0 percent of peer group median salaries and fringe benefits were 76.5 percent of peer group medians for an overall compensation package that was 97.1 percent of comparison institutions.

Table 18 examines fiscal year 2008 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 higher in Illinois than at peer institutions, measuring 102.0 percent and 101.4 percent, respectively. However, other non-salary benefits (tuition plans, housing, unemployment, and

workers' compensation) were significantly less in Illinois, measuring 28.0 percent of peer group medians.

Figure 10
Fiscal Year 2008 Fringe Benefit Costs per Faculty Member
Illinois Independent Institutions



Community Colleges. Fiscal year 2007 data for community colleges are presented on Table 19. Fiscal year 2007 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 2007. 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 \$10,300 at Shawnee Community College to \$26,000 at Rock Valley College. The total cost of fringe benefits per community college faculty member averaged \$18,000 in fiscal year 2007, bringing the average total compensation package for a community college faculty member to \$79,400.

Figure 11
Fiscal Year 2007 Fringe Benefit Costs per Faculty Member
Illinois Community Colleges

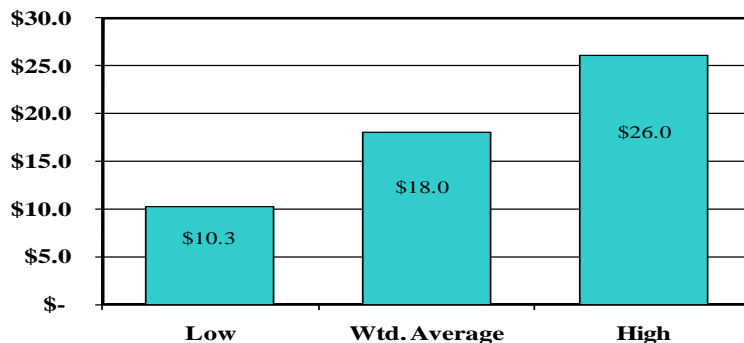


TABLE 15
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

(in thousands of dollars)

	Fiscal Year 2008 All-Rank Average			Fiscal Year 2008 Peer Group Median			Percent of Peer Group Median		
	Fringe			Fringe			Fringe		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Chicago State University	\$ 60.7	\$ 14.1	\$ 74.7	\$ 59.9	\$ 21.0	\$ 80.9	101.3 %	67.1 %	92.4 %
Eastern Illinois University	62.0	15.2	77.3	67.1	22.8	89.9	92.5	66.7	85.9
Governors State University	59.1	18.3	77.4	62.2	24.7	86.8	95.1	74.1	89.1
Illinois State University	64.3	17.8	82.1	70.0	21.2	91.2	91.8	84.0	90.0
Northeastern Illinois University	56.9	14.3	71.3	58.1	21.0	79.1	98.0	68.3	90.1
Northern Illinois University	66.6	19.2	85.8	70.7	20.8	91.5	94.2	92.5	93.8
Western Illinois University	63.3	15.7	78.9	69.2	22.8	92.0	91.4	68.6	85.8
<u>Southern Illinois University</u>									
Carbondale	65.1	17.5	82.7	70.6	20.8	91.4	92.2	84.4	90.4
Edwardsville	60.1	18.6	78.7	65.5	22.8	88.3	91.8	81.3	89.1
<u>University of Illinois</u>									
Chicago	88.4	19.5	107.9	86.0	28.1	114.1	102.8	69.4	94.5
Springfield	62.3	16.9	79.2	62.7	25.8	88.5	99.4	65.4	89.5
Urbana-Champaign	97.1	20.5	117.6	107.2	32.4	139.6	90.6	63.2	84.3
Weighted Average	<u>\$ 73.8</u>	<u>\$ 18.2</u>	<u>\$ 92.0</u>	<u>\$ 78.6</u>	<u>\$ 25.3</u>	<u>\$ 103.9</u>	<u>93.9 %</u>	<u>72.1 %</u>	<u>88.6 %</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 2008 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	\$ 6,007	\$ 11,976	50.2 %	\$ 8,050	\$ 7,760	103.7 %	\$ 13	\$ 689	1.9 %
Eastern Illinois University	6,196	12,933	47.9	8,955	7,856	114.0	84	699	12.0
Governors State University	7,372	10,556	69.8	10,892	6,740	161.6	-	10,827	-
Illinois State University	7,204	11,891	60.6	10,484	7,304	143.5	102	1,337	7.6
Northeastern Illinois University	5,689	11,976	47.5	8,625	7,760	111.1	-	689	-
Northern Illinois University	7,426	12,250	60.6	11,805	7,043	167.6	-	694	-
Western Illinois University	7,036	12,933	54.4	8,515	7,856	108.4	109	699	15.6
<u>Southern Illinois University</u>									
Carbondale	6,819	12,250	55.7	10,629	7,043	150.9	96	694	13.9
Edwardsville	6,782	12,933	52.4	11,644	7,856	148.2	141	699	20.1
<u>University of Illinois</u>									
Chicago	8,052	14,003	57.5	11,042	8,960	123.2	413	1,648	25.1
Springfield	5,914	13,347	44.3	10,692	8,211	130.2	303	1,982	15.3
Urbana-Champaign	8,883	16,316	54.4	11,155	7,842	142.2	458	9,180	5.0
Weighted Average	<u>\$ 7,464</u>	<u>\$ 13,547</u>	<u>55.1 %</u>	<u>\$ 10,545</u>	<u>\$ 7,762</u>	<u>135.8 %</u>	<u>\$ 216</u>	<u>\$ 3,187</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, 2007-2008

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

(in thousands of dollars)

	Fiscal Year 2008 All-Rank Average			Fiscal Year 2008 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	\$ 60.7	\$ 17.8	\$ 78.6	\$ 60.5	\$ 32.8	\$ 93.3	100.3 %	54.4 %	84.2 %
Illinois Wesleyan University	67.9	27.9	95.8	58.4	29.9	88.4	116.1	93.3	108.4
Knox College	54.0	19.6	73.6	76.6	43.6	120.2	70.5	45.0	61.3
Lake Forest College	69.2	21.6	90.8	81.7	43.6	125.2	84.7	49.7	72.5
Monmouth College	58.4	17.5	75.9	57.6	29.9	87.6	101.3	58.6	86.7
Wheaton College	68.7	23.7	92.5	83.9	40.9	124.8	81.9	58.1	74.1
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	65.0	18.3	83.3	63.3	32.8	96.0	102.7	55.9	86.8
Greenville College	48.7	14.1	62.7	54.5	29.9	84.5	89.2	47.0	74.3
Illinois College	53.6	12.6	66.2	55.7	29.9	85.7	96.1	42.1	77.2
Judson College	57.8	13.7	71.6	58.9	26.4	85.3	98.1	52.1	83.9
MacMurray College	42.8	14.1	56.9	56.9	29.9	86.8	75.2	47.1	65.5
McKendree College	52.6	17.0	69.6	53.1	23.1	76.2	99.2	73.4	91.4
Millikin University	54.1	15.1	69.2	55.7	32.8	88.5	97.1	46.2	78.2
Trinity Christian College	55.2	19.6	74.9	56.0	23.1	79.1	98.7	84.8	94.6
<u>Master's Colleges and Universities I</u>									
Aurora University	58.4	16.5	74.9	61.0	30.7	91.7	95.7	53.8	81.7
Bradley University	68.1	17.7	85.8	64.0	28.2	92.2	106.3	62.9	93.0
Concordia University	50.1	12.9	63.0	58.0	19.3	77.3	86.4	66.9	81.5
Dominican University	60.4	22.1	82.5	67.3	24.7	91.9	89.8	89.6	89.7
Lewis University	67.3	17.5	84.8	67.5	30.7	98.2	99.7	56.9	86.3
North Central College	64.5	18.8	83.3	56.9	29.9	86.9	113.4	62.7	95.9
Roosevelt University	69.0	21.0	90.0	68.8	24.7	93.5	100.3	85.2	96.3
St. Xavier University	64.6	22.2	86.8	56.3	25.0	81.2	114.9	88.9	106.9
University of St. Francis	58.5	20.4	79.0	59.0	32.8	91.8	99.2	62.3	86.0
<u>Master's Colleges and Universities II</u>									
Quincy University	44.4	15.6	60.0	49.1	23.1	72.2	90.4	67.6	83.1
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	83.7	23.6	107.3	88.3	39.5	127.8	94.7	59.9	84.0
Northwestern University	124.2	33.5	157.6	113.1	32.4	145.5	109.8	103.3	108.3
University of Chicago	121.8	29.1	150.9	104.2	32.4	136.6	116.9	89.7	110.5
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	78.7	21.4	100.2	68.6	22.8	91.4	114.8	93.9	109.6
Illinois Institute of Technology	85.8	22.8	108.7	86.9	27.9	114.9	98.7	81.7	94.6
National-Louis University	55.1	14.1	69.2	65.5	24.7	90.1	84.2	57.2	76.8
<u>Specialized Institutions</u>									
Trinity International University	54.7	17.5	72.2	55.9	23.1	79.1	97.8	75.5	91.3
Weighted Average	\$ 84.5	\$ 23.7	\$ 108.2	\$ 80.5	\$ 31.0	\$ 111.5	105.0 %	76.5 %	97.1 %

¹ Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation.
Note: Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2008 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 2008 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
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 11,594	\$ 9,761	118.8 %	\$ 4,839	\$ 7,178	67.4 %	\$ 1,403	\$ 16,178	8.7 %
Illinois Wesleyan University	12,897	8,421	153.2	11,472	5,939	193.2	3,550	15,703	22.6
Knox College	8,858	13,150	67.4	8,439	7,601	111.0	2,308	20,861	11.1
Lake Forest College	12,669	13,150	96.3	6,901	7,601	90.8	2,067	20,861	9.9
Monmouth College	8,739	8,421	103.8	5,358	5,939	90.2	3,444	15,703	21.9
Wheaton College	10,964	14,098	77.8	9,055	7,140	126.8	3,730	20,200	18.5
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	9,615	9,761	98.5	5,513	7,178	76.8	3,192	16,178	19.7
Greenville College	5,789	8,421	68.7	6,789	5,939	114.3	1,484	15,703	9.5
Illinois College	7,353	8,421	87.3	4,262	5,939	71.8	985	15,703	6.3
Judson College	8,702	8,656	100.5	4,026	6,765	59.5	1,017	15,576	6.5
MacMurray College	7,410	8,421	88.0	4,551	5,939	76.6	2,152	15,703	13.7
McKendree College	9,707	7,343	132.2	5,544	6,312	87.8	1,729	9,137	18.9
Millikin University	7,346	9,761	75.3	6,004	7,178	83.7	1,770	16,178	10.9
Trinity Christian College	10,272	7,343	139.9	7,732	6,312	122.5	1,617	9,137	17.7
<u>Master's Colleges and Universities I</u>									
Aurora University	7,925	10,649	74.4	3,319	8,003	41.5	5,289	13,112	40.3
Bradley University	9,130	11,504	79.4	6,103	8,246	74.0	2,506	6,438	38.9
Concordia University	4,929	10,809	45.6	7,123	6,566	108.5	848	1,324	64.1
Dominican University	12,212	10,556	115.7	9,348	6,740	138.7	540	10,827	5.0
Lewis University	9,863	10,649	92.6	6,406	8,003	80.0	1,194	13,112	9.1
North Central College	11,090	8,421	131.7	5,401	5,939	90.9	2,278	15,703	14.5
Roosevelt University	14,015	10,556	132.8	5,855	6,740	86.9	1,144	10,827	10.6
St. Xavier University	12,341	8,624	143.1	9,202	6,397	143.9	649	9,422	6.9
University of St. Francis	8,877	9,761	90.9	9,006	7,178	125.5	2,537	16,178	15.7
<u>Master's Colleges and Universities II</u>									
Quincy University	7,568	7,683	98.5	7,144	5,793	123.3	911	9,688	9.4
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	12,582	13,984	90.0	7,835	6,664	117.6	3,215	19,517	16.5
Northwestern University	19,695	16,316	120.7	9,314	7,842	118.8	4,468	9,180	48.7
University of Chicago	16,362	16,316	100.3	6,128	7,842	78.1	6,606	9,180	72.0
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	12,177	12,933	94.2	9,004	7,856	114.6	252	699	36.1
Illinois Institute of Technology	13,921	14,157	98.3	7,944	8,225	96.6	951	5,727	16.6
National-Louis University	8,136	10,556	77.1	5,971	6,740	88.6	-	10,827	-
<u>Specialized Institutions</u>									
Trinity International University	7,648	7,343	104.2	6,798	6,312	107.7	3,037	9,137	33.2
Weighted Average	\$ 13,245	\$ 12,983	102.0 %	\$ 7,483	\$ 7,380	101.4 %	\$ 2,974	\$ 10,620	28.0 %

¹ Other benefits include tuition plans, housing, unemployment and workers compensation insurance.
Note: Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2008 have been included.

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 2007-2008

Table 19
ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 2007

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Total	
Black Hawk College	\$ 57.5	\$ 6.2	12.8	\$ 19.0	\$ 76.5
Carl Sandburg College	47.8	5.2	9.0	14.2	62.0
City Colleges of Chicago (All)	63.4	6.9	12.7	19.6	83.0
College of DuPage	85.5	9.3	13.4	22.7	108.2
College of Lake County	79.0	8.5	7.0	15.5	94.5
Danville Area Community College	47.2	5.1	7.8	12.9	60.1
Elgin Community College	77.7	8.4	16.3	24.7	102.4
Heartland Community College	50.8	5.5	8.0	13.5	64.2
Highland Community College	64.1	6.9	14.5	21.4	85.5
Ill Eastern Community Colleges (All)	47.2	5.1	6.7	11.8	59.0
Illinois Central College	52.0	5.6	11.3	16.9	68.8
Illinois Valley Community College	54.2	5.9	11.9	17.8	72.0
John A. Logan College	60.5	6.5	8.8	15.3	75.8
John Wood Community College	47.4	5.1	9.6	14.7	62.1
Joliet Junior College	63.5	6.9	15.7	22.6	86.0
Kankakee Community College	56.2	6.1	8.1	14.2	70.4
Kaskaskia College	51.8	5.6	15.3	20.9	72.7
Kishwaukee College	47.7	5.2	7.6	12.8	60.5
Lake Land College	49.1	5.3	11.7	17.0	66.2
Lewis and Clark Community College	55.7	6.0	7.2	13.2	68.9
Lincoln Land Community College	65.0	7.0	7.3	14.3	79.3
McHenry County College	74.7	8.1	13.4	21.5	96.2
Moraine Valley Community College	51.1	5.5	11.5	17.0	68.1
Morton College	65.6	7.1	9.1	16.2	81.8
Oakton Community College	80.1	8.7	13.3	22.0	102.0
Parkland College	56.7	6.1	14.7	20.8	77.4
Prairie State College	59.8	6.5	8.3	14.8	74.5
Rend Lake College	47.5	5.1	9.0	14.1	61.6
Richland Community College	46.6	5.0	8.1	13.1	59.7
Rock Valley College	58.0	6.3	19.7	26.0	84.0
Sauk Valley Community College	47.7	5.2	13.2	18.4	66.2
Shawnee College	49.3	5.3	5.0	10.3	59.5
South Suburban College	62.2	6.7	8.9	15.6	77.8
Southeastern Illinois College	49.5	5.4	6.7	12.1	61.6
Southwestern Illinois College	54.5	5.9	7.7	13.6	68.1
Spoon River College	47.2	5.1	8.1	13.2	60.4
Triton College	63.2	6.8	8.9	15.7	79.0
Waubonsee Community College	63.2	6.8	12.4	19.2	82.4
William Rainey Harper College	66.5	7.2	10.9	18.1	84.6
Weighted Average	<u>61.5</u>	<u>6.7</u>	<u>11.3</u>	<u>18.0</u>	<u>79.4</u>

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2006 normal cost of retirement benefits for the State Universities Retirement System (10.77 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 2007-2008," *Academe*, March-April 2008. 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 three fiscal years (2006 through 2008) 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 2008 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 2006 through 2008). In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	MacMurray College
Aurora University	McKendree College
Bradley University	Millikin University
Concordia University	Monmouth College
Dominican University	National-Lewis University
DePaul University	North Central College
Elmhurst College	Northwestern University
Greenville College	Quincy University
Illinois College	Roosevelt University
Illinois Institute of Technology	St. Xavier University
Illinois Wesleyan University	Trinity Christian College
Judson College	Trinity International University
Knox College	University of Chicago
Lake Forest College	University of St. Francis
Lewis University	Wheaton College
Loyola University of Chicago	

The mix of faculty in each rank in fiscal year 2008 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2008 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* (2003-04, 2004-05, 2005-06, 2006-07, and 2007-08). The 2007-08 report will not be available until Fall 2008. 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 for use in the analysis by the State Universities Civil Service System staff.