

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

Submitted for: Information.

Summary: This two-part report presents an analysis of full-time faculty salaries and non-salary benefits at Illinois public and private colleges and universities. Part A presents an analysis of faculty and civil service salaries for full-time employees at Illinois public and independent colleges and universities, the Illinois Mathematics and Science Academy, and higher education agencies for fiscal years 1999 through 2003. Part B examines the cost of fringe benefits for full-time faculty at public and independent colleges and universities.

Action Requested: None.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

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

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 1999 through 2003, and compares salaries with the Consumer Price Index and Illinois per capita income to determine how well salaries have kept pace with those indicators. The report also compares average faculty salaries at Illinois colleges and universities with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area and surrounding community college districts as a measure of the competitiveness of IMSA salaries.

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

Faculty salaries presented in this report are average nine-month salaries for full-time faculty. Historic average salary data have been adjusted to reflect the fiscal year 2003 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 27 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.

Historically, this report has presented multi-year, rather than one-year, salary increases in order to minimize anomalies that may affect one-year salary increase comparisons. It should be noted, however, that while the two-year comparisons presented in this report reflect increases in faculty salaries at public universities, community colleges, and private institutions, most of the gains in average salaries at public universities and some community colleges occurred during fiscal year 2002. In fiscal year 2003, state appropriations did not include funds for salary increases at public institutions.

Comparison of Faculty Salaries to Economic Indicators and Peer Institutions

Table 1 displays average faculty salaries for the five most recent fiscal years (1999 through 2003). The average fiscal year 2003 faculty salary at public universities was \$65,100, an increase of 6.0 percent over fiscal year 2001. The average salary for community colleges was \$55,900, an increase of 3.7 percent over fiscal year 2001, and for independent colleges and universities the average faculty salary was \$72,600, an increase of 3.9 percent above fiscal year 2001 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 1999 and 2003 and between fiscal years 2000 and 2003, faculty salaries at public universities and private institutions increased at a pace greater than the CPI and the Illinois per capita income. Between fiscal years 2001 and 2003, only salaries increases at public universities increased at a pace greater than the CPI and the Illinois per capita income; however as noted previously, most of this gain occurred in fiscal year 2002.

Faculty salaries can vary widely from one campus to another due to the variety of missions, programs, and geographic locations among higher education institutions. Other factors, such as faculty turnover, average length of service, and the distribution of faculty among ranks can contribute to salary variations as well. To measure the competitiveness of faculty salaries across a variety of institutions, the Illinois Board of Higher Education compares faculty salaries at Illinois institutions with salaries at similar colleges and universities nationwide. A description of the comparison methodology is included in the Appendix. A listing of all institutions in each comparison group is available from the Illinois Board of Higher Education.

Public Universities

In fiscal year 2000, the Illinois Board of Higher Education proposed an initiative designed to enhance public institutions' efforts to recruit and retain critical faculty and staff and to enable institutions to bring faculty salaries to the median of national peers within five years. This initiative was intended to allow campuses to recruit and retain critical faculty and staff in high demand areas, provide performance-based salary incentives; provide incentives for campus-based early retirement programs; offset statutory early retirement costs; address market equity demands and support campus-developed programs to improve recruitment and retention of faculty and/or staff. State general funds were provided for this initiative in fiscal years 2000, 2001, and 2002. In addition, universities were expected to provide a 1% match from institutional funds. This report measures progress made from fiscal year 1999, the year prior to the establishment of this salary initiative to fiscal year 2003, a year in which public universities in Illinois experienced a decrease in state funding, affecting their ability not only to provide base salary increases for faculty and staff, but also their ability to fill vacated positions.

Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2003. The distribution of faculty among ranks is related to both length of service and professional contribution and achievement, and therefore varies from campus to campus. Average salaries increase as professorial rank changes from instructor to full professor. By campus, all-rank average salaries range from \$51,600 at Northeastern Illinois University to \$82,100 at the University of Illinois at Urbana-Champaign.

Table 3 presents the all-rank weighted average faculty salaries for each campus for fiscal years 1999 through 2003. Between fiscal years 1999 and 2003, the average all-rank faculty salary increased by 16.3 percent. This increase is largely reflective of the additional monies provided in fiscal years 2000, 2001, and 2002 for the Recruiting and Retaining Critical Faculty and Staff initiative. While the fiscal year 2001 to 2003 increase shown on Table 3 averaged 6.0 percent, the all-rank average salary remained constant between fiscal years 2002 and 2003.

Public university average salaries outpaced the increase in the CPI and the Illinois per capita income throughout all time periods presented in the report. The most recent changes in average salaries (fiscal year 2001 to fiscal year 2003) ranged from a 2.4 percent increase at Northeastern Illinois University to a 9.3 percent increase at Western Illinois University.

Figure A
Illinois Public Universities
Average Salaries vs. Peer Groups

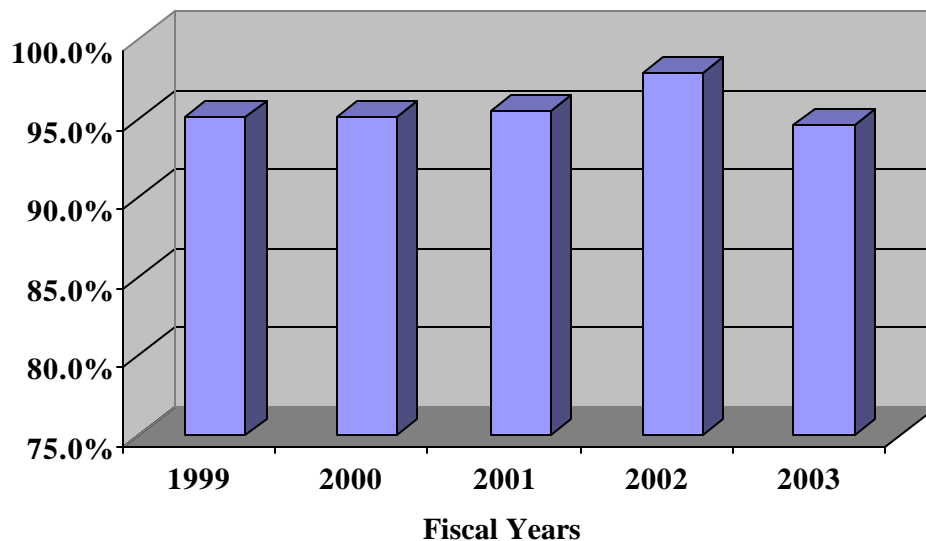


Figure A displays average all-rank faculty salaries at Illinois public universities as a percent of median salaries at peer group institutions. During fiscal year 1999, the year prior to the initiation of the Recruiting and Retaining Critical Faculty and Staff initiative, weighted average faculty salaries at Illinois public universities were 95.1 percent of the peer group median. In fiscal year 2002, the last year that state funds were provided for the salary initiative, this percentage had risen to 97.9 percent. However, the fiscal year 2003 average all-rank faculty salary in Illinois has dropped to 94.7 percent of peer group medians, a level lower than in fiscal year 1999.

It is important to recognize that improving salaries in comparison to peer institutions is affected by a number of factors. For example, institutions in some states have continued to outpace Illinois' efforts in improving faculty salaries. Average salaries reported in the annual AAUP study also are affected by changes in faculty mix and changes in the total number of faculty. As institutions experience a significant number of retirements or resignations among the full professor rank they may choose to replace those positions with lower-salaried classifications;

therefore, the institution's all-rank weighted average salary may be reduced.

Over the past several years in Illinois there has been a shift in faculty headcount at public universities from the ranks of professor and associate professor to the assistant professor and instructor classifications. As shown below, between fiscal year 2001 and fiscal year 2003, the number of professors and associate professors decreased by 4.3 percent and 0.7 percent, respectively, while assistant professors increased by 4.9 percent and instructors by 22.3 percent. This shift from the higher salaried professor and associate professor ranks to the assistant professor and instructor ranks may have contributed to the slow growth, and in some cases, the decreases in the all-rank average salary at Illinois public universities.

SUMMARY OF FACULTY HEADCOUNT BY RANK

	<u>FY2001</u>	<u>FY2003</u>	<u>Percent Change</u>
Professor	2,772	2,653	(4.3%)
Associate Professor	2,129	2,114	(0.7%)
Assistant Professor	2,091	2,194	4.9%
Instructor	<u>663</u>	<u>811</u>	<u>22.3%</u>
Total	7,655	7,772	1.5%

Table 4 presents weighted average all-rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group for fiscal years 1999 through 2003. For example, Illinois State University's weighted average faculty salary of \$57,500 in fiscal year 2003 represents 91.6 percent of its comparison group's median salary of \$62,773. The University of Illinois at Chicago's weighted average faculty salary of \$77,300 represents 105.5 percent of the \$73,270 median salary of its comparison group. Between fiscal years 2001 and 2003, only two institutions, Western Illinois University, and the University of Illinois at Chicago, increased their standing among peer groups.

The fiscal year 2002 report, *Full-time Faculty and Civil Service Salaries at Illinois Colleges and Universities* (August 2002) showed that universities were making progress in increasing their relative standing among peer groups (from approximately 95 percent in fiscal year 1999 to 98 percent in fiscal year 2002). When comparing fiscal year 1999 to fiscal year 2002, weighted average faculty salaries at nine of the twelve institutions increased in relation to their peers indicating that the Recruiting and Retaining Critical Faculty and Staff initiative had assisted Illinois institutions in improving faculty salaries through fiscal year 2002. However, when fiscal year 1999 is compared to fiscal year 2003, only four institutions have maintained an increase in standing among peer institutions.

Table 5 shows the fiscal year 2003 weighted average faculty salary by rank as a percentage of comparison group medians by rank. The percent of comparison group medians for full professors ranges from 87.0 percent at the Illinois State University to 107.6 percent at the University of Illinois at Chicago. The largest percentage gap among Illinois institutions is within the instructor classification, ranging from 72.2 percent of peer group medians at Southern Illinois University Carbondale to 116.0 percent at the University of Illinois at Chicago.

Table 6 shows the two-year change between fiscal years 2001 and 2003 in average faculty salaries for Illinois public universities compared to the lowest, highest, and median changes

in faculty salaries at peer group institutions. Weighted average salaries at four of the Illinois public universities (Eastern Illinois University, Northern Illinois University, Western Illinois University, and the University of Illinois at Chicago) increased at rates faster than the median increase awarded by peer group institutions between fiscal years 2001 and 2003. The remaining institutions lagged the median percent increase of peer group institutions.

Another measure of faculty salary competitiveness is the ranking of average Illinois salaries to average salaries at peer institutions as presented on Table 7. The table shows the highest salary and lowest salaries in each institution's peer group, the number of institutions in the group that reported in fiscal year 2003, and the ranking of the Illinois institutions' average salary in relation to their individual peer institutions. For example, the all-rank average salary of \$82,100 at the University of Illinois at Urbana-Champaign ranks 21st among the 22 institutions in the University's peer group. Only the University of Illinois at Chicago and Chicago State University have average salaries that rank in the upper half of their peer groups.

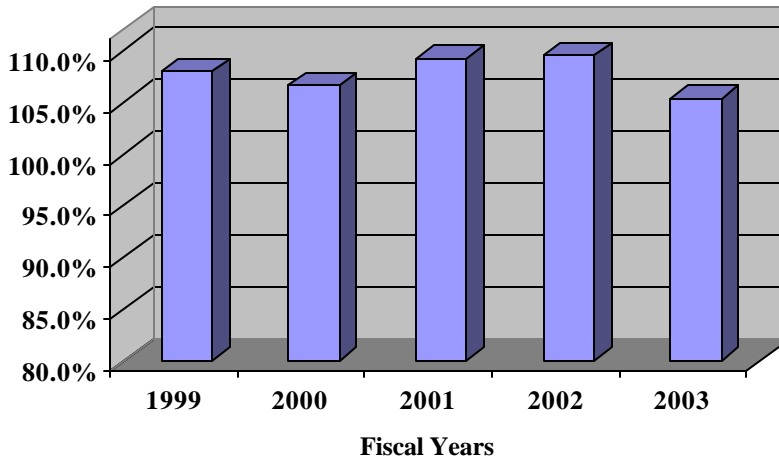
Independent Colleges and Universities

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

Table 8 displays the weighted average faculty salaries for 31 independent colleges and universities for the five most recent fiscal years. Weighted average faculty salaries for the group are based upon the 27 institutions that reported data in each of these years. The fiscal year 2003 weighted average faculty salary for independent institutions was \$72,600. Salaries at institutions reporting in fiscal year 2003 ranged from \$35,400 at MacMurray College to \$105,900 at the University of Chicago.

Table 9 lists the weighted average faculty salaries at independent institutions as a percentage of comparison group medians. In fiscal year 1999, the average faculty salary as a percentage of comparison group medians was 108.0 percent at independent institutions. In fiscal year 2003, the percentage remains above the comparison group medians at 105.4 percent.

Figure B
Illinois Independent Institutions
Average Salaries vs. Peer Groups



Community Colleges

Table 10 presents average faculty salaries by Illinois community college district. Since most community college faculties are not differentiated by rank, the average full-time faculty salaries shown in this table are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty in each district. Average fiscal year 2003 faculty salaries for community colleges ranged from \$42,200 at Lake Land College and Danville Area Community College to \$74,900 at Elgin Community College, 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 3.7 percent between fiscal years 2001 and 2003. Several districts reported little or no growth in average faculty salaries and a few districts experienced decreases in average faculty salaries during this time period. As noted in previous reports this may be attributable to factors such as senior faculty retirements or resignations, positions that are generally replaced with lower-salaried faculty or left unfilled for a period of time.

Prior to fiscal year 2002, faculty salary data for selected states was obtained from the AAUP salary survey. In recent years the submission rate for the AAUP survey declined and the low response rate for community colleges led to concerns regarding the comparability of salary data. Due to these concerns, the decision was made to utilize data from the Integrated Postsecondary Education Data Systems Salaries and Fringe Benefit Survey, and a survey of select states conducted by the ICCB staff, beginning with the *Full-time Faculty and Civil Service Salaries at Illinois Colleges and Universities* (August 2002) Report. Fiscal year 1999 through fiscal year 2003 data and comparisons are presented on Table 11, along with the Illinois community college weighted average salaries.

Figure C

**Illinois Community Colleges
Average Salaries vs. Selected States**

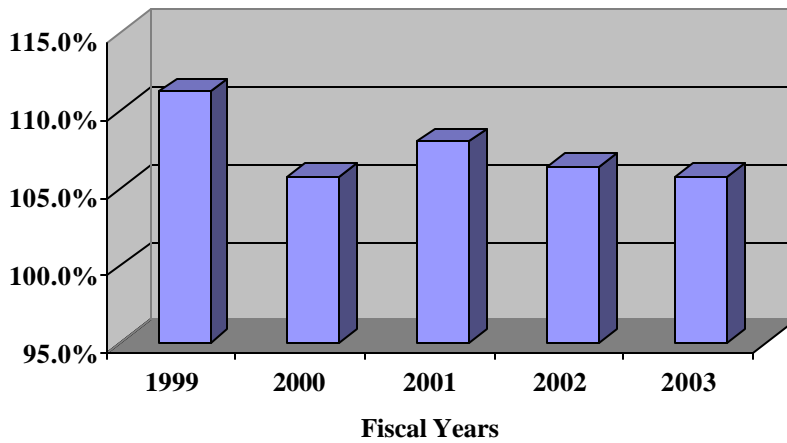


Figure C displays the average faculty salary for all Illinois community colleges as a percent of the median of average salaries in selected states. The average salary for all Illinois community colleges exceeds the median salaries of community colleges in those states for all years examined. Fiscal year 2003 Illinois average community college faculty salaries exceeded the median average salary by 105.7 percent. This percentage has steadily decreased since fiscal year 1999. Table 11 lists the fourteen states that are used for comparison with Illinois community colleges. The weighted average faculty salary in Illinois community colleges exceeds the average faculty salary in nine of the fourteen states. The five states with average faculty salaries higher than Illinois are Arizona, California, Massachusetts, Michigan, and New York.

Illinois Mathematics and Science Academy

Table 12 presents the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for fiscal years 1999 through 2003. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties, as well as the four surrounding community college districts are presented. Public high school salary data are obtained from the State Board of Education’s (SBE) Illinois Teacher Salary Study. The fiscal year 2003 SBE report was not available at the time this report was prepared.

Table 12 shows average faculty salaries at IMSA remained lower, through fiscal year 2002, than the weighted average faculty salaries in the 46 high school districts in the five surrounding counties, measuring 93.1 percent of the weighted average salaries of high school faculty in the geographic area. However, this percentage has increased from 88.1 percent of neighboring high school faculty salaries in fiscal year 1999.

When compared to the four surrounding community college districts, IMSA salaries were 97.4 percent of the weighted average faculty salaries at those institutions in fiscal year 2003. In fiscal years 2000, 2001, and 2002, IMSA salaries were slightly greater than surrounding community college district faculty salaries. Growth in average faculty salaries at IMSA lagged the rate of growth in the CPI and Illinois per capita income during the time periods measured.

While faculty salaries at IMSA have shown steady increases through fiscal year 2002, it

should be noted that the state general fund appropriation for IMSA was reduced by over 18 percent in fiscal year 2003. This reduction necessitated decreases both in the number of staff and in the salaries paid to current staff. In fiscal year 2003 all staff salaries, including faculty, were reduced by two percent.

Civil Service Salaries

Average salaries for the five most recent fiscal years for civil service employees at public universities and state higher education agencies are presented on Table 13. Unlike the faculty salary data, civil service salaries are not adjusted by the mix of positions each year, and are instead, presented as actual average salaries. In fiscal year 2003, the average salary for all civil service employees was \$35,100. The increase in civil service average salaries since fiscal year 1999 was 13.5 percent, and since fiscal year 2001, was 4.5 percent. The growth in civil service salaries was greater than inflation as measured by CPI between fiscal years 1999 and 2003, and was slightly higher (4.5 percent compared to 4.4 percent) between fiscal years 2001 and 2003. The average civil service salaries lagged the growth in Illinois per capita income for all time periods examined.

Table 14 presents civil service weighted average salaries by occupational category and shows the diversity in salaries by occupational category. The highest average salaries for civil service employees in fiscal year 2003 were positions classified as crafts, trades, or construction. These employees averaged \$54,978 compared to the lowest average salary of \$26,948 for civil service clerical employees. The largest percent increases in all time periods examined were in the medical/health services classification. The average salary in the medical/health services field rose 33.8 percent between fiscal years 1999 and 2003.

Summary

Public university all-rank faculty salaries in Illinois averaged \$65,100 in fiscal year 2003, an increase of 5.9 percent over fiscal year 2001. When this average salary is measured as a percentage of comparison group medians, the fiscal year 2003 percentage of 94.7 percent of peer groups is at the lowest point of the five-year period examined in this report. The Recruiting and Retaining Critical Faculty and Staff initiative, which began in fiscal year 2000, had enabled universities to raise faculty salaries as a percent of peer groups to 97.9 percent in fiscal year 2002. However, the decrease in state funding experienced at public institutions hampered efforts to maintain or improve faculty salary competitiveness in fiscal year 2003.

Independent institutions experienced an increase of 3.9 percent between fiscal years 2001 and 2003, bringing the total average faculty salary to \$72,600. This average salary at private institutions is 5.4 percent greater than the median salary of peer institutions.

The average faculty salary at Illinois' community colleges in fiscal year 2003 was \$55,900, an increase of 3.6 percent over fiscal year 2001. During this same time period, the average faculty salaries at community colleges in states used for comparative purposes rose 6.0 percent. The measure of Illinois' community college average faculty salaries as a percent of comparative state's average salaries has dropped steadily throughout the years examined in this report, from 111.2 percent in fiscal year 1999 to 105.7 percent in fiscal year 2003.

TABLE 1
CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 1999 TO 2003

Fiscal Year	Consumer	Illinois	Weighted Average Faculty Salaries ¹		
	Price Index (FY1999=100)	Per Capita Income	Public Universities	Independent Institutions ²	Community Colleges
1999	100.0	29,876	\$ 56,000	\$ 63,100	\$ 52,800
2000	102.9	31,272	58,400	65,100	53,400
2001	106.4	32,644	61,400	69,900	53,900
2002	108.3 ³	33,155	65,100	72,300	55,400
2003	111.1 ³	34,150 ³	65,100	72,600	55,900
Percent Increases					
FY1999 to FY2003	11.1 %	14.3 %	16.3 %	15.1 %	5.9 %
FY2000 to FY2003	8.0	9.2	11.5	11.5	4.7
FY2001 to FY2003	4.4	4.6	6.0	3.9	3.7

¹ The fiscal year 2003 faculty distribution among ranks was used to determine weighted average salaries for public universities and independent institutions for all years.

² Based on 27 institutions that reported in all years.

³ Projected.

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

TABLE 4

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

	<u>FY1999</u>		<u>FY2000</u>		<u>FY2001</u>		<u>FY2002</u>		<u>FY2003</u>
Chicago State University	107.7	%	108.3	%	111.8	%	110.9	%	107.8
Eastern Illinois University	86.7		87.8		91.5		92.2		91.5
Governors State University	100.0		100.0		96.9		97.0		95.6
Illinois State University	92.1		94.0		93.9		96.3		91.6
Northeastern Illinois University	105.4		106.3		104.6		104.0		101.0
Northern Illinois University	96.1		96.1		95.9		101.1		95.1
Western Illinois University	89.9		90.1		91.5		96.3		92.9
<u>Southern Illinois University</u>									
Carbondale	94.8		93.7		94.7		95.7		92.8
Edwardsville	95.9		96.5		98.7		99.5		95.6
<u>University of Illinois</u>									
Chicago	102.6		101.9		102.7		105.7		105.5
Springfield	103.6		102.0		98.5		100.6		97.3
Urbana-Champaign	92.3		92.2		91.4		93.8		89.9
Weighted Average	<u>95.1</u>		<u>95.1</u>	%	<u>95.5</u>	%	<u>97.9</u>	%	<u>94.7</u>

Note: The fiscal year 2003 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors (AAUP)

TABLE 6
AVERAGE FACULTY SALARY CHANGES
ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS
FISCAL YEARS 2001-2003

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	2.8 %	0.1 %	18.3 %	6.4 %
Eastern Illinois University	7.4	(0.8)	13.5	7.0
Governors State University	2.5	2.5	24.3	7.9
Illinois State University	4.0	1.9	15.0	6.3
Northeastern Illinois University	2.4	0.1	18.3	6.4
Northern Illinois University	6.3	1.1	15.0	6.1
Western Illinois University	9.3	(0.8)	13.5	7.0
<u>Southern Illinois University</u>				
Carbondale	5.2	1.1	15.0	6.1
Edwardsville	4.3	(0.8)	13.5	7.0
<u>University of Illinois</u>				
Chicago	7.4	(2.0)	11.9	6.0
Springfield	5.9	2.5	24.3	7.9
Urbana-Champaign	5.9	3.5	14.1	8.6

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)

	FY1999	FY2000	FY2001	FY2002	FY2003	Percent Increases			
						FY1999 to FY2003	FY2000 to FY2003	FY2001 to FY2003	
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 47.9	\$ 49.6	\$ 51.8	\$ 53.1	\$ 54.7	14.2 %	10.3 %	5.6 %	
Illinois Wesleyan University	51.2	52.8	54.6	57.0	59.2	15.6	12.1	8.5	
Knox College	47.3	49.3	48.9	48.8	49.8	5.5	1.1	2.0	
Lake Forest College	52.4	54.1	56.0	58.8	59.3	13.1	9.6	5.9	
Monmouth College	45.5	47.0	48.6	52.0	51.5	13.3	9.6	6.1	
Principia College	-	47.5	47.9	51.2	51.7	-	8.7	7.9	
Wheaton College	54.7	55.7	56.6	58.8	59.5	8.7	6.9	5.0	
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	48.4	51.2	53.4	55.7	56.9	17.6	11.1	6.6	
Illinois College	47.8	48.5	49.3	49.4	50.5	5.6	4.0	2.4	
MacMurray College	32.2	33.9	-	36.8	35.4	10.0	4.4	-	
McKendree College	42.9	44.1	45.6	-	47.7	11.2	8.2	4.7	
Millikin University	42.4	43.5	44.2	45.8	45.6	7.6	4.7	3.0	
Trinity Christian College	42.5	43.1	-	46.7	48.1	13.2	11.5	-	
<u>Master's Colleges and Universities I</u>									
Aurora University	44.0	45.7	-	46.5	47.6	8.4	4.3	-	
Benedictine University	46.1	51.7	-	55.5	56.4	22.6	9.1	-	
Bradley University	51.6	52.5	54.8	59.5	62.0	20.2	18.1	13.1	
Columbia College Chicago	48.4	49.3	51.9	-	56.1	15.9	13.8	8.1	
Concordia University	41.9	44.4	-	46.7	46.4	10.7	4.6	-	
Dominican University	47.1	47.1	49.4	51.5	51.6	9.7	9.7	4.4	
Lewis University	46.3	48.3	-	-	53.8	16.2	11.4	-	
North Central College	47.5	49.1	52.5	54.9	55.7	17.4	13.4	6.1	
Olivet Nazarene University	43.3	44.2	44.3	45.9	47.3	9.3	7.1	6.7	
Roosevelt University	50.5	52.0	56.1	58.3	60.1	18.9	15.5	7.1	
St. Xavier University	-	51.2	53.1	55.4	56.9	-	11.0	7.1	
University of St. Francis	44.8	46.0	48.7	50.7	51.5	14.9	12.0	5.7	
<u>Master's Colleges and Universities II</u>									
Quincy University	39.4	40.5	42.7	44.1	44.8	13.7	10.6	5.0	
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	67.2	67.3	68.6	68.4	68.8	2.4	2.2	0.3	
Northwestern University	87.7	91.3	96.0	100.4	105.2	20.0	15.2	9.6	
University of Chicago	89.6	94.4	98.2	101.5	105.9	18.2	12.1	7.8	
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	59.8	62.1	65.4	-	67.4	12.6	8.4	3.0	
<u>Specialized Institutions</u>									
Trinity International University	45.9	-	-	46.1	52.8	15.1	-	-	
Weighted Average	\$ 63.1	\$ 65.1	\$ 69.9	\$ 72.3	\$ 72.6	15.0 %	11.6 %	3.9 %	

NOTE: The fiscal year 2003 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 27 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>FY1999</u>	<u>FY2000</u>	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	105.6 %	104.9 %	105.3 %	103.7 %	103.8 %
Illinois Wesleyan University	122.1	119.8	119.9	120.8	121.9
Knox College	85.8	85.3	80.9	78.2	76.7
Lake Forest College	94.6	93.0	92.0	93.3	90.7
Monmouth College	104.0	101.8	101.9	105.5	101.2
Principia College	-	107.8	105.1	108.6	106.2
Wheaton College	90.3	89.1	87.3	88.6	85.9
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	107.2	108.7	109.0	109.2	108.4
Illinois College	111.7	107.8	106.1	102.6	101.9
MacMurray College	78.2	78.6	-	79.7	74.5
McKendree College	110.8	110.9	109.0	-	106.1
Millikin University	101.5	99.2	97.1	96.3	93.4
Trinity Christian College	108.0	106.4	-	106.9	104.6
<u>Master's Colleges and Universities I</u>					
Aurora University	92.7	94.5	-	89.1	87.4
Benedictine University	89.5	98.1	-	97.5	94.7
Bradley University	107.8	107.1	107.1	112.5	113.6
Concordia University	106.6	104.5	106.7	-	110.0
Dominican University	85.7	86.4	-	83.4	80.7
Lewis University	95.3	93.0	93.3	94.3	90.4
North Central College	105.8	104.8	-	-	106.0
Olivet Nazarene University	113.6	113.3	116.3	118.2	115.6
Roosevelt University	87.2	84.6	81.6	80.5	81.1
St. Xavier University	118.1	116.4	120.7	119.8	118.8
University of St. Francis	-	112.8	112.6	112.5	112.4
<u>Master's Colleges and Universities II</u>					
Quincy University	113.3	113.0	114.4	116.3	113.7
<u>Doctoral/Research Universities - Extensive</u>					
Loyola University of Chicago	57.8	56.8	56.4	57.7	54.6
Northwestern University	84.7	80.8	78.2	75.7	72.7
University of Chicago	113.4	112.5	112.3	114.1	114.0
<u>Doctoral/Research Universities - Intensive</u>					
DePaul University	178.1	181.6	180.7	179.6	181.2
<u>Specialized Institutions</u>					
Trinity International University	-	-	-	123.3	118.1
Weighted Average	<u>108.0</u> %	<u>106.6</u> %	<u>109.2</u> %	<u>109.5</u> %	<u>105.4</u> %

Note: The fiscal year 2003 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors (AAUP)

TABLE 10

ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)						Percent Increase		
	FY1999	FY2000	FY2001	FY2002	FY2003	FY1999 to FY2003	FY2000 to FY2003	FY2001 to FY2003
Black Hawk College	\$ 47.5	\$ 50.2	\$ 51.6	\$ 49.7	\$ 53.1	11.8 %	5.8 %	2.9 %
Carl Sandburg College	42.3	42.2	42.4	44.6	44.0	4.0	4.2	3.7
City Colleges of Chicago (All)	56.4	61.1	61.1	65.4	66.2	17.4	8.3	8.3
College of DuPage	59.8	63.7	65.3	66.2	67.5	12.9	5.9	3.4
College of Lake County	68.8	72.8	73.2	74.5	73.6	7.0	1.1	0.6
Danville Area Community College	36.9	38.2	39.9	41.5	42.2	14.4	10.5	5.8
Elgin Community College	62.3	67.3	69.4	73.3	74.9	20.2	11.3	7.9
Heartland Community College	33.7	38.8	41.5	43.1	44.2	31.1	13.9	6.5
Highland Community College	46.5	50.9	53.6	56.3	55.4	19.0	8.8	3.3
Ill Eastern Community Colleges (All)	36.7	39.1	40.9	43.1	42.3	15.2	8.1	3.3
Illinois Central College	43.2	43.2	42.6	41.3	44.9	3.9	3.9	5.4
Illinois Valley Community College	42.0	44.4	45.3	47.3	48.4	15.3	9.1	6.9
John A. Logan College	44.7	48.1	49.7	51.6	53.9	20.7	12.1	8.5
John Wood Community College	29.0	35.5	35.7	40.1	42.4	46.1	19.4	18.7
Joliet Junior College	53.9	56.7	54.8	59.1	59.7	10.8	5.4	9.0
Kankakee Community College	46.7	50.3	52.4	55.1	57.0	22.0	13.3	8.7
Kaskaskia College	43.0	45.3	44.5	44.1	45.1	4.8	(0.5)	1.3
Kishwaukee College	39.8	42.1	42.0	42.8	44.0	10.5	4.4	4.7
Lake Land College	38.2	39.9	40.3	41.1	42.2	10.5	5.8	4.8
Lewis and Clark Community College	46.2	49.9	50.8	51.8	52.5	13.7	5.3	3.4
Lincoln Land Community College	52.0	56.5	58.3	59.1	60.8	17.0	7.7	4.3
McHenry County College	48.9	53.3	52.3	52.6	54.6	11.7	2.5	4.5
Moraine Valley Community College	50.6	53.4	54.0	53.5	49.3	(2.6)	(7.7)	(8.7)
Morton College	53.0	52.5	52.0	56.2	58.8	10.9	11.9	13.0
Oakton Community College	64.4	66.8	68.8	67.5	67.5	4.8	1.0	(1.9)
Parkland College	50.3	50.4	52.0	51.9	51.5	2.5	2.3	(0.9)
Prairie State College	47.8	53.2	51.6	52.2	53.7	12.4	1.0	4.1
Rend Lake College	42.1	43.3	44.8	47.0	45.7	8.5	5.5	1.9
Richland Community College	41.2	43.1	43.0	44.9	45.2	9.8	4.9	5.2
Rock Valley College	46.9	49.2	49.1	50.1	49.9	6.4	1.4	1.6
Sauk Valley Community College	39.1	41.4	40.8	42.1	44.5	13.8	7.5	9.1
Shawnee College	39.2	40.8	42.1	43.8	45.0	14.8	10.3	6.9
South Suburban College	51.7	55.2	56.1	55.7	55.1	6.6	(0.1)	(1.7)
Southeastern Illinois College	38.2	40.9	41.2	43.9	45.4	18.8	11.0	10.2
Southwestern Illinois College	51.3	46.8	49.2	52.5	48.4	(5.7)	3.3	(1.7)
Spoon River College	38.4	39.4	41.4	42.9	44.2	15.2	12.3	6.8
Triton College	58.2	57.3	58.2	60.4	61.9	6.4	8.1	6.4
Waubonsee Community College	47.2	50.0	49.1	52.2	54.6	15.8	9.3	11.3
William Rainey Harper College	58.8	59.8	59.9	60.9	58.4	(0.7)	(2.3)	(2.5)
Weighted Average	<u>\$ 52.8</u>	<u>\$ 53.4</u>	<u>\$ 53.9</u>	<u>\$ 55.4</u>	<u>\$ 55.9</u>	<u>5.8 %</u>	<u>4.6 %</u>	<u>3.7 %</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)	FY1999	FY2000	FY2001	FY2002	FY2003	FY1999 to FY2003	FY2000 to FY2003	FY2001 to FY2003
<u>Weighted Average Salaries</u>								
Illinois	\$ 52.8	\$ 53.4	\$ 53.9	\$ 55.4	\$ 55.9	5.9%	4.7%	3.7%
<u>Average Salaries</u>								
Arizona	53.0	55.0 *	56.9 *	59.0 *	56.5	6.6%	2.7%	-0.7%
California	59.0	61.2 *	63.0	65.7	67.1	13.7%	9.6%	6.5%
Florida	44.0	41.5	43.7	44.7	49.1	11.6%	18.3%	12.4%
Iowa	37.5	38.9 *	40.2 *	40.8	41.6	10.9%	6.9%	3.5%
Maryland	49.3	51.1 *	50.6	54.2	51.6	4.7%	1.0%	2.0%
Massachusetts	42.4	44.0 *	45.5 *	47.2 *	56.4	33.0%	28.2%	24.0%
Michigan	54.7	57.4	59.4 *	61.2	61.4	12.2%	7.0%	3.4%
Minnesota	46.0	47.7	49.8 *	52.3	50.1	8.9%	5.0%	0.6%
Missouri	46.9	53.7	54.4	55.1	55.4 #	18.1%	3.2%	1.8%
New York	55.2	57.8 *	56.6	57.0	59.8	8.3%	3.5%	5.7%
Ohio	48.1	49.9 *	46.0	47.7 *	50.9	5.8%	2.0%	10.7%
Pennsylvania	51.2	51.7	50.0	51.9 *	54.2	5.9%	4.8%	8.4%
Texas	41.7	40.2	40.7	45.0	44.9	7.7%	11.7%	10.3%
Washington	42.2	42.4	44.2	46.2	48.0	13.7%	13.2%	8.6%
Median	<u>\$ 47.5</u>	<u>\$ 50.5</u>	<u>\$ 49.9</u>	<u>\$ 52.1</u>	<u>\$ 52.9</u>	<u>11.4%</u>	<u>4.8%</u>	<u>6.0%</u>
Illinois Average As a Percent of Other States' Median	<u>111.2</u> %	<u>105.7</u> %	<u>108.0</u> %	<u>106.4</u> %	<u>105.7</u> %			

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

* Estimated by Illinois Community College Board

Missouri Department of Higher Education

TABLE 12

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

	<u>FY1999</u>	<u>FY2000</u>	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>Percent Increase</u>		
						<u>FY1999 To FY2003</u>	<u>FY2000 To FY2003</u>	<u>FY2001 To FY2003</u>
<u>IMSA Weighted Average Salaries</u>	<u>\$ 58,097</u>	<u>\$ 61,700</u>	<u>\$ 63,978</u>	<u>\$ 64,460</u>	<u>\$ 63,337</u>	<u>9.0</u> %	<u>2.7</u> %	<u>(1.0)</u> %
<u>High School Districts In:</u>								
Cook County	68,311	69,560	70,370	71,575				
DuPage County	67,844	70,291	70,935	71,469				
Lake County	61,959	61,880	63,498	64,033				
McHenry County	56,656	57,889	59,482	60,061				
Will County	52,881	55,228	56,717	58,029				
Weighted Average Salary	<u>\$ 65,945</u>	<u>\$ 67,189</u>	<u>\$ 68,253</u>	<u>\$ 69,220</u>				
<u>Community College Districts</u>								
College of DuPage	62,374	63,687	65,328	66,172	67,489	8.2	6.0	3.3
Elgin Community College	65,591	67,282	69,394	73,285	74,914	14.2	11.3	8.0
Joliet Junior College	56,778	56,728	54,841	59,121	59,740	5.2	5.3	8.9
Waubonsee Community College	48,378	49,994	49,113	52,216	54,636	12.9	9.3	11.2
Weighted Average Salary	<u>\$ 59,970</u>	<u>\$ 60,941</u>	<u>\$ 61,555</u>	<u>\$ 63,963</u>	<u>\$ 65,038</u>	<u>8.5</u> %	<u>6.7</u> %	<u>5.7</u> %
IMSA as a Percent of High School Districts' Weighted Average	% <u>88.1</u>	% <u>91.8</u>	% <u>93.7</u>	% <u>93.1</u>	%			
IMSA as a Percent of Community College Districts' Weighted Average	<u>96.9</u> %	<u>101.2</u> %	<u>103.9</u> %	<u>100.8</u> %	<u>97.4</u>			

NOTE: FY2003 salary data for public high school teachers in Illinois was not available at the time this report was completed.

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

TABLE 13
PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES

	FY1999	FY2000	FY2001	FY2002	FY2003	Percent Increase			
						FY1999 to FY2003	FY2000 to FY2003	FY2001 to FY2003	
Chicago State University	\$ 29,209	\$ 30,964	\$ 31,392	\$ 33,276	\$ 41,932	43.6 %	35.4 %	33.6 %	
Eastern Illinois University	28,622	29,957	31,486	33,213	33,211	16.0	10.9	5.5	
Governors State University	28,802	29,637	30,444	30,837	32,101	11.5	8.3	5.4	
Illinois State University	28,770	30,509	31,047	32,744	33,067	14.9	8.4	6.5	
Northeastern Illinois University	29,130	30,009	31,433	32,222	32,229	10.6	7.4	2.5	
Northern Illinois University	27,991	30,068	30,681	32,542	31,678	13.2	5.4	3.2	
Western Illinois University	27,260	28,827	32,964	33,309	32,566	19.5	13.0	(1.2)	
<u>Southern Illinois University</u>									
Carbondale	28,908	31,635	31,238	32,865	33,021	14.2	4.4	5.7	
Edwardsville	25,311	26,884	32,274	29,506	29,986	18.5	11.5	(7.1)	
School of Medicine	26,904	27,590	28,229	29,568	29,953	11.3	8.6	6.1	
<u>University of Illinois</u>									
Chicago	36,995	35,687	39,388	40,875	41,823	13.1	17.2	6.2	
Springfield	26,778	27,693	28,224	28,488	28,619	6.9	3.3	1.4	
Urbana - Champaign	30,053	33,978	32,493	33,492	33,589	11.8	(1.1)	3.4	
<u>Public Universities Weighted Average</u>	<u>30,908</u>	<u>32,536</u>	<u>33,610</u>	<u>34,739</u>	<u>35,062</u>	<u>13.4</u>	<u>7.8</u>	<u>4.3</u>	
Illinois Community College Board	27,048	29,772	32,924	35,995	33,987	25.7	14.2	3.2	
Illinois Student Assistance Commission	31,260	31,193	32,852	37,876	36,548	16.9	17.2	11.3	
State Universities Civil Service System	39,538	40,551	42,640	45,121	46,924	18.7	15.7	10.0	
Illinois Board of Higher Education	28,357	29,552	29,089	30,861	28,753	1.4	(2.7)	(1.2)	
Weighted Average	<u>\$ 30,920</u>	<u>\$ 32,507</u>	<u>\$ 33,594</u>	<u>\$ 34,818</u>	<u>\$ 35,100</u>	<u>13.5 %</u>	<u>8.0 %</u>	<u>4.5 %</u>	

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

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

(in thousands of dollars)

	Fiscal Year 2003 All-Rank Average			Fiscal Year 2003 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	\$ 60.8	\$ 10.8	\$ 71.5	\$ 56.4	\$ 16.0	\$ 72.4	107.8 %	67.4 %	98.9 %
Eastern Illinois University	54.6	12.4	67.0	59.7	16.8	76.6	91.5	73.6	87.5
Governors State University	55.1	12.0	67.0	57.6	18.5	76.1	95.6	64.8	88.1
Illinois State University	57.5	15.2	72.7	62.8	16.2	79.0	91.6	93.6	92.0
Northeastern Illinois University	51.6	14.0	65.6	51.1	16.0	67.1	101.0	88.0	97.9
Northern Illinois University	57.3	14.1	71.4	60.2	15.5	75.7	95.1	91.5	94.3
Western Illinois University	56.0	15.4	71.4	60.3	16.8	77.1	92.9	91.6	92.6
<u>Southern Illinois University</u>									
Carbondale	57.3	14.8	72.1	61.8	15.5	77.3	92.8	95.6	93.3
Edwardsville	56.5	15.1	71.6	59.1	16.8	75.9	95.6	89.8	94.3
<u>University of Illinois</u>									
Chicago	77.3	15.4	92.7	73.3	19.9	93.2	105.5	77.7	99.6
Springfield	56.2	13.7	69.9	57.8	18.5	76.2	97.3	74.4	91.7
Urbana-Champaign	82.1	16.1	98.2	91.4	22.5	113.9	89.9	71.6	86.3
Weighted Average	<u>\$ 65.1</u>	<u>\$ 14.8</u>	<u>\$ 79.9</u>	<u>\$ 68.7</u>	<u>\$ 18.3</u>	<u>\$ 87.0</u>	<u>94.7 %</u>	<u>81.3 %</u>	<u>91.9 %</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)

FULL-TIME FACULTY COMPENSATION AT ILLINOIS COLLEGES AND UNIVERSITIES

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

While salaries are often the focus in discussions concerning employee compensation competitiveness, non-salary benefits are a key component of the total compensation package. Non-salary benefits include, but are not limited to, retirement and social security costs, medical, dental, life insurance, disability, unemployment compensation, workers compensation, tuition benefit plans, and housing. Although these benefits are not always reflected in an employee's paycheck, they represent a significant financial commitment and play an important role in attracting and retaining faculty and staff.

It should be noted that while non-salary benefits are an important part of total employee compensation, their cost and even their availability and scope might be beyond the control of the institution. For example, the Illinois General Assembly and Governor determine retirement and insurance benefits for public institutions, and the majority of state funding provided for these benefits is appropriated to entities other than the colleges and universities. Funding for the retirement system is appropriated to the State Universities Retirement System, and most funding for group health benefits is appropriated to the Department of Central Management Services (CMS).¹

The report shows the cost of major fringe benefits provided to full-time faculty at public universities, independent institutions, and at community colleges in fiscal year 2003. Fringe benefits for public universities and independent institutions are examined by major type of expenditure, i.e., retirement costs and group health insurance costs, in an attempt to understand the difference between Illinois' average costs per faculty member and that of their peers. Fiscal year 2003 fringe benefit information is provided for individual Illinois community colleges, however, since no peer groups similar to those used for public universities and independent institutions are available, a comparison of total compensation with peer institutions is not presented.

Information on public university and independent institutions fringe benefits used in this report was obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefits Survey, 2002-2003. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. IPEDS fringe benefit data includes a breakout of employee benefits by type – a breakout that is not readily available from the AAUP data set. Community college fringe benefit data were obtained from the Illinois Community College Board's annual Faculty, Staff, and Salary Survey and an estimate of the State University Retirement System's contribution on behalf of community college faculty.

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

Public Universities. Table 15 shows all-rank average faculty salaries, fringe benefits, and total compensation for Illinois public universities in fiscal year 2003. Median salaries, fringe benefits, and total compensation also are presented for each institution's peer group. During fiscal year 2003, the average all-rank faculty salary at Illinois' public universities was \$65,100, with an additional \$14,800 in fringe benefits for a total average compensation of \$79,900. When compared with peer institutions, Illinois faculty salaries averaged 94.7 percent of peer group medians, while fringe benefits averaged 81.3 percent. Total compensation at Illinois public universities averaged 91.9 percent of total faculty compensation at peer institutions.

The median fringe benefit costs at Illinois' peer institutions shown on Table 15 averaged 21.0 percent of the group's median salary, while fringe benefits averaged 18.5 percent of the average faculty salary at Illinois institutions.

In an attempt to explain the difference in fringe benefit costs between Illinois universities and their peer institutions, Table 16 examines the major types of non-salary benefits. While Illinois institutions experience a higher average cost per faculty member in the area of insurance, i.e., group medical, dental, life, and disability insurance, the contribution made to the state's retirement system appears to be significantly less than that of other institutions and states. Group medical, dental, life, disability and other insurance costs average \$7,873 per full-time faculty member in Illinois institutions, or 148.4 percent, of the cost of peer institutions' average cost of \$5,306. Group insurance benefits are provided to employees throughout retirement; this and the level and type of benefits provided may explain this difference.

The combined costs per faculty member of retirement and social security contributions in Illinois average \$6,275, or 56.9 percent of costs at peer institutions, in comparison to \$11,024 per faculty member at peer institutions. Illinois is one of only a few states whose public college and university employees do not participate in Social Security (except that costs for Medicare coverage are assumed for employees hired following April 1, 1986). Participation by other states in the Social Security system in conjunction with other pension plans results in a higher cost per employee than provided in Illinois.

Other non-salary benefits do not represent a significant component of the compensation package. Other benefits – tuition plans, housing, unemployment, and workers compensation – represent less than one percent of total compensation of Illinois full-time faculty members and approximately two percent of the total compensation of faculty at peer institutions. Information concerning tuition benefits reported to IPEDS by some Illinois institutions appears to be limited to tuition benefits to faculty members, and thus excludes partial tuition waivers awarded to dependents of certain public university staff. Over 1,900 of these waivers were granted to all public university staff in fiscal year 2002 with a total value of \$2.9 million.

Independent Institutions. Table 17 presents fiscal year 2003 weighted average faculty compensation, including average salary and fringe benefits, for Illinois independent institutions and compares this average to the median salary and fringe benefits of comparison group institutions. Only institutions that reported AAUP salary data and responded to the IPEDS Salaries and Fringe Benefit Survey are included in this analysis. During fiscal year 2003, the average all-rank faculty salary at Illinois independent institutions was \$76,500, with an additional \$24,200 in non-salary benefits for a total average compensation of \$100,600. The average faculty salary at Illinois independent institutions was 106.2 percent of peer group median salaries and fringe benefits were 113.0 percent of peer group medians for an overall compensation package that was 107.7 percent that of comparison institutions.

Table 18 examines fiscal year 2003 fringe benefit costs per faculty member by type of expenditure, including retirement and social security, insurance costs, and other benefits. The average expenditure per faculty member at Illinois independent institutions for group medical, dental, life, disability, and other insurance and for other benefits (tuition plans, housing, unemployment, and workers compensation insurance) exceeded that of peer institutions by 31 percent, while expenditures for retirement and social security averaged 90 percent of peer institutions.

Community Colleges. Fiscal year 2002 data for community colleges are presented on Table 19. Fiscal year 2002 data is the most recent available and permits a comparison among community college districts.

Table 19 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 2002. Fringe benefits include the cost of the state's contribution to the retirement system on behalf of community college faculty and other fringe benefits such as group health, dental, and life insurance, workers compensation and unemployment insurance, and tuition benefits provided by individual community college districts. The cost of fringe benefits per community college faculty member averaged \$14,000 in fiscal year 2002, bringing the average total compensation package for a community college faculty member to \$69,800.

Summary

Non-salary benefits represent a significant financial commitment by institutions, and in the case of public institutions, a commitment on behalf of the State. In fiscal year 2003, faculty members at public universities in Illinois averaged \$14,800 in fringe benefits for an average total compensation of \$79,800. Faculty members at Illinois community colleges receive benefits both from the state, i.e., contributions to the State University Retirement System, and the institution at which they are employed. In fiscal year 2002, the cost of community college faculty fringe benefits averaged \$14,000 for an average total compensation of \$69,800. Private institutions in Illinois report an average of \$24,200 in non-salary benefits for a total average compensation of \$100,600.

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

	Fiscal Year 2003 All-Rank Average			Fiscal Year 2003 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>									
Wheaton College	\$ 59.5	\$ 30.4	\$ 89.9	\$ 69.3	\$ 28.4	\$ 97.7	85.9 %	107.0 %	92.0 %
<u>Baccalaureate Colleges - General</u>									
MacMurray College	35.4	10.8	46.2	47.5	19.8	67.3	74.5	54.7	68.7
Trinity Christian College	48.1	21.6	69.7	46.0	15.7	61.7	104.6	137.6	113.0
<u>Master's Colleges and Universities I</u>									
Aurora University	47.6	11.4	59.1	54.5	21.0	75.6	87.4	54.3	78.2
Bradley University	62.0	29.3	91.3	54.6	17.6	72.2	113.6	166.5	126.5
University of St. Francis	51.5	15.0	66.5	50.6	17.9	68.6	101.8	83.5	97.0
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	68.8	24.4	93.3	82.1	28.3	110.4	83.8	86.4	84.5
University of Chicago	105.9	22.5	128.4	92.3	22.5	114.8	114.8	100.0	111.9
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	67.4	25.7	93.1	58.4	16.8	75.3	115.2	153.0	123.7
Weighted Average	<u>\$ 76.5</u>	<u>\$ 24.2</u>	<u>\$ 100.6</u>	<u>\$ 72.0</u>	<u>\$ 21.4</u>	<u>\$ 93.4</u>	<u>106.2 %</u>	<u>113.0 %</u>	<u>107.7 %</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.

² Only institutions that reported both AAUP data and IPEDS Salary Survey data for fiscal year 2003 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 2000 AVERAGE FRINGE BENEFITS BY TYPE
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES**

	Retirement and Social Security			Group Medical, Dental, Life Disability and Other Insurance			Other Benefits ¹		
	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages
<u>Baccalaureate Colleges - Liberal Arts</u>									
Wheaton College	\$ 9,048	\$ 11,375	79.5 %	\$ 7,898	\$ 6,464	122.2 %	\$ 13,417	\$ 10,532	127.4 %
<u>Baccalaureate Colleges - General</u>									
MacMurray College	4,974	6,422	77.5	1,587	3,936	40.3	4,260	8,802	48.4
Trinity Christian College	7,690	5,950	129.2	5,280	4,042	130.6	8,596	5,998	143.3
<u>Master's Colleges and Universities</u>									
Aurora University	5,353	8,191	65.4	4,265	4,653	91.7	1,802	7,987	22.6
Bradley University	7,561	9,524	79.4	5,820	5,004	116.3	15,890	1,476	1,076.5
University of St. Francis	7,806	7,806	100.0	7,054	4,423	159.5	129	6,023	2.1
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	11,875	12,980	91.5	8,886	4,714	188.5	3,685	13,365	27.6
University of Chicago	13,268	13,528	98.1	5,013	5,547	90.4	4,217	1,021	413.3
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	8,170	9,859	82.9	8,810	5,141	171.4	8,767	473	1,853.5
Weighted Average	<u>\$ 10,250</u>	<u>\$ 11,383</u>	<u>90.0 %</u>	<u>\$ 6,829</u>	<u>\$ 5,211</u>	<u>131.0 %</u>	<u>\$ 7,088</u>	<u>\$ 3,872</u>	<u>183.1 %</u>

¹ Other benefits include tuition plans, housing, unemployment and workers compensation insurance.

² Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2003 have been included.

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 1999-2000

Table 19

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 2002**

(in thousands of dollars)	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS	Other	Total	
		Retirement	Benefits		
Black Hawk College	\$ 53.1	\$ 5.8	\$ 8.1	\$ 13.9	\$ 67.0
Carl Sandburg College	44.0	4.8	5.8	10.6	54.6
City Colleges of Chicago (All)	66.2	7.2	10.8	18.0	84.2
College of DuPage	67.5	7.4	8.3	15.7	83.2
College of Lake County	73.6	8.0	9.4	17.4	91.1
Danville Area Community College	42.2	4.6	5.0	9.6	51.8
Elgin Community College	74.9	8.2	11.7	19.9	94.8
Heartland Community College	44.2	4.8	4.4	9.2	53.4
Highland Community College	55.4	6.0	9.6	15.6	71.0
Ill Eastern Community Colleges (All)	42.3	4.6	4.2	8.8	51.0
Illinois Central College	44.9	4.9	8.1	13.0	57.8
Illinois Valley Community College	48.4	5.3	6.5	11.8	60.2
John A. Logan College	53.9	5.9	6.7	12.6	66.5
John Wood Community College	42.4	4.6	5.3	9.9	52.3
Joliet Junior College	59.7	6.5	11.9	18.4	78.1
Kankakee Community College	57.0	6.2	6.4	12.6	69.6
Kaskaskia College	45.1	4.9	9.7	14.6	59.6
Kishwaukee College	44.0	4.8	4.5	9.3	53.2
Lake Land College	42.2	4.6	6.5	11.1	53.3
Lewis and Clark Community College	52.5	5.7	5.0	10.7	63.3
Lincoln Land Community College	60.8	6.6	4.7	11.3	72.2
McHenry County College	54.6	6.0	10.5	16.5	71.1
Moraine Valley Community College	49.3	5.4	10.4	15.8	65.1
Morton College	58.8	6.4	8.2	14.6	73.4
Oakton Community College	67.5	7.4	7.9	15.3	82.8
Parkland College	51.5	5.6	8.1	13.7	65.3
Prairie State College	53.7	5.9	4.5	10.4	64.1
Rend Lake College	45.7	5.0	4.8	9.8	55.4
Richland Community College	45.2	4.9	5.1	10.0	55.2
Rock Valley College	49.9	5.4	6.2	11.6	61.5
Sauk Valley Community College	44.5	4.9	9.1	14.0	58.5
Shawnee College	45.0	4.9	4.4	9.3	54.3
South Suburban College	55.1	6.0	7.0	13.0	68.1
Southeastern Illinois College	45.4	5.0	4.8	9.8	55.2
Southwestern Illinois College	48.4	5.3	5.1	10.4	58.7
Spoon River College	44.2	4.8	6.6	11.4	55.6
Triton College	61.9	6.8	7.2	14.0	76.0
Waubensee Community College	54.6	6.0	6.8	12.8	67.4
William Rainey Harper College	58.4	6.4	9.0	15.4	73.8
Weighted Average	<u>\$ 55.9</u>	<u>\$ 6.1</u>	<u>\$ 7.9</u>	<u>\$ 14.0</u>	<u>\$ 69.8</u>

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2002 normal cost of retirement benefits for the State Universities Retirement System (10.92 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 2002-2003," *Academe*, March-April 2003. This report excludes part-time faculty, pre-clinical and clinical medicine faculty, administrative officers that devote part of their time to classroom instruction, faculty on leave without pay, replacements for faculty on sabbatical leave, and undergraduate or graduate students serving as teaching assistants.

Salary data for some ranks of faculty within an institution may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Illinois Board of Higher Education's report.

The Association's efforts have made it possible to obtain faculty salary data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary data for Illinois' community college faculty were obtained from the Illinois Community College Board. Each community college annually provides faculty salary information to IPEDS and the Illinois Community College Board through the Faculty, Staff, and Salary Survey (C1/C2 submission).

Comparisons of Faculty Salaries

Faculty salary data for five fiscal years (1999 through 2003) 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 2003 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary and compensation for each Illinois institution in the group. Illinois salaries and compensation are expressed as a percentage of the median of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year. In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	MacMurray College
Aurora University	Millikin University
Benedictine University	Monmouth College
Bradley University	North Central College
Columbia College Chicago	Northwestern University
Concordia University	Olivet Nazarene University
Dominican University	Quincy University
Elmhurst College	Roosevelt University
Illinois College	Trinity Christian College
Illinois Wesleyan University	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 2003 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2003 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*, 1994-95, 1998-99, 1999-00, and 2000-01. The 2001-02 report was not available as of August 2002. The ISBE obtains data from the teacher service record form completed annually by school district superintendents and submitted to the ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional

educational attainment for some teachers, and additional pay for extra duties and extended work time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other non-teaching personnel are not included.

Civil Service Salaries

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

Illinois Board of Higher Education staff grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.