

Faculty and Staff Salaries

Presentation to the Board of Trustees
of Illinois State University
May 11, 2007



Presentation Overview

- ❑ Goals for improving salary competitiveness
- ❑ First phase of salary enhancement initiative
- ❑ Background/limitations associated with faculty and staff salary analyses
- ❑ Results from salary analyses for each employee group
- ❑ Next areas for consideration

Goals for Enhancing Salaries

- *Educating Illinois 2003-2010*
 - Exceed median average salary for faculty at IBHE comparison group institutions
 - Exceed benchmarks for civil service salaries
 - Develop comparisons for A/P Staff and non-tenure-track faculty
- Board of Trustees' and President's Goal Statements
- Each University Division and Unit
- Fall 2005 State of University Address – Announcement of Salary enhancement initiative making enhancing salaries the TOP Priority

Salary Enhancement Initiative – 1st Phase

□ Focus

- Bring average salary for each employee GROUP to the average/median of comparison institutions
- Make overall salary structure competitive

□ Mechanism

- Mid-year salary adjustments
- \$2.6 million total investment in fiscal years 2006 and 2007 – on top of investment in merit increases

Salary Enhancement Initiative – 1st Phase

- Professors and Associate Professors
 - Mid-year salary adjustments in spring 2006
 - 93 percent of those eligible
 - 2.9 percent average adjustment
 - Adjustments ranged from 0.3 percent to 10 percent
 - Mid-year salary adjustments in spring 2007
 - 92 percent of those eligible
 - 2.5 percent average adjustment
 - Adjustments ranged from 0.4 percent to 8 percent

Salary Enhancement Initiative – 1st Phase

- Mid-Year Adjustments in spring 2006
 - Non-represented Civil Service Staff
 - 61 percent of those eligible received adjustments
 - 4.1 percent average adjustment
 - Adjustments ranged from 0.1 percent to 16.8 percent
 - Administrative/Professional Staff
 - 29 percent of those eligible received adjustments
 - 2.7 percent average adjustment
 - Adjustments ranged from 0.2 percent to 18.7 percent

Salary Analyses – Background

- A number of factors affect salaries
 - Years of Service
 - Magnitude of responsibility
 - Performance

- Data availability and analytical constructs

- Faculty
 - Recognized construct for making salary comparisons
 - Ranks recognized among higher education institutions

Salary Analyses - Background

- Administrative/Professional Staff
 - Much diversity among and within institutions in terms of titles and associated responsibilities
 - Methodology developed last year, but more work needed
 - Challenges associated with A/P salary analyses not unique to Illinois State

- Civil Service Staff
 - Recognized construct for comparing salaries among Illinois higher education institutions and agencies
 - Classification system

Salary Analyses - Background

- Data available consider averages/medians

- Averages/medians are sensitive to:
 - Institutional mission and discipline mix
 - Faculty mix
 - Staff mix

- Salaries are intensely personal, yet analyses mask individual faculty/staff member's salary

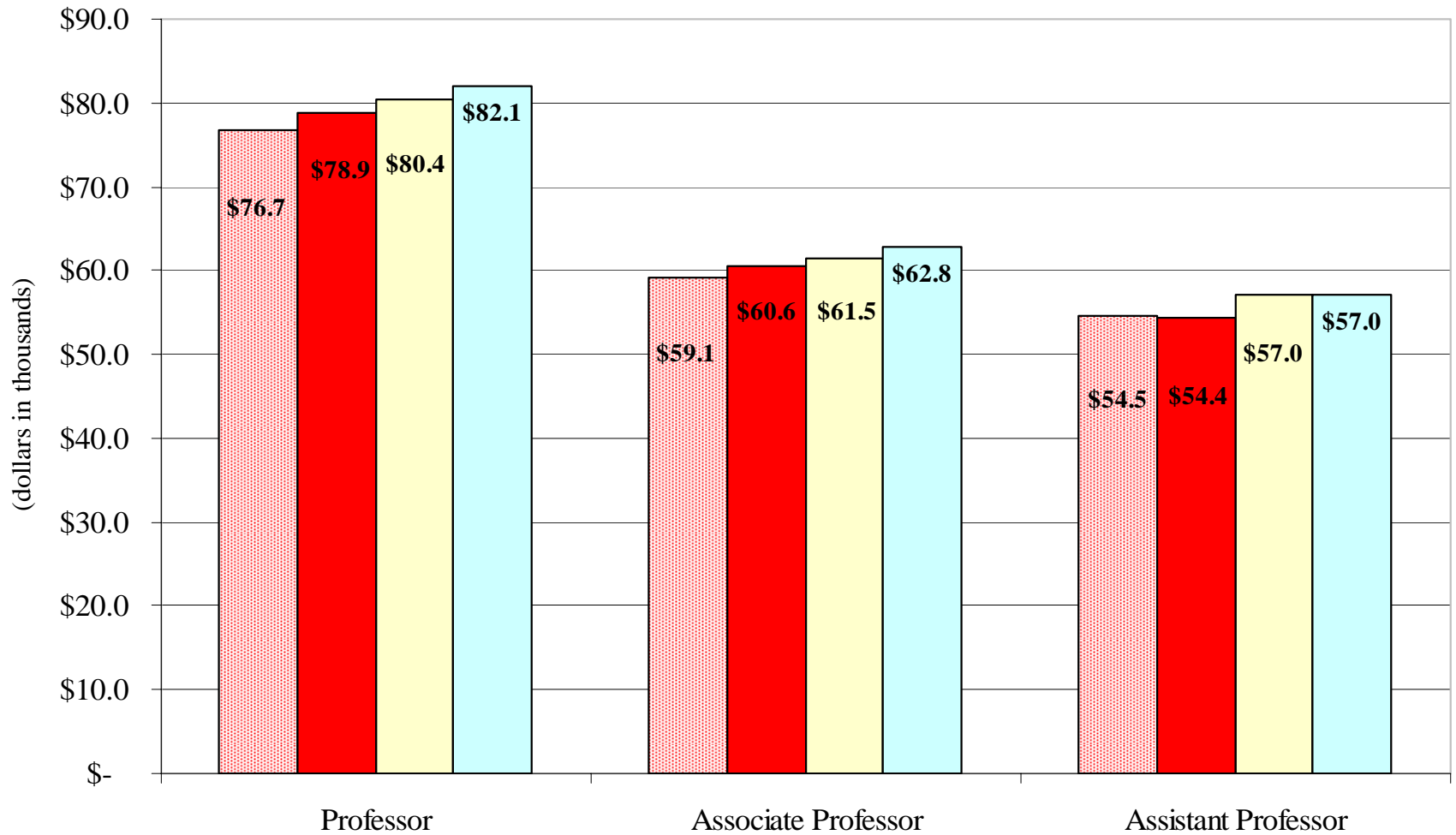
Faculty Salaries: Illinois State

- Average salary in Spring 2007
 - \$82,055 – professors
 - \$62,765 – associate professors
 - \$57,026 – assistant professors

- Increase in average salary since fall 2005
 - \$5,402 or 7.0 percent – professors
 - \$3,664 or 6.2 percent – associate professors
 - \$2,541 or 4.7 percent – assistant professors

- 8.5 percent – average increase for continuing professors and associate professors between fall 2005 and spring 2007

Average Annual Faculty Salaries by Rank Fall 2005 through Spring 2007



■ Fall 2005

■ Spring 2006

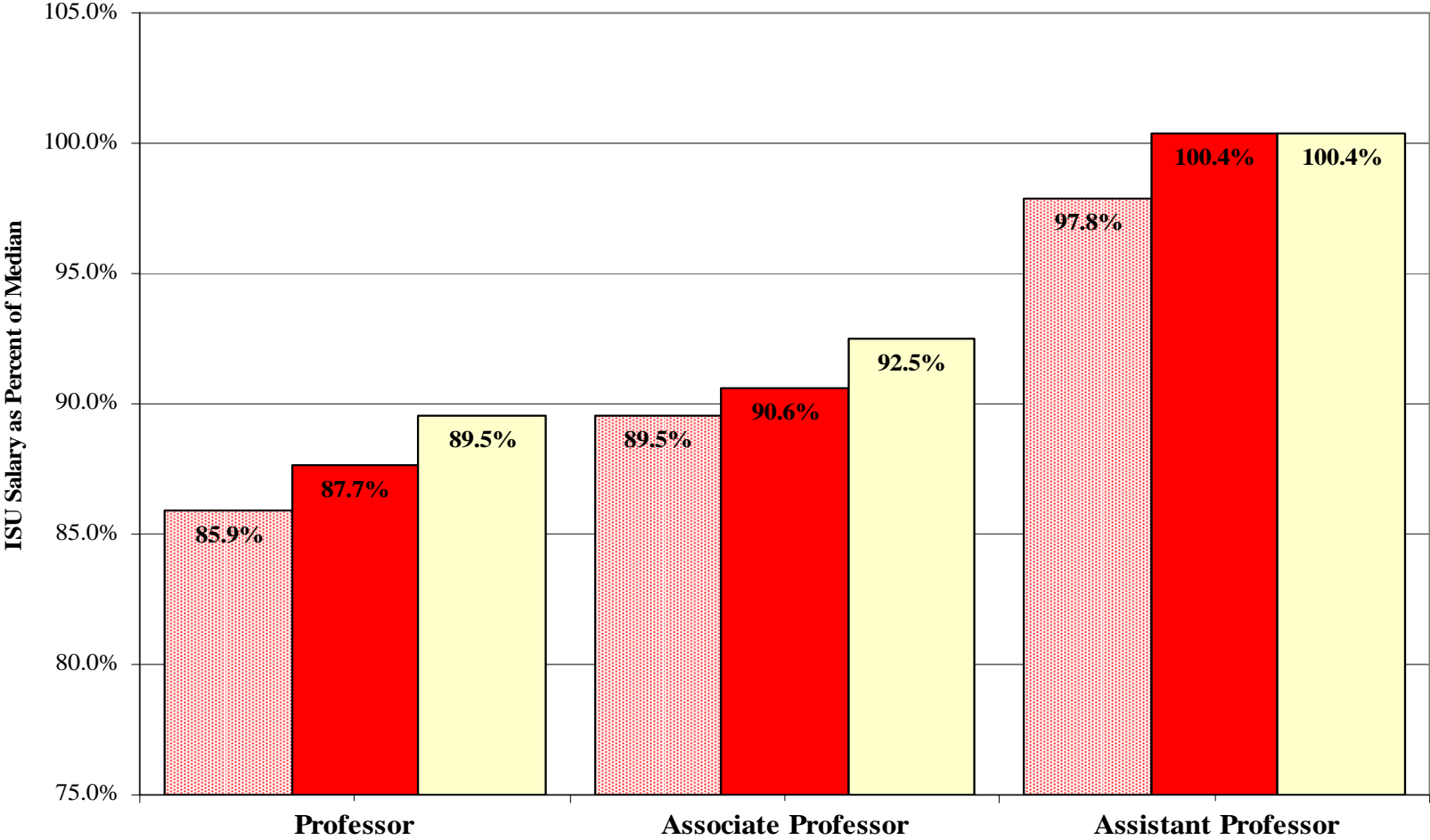
■ Fall 2006

■ Spring 2007

Faculty Salaries: IBHE Comparison Group

- Compared to average median salary at IBHE comparison group institutions:
 - Average spring 2007 salary projected to lag
 - 10.5 percent - professors
 - 7.5 percent - associate professors
 - Average spring 2007 salary for assistant professors slightly above median average

**Average Salary by Rank at Illinois State
as a Proportion of Median Salary of IBHE Benchmark Institutions**



■ Fall 2005 ■ Fall 2006 □ Spring 2007 (projected)

Faculty Salaries

- Rank among IBHE comparison institutions:
 - Professors
 - 24th in fall 2006
 - 20th in spring 2007 (projected)
 - Associate Professors
 - 21st in fall 2006
 - 20th in spring 2007 (projected)
 - Assistant Professors
 - 14th in fall 2006 and spring 2007 (projected)

Faculty Salaries

- \$3.4 million –bring average salary for professors and associate professors to IBHE comparison group
- Assuming salaries continue to grow at same rate as between fall 2005 and fall 2006
 - Professors at comparison group median in 2011
 - Associate professors at comparison group median in 2015
- Assistant professors – follow path already taken to provide competitive salaries

Civil Service Staff Salaries

- 1,328 civil service staff
- \$3,135 – average monthly salary in fall 2006
- 2.8 percent increase in average monthly over fall 2005
- 5.7 percent below the average salary for ALL civil service positions at other Illinois public universities
- 1.2 percent above the average salary for those civil service positions in which Illinois State has employees

Administrative/Professional Staff Salaries

- ❑ 697 Administrative/Professional Staff (full- and part-time)
- ❑ \$58,168 – average salary in fall 2006 for those 621 staff included in analysis
- ❑ 4.2 percent increase over average salary in fall 2005
- ❑ 7.8 percent above average salary for staff in comparable positions at other institutions in fall 2006
- ❑ Refinements to methodology needed: local versus regional and national competitors

Recent Salary Analyses Indicate:

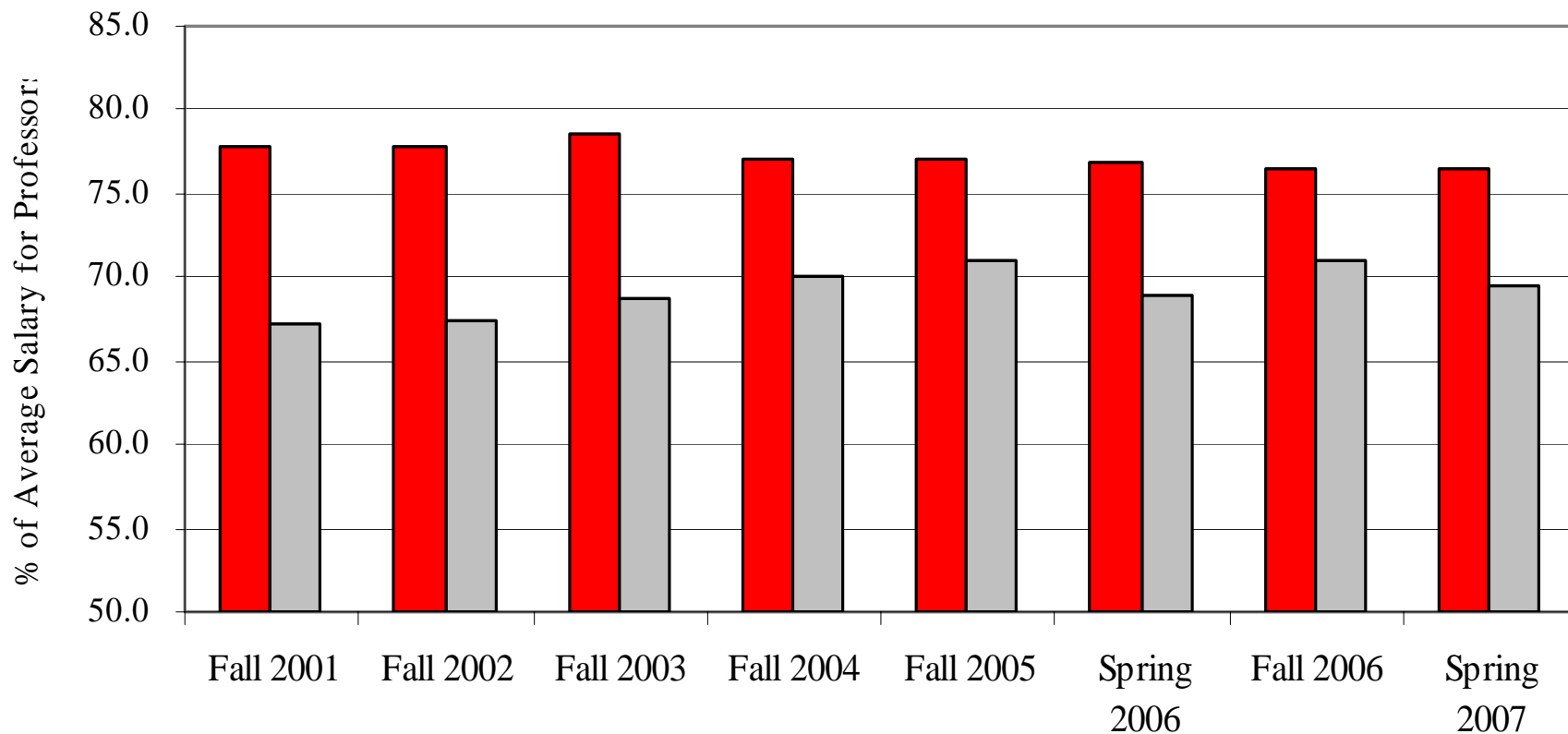
- Salary enhancement initiative is having the desired effect – bringing salaries closer to the median/average of other institutions
- Importance of following the course mapped out for the first phase
- Attaining goal is doable – as long as enhancing salary competitiveness remains TOP priority
- Investment required is manageable

Next Areas for Consideration

- Salaries for individuals whose salaries are below average/median of other institutions
 - 39 percent of Administrative/Professional Staff have salaries that are below the average salary for staff in comparable positions in other institutions
 - 70 percent of Professors and Associate Professors with salaries below median of discipline

- Salary dispersion among and within faculty ranks

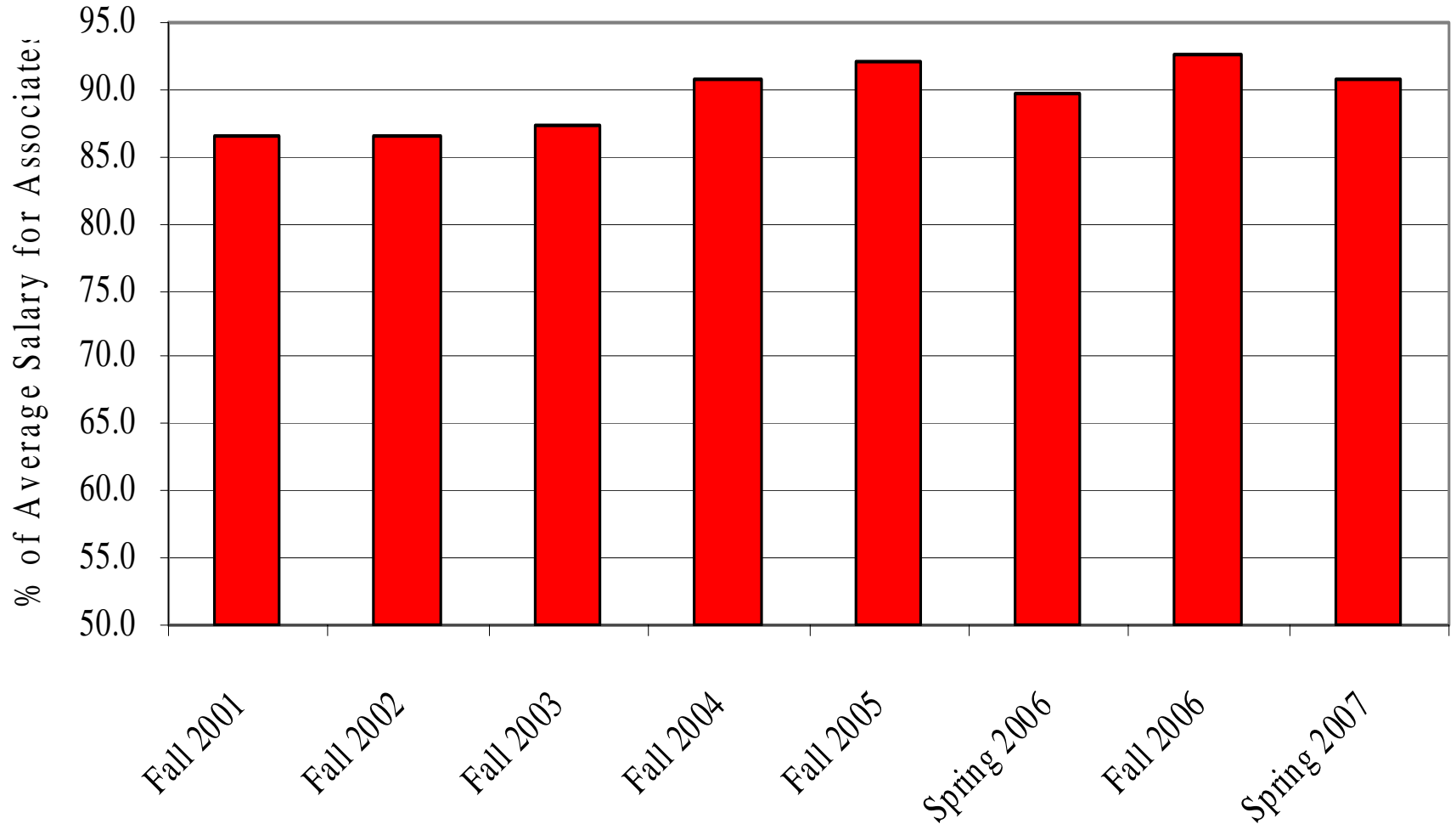
Average Salaries for Associate and Assistant Professors Compared to Average Salary for Professors



■ Associate Professor

■ Assistant Professor

Average Salaries for Assistant Professors Compared to Average Salary for Associate Professors



Next Areas for Consideration

- Salary compression/inversion
 - Within divisions and units
 - Among divisions and units
- Administrative/Professional staff classifications and pay grades
- Non-tenure track faculty salary comparisons among institutions

Faculty and Staff Salaries

Questions?