



**Illinois Higher Education
Executive Compensation Analysis**

July 2015

Illinois Board of Higher Education

Notes on sources and methods:

The peer information used in this analysis was obtained from the *Chronicle of Higher Education* (2015), publicly available databases provided by newspapers and state governments, university budgets, and in some instances, newspaper articles.

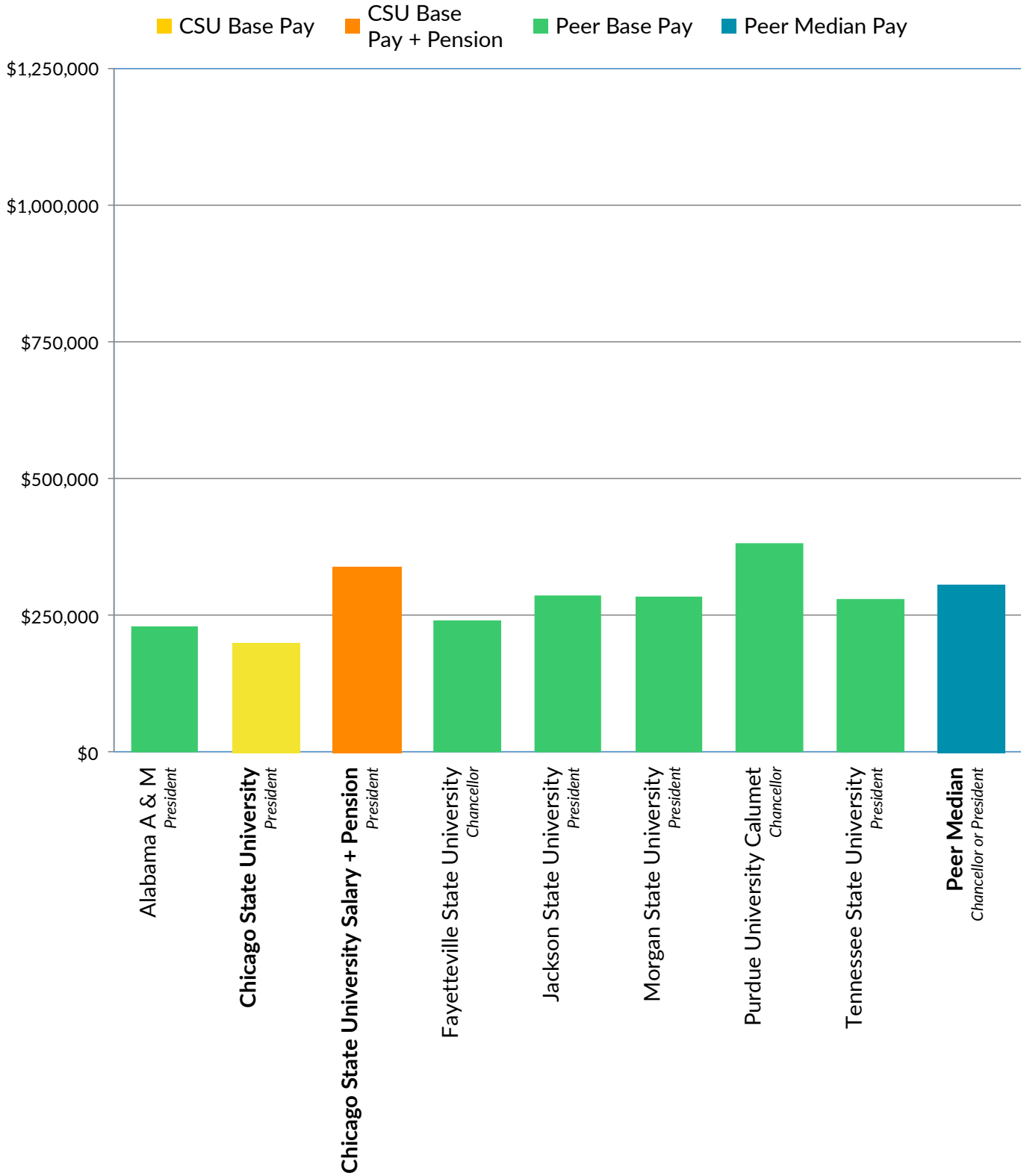
Total compensation includes base pay, bonuses, deferred compensation (paid and set aside), and retirement enhancements. Housing and vehicle allowances were not included.

For more information, please contact the Illinois Board of Higher Education.



Chicago State University

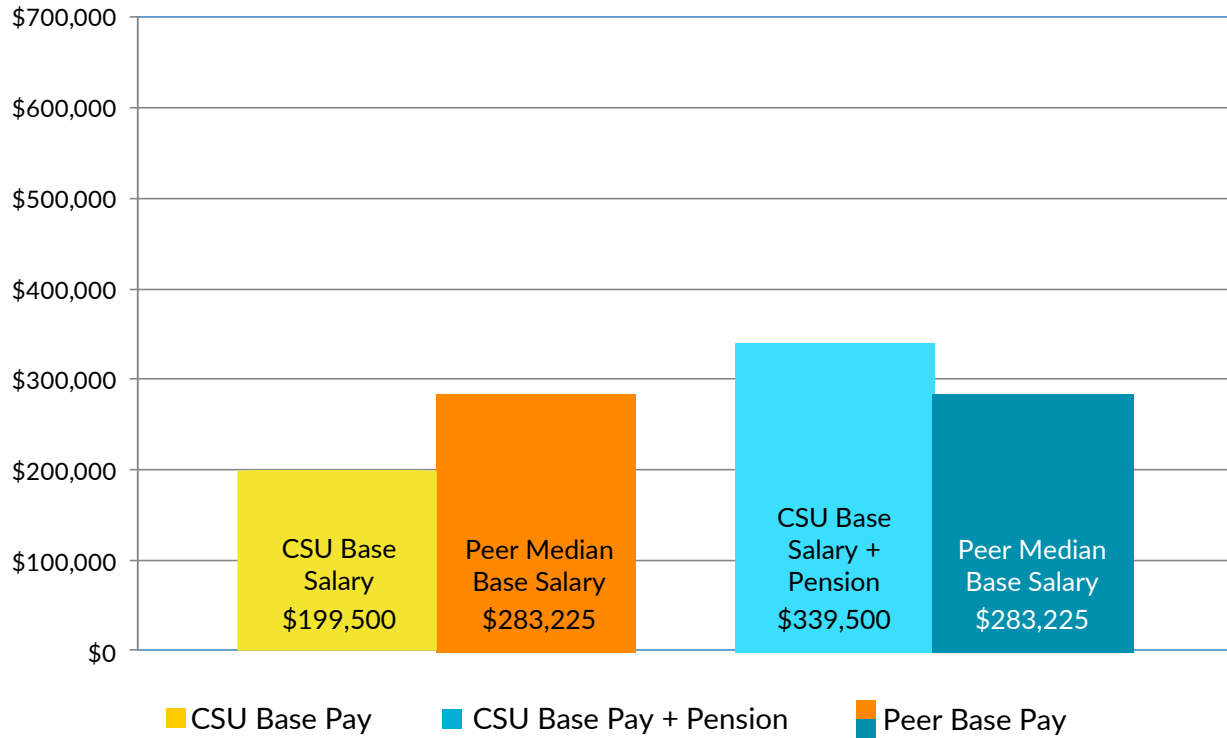
Peer Comparisons





Chicago State University

Peer Median Salary



| Comparison Institution Name | Base Pay |
|---|----------------|
| Morgan State University | \$382,500 |
| Chicago State University + pension | 339,500 |
| Tennessee State University | 305,415 |
| Jackson State University | 286,450 |
| Peer Median | 283,225 |
| Purdue University Calumet | 280,000 |
| Fayetteville State University | 239,590 |
| Alabama A & M | 230,000 |
| Chicago State University | 199,500 |

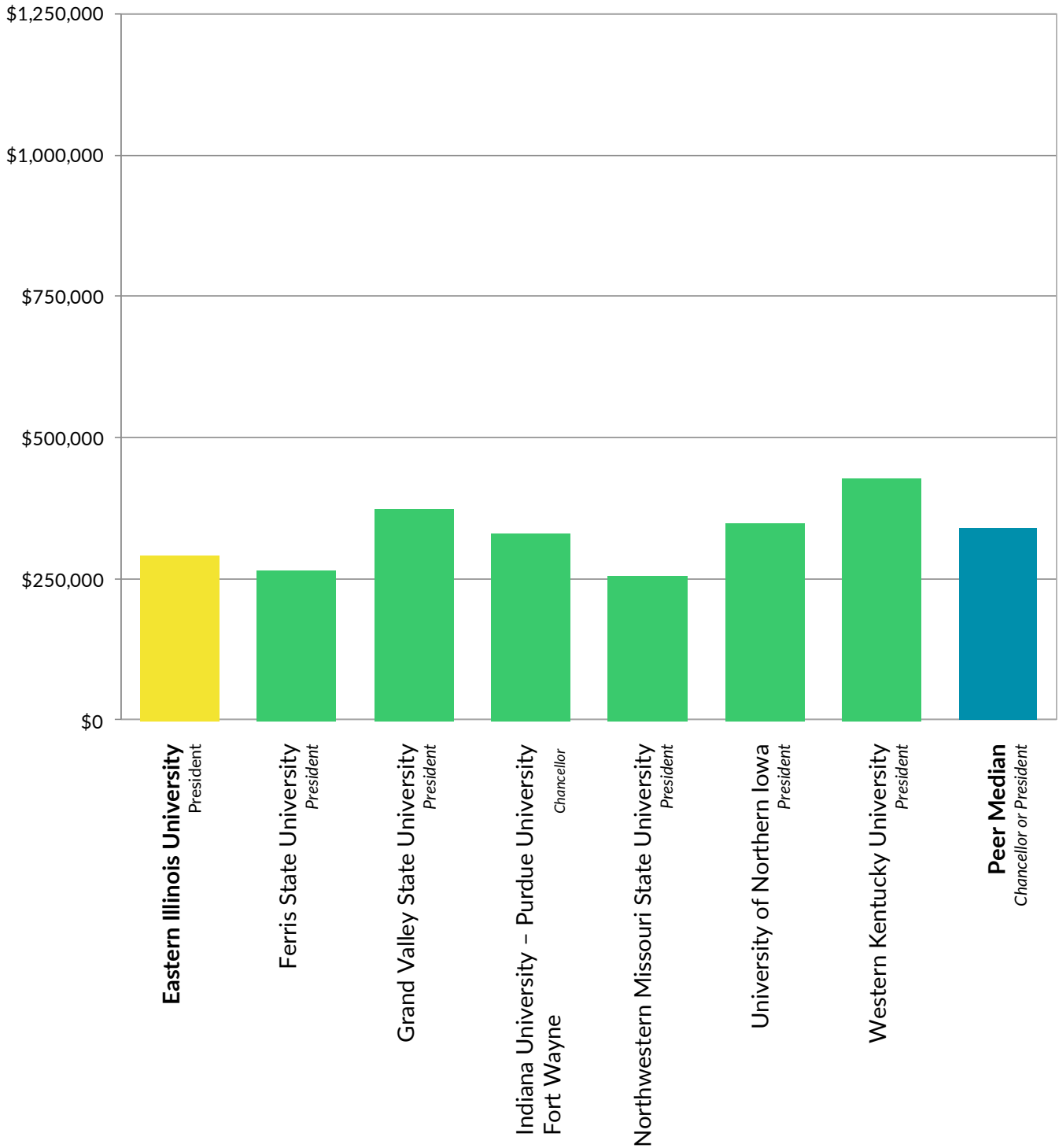
Note: CSU President Wayne Watson earns a pension from his previous service at the City Colleges of Chicago.



Eastern Illinois University

Peer Comparisons

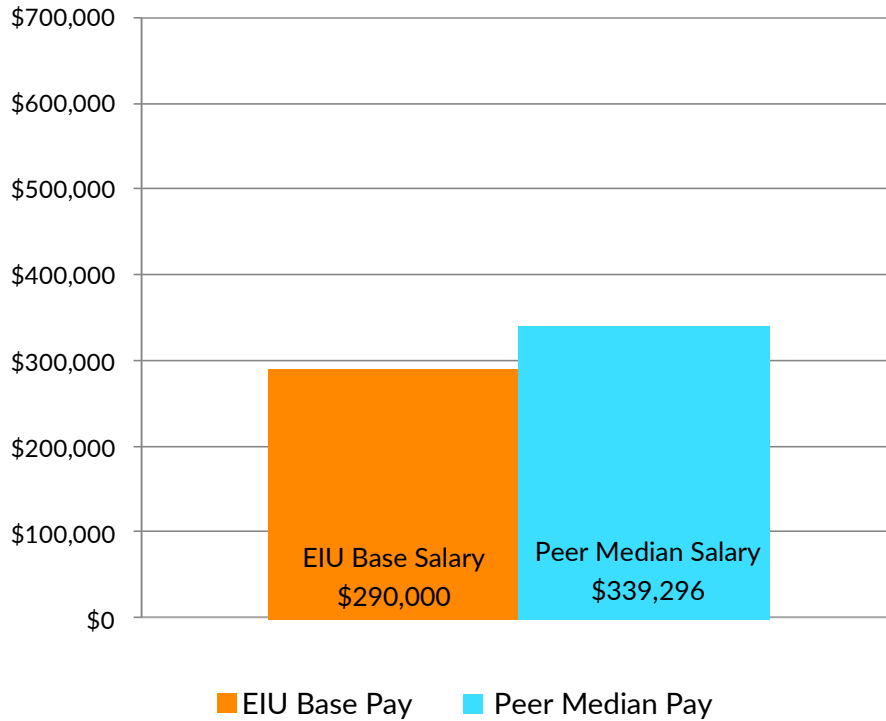
■ EIU Base Pay ■ Peer Base Pay ■ Peer Median Pay





Eastern Illinois University

Peer Median Salary



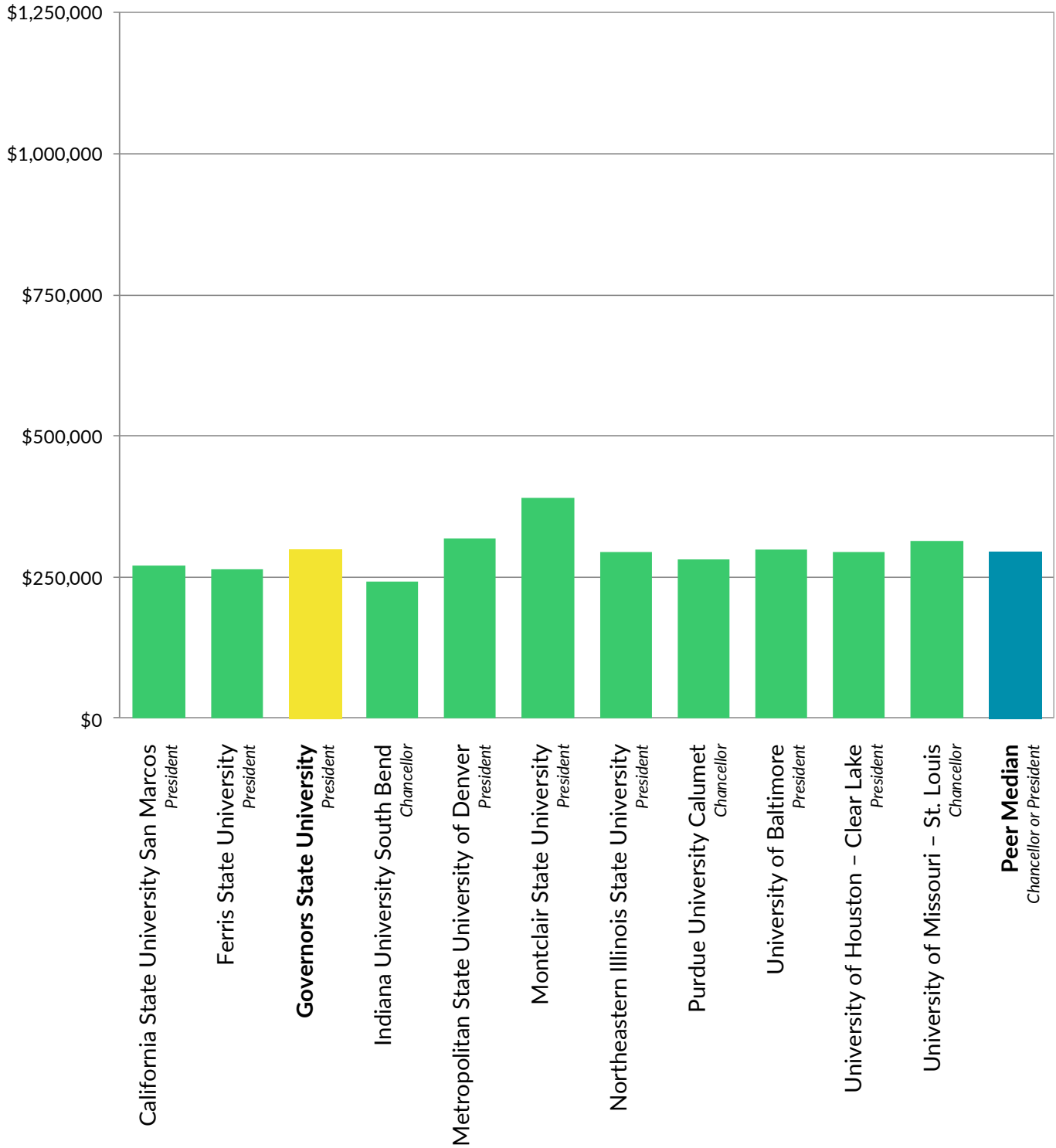
| Comparison Institution Name | Base Pay |
|---|----------------|
| Western Kentucky University | \$427,824 |
| Grand Valley State University | 371,623 |
| University of Northern Iowa | 348,400 |
| Peer Median | 339,296 |
| Indiana University – Purdue University Fort Wayne | 330,191 |
| Eastern Illinois University | 290,000 |
| Ferris State University | 263,302 |
| Northwestern Missouri State University | 255,000 |



Governors State University

Peer Comparisons

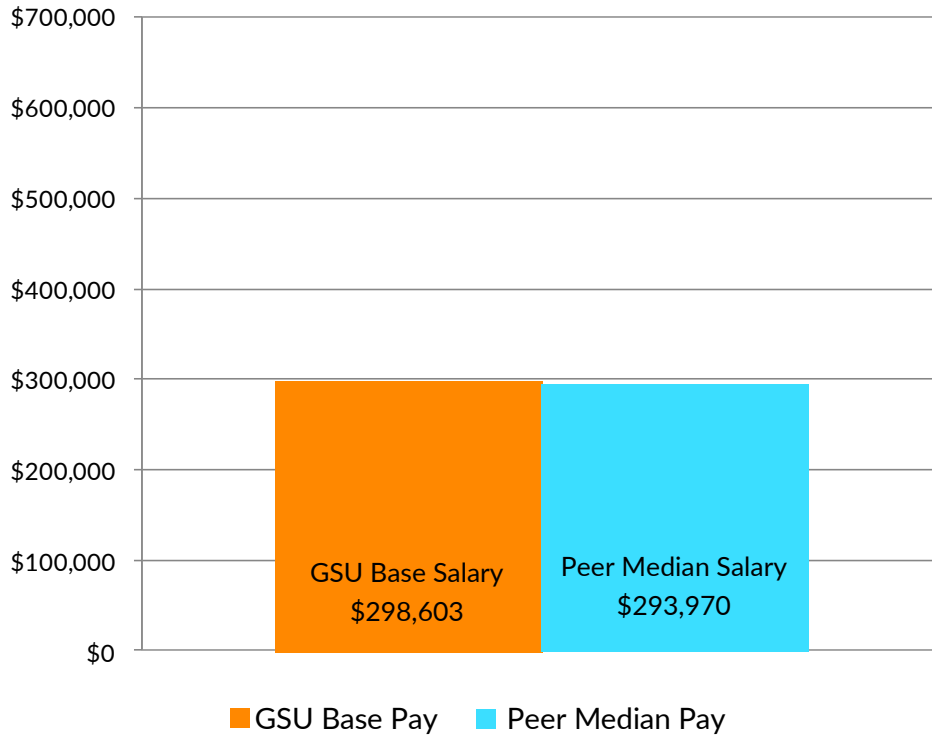
■ GSU Base Pay ■ Peer Base Pay ■ Peer Median Pay





Governors State University

Peer Median Salary



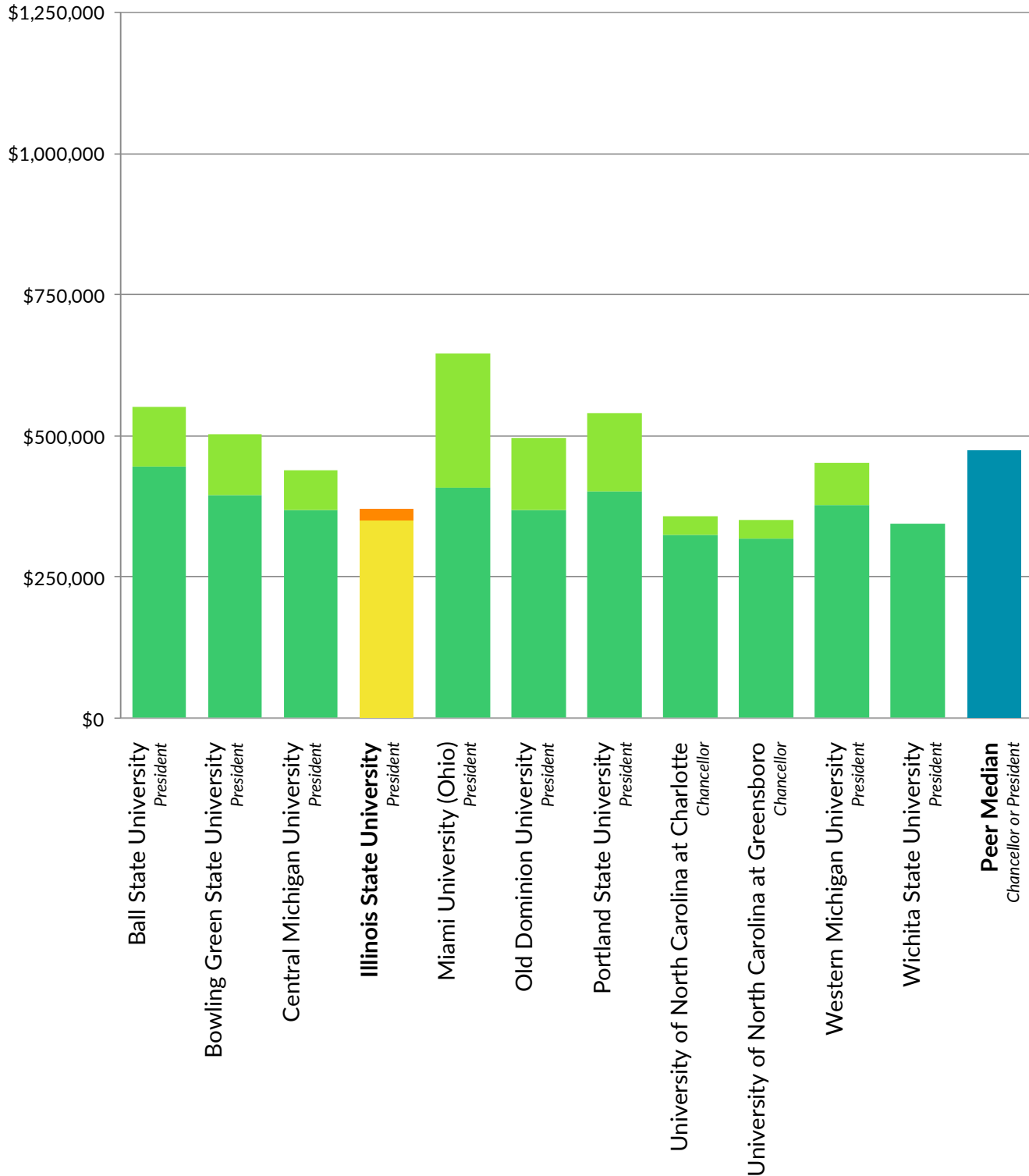
| Comparison Institution Name | Base Pay |
|---|----------------|
| Montclair State University | \$390,000 |
| Metropolitan State University of Denver | 317,580 |
| University of Missouri – St. Louis | 314,447 |
| University of Baltimore | 299,000 |
| Governors State University | 298,603 |
| Northeastern Illinois State University | 294,800 |
| Peer Median | 293,970 |
| University of Houston – Clear Lake | 293,140 |
| Purdue University Calumet | 280,000 |
| California State University San Marcos | 270,568 |
| Ferris State University | 263,302 |
| Indiana University South Bend | 241,985 |



Illinois State University

Peer Comparisons

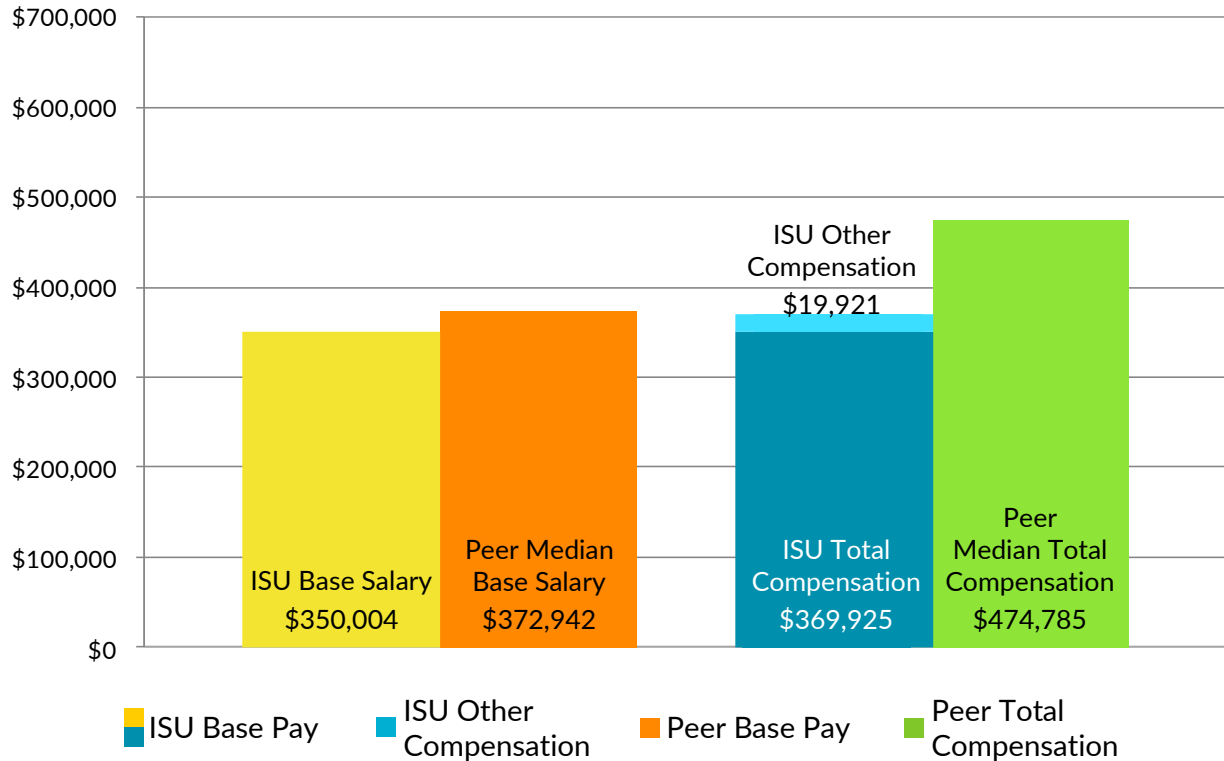
■ ISU Base Pay
 ■ ISU Other Compensation
 ■ Peer Base Pay
 ■ Peer Other Compensation
 ■ Median Total Compensation





Illinois State University

Peer Median Salary



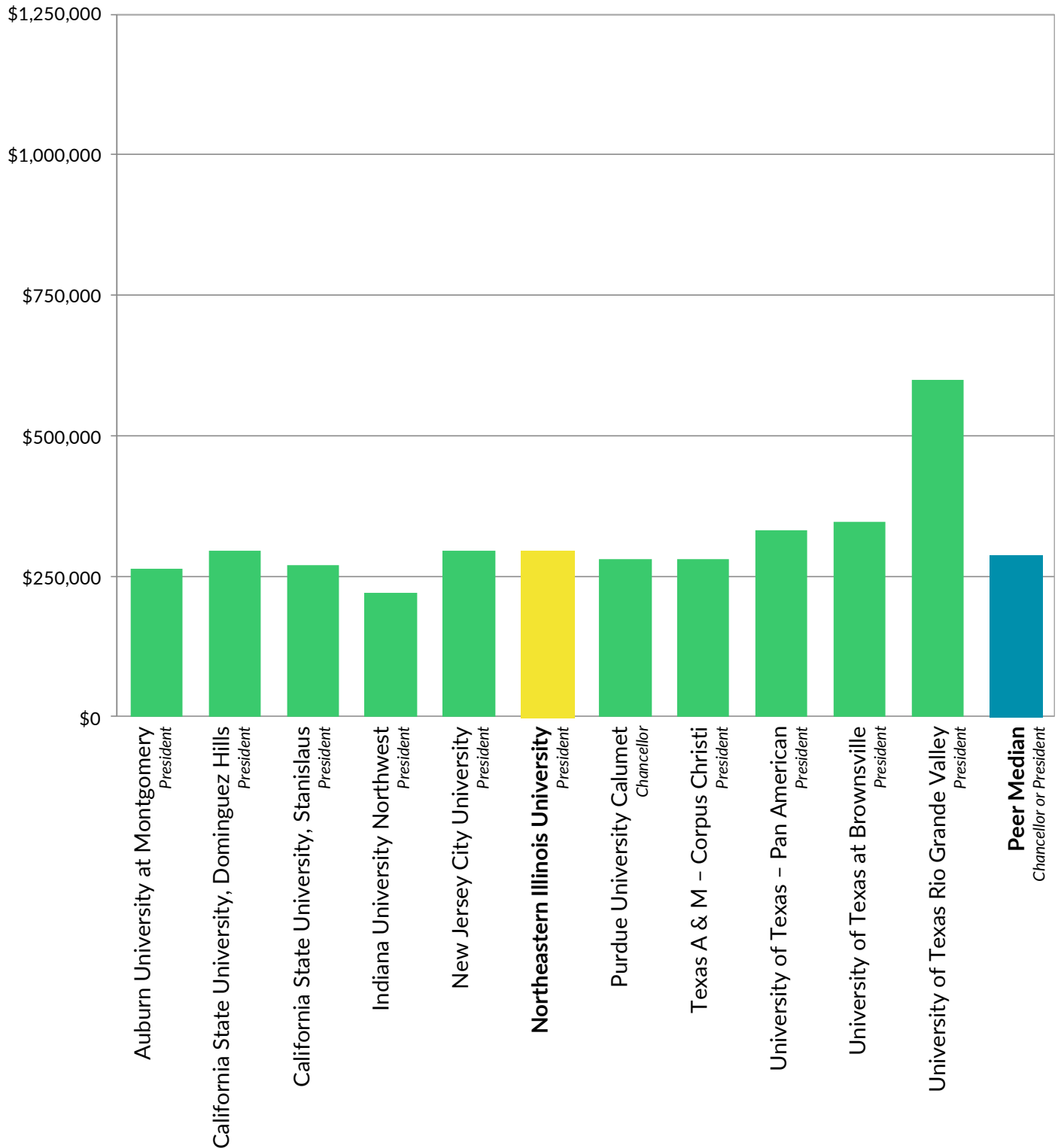
| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|--|----------------|--------------------|--------------------|
| Miami University | \$409,209 | \$235,980 | \$645,189 |
| Ball State University | 446,388 | 105,215 | 551,603 |
| Portland State University | 401,700 | 138,300 | 540,000 |
| Bowling Green State University | 394,000 | 109,660 | 503,660 |
| Old Dominion University | 368,494 | 128,685 | 497,179 |
| Peer Median | 372,942 | 90,108 | 474,785 |
| Western Michigan University | 377,390 | 75,000 | 452,390 |
| Central Michigan University | 367,640 | 71,233 | 438,873 |
| Illinois State University | 350,004 | 19,921 | 369,925 |
| University of North Carolina at Charlotte | 324,450 | 32,445 | 356,895 |
| University of North Carolina at Greensboro | 318,780 | 31,878 | 350,658 |
| Wichita State University | 345,000 | 0 | 345,000 |




Northeastern Illinois University

Peer Comparisons

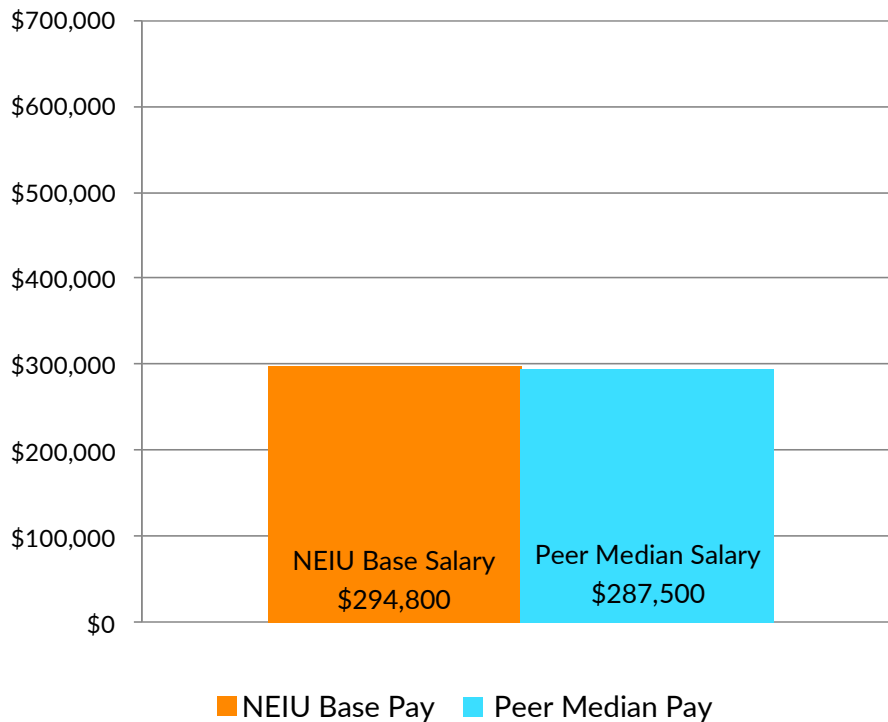
■ NEIU Base Pay ■ Peer Base Pay ■ Peer Median Pay





Northeastern Illinois University

Peer Median Comparison



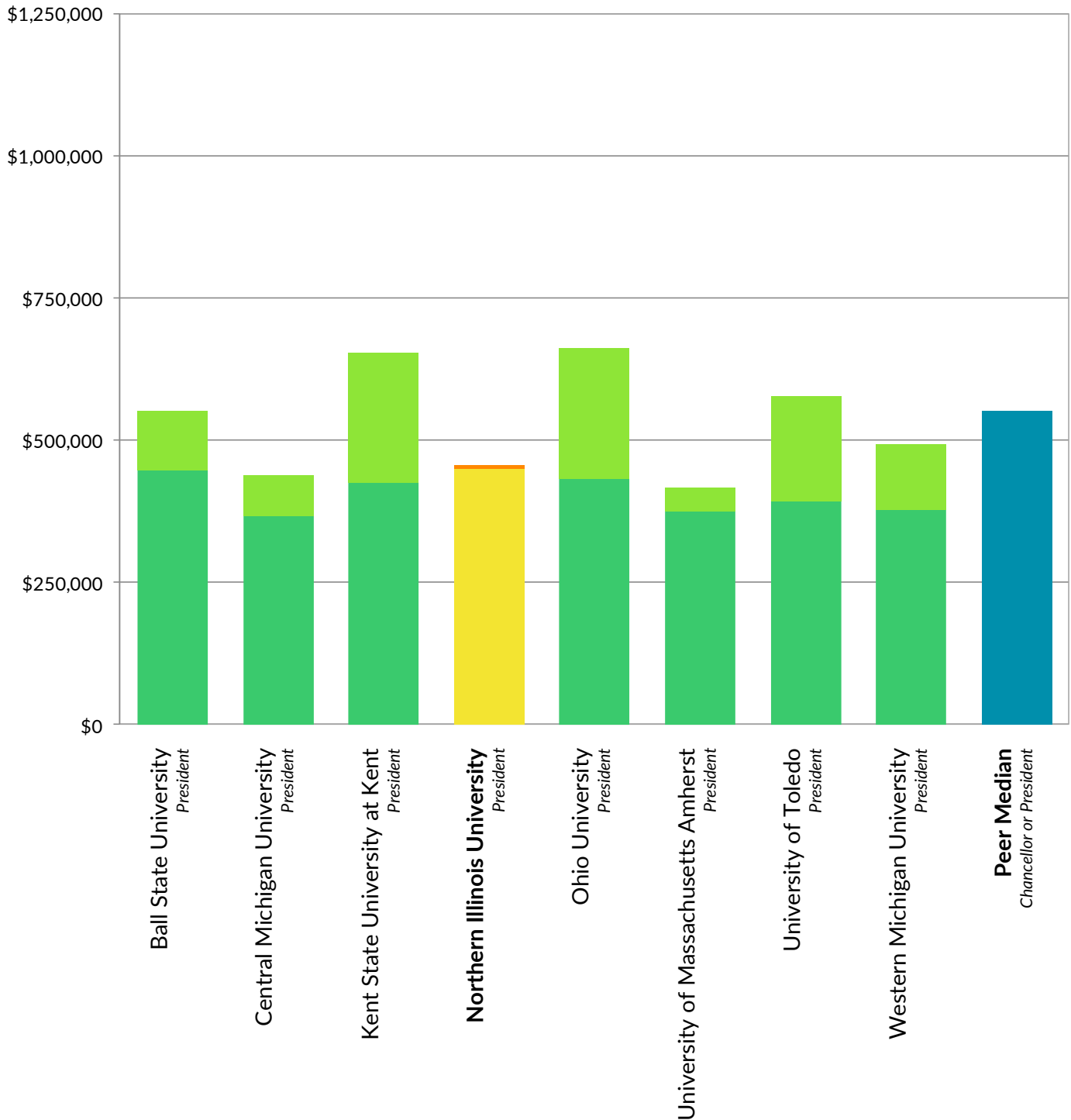
| Comparison Institution Name | Base Pay |
|--|------------------|
| University of Texas Rio Grande Valley | \$600,000 |
| University of Texas at Brownsville | \$346,783 |
| University of Texas – Pan American | \$332,500 |
| California State University, Dominguez Hills | \$295,000 |
| New Jersey City University | \$295,000 |
| Northeastern Illinois University | \$294,800 |
| Median | \$287,500 |
| Purdue University Calumet | \$280,000 |
| Texas A & M – Corpus Christi | \$280,000 |
| California State University, Stanislaus | \$269,572 |
| Auburn University at Montgomery | \$262,665 |
| Indiana University Northwest | \$221,533 |



Northern Illinois University

Peer Comparisons

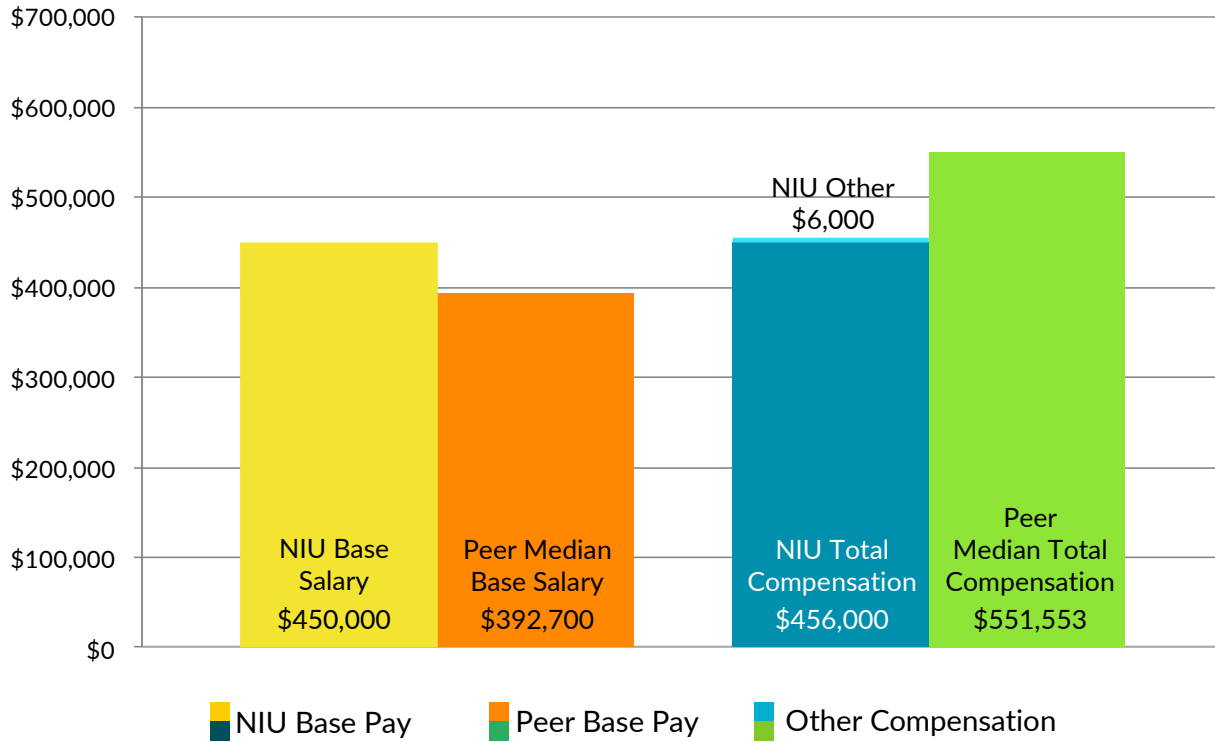
■ NIU Base Pay
 ■ NIU Other Compensation
 ■ Peer Base Pay
 ■ Peer Other Compensation
 ■ Peer Total Compensation





Northern Illinois University

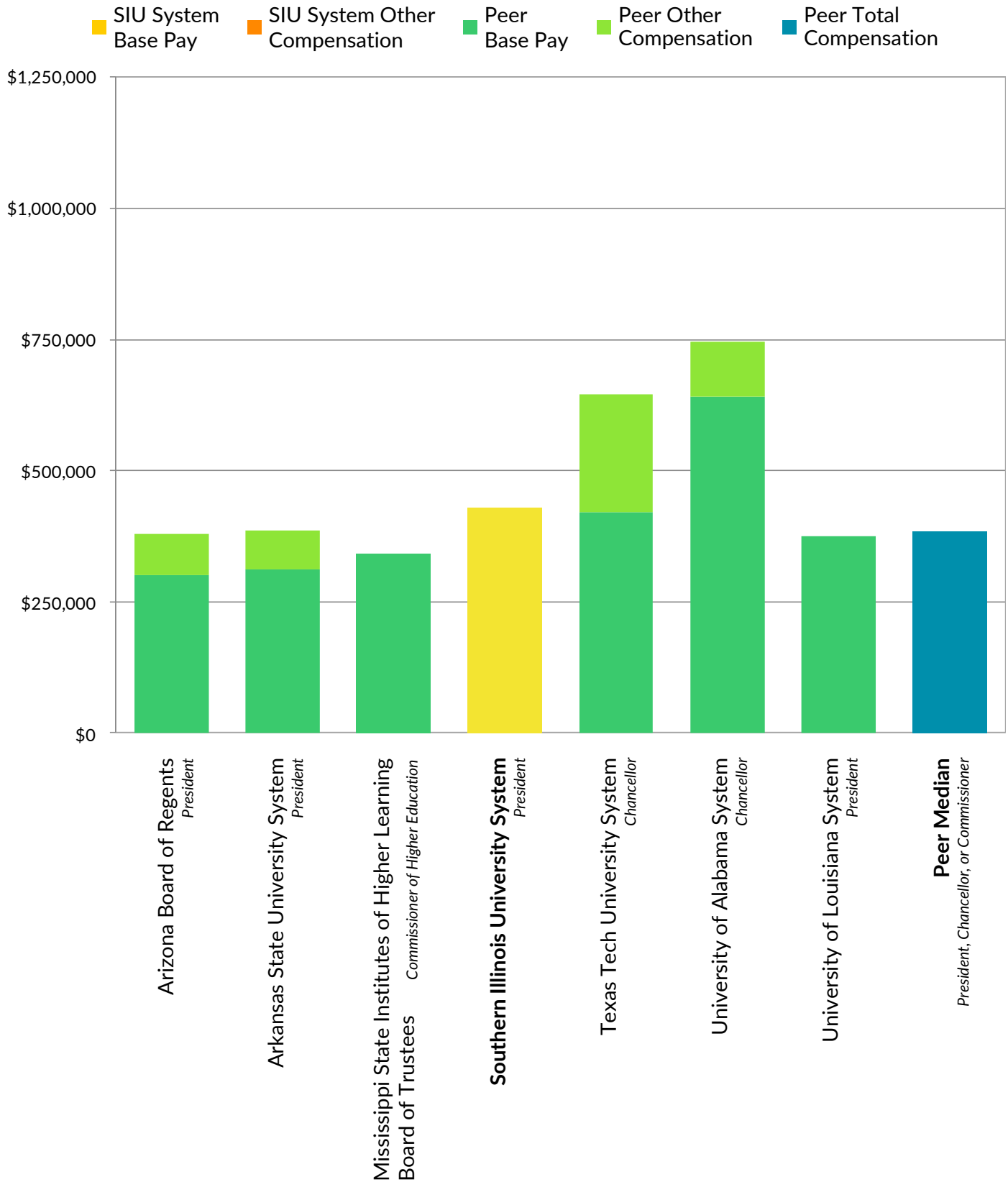
Peer Median Salary



| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|-------------------------------------|----------------|--------------------|--------------------|
| Ohio University | \$431,270 | \$230,301 | \$661,571 |
| Kent State University at Kent | 426,156 | 228,539 | 654,695 |
| University of Toledo | 392,700 | 185,700 | 578,400 |
| Ball State University | 446,338 | 105,215 | 551,553 |
| Peer Median | 392,700 | 158,853 | 551,553 |
| Western Michigan University | 377,390 | 116,513 | 493,903 |
| Northern Illinois University | 450,000 | 6,000 | 456,000 |
| Central Michigan University | 367,640 | 71,233 | 438,873 |
| University of Massachusetts Amherst | 375,000 | 42,375 | 417,375 |

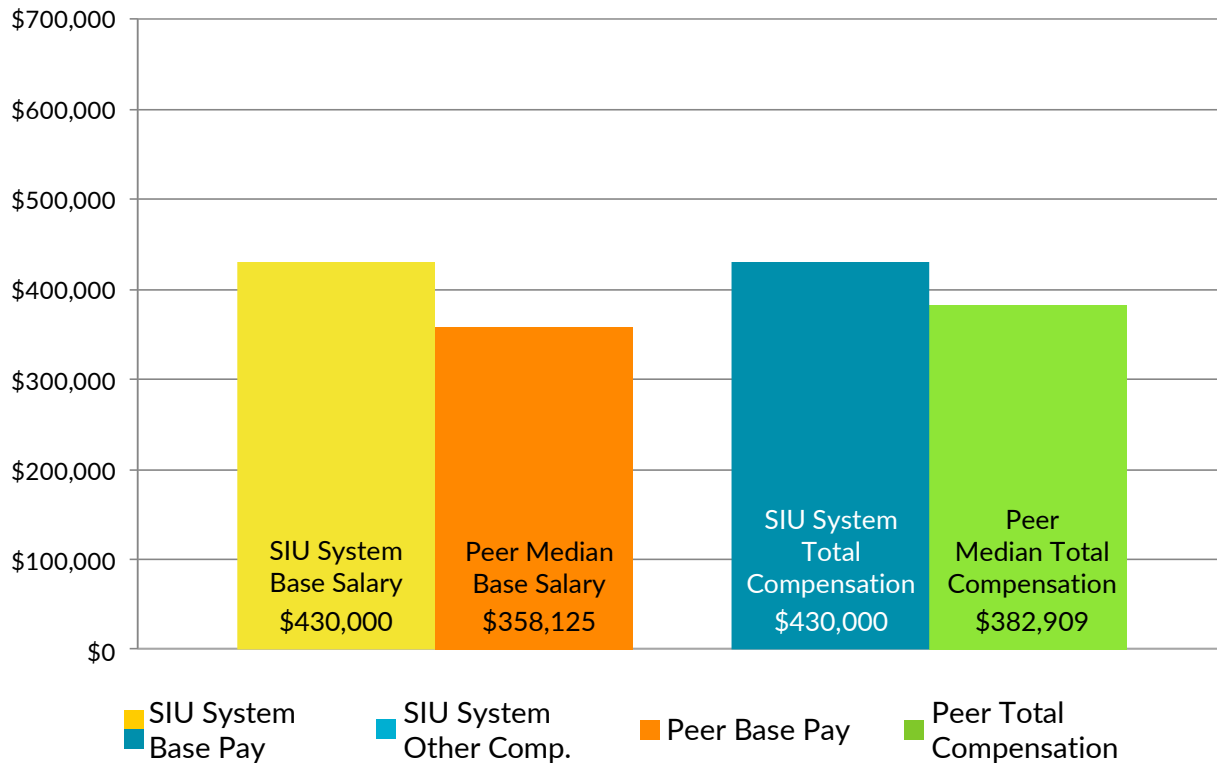
SIU Southern Illinois University System

Peer Comparisons



SIU Southern Illinois University System

Peer Median Salary



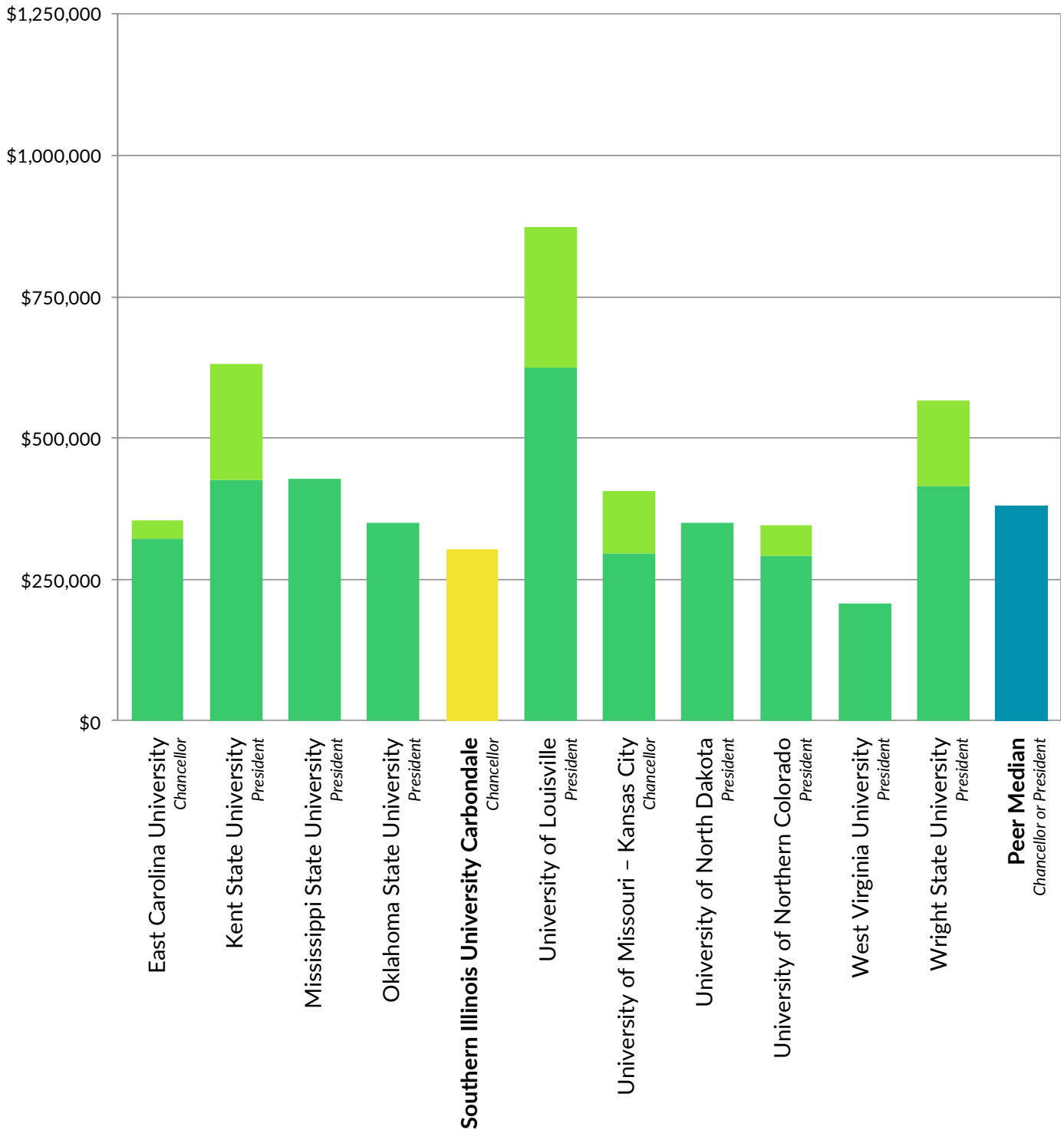
| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|---|----------------|--------------------|--------------------|
| University of Alabama System | \$640,000 | \$105,000 | \$745,000 |
| Texas Tech University System | 420,240 | 225,000 | 645,240 |
| Southern Illinois University System | 430,000 | 0 | 430,000 |
| Arkansas State University System | 311,217 | 75,600 | 386,817 |
| Peer Median | 358,125 | 77,300 | 382,909 |
| Arizona Board of Regents | 300,000 | 79,000 | 379,000 |
| University of Louisiana System | 375,000 | 0 | 375,000 |
| Mississippi State Institutes of Higher Learning Board of Trustees | 341,250 | 0 | 341,250 |



Southern Illinois University Carbondale

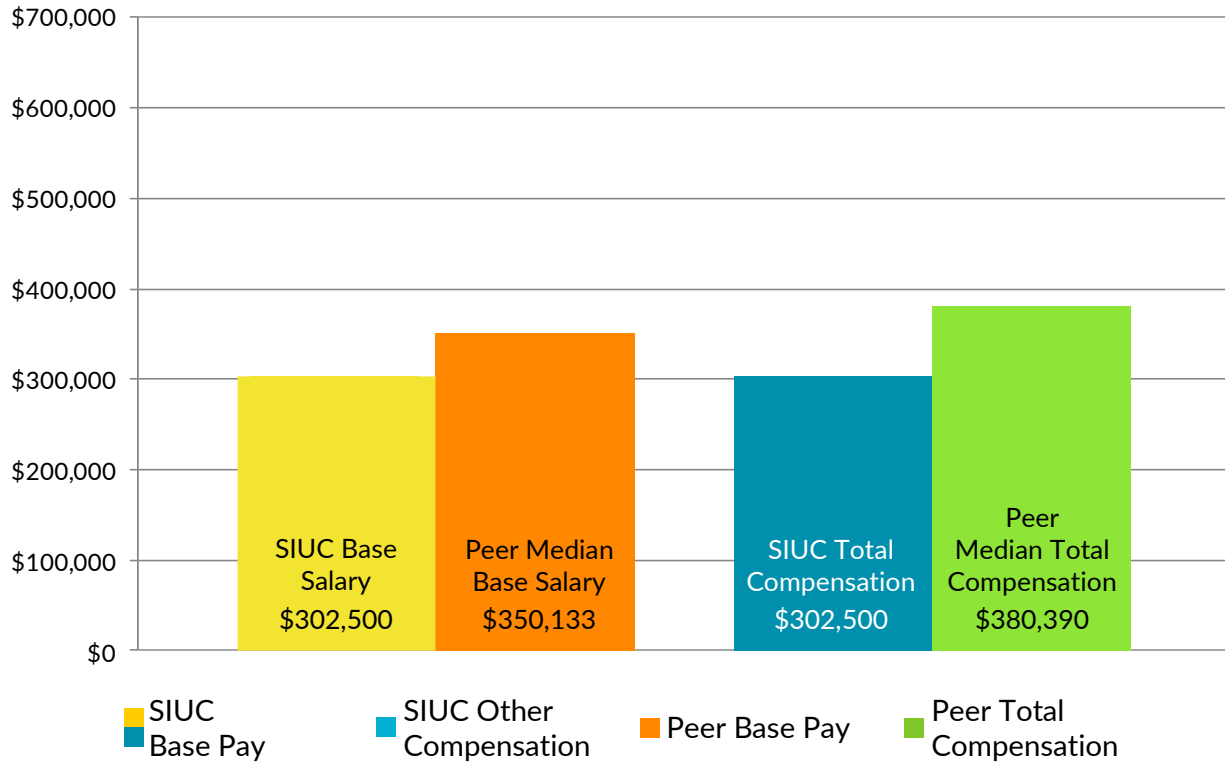
Peer Comparisons

- SIUC Base Pay
- SIUC Other Compensation
- Peer Base Pay
- Peer Other Compensation
- Peer Total Compensation



SIUC Southern Illinois University Carbondale

CARBONDALE Peer Median Salary

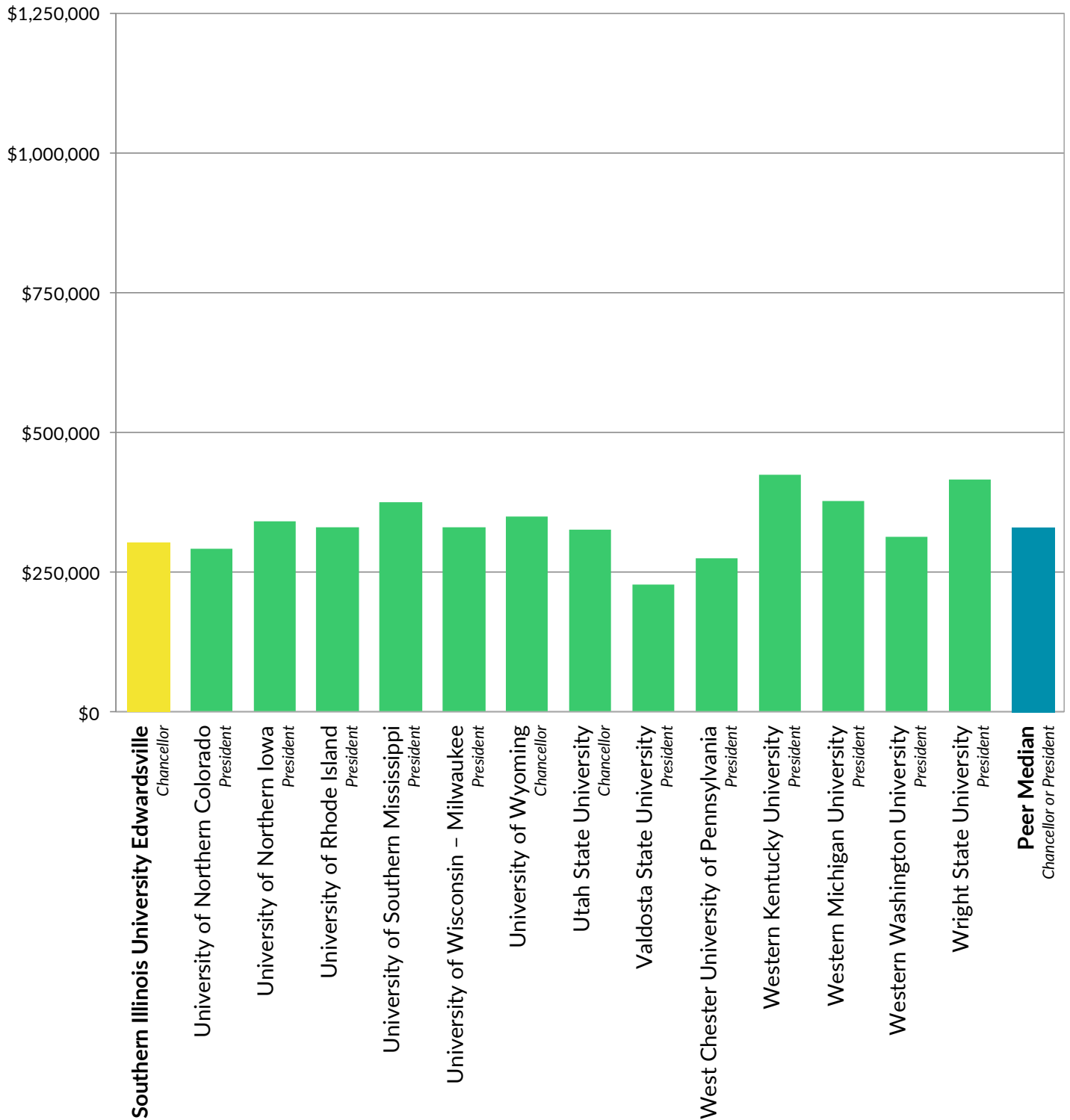


| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|---|----------------|--------------------|--------------------|
| University of Louisville | \$624,000 | \$250,000 | \$874,000 |
| Kent State University | 426,156 | 204,450 | 630,606 |
| Wright State University | 416,000 | 150,000 | 566,000 |
| Mississippi State University | 429,000 | 0 | 429,000 |
| University of Missouri - Kansas City | 295,545 | 110,419 | 405,964 |
| Peer Median | 350,133 | 43,378 | 380,390 |
| East Carolina University | 322,560 | 32,256 | 354,816 |
| University of North Dakota | 350,265 | 0 | 350,265 |
| Oklahoma State University - Stillwater | 350,000 | 0 | 350,000 |
| University of Northern Colorado | 291,375 | 54,500 | 345,875 |
| Southern Illinois University, Carbondale | 302,500 | 0 | 302,500 |
| West Virginia University | 207,812 | 0 | 207,812 |

SIUE Southern Illinois University Edwardsville

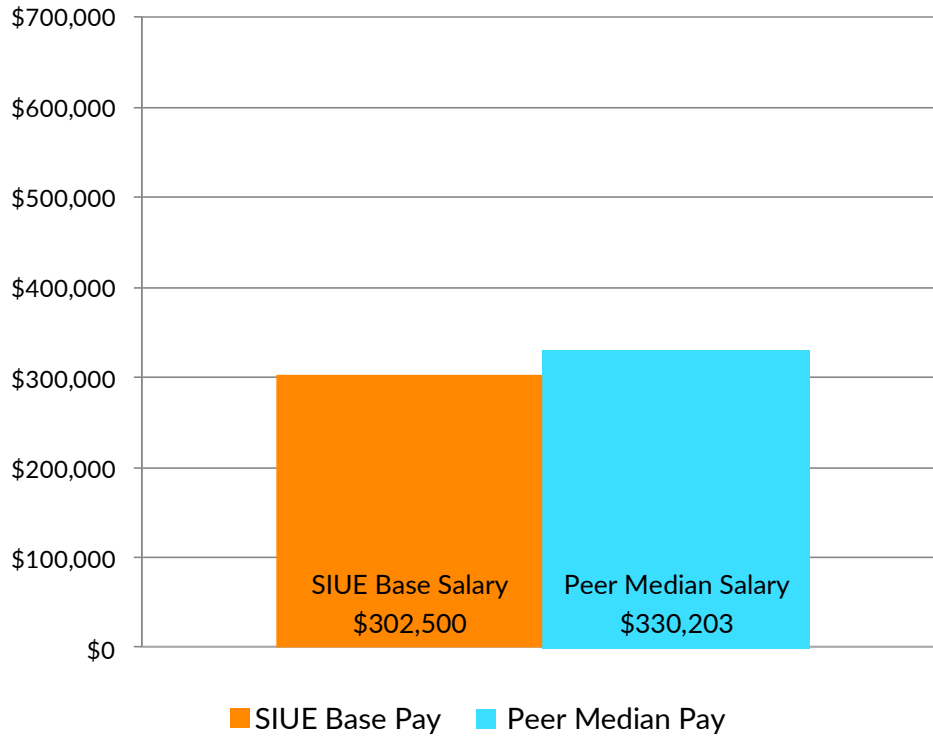
Peer Comparisons

■ SIUE Base Pay
 ■ Peer Base Pay
 ■ Peer Base Pay



SIUE Southern Illinois University Edwardsville

Peer Median Salary



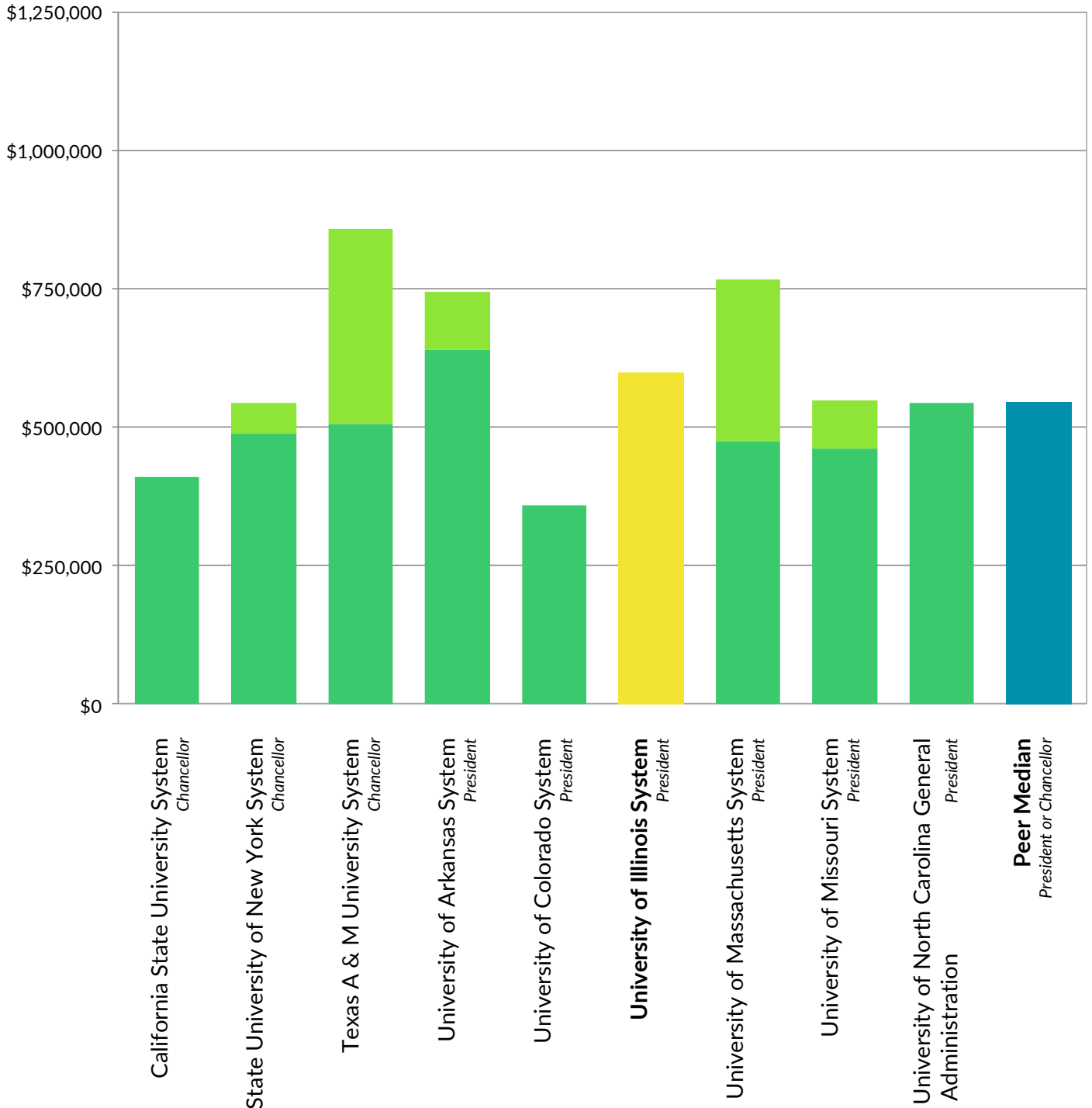
| Comparison Institution Name | Base Pay |
|--|----------------|
| Western Kentucky University | \$423,588 |
| Wright State University | 416,000 |
| Western Michigan University | 377,390 |
| University of Southern Mississippi | 375,000 |
| University of Wyoming | 350,004 |
| University of Northern Iowa | 340,000 |
| University of Wisconsin - Milwaukee | 330,203 |
| Median | 330,203 |
| University of Rhode Island | 330,000 |
| Utah State University | 325,774 |
| Western Washington University | 312,000 |
| Southern Illinois University Edwardsville | 302,500 |
| University of Northern Colorado | 291,375 |
| West Chester University of Pennsylvania | 273,440 |
| Valdosta State University | 227,200 |



University of Illinois System

Peer Comparisons

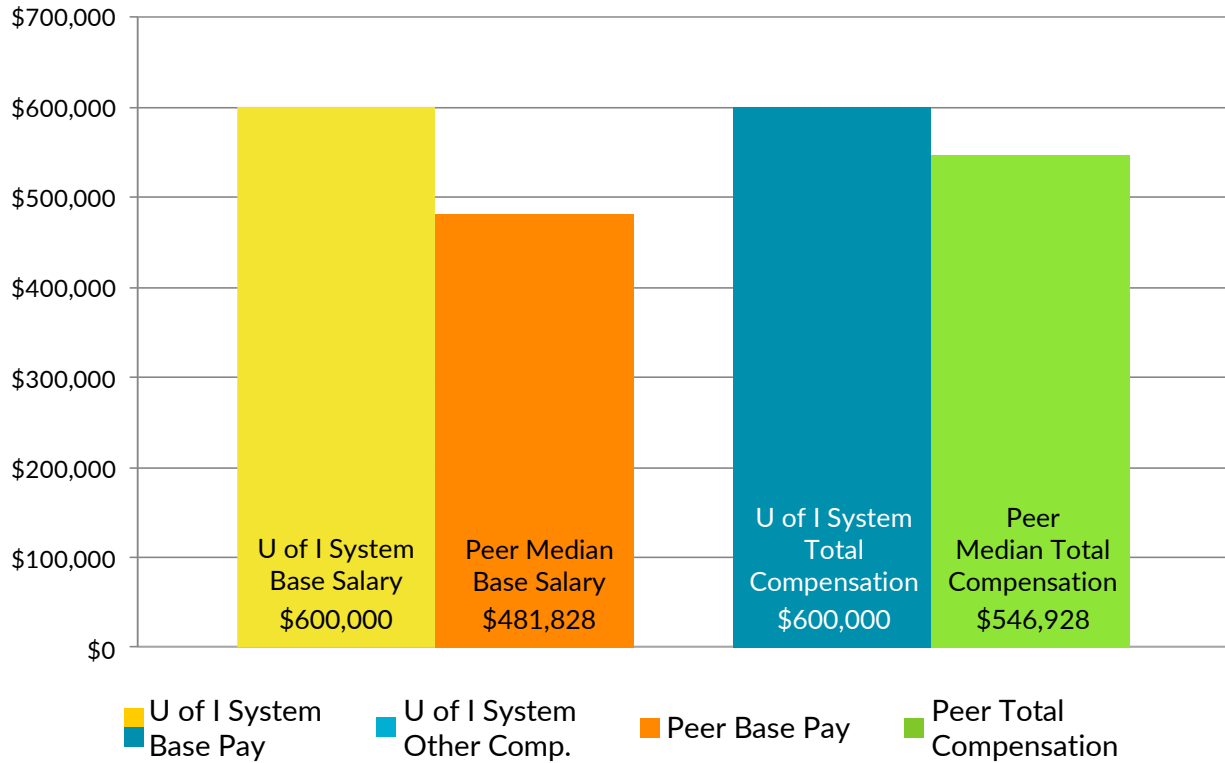
■ UIUC System Base Pay
 ■ UIUC System Other Compensation
 ■ Peer Base Pay
 ■ Peer Other Compensation
 ■ Peer Total Compensation





University of Illinois System

Peer Median Salary



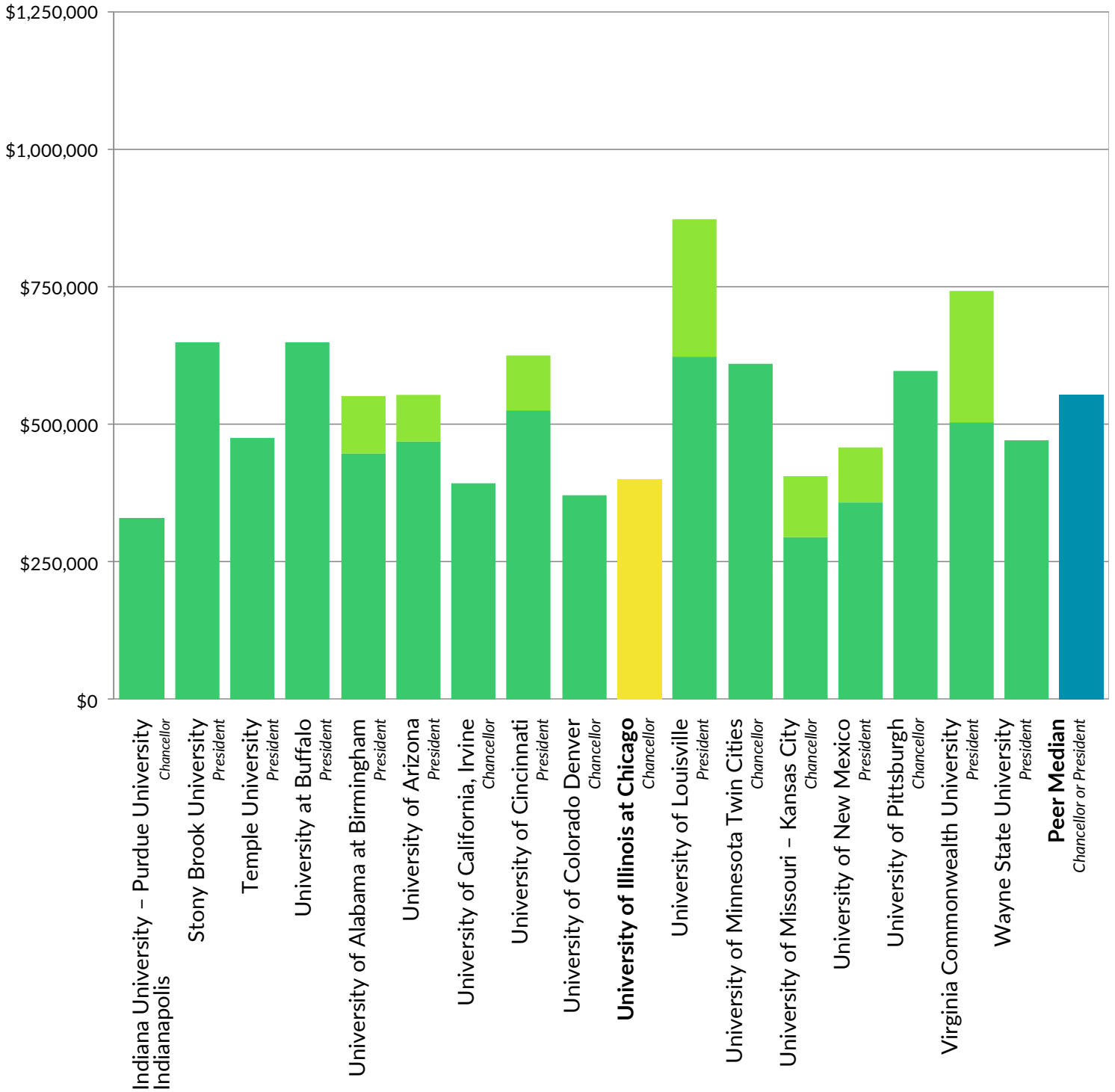
| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|---|----------------|--------------------|--------------------|
| Texas A & M University System | \$507,300 | \$351,135 | \$858,435 |
| University of Massachusetts System | 475,000 | 291,933 | 766,933 |
| University of Arkansas System | 640,000 | 105,000 | 745,000 |
| University of Illinois System | 600,000 | 0 | 600,000 |
| University of Missouri System | 462,000 | 87,800 | 549,800 |
| Peer Median | 481,828 | 71,600 | 546,928 |
| State University of New York System | 488,655 | 55,400 | 544,055 |
| University of North Carolina General Administration | 543,750 | 0 | 543,750 |
| California State University System | 410,000 | 0 | 410,000 |
| University of Colorado System | 359,100 | 0 | 359,100 |



University of Illinois at Chicago

Peer Comparisons

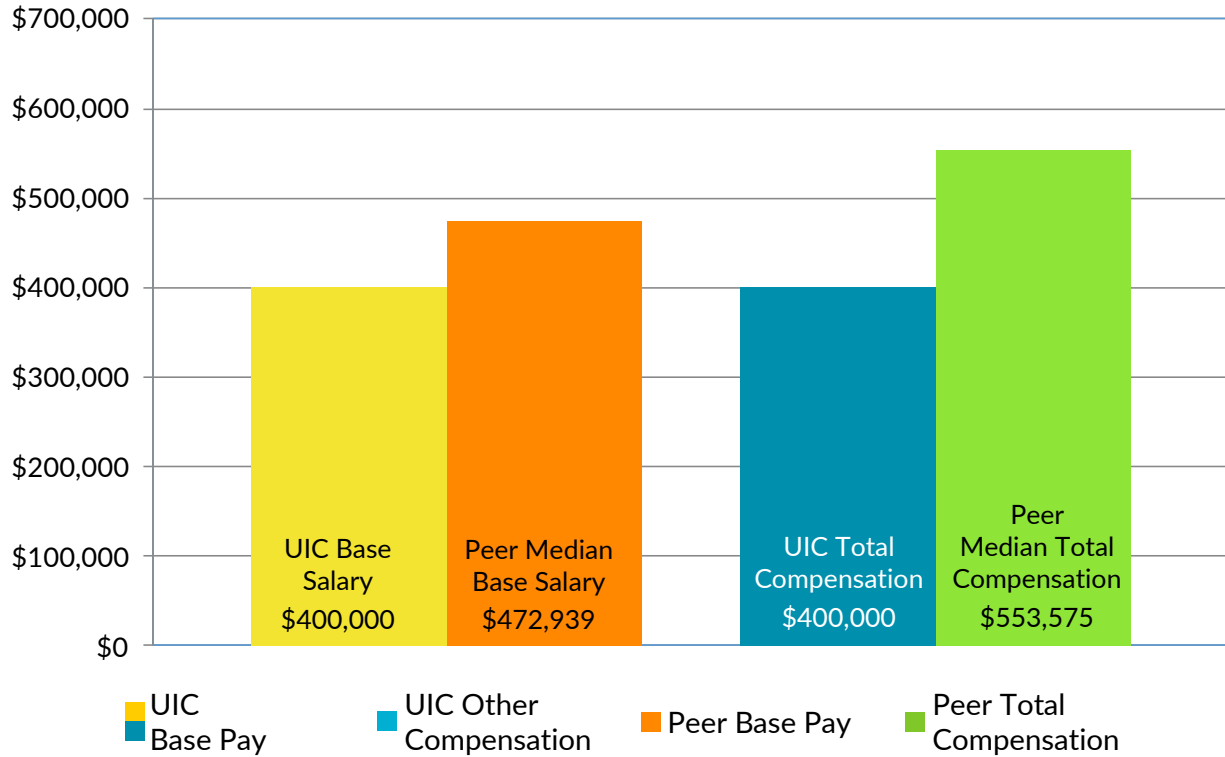
■ UIC Base Pay
 ■ UIC Other Compensation
 ■ Peer Base Pay
 ■ Peer Other Compensation
 ■ Peer Total Compensation





University of Illinois at Chicago

Peer Median Salary



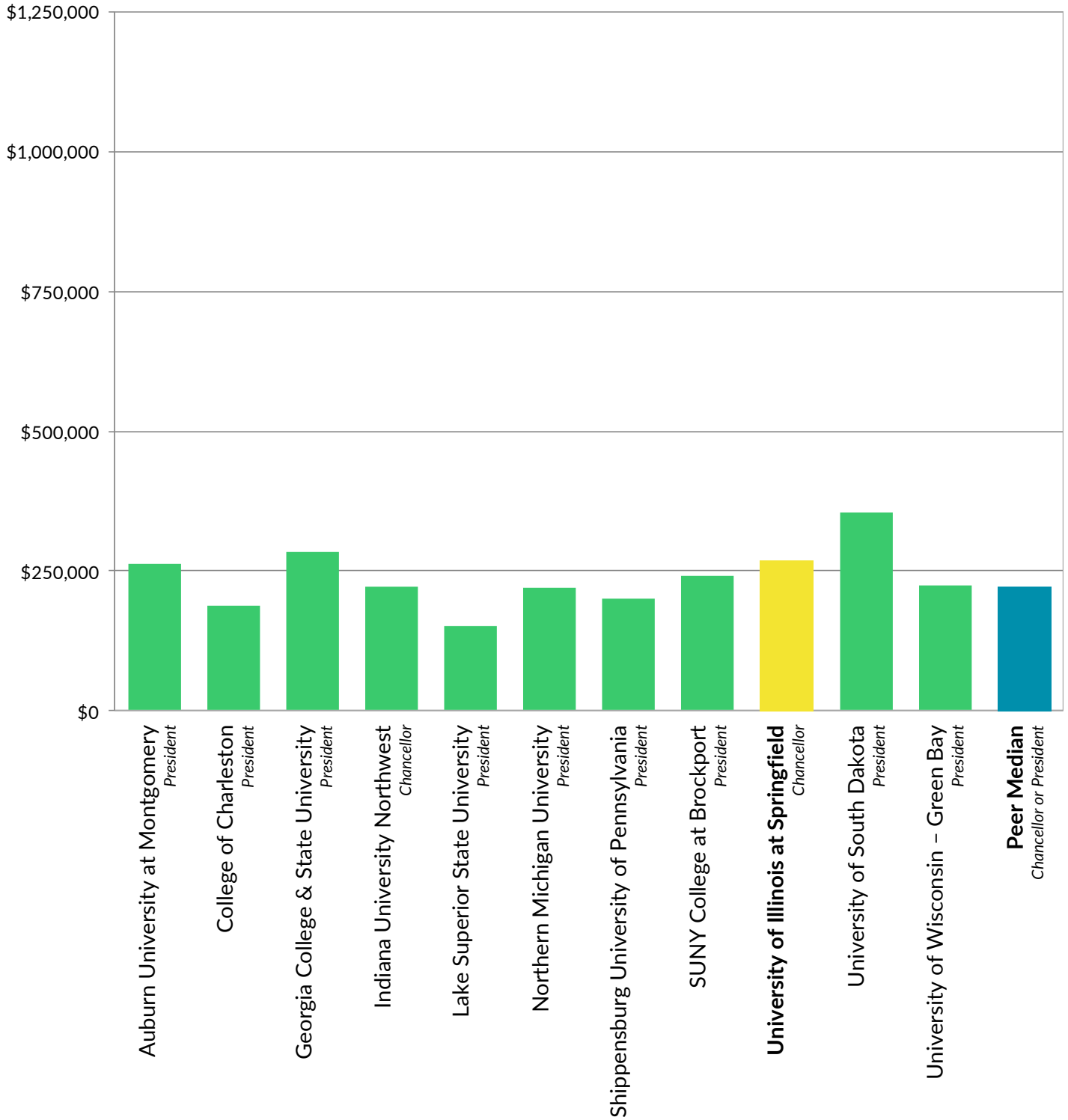
| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|---|----------------|--------------------|--------------------|
| University of Louisville | \$624,000 | \$250,000 | \$874,000 |
| Virginia Commonwealth University | 503,155 | 241,000 | 744,155 |
| Stony Brook University | 650,000 | 0 | 650,000 |
| University at Buffalo | 650,000 | 0 | 650,000 |
| University of Cincinnati | 525,000 | 100,000 | 625,000 |
| University of Minnesota Twin Cities | 610,000 | 0 | 610,000 |
| University of Pittsburgh | 597,500 | 0 | 597,500 |
| University of Arizona | 470,000 | 84,600 | 554,600 |
| University of Alabama at Birmingham | 447,550 | 105,000 | 552,550 |
| Temple University | 475,000 | 0 | 475,000 |
| Peer Median | 472,939 | 0 | 553,575 |
| Wayne State University | 472,251 | 0 | 472,251 |
| University of New Mexico | 358,550 | 100,000 | 458,550 |
| University of Missouri - Kansas City | 295,545 | 110,419 | 405,964 |
| University of Illinois at Chicago | 400,000 | 0 | 400,000 |
| University of California, Irvine | 392,000 | 0 | 392,000 |
| University of Colorado Denver | 371,700 | 0 | 371,700 |
| Indiana University - Purdue University-Indianapolis | 330,191 | 0 | 330,191 |



University of Illinois at Springfield

Peer Comparisons

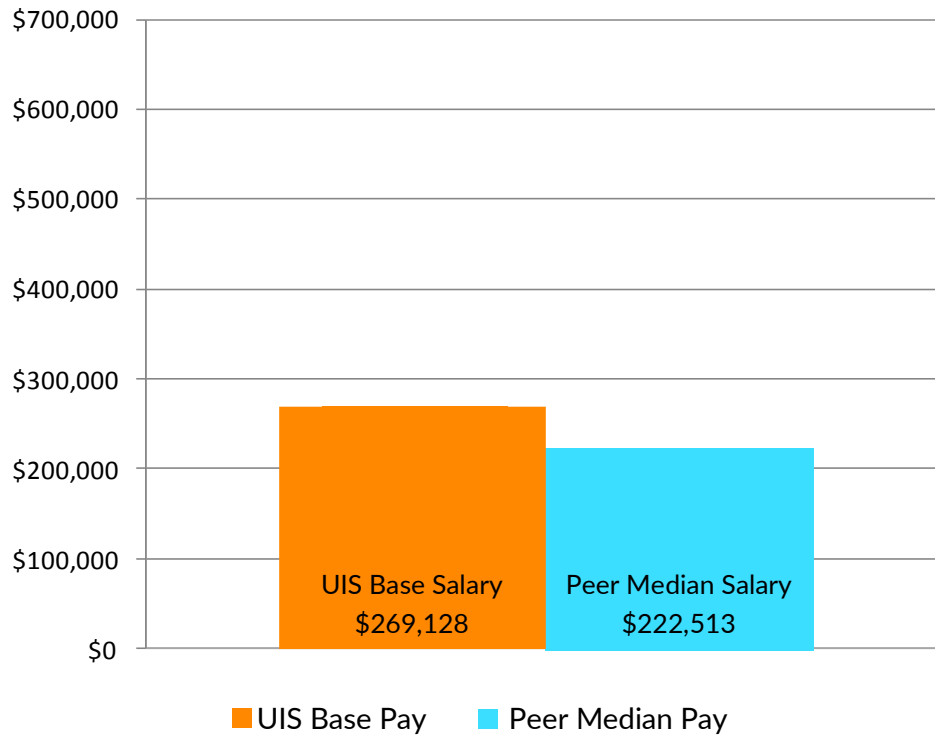
■ UIS Base Pay ■ Peer Base Pay ■ Peer Base Pay





University of Illinois at Springfield

Peer Median Salary



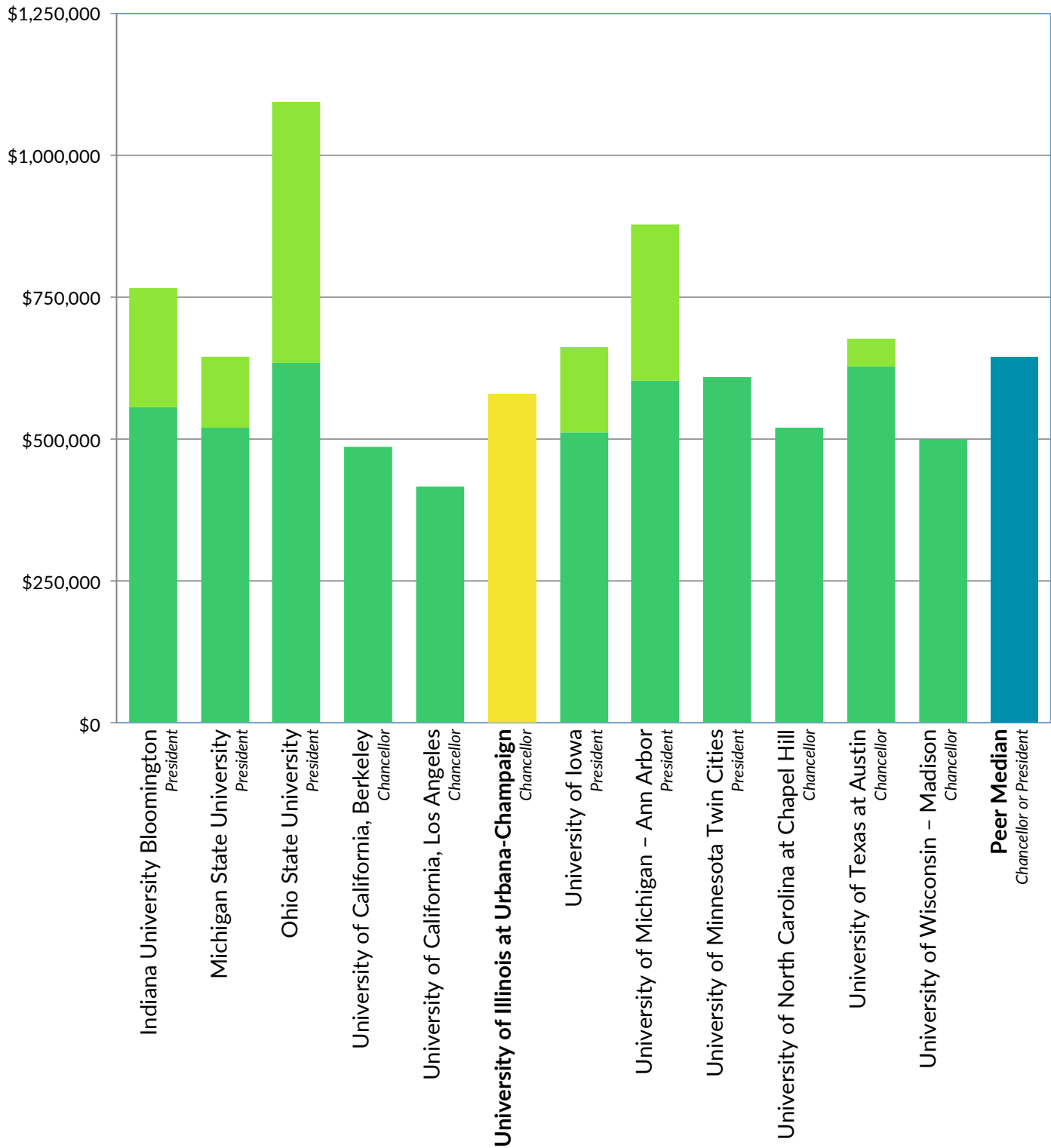
| Comparison Institution Name | Base Pay |
|--|----------------|
| University of South Dakota | \$354,567 |
| Georgia College & State University | 284,433 |
| University of Illinois at Springfield | 269,128 |
| Auburn University at Montgomery | 262,665 |
| SUNY College at Brockport | 240,000 |
| University of Wisconsin - Green Bay | 223,493 |
| Median | 222,513 |
| Indiana University Northwest | 221,533 |
| Northern Michigan University | 220,000 |
| Shippensburg University of Pennsylvania | 200,820 |
| College of Charleston | 188,000 |
| Lake Superior State University | 150,000 |



University of Illinois at Urbana-Champaign

Peer Comparisons

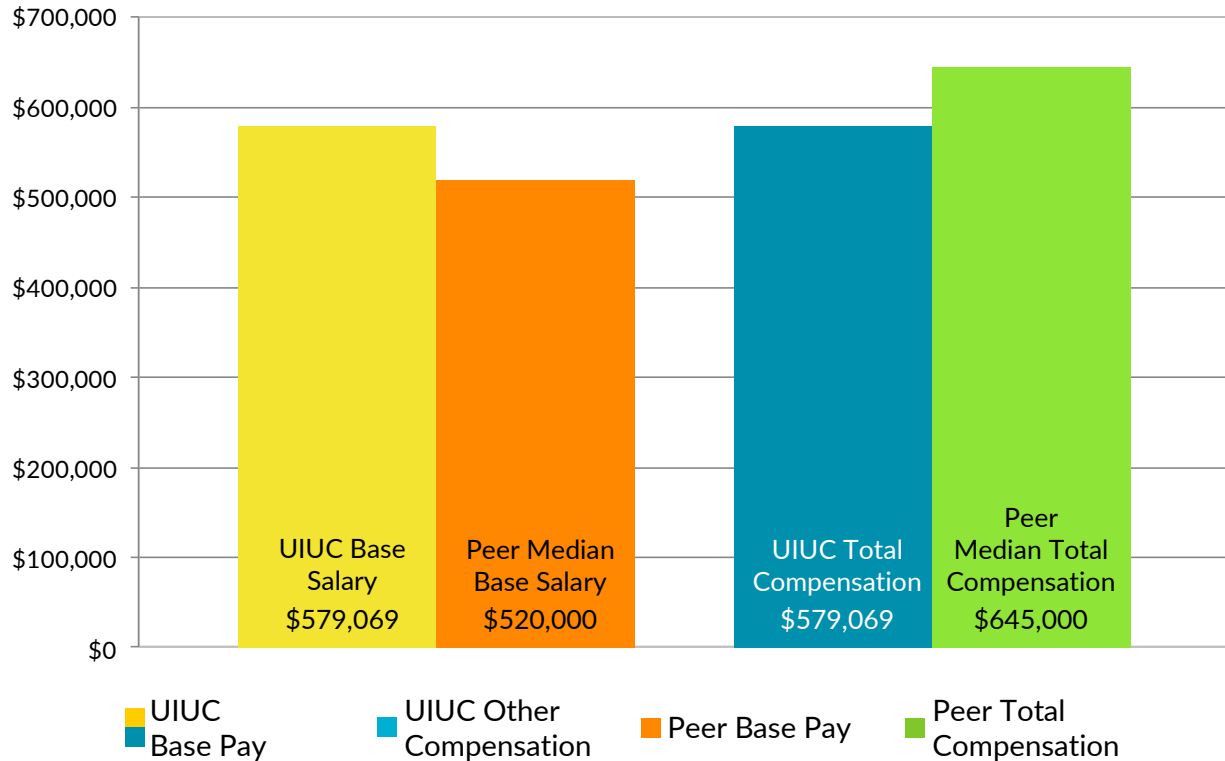
■ UIUC Base Pay ■ UIUC Other Compensation ■ Peer Base Pay ■ Peer Other Compensation ■ Peer Total Compensation





University of Illinois at Urbana-Champaign

Peer Median Salary



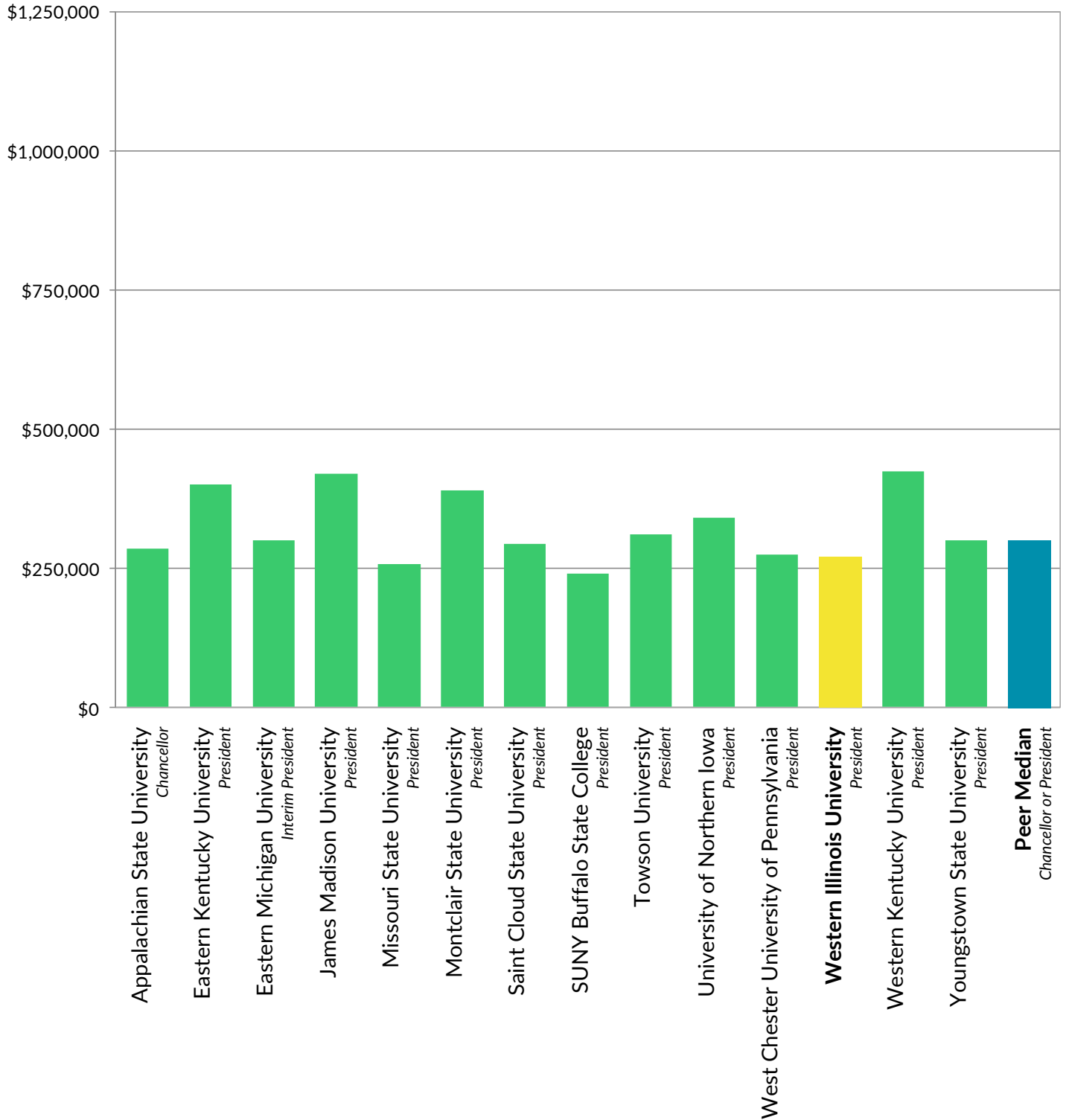
| Comparison Institution Name | Base Pay | Other Compensation | Total Compensation |
|---|----------------|--------------------|--------------------|
| Ohio State University | \$634,572 | \$460,519 | \$1,095,091 |
| University of Michigan – Ann Arbor | 603,357 | 275,000 | 878,357 |
| Indiana University Bloomington | 555,745 | 211,149 | 766,894 |
| University of Texas Austin | 628,190 | 50,000 | 678,190 |
| University of Iowa | 513,003 | 150,000 | 663,003 |
| Michigan State University | 520,000 | 125,000 | 645,000 |
| Peer Median | 520,000 | 50,000 | 645,000 |
| University of Minnesota Twin Cities | 610,000 | 0 | 610,000 |
| University of Illinois at Urbana-Champaign | 579,069 | 0 | 579,069 |
| University of North Carolina Chapel Hill | 520,000 | 0 | 520,000 |
| University of Wisconsin – Madison | 499,950 | 0 | 499,950 |
| University of California, Berkeley | 486,000 | 0 | 486,000 |
| University of California, Los Angeles | 416,000 | 0 | 416,000 |



Western Illinois University

Peer Comparisons

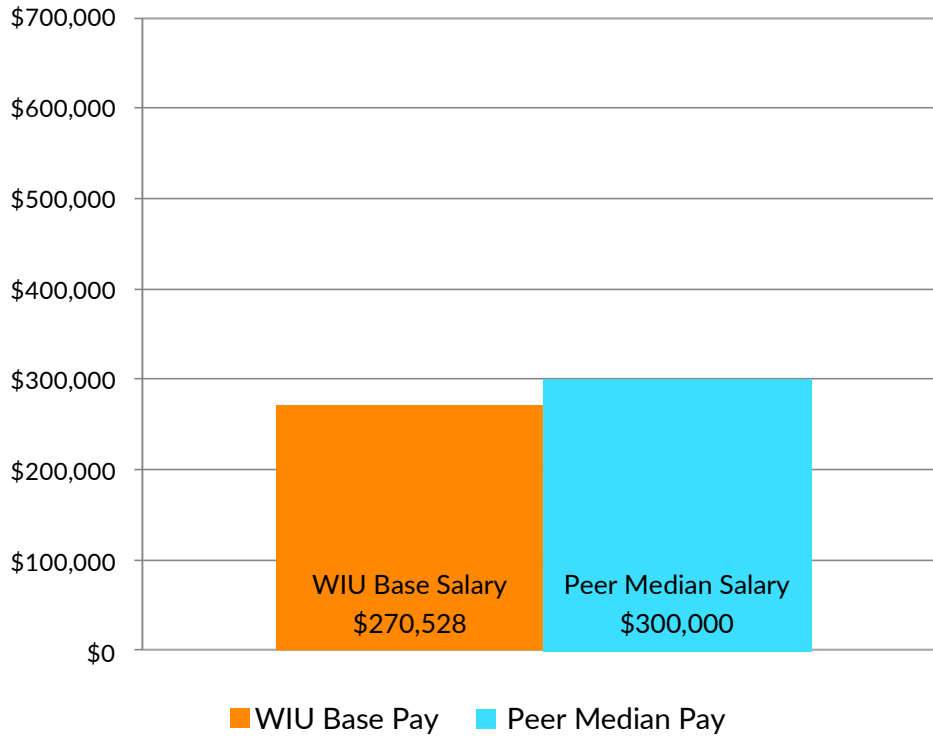
■ WIU Base Pay ■ Peer Base Pay ■ Peer Base Pay





Western Illinois University

Peer Median Salary



| Comparison Institution Name | Base Pay |
|---|----------------|
| Western Kentucky University | \$423,588 |
| James Madison University | 420,000 |
| Eastern Kentucky University | 400,000 |
| Montclair State University | 390,000 |
| University of Northern Iowa | 340,000 |
| Towson University | 310,005 |
| Eastern Michigan University | 300,000 |
| Youngstown State University | 300,000 |
| Median | 300,000 |
| Saint Cloud State University | 293,772 |
| Appalachian State University | 285,000 |
| West Chester University of Pennsylvania | 273,440 |
| Western Illinois University | 270,528 |
| Missouri State University | 257,088 |
| SUNY Buffalo State College | 240,000 |