

**Full-Time Instructional Faculty Salary and Total Compensation Data:
2004-05 with Comparisons to 2003-04**
(dollar figures in thousands)

For over a decade, Illinois Wesleyan University has attempted to be at or above the 80th percentile in faculty salaries among AAUP Category IIB colleges (see below for definition). The University competes, however, with all leading public and private colleges for faculty, and the national average compensation for faculty at the rank of full professor in 2004-05 was \$115,129.

Average Salary Information

	Professor		Associate Professor		Assistant Professor	
	2004-05	2003-04	2004-05	2003-04	2004-05	2003-04
IWU Number in Rank	47	44	63	60	45	49
IWU Salary	\$ 79.7	\$ 77.8	60.4	\$ 59.4	51.1	\$ 48.7
Salary at 80th Percentile for AAUP Category IIB Institutions**	\$ 77.6	\$ 73.9	61.2	\$ 58.9	50.7	\$ 48.8
IWU Difference from 80th Percentile	\$ 2.1	\$ 3.9	\$ (0.8)	\$ 0.5	\$ 0.4	\$ (0.1)
IWU as % of 80th Percentile	102.7%	105.3%	98.7%	100.8%	100.8%	99.8%
Mean Salary for ACM Institutions by Rank***	\$ 77.2	\$ 75.3	\$ 60.0	\$ 57.4	\$ 49.3	\$ 46.8
IWU Difference from ACM Mean Salary	\$ 2.5	\$ 2.5	\$ 0.4	\$ 2.0	\$ 1.8	\$ 1.9
IWU as % of ACM	103.2%	103.3%	100.6%	103.4%	103.7%	104.0%

Average Compensation (Salary + Fringe Benefits) Information

	Professor		Associate Professor		Assistant Professor	
	2004-05	2003-04	2004-05	2003-04	2004-05	2003-04
IWU Total Compensation	\$ 105.6	\$ 101.9	\$ 81.3	\$ 79.7	\$ 67.3	\$ 62.5
Compensation at 80th Percentile for AAUP Category IIB Institutions	\$ 99.4	\$ 94.5	\$ 79.5	\$ 75.5	\$ 65.8	\$ 62.8
IWU Difference from 80th Percentile	\$ 6.2	\$ 7.4	\$ 1.8	\$ 4.2	\$ 1.5	\$ (0.3)
IWU as % of 80th Percentile	106.2%	107.8%	102.3%	105.6%	102.3%	99.5%
Mean Compensation for ACM Institutions by Rank	\$ 98.5	\$ 96.3	\$ 76.9	\$ 74.1	\$ 62.4	\$ 59.4
IWU Difference from ACM Mean Compensation	\$ 7.1	\$ 5.6	\$ 4.4	\$ 5.6	\$ 4.9	\$ 3.1
IWU as % of ACM	107.2%	105.8%	105.7%	107.5%	107.8%	105.2%

**AAUP Category IIB institutions are 861 colleges, including IWU, with a primary emphasis on undergraduate education; 80th percentile figures for 2004-05 are based on data collected from 495 (57.5%) of these institutions.

***Associated Colleges of the Midwest (ACM) includes Beloit, Carleton, Coe, Colorado, Cornell, Grinnell, Knox, Lake Forest, Lawrence, Macalester, Monmouth, Ripon, and St. Olaf.

Source: *Academe*, March-April 2005.