

**Full-Time Instructional Faculty Salary and Total Compensation Data:
2003-04 with Comparisons to 2002-03**

(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 2003-04 was \$111,096.

Average Salary Information

	Professor		Associate Professor		Assistant Professor	
	2003-04*	2002-03	2003-04*	2002-03	2003-04*	2002-03
IWU Number in Rank	44	40	60	54	49	63
IWU Salary	\$ 77.8	\$ 78.3	\$ 59.4	\$ 61.2	\$ 48.7	\$ 47.1
Salary at 80th Percentile for AAUP Category IIB Institutions**	\$ 73.9	\$ 71.5	\$ 58.9	\$ 57.4	\$ 48.8	\$ 47.7
IWU Difference from 80th Percentile	\$ 3.9	\$ 6.8	\$ 0.5	\$ 3.8	\$ (0.1)	\$ (0.6)
IWU as % of 80th Percentile	105.3%	109.5%	100.8%	106.6%	99.8%	98.7%
Mean Salary for ACM Institutions by Rank***	\$ 75.3	\$ 73.7	\$ 57.4	\$ 56.6	\$ 46.8	\$ 45.8
IWU Difference from ACM Mean Salary	\$ 2.5	\$ 4.6	\$ 2.0	\$ 4.6	\$ 1.9	\$ 1.3
IWU as % of ACM	103.3%	106.2%	103.4%	108.1%	104.0%	102.8%

*IWU corrected its AAUP reporting method in 2003-04 to omit faculty salary stipends for part-time administrative duties such as those of department or program head that had erroneously been included in past reports. Because this correction is not retroactive, these charts give the appearance that IWU faculty at the two highest ranks were actually paid less, on average, in 2003-04 than in 2002-03. Actual salaries paid (regular salary plus salary stipends for administrative work) did not decrease. Even with the correction, IWU remains above the 80th percentile in 2003-04 for the two highest ranks and has closed the salary gap a bit at the assistant rank, where the correction to exclude supplemental salary stipends was not a factor.

Average Compensation (Salary + Fringe Benefits) Information

	Professor		Associate Professor		Assistant Professor	
	2003-04	2002-03	2003-04	2002-03	2003-04	2002-03
IWU Total Compensation	\$ 101.9	\$ 100.5	\$ 79.7	\$ 80.3	\$ 62.5	\$ 60.2
Compensation at 80th Percentile for AAUP Category IIB Institutions	\$ 94.5	\$ 86.3	\$ 75.5	\$ 73.5	\$ 62.8	\$ 60.6
IWU Difference from 80th Percentile	\$ 7.4	\$ 14.2	\$ 4.2	\$ 6.8	\$ (0.3)	\$ (0.4)
IWU as % of 80th Percentile	107.8%	116.5%	105.6%	109.3%	99.5%	99.3%
Mean Compensation for ACM Institutions by Rank	\$ 96.3	\$ 93.7	\$ 74.1	\$ 72.4	\$ 59.4	\$ 57.7
IWU Difference from ACM Mean Compensation	\$ 5.6	\$ 6.8	\$ 5.6	\$ 7.9	\$ 3.1	\$ 2.5
IWU as % of ACM	105.8%	107.3%	107.5%	110.9%	105.2%	104.4%

**AAUP Category IIB institutions are 865 colleges, including IWU, with a primary emphasis on undergraduate education; 80th percentile figures are based on data collected from 518 (60%) 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 2004.