

# **Pensions vs. higher education**

## ***Skyrocketing pensions, bloated administrations are pricing students out of college degrees***



*By Ted Dabrowski, Vice President of Policy, and John Klingner, Policy Analyst*

*Additional resources: [illinoispolicy.org](http://illinoispolicy.org)*

190 S. LaSalle St., Suite 1500, Chicago, IL 60603 | 312.346.5700 | 802 S. 2nd St., Springfield, IL 62704 | 217.528.8800

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## INTRODUCTION

**Many Illinois state politicians** and university administrators are blaming the state's budget gridlock for higher-education funding shortfalls.

"We're seeing this incremental dismantling of our universities piece by piece, as people get laid off and things get shut down," said Randy Dunn, president of the Southern Illinois University System. "Over time you turn around and you wonder what happened to your university. Piece by piece it just disappeared on you. I worry that we started down that path."<sup>1</sup>

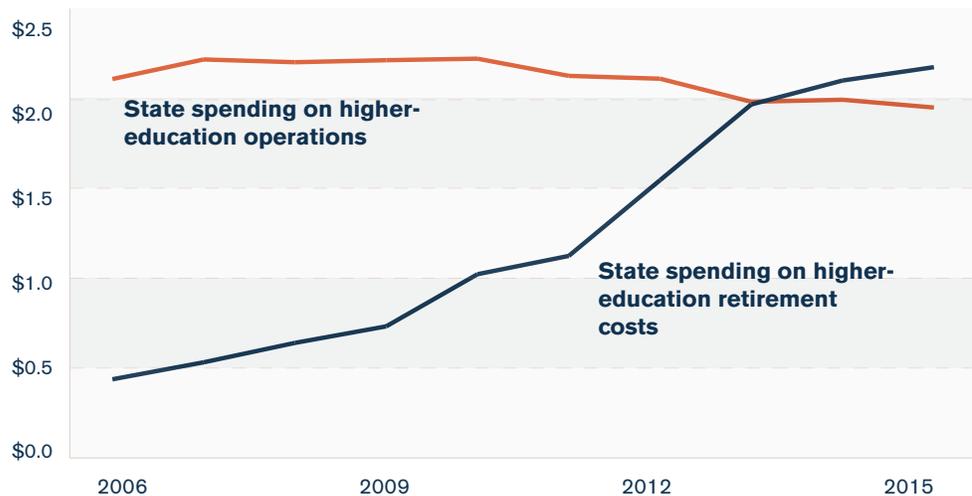
But budget gridlock isn't why Illinois' higher-education system is facing financial troubles. The truth is that more than 50 percent of Illinois' \$4.1 billion budget for state universities is spent on retirement costs – making it easy to understand why there's not money out there for much else.

Rather than keep tuition low, Illinois colleges and universities have taken the flood of federal and state monies available to higher education over the past two decades and spent it on a massive increase in administrative positions and exorbitant executive compensation. That growth and those higher salaries have dramatically increased the cost of university pensions, causing the state to redirect a majority of its higher-education funds toward retirement costs.

The state is now spending more money on retirement costs than on university operations. A decade ago, retirement costs made up only 20 percent of the state's total higher-education spending. Today, that percentage has ballooned to 53 percent. As spending on retirements rose from 2006 to 2015, state spending on higher-education operations fell by over \$150 million. Higher-education costs are out of control in every state, but Illinois adds an untenable pension crisis to the mix of too many administrators and budget bloat.

### Retirement costs now consume more than 50 percent of all state spending on higher education

State spending on higher-education retirement costs vs. spending on operations (in billions)



## Retirement costs now consume more than 50 percent of all state spending on higher education

State spending on higher-education retirement costs vs. spending on operations  
(in billions)

Fiscal year	Percent of total state spending devoted to retirement costs	Percent of total state spending devoted to operations
2006	17%	83%
2007	19%	81%
2008	22%	78%
2009	25%	75%
2010	31%	69%
2011	35%	65%
2012	42%	58%
2013	50%	50%
2014	51%	49%
2015	53%	47%

Note: State spending on retirement costs includes pensions, health care and pension obligation bonds. See appendix for more information.

Source: Illinois Board of Higher Education, Commission on Government Forecasting and Accountability

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Universities want to use Illinois' 2015 budget crisis to blame the state for the mess the leaders of these schools have made, claiming the state's lack of appropriations has made college less accessible to lower-income students.

But the fact is the universities' own out-of-touch policies have led to a spike in student tuitions of nearly 100 percent in the past decade.<sup>2</sup> Skyrocketing tuition, driven by ever-increasing administrative costs and the higher-education pension crisis, has put college out of reach for many Illinoisans.

### 1. Skyrocketing tuition costs

Even a cursory look at student tuition rates shows that Illinois' public universities' bloated spending and growing administrative staffs have bumped up tuition at an alarming rate.

According to the Illinois Board of Higher Education, tuition has been increasing dramatically at Illinois' public universities for more than a decade. Combined student tuition and fees grew anywhere from 74 to 112 percent between 2006 and 2016, depending on the university.<sup>3</sup>

### Student tuition and fees have grown by as much as 100 percent since 2006

Annual full-time resident undergraduate tuition and fees: entry level

University	2006 average tuition and fees	2016 average tuition and fees	Average annual growth rate	Total growth 2006 - 2016
Chicago State	\$6,626	\$11,758	5.90%	77%
Eastern Illinois	\$6,339	\$11,305	5.96%	78%
Governors State	\$5,050	\$10,246	7.33%	103%
Illinois State	\$7,091	\$13,666	6.78%	93%
Northeastern Illinois	\$6,306	\$13,374	7.81%	112%
Northern Illinois	\$7,229	\$14,318	7.07%	98%
Western Illinois	\$6,899	\$12,889	6.45%	87%
<b>Southern Illinois</b>				
Carbondale	\$6,831	\$13,137	6.76%	92%
Edwardsville	\$5,209	\$10,247	7.00%	97%
<b>University of Illinois</b>				
Chicago	\$8,498	\$14,816	5.72%	74%
Springfield	\$5,965	\$12,411	7.60%	108%
Urbana-Champaign	\$8,688	\$15,626	6.05%	80%

Source: Illinois Board of Higher Education

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At Northeastern Illinois University, the average annual cost of tuition and fees has gone up by 112 percent, to \$13,374 in 2016 from \$6,306 in 2006.

And at the University of Illinois at Urbana-Champaign, the campus with the highest tuition and fee costs in the state, average tuition now costs \$15,626 annually, up 80 percent since 2006.

By comparison, the national average of in-state tuition and fees at four-year public institutions was \$8,893 for the 2013-2014 school year.<sup>4</sup>

Over the past decade, Illinois colleges and universities have extracted hundreds of millions of dollars in extra tuition and fees from students, using the excuse that state appropriations to higher-education operations have declined.

But a recent report from the Illinois state Senate Democratic Caucus debunked this myth, saying:

“While state operating support for public universities has declined by 7% over the last decade, the corresponding increase in tuition and fee revenue has not only offset state budget cuts, but sustained annual public university revenue growth rate in excess of 5%. Much of this revenue growth has been used to support an increasingly larger bureaucracy and excessive administrative salaries.”<sup>5</sup>

Escalating costs having nothing to do with education and instruction have

made college all but unaffordable for lower-income students. It used to be that students could work to pay for their education while attending college, but with such steep increases in tuition costs, that is no longer an option.

## **2. Higher education's administrative costs**

### **Increasing number of administrators**

Public colleges and universities are responsible for the biggest driver behind the higher-education funding crisis: Namely, the incredible size and cost of college and university administrations.

Over the past several decades, Illinois' public colleges and universities have gone on an administrative hiring spree. They've grown the size of the higher-education bureaucracy in Illinois while hiking tuition and spending state money to offset the cost.

According to the Illinois state Senate Democratic Caucus' report, the rate at which colleges and universities across the nation are hiring administrators far outpaces the hiring of professors: "The disproportionate increase in the number of employees hired by colleges and universities to manage or administer people, programs and regulations has continued unabated in recent years, increasing 50% faster than the number of instructors between 2001 and 2011."<sup>6</sup>

Illinois has followed that pattern. The number of administrators in Illinois' universities grew by nearly a third (31.1 percent) between 2004 and 2010. At the same time, faculty only increased 1.8 percent, and the number of students only grew 2.3 percent.<sup>7</sup>

At community colleges in Illinois, the number of administrators grew 13.5 percent while the number of faculty and students grew 6.8 percent and 3.9 percent, respectively.<sup>8</sup>

Thus, Illinois has contributed to the decadeslong, national trend of dramatically declining administrator-to-student ratios.

In 1975, the administrator-to-student ratio for higher-education institutions nationally was 1 administrator for every 84 students. By 2005, the nationwide ratio had declined to 1-to-68.<sup>9</sup>

In Illinois, the ratio has fallen even further. In 2011, the average administrator-to-student ratio for Illinois' public universities was approximately 1-to-45.<sup>10</sup>

Chicago State University had the lowest ratio of all, with 18 students for every one administrator – very close to the university's faculty-to-student ratio of 1-to-16.<sup>11</sup>

### **Exorbitant administrative salaries**

Not only have colleges and universities massively expanded their number

of administrators, but they have also been paying administrators exorbitant salaries.

According to the Illinois Board of Higher Education, over half of Illinois' 2,465 university administrators received a base salary of \$100,000 or more in 2015. Ninety-five percent of the University of Illinois system's top 126 administrators made \$100,000 or more as a base salary.<sup>12</sup>

Those high salaries themselves impose a heavy cost on universities – and they are only a part of administrators' overall compensation.

Many top administrators also receive other perks such as housing allowances, cars, club memberships and generous bonuses that can cost universities hundreds of thousands of additional dollars per administrator.

The College of DuPage's compensation practices are a perfect example of the administrative extravagances paid by Illinois colleges and universities. The college's special compensations and large termination payments granted to then-President Robert Breuder resulted in a scandal that prompted Illinois lawmakers to review the entire practice of administrative compensation in higher education.

According to the resulting Illinois Senate report: "By the end of the eight contract renewals, Dr. Breuder was making \$292,738 a year in base pay, a \$20,978 a year housing allowance, almost \$10,000 a year vehicle allowance, and over \$100,000 a year in additional compensation, including deferred compensation."<sup>13</sup>

Even the top-compensated administrator in 2014, the University of Illinois' Chancellor Paula Allen-Meares, received much of her total compensation in the form of a bonus. The chancellor received a base salary of \$437,244 and a bonus retention incentive of \$450,000, bringing her annual compensation to \$887,244.<sup>14</sup>

## Top higher-education administrators in Illinois receive excessive salaries, bonuses and other benefits

Chief-executive compensation at Illinois public colleges and universities, fiscal year 2014

Chief-executive compensation at Illinois public universities, fiscal year 2014					
University	Name	Base pay	Bonuses/ additional compensation	Annuities/ retirement enhancement	Total compensation
University of Illinois, Chicago	Paula Allen-Meares	\$437,244	\$450,000		\$887,244
Illinois State University	Timothy J. Flanagan	\$350,004	\$344,158		\$694,162
University of Illinois, Urbana-Champaign	Phyllis Wise	\$249,000	\$311,500		\$560,500
University of Illinois	Robert Easter	\$462,375	\$90,000		\$552,375
Southern Illinois University, Carbondale	Rita Cheng	\$354,963	\$27,500	\$20,400	\$402,863
Northern Illinois University	John Peters	\$388,656	\$298		\$388,954
Governors State University	Elaine Maimon	\$298,595	\$35,000	\$34,800	\$368,395
Northeastern Illinois University	Sharon Hahs	\$293,600	\$36,531		\$330,131
Eastern Illinois University	William Perry	\$290,000	\$32,289		\$322,289
Southern Illinois University, Edwardsville	Julie Furst-Bowe	\$260,100	\$27,322	\$19,999	\$307,421
Western Illinois University	Jack Thomas	\$265,224	\$2,748	\$26,522	\$294,494
University of Illinois, Springfield	Susan Koch	\$148,953	\$111,920		\$260,873
Chicago State University	Wayne D. Watson	\$199,570			\$199,570

Chief-executive compensation at Illinois community colleges, fiscal year 2014					
Community college	Name	Base pay	Benefits/ extra duty pay	Annuities/ retirement enhancement	Total compensation
Lewis & Clark Community College.	Dale T. Chapman	\$279,661	\$214,742	\$46,000	\$540,403
College of DuPage	Robert Breuder	\$292,739	\$127,772	\$74,581	\$495,092
Illinois Central College	John S. Erwin	\$241,143	\$127,366	\$23,000	\$391,509
Harper College	Kenneth Ender	\$260,969	\$115,983		\$376,952
Elgin Community College	David Sam	\$260,000	\$91,283	\$10,000	\$361,283
Lincoln Land Community College	Charlotte J. Warren	\$231,420	\$78,684	\$49,992	\$360,096
Oakton Community College	Margaret B. Lee	\$259,066	\$89,314		\$348,380
College of Lake County	Girard W. Weber	\$241,118	\$60,765	\$21,150	\$323,033
Richland Community College	Gayle M. Saunders	\$214,724	\$80,759		\$295,483

Note: See Senate report for a full description of each compensation category

Source: Illinois Senate Democratic Caucus Investigative Report on Executive Compensation at Illinois Higher Education Institutions, 2015

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### 3. The growing university pension crisis

While Illinois politicians are responsible for decades of pension underfunding and the granting of overgenerous pension benefits, Illinois' university and college officials must also share the blame for the higher-education pension crisis. The problem has never been revenue, but bloat and overspending.

The enormous salaries university administrators and other employees receive not only increase expenses for colleges and universities, but

directly contribute to the growing costs of university pension benefits for which state taxpayers are responsible.

### **The generous pension benefits of university workers**

Because university retirees' annual pension benefits are determined in part by their final average salaries, large salary increases, coupled with generous pension rules, have boosted the retirement benefits of university employees far beyond what state taxpayers can afford.

Of the over 52,000 current State Universities Retirement System, or SURS, retirees:

- 50 percent retired in their 50s, many with full pension benefits.
- Almost half will see their annual pension benefits double over the course of their retirement, based on approximate life expectancies.
- Over 40 percent will receive more than \$1 million in total retirement benefits, and over 7,400 (14 percent) will receive more than \$2 million in benefits.

The top beneficiary in SURS is Leslie Heffez, an oral surgeon who retired from the University of Illinois at Chicago in 2012. Heffez currently draws a \$547,000 annual pension and, assuming a current life expectancy of 81 years, he'll receive nearly \$18 million in pension benefits over the course of his retirement.<sup>15</sup>

And while Heffez is by far the top pensioner in SURS, he's not the only university retiree who will receive millions in total pension benefits. The average SURS career worker (30 years or more of service) who has recently retired will receive a starting pension of \$71,600 and also earn more than \$2 million in retirement benefits over the course of his or her retirement.

## Pension benefits of State Universities Retirement System retirees

Chief-executive compensation at Illinois public colleges and universities, fiscal year 2014

### Top 10 SURS pensioners by current annual pension

Name	University	Current annual pension	Estimated total lifetime payout
Hefez, Leslie	University of Illinois - Chicago	\$547,862	\$17,982,542
Das Gupta, Tapas	University of Illinois - Chicago	\$466,409	\$7,411,985
Abraham, Edward	University of Illinois - Chicago	\$453,164	\$9,067,334
Guenther, Ronald	University of Illinois - Foundation	\$445,937	\$9,383,642
Maggs, Peter	University of Illinois - Urbana	\$414,871	\$2,408,285
Flaherty, Joseph	University of Illinois - Chicago	\$408,417	\$8,654,854
Mafee, Mahmood	University of Illinois - Chicago	\$404,463	\$8,621,374
Stukel, James	University of Illinois - Urbana	\$379,213	\$7,016,683
Abcarian, Herand	University of Illinois - Chicago	\$370,140	\$6,883,577
Albrecht, Ronald	University of Illinois - Chicago	\$368,742	\$6,199,043

### Select list of average recently retired career SURS pensioners

Name	Last employer	Current annual pension	Estimated total lifetime payout
Barling, Connie	Illinois State University	\$73,633	\$3,013,865
Pilchard, Betty	Heartland Community College	\$72,803	\$2,680,684
Berbert, Kirk	University of Illinois - Chicago	\$72,766	\$2,234,646
Lifonti, Eugene	University of Illinois - Chicago	\$72,708	\$2,682,477
Minor, Cindy	John A. Logan College	\$71,609	\$2,763,489
Simmons, Rosemary	Southern Illinois University - Carbondale	\$71,546	\$3,163,247
Patton, Brent	Southern Illinois University - Carbondale	\$71,448	\$2,411,582
Finucane, William	Northern Illinois University	\$70,799	\$1,848,978
Simpson, Aquanette	Northern Illinois University	\$70,529	\$2,202,885
Harris, Frances	University of Illinois - Urbana	\$70,010	\$2,222,647

Source: Retiree data obtained from SURS pursuant to FOIA request

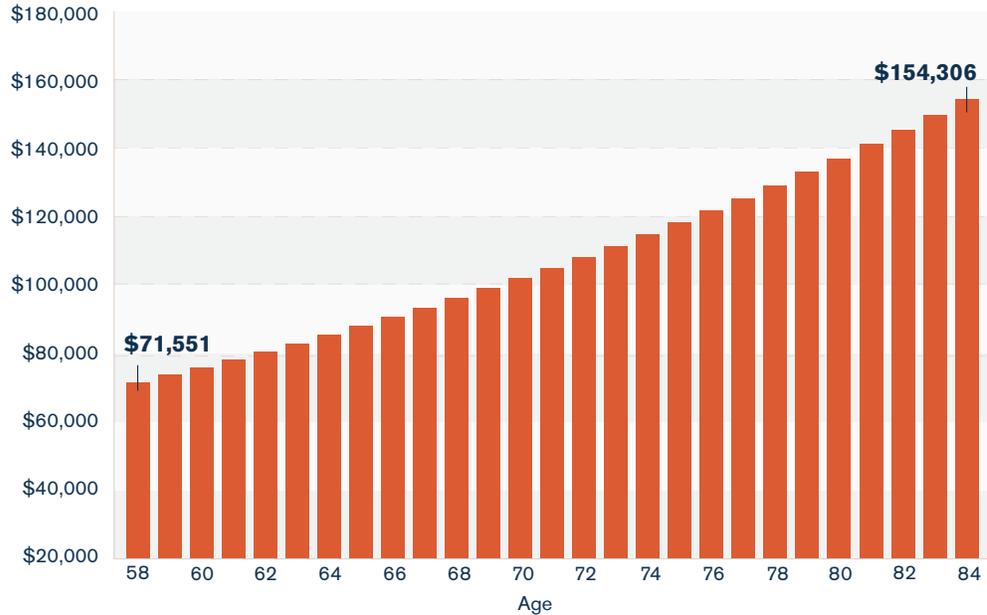
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The retirement experience of an average, recently retired career university employee (retired since Jan. 1, 2013, with 30 years of service or more) demonstrates how the politician-granted benefits boost retirees' pensions. For example, Betty Pilchard, a professor who retired from Heartland Community College in 2014 at age 58, received a starting annual pension benefit of \$71,551.

By the time Pilchard reaches her approximate life expectancy of 84, her annual pension will have increased to \$154,306 a year. This is because the 3 percent cost-of-living adjustment, or COLA, she receives every year causes her original \$71,551 annual benefit to build upon itself, doubling Pilchard's benefit in 25 years, to \$145,448.<sup>16</sup>

### Annual pension benefits of average career State Universities Retirement System workers double over the course of their retirements

Projected growth of career university employee Betty Pilchard's annual pension benefit



Note: Estimated total lifetime payout is based on approximate Social Security life expectancy.

Source: Retiree data obtained from SURS pursuant to a FOIA request

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To be clear, university workers who earn these generous pension benefits have done nothing wrong. They're benefiting from labor negotiations that have led to lucrative compensation packages.

However, it's also clear that these benefits are no longer fair or affordable for Illinois taxpayers.

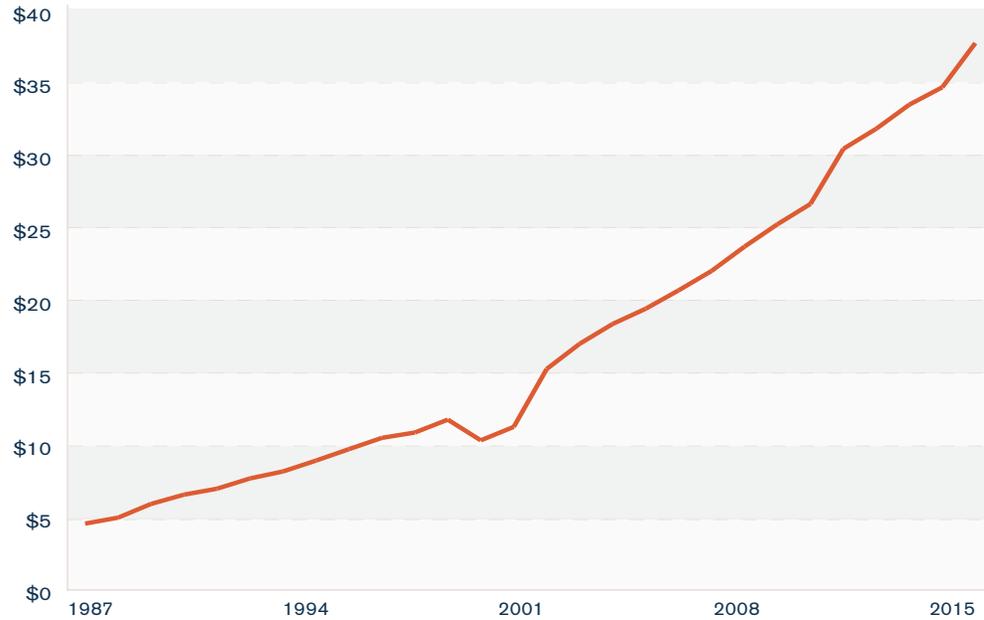
### The growing cost of pension benefits for university workers

The generous five- and six-figure annual benefits and million-dollar payouts the average SURS pensioner receives due to overgenerous salary levels, retiring in their 50s, longer life expectancies and 3 percent COLAs have put tremendous strain on the university pension system and the state.

According to the Illinois Department of Insurance, the total annual pension benefits for SURS members (the benefits accrued by all pensioners) have grown at the incredible pace of 8.4 percent annually since 1987, to \$37 billion in 2014 from just \$4.2 billion in 1987. That growth rate far surpasses the growth rates of state revenues, inflation, gross domestic product and taxpayer incomes during the same period.<sup>17</sup>

### Accrued SURS pension benefits have grown 8.4 percent annually between 1987 and 2015

SURS actuarially accrued liabilities, actual (in billions)



Source: Illinois Department of Insurance

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Thus, the benefits promised to university pensioners are growing at such a rapid rate that state appropriations cannot possibly keep up with them in the absence of pension reform.

This growing cost of pensions is one of the reasons the state is pouring billions of higher-education appropriations into retirement costs rather than university operations.

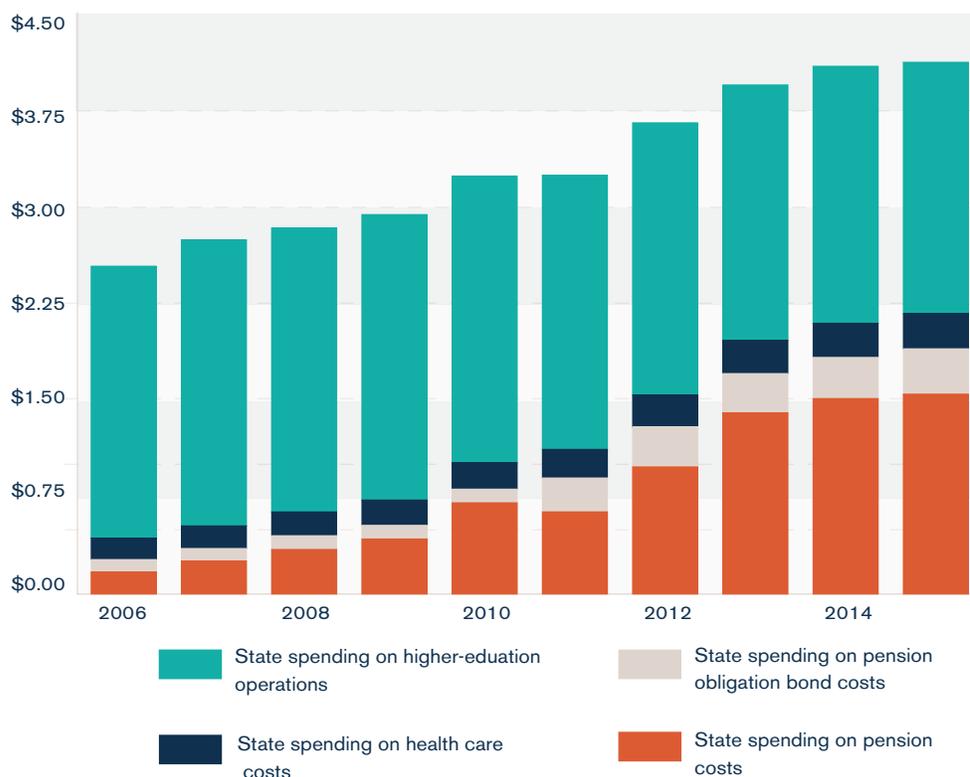
#### 4. Retirement costs consume 50 percent of the state's spending on higher education

University officials have complained for years about the state's lack of commitment to higher education, perpetuating the myth that the state's appropriations have been in steady decline.

But state funding has increased by more than 60 percent over the last decade, growing to over \$4.1 billion in 2015 from \$2.5 billion in 2006.<sup>18</sup> Unfortunately, a majority of that money has gone toward retirement costs, not classroom instruction.

## Total state spending on higher education has risen to over \$4 billion annually

Total state spending on higher-education appropriations by expenditure (in billions of \$)



Note: See appendix for more information.

Source: Illinois Board of Higher Education, Commission on Government Forecasting and Accountability

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### Retirement costs rising

The state of Illinois' annual spending on higher education comprises more than just appropriations to Illinois' universities and community colleges. It also officially includes the state's share of contributions to SURS, the state-university employees' pension fund.

In addition to paying pension contributions to SURS, the state is also responsible for other retirement expenses. While not part of the official budget for higher education, the state also pays for a portion of the costs of health insurance for retired university workers through the College Insurance Program, as well as through the State Employees Group Insurance Program.

Illinois must also pay down the portion of the state's annual pension obligation bond payments, or POBs, allotted to SURS. In 2003, 2010 and 2011, Illinois borrowed a total of more than \$17 billion in POBs to pay for annual contributions to the five state-run pension systems.<sup>19</sup> Now the state has to pay back SURS's share of those bonds over a period of time, which adds additional costs to university retirement spending.

In all, state spending on university retirements has grown to almost \$2.2 billion in

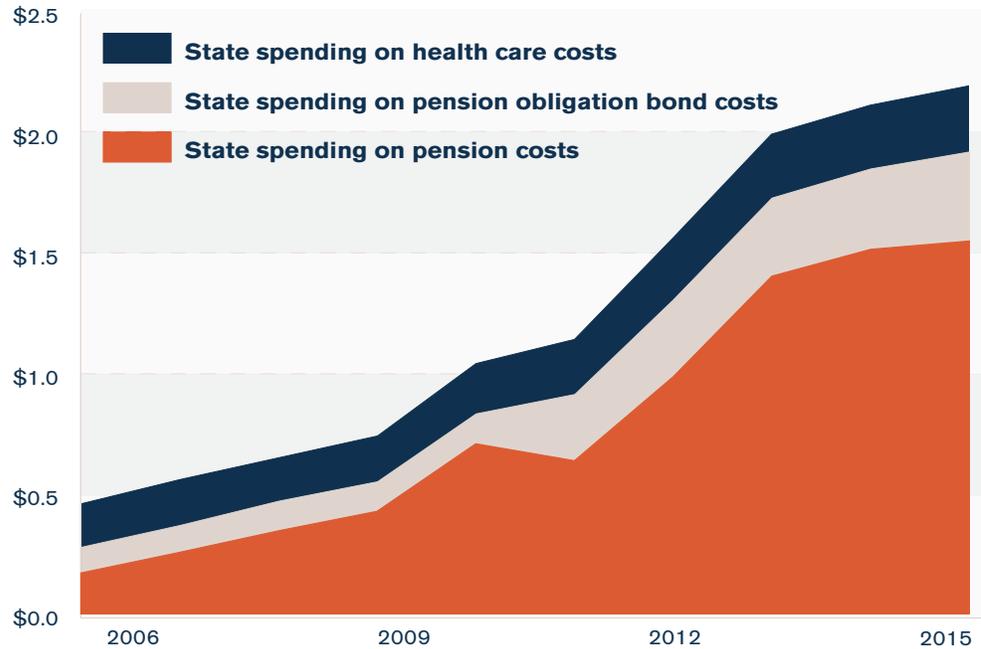
2015 from just \$434 million in 2006. That's an increase of over 400 percent, or a growth rate of 20 percent a year.<sup>20</sup>

The state's increased contributions to university pensions have been the primary driver of the growth in higher-education retirement spending.

State contributions to SURS alone (excluding health care and POB costs) have increased by over 800 percent since 2006, to over \$1.5 billion in 2015 from just \$170 million a decade before.

### Higher-education retirement costs have grown 400% since 2006

Total state spending on higher-education retirement costs (in billions)



Note: See appendix for more information.

Source: Illinois Board of Higher Education, Commission on Government Forecasting and Accountability

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As spending on retirements rose from 2006 to 2015, state spending on higher-education operations fell by over \$150 million.

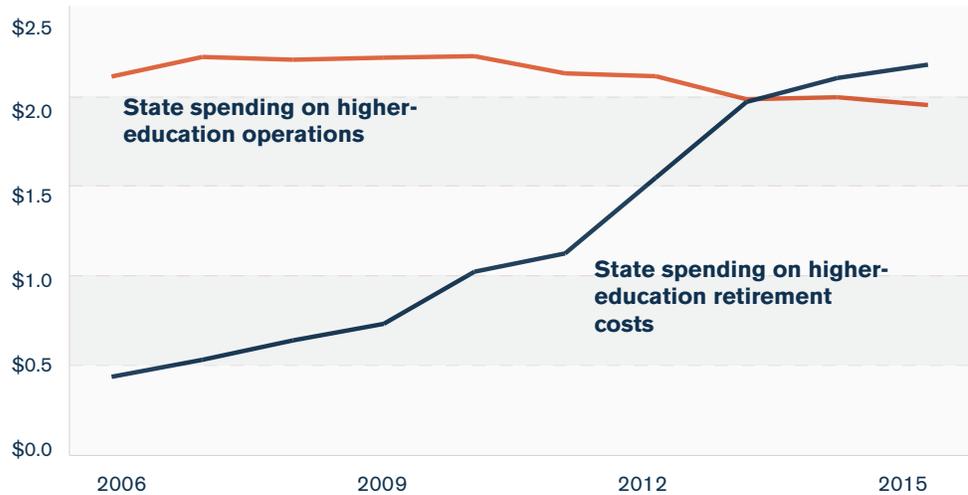
In fact, if you look at total higher-education spending from 2006 to 2015, the state added \$8 billion in new dollars over and above the base amount of the \$2.5 billion it spent in 2006. Of those new dollars spent, every single one went to pay for retirement costs.

As a result, state spending on higher education has flipped. The state now spends more money on retirement costs than on university operations. Retirement costs make up 53 percent of Illinois' total higher-education spending.

And with the state's required pension contributions to SURS projected to rise even higher over the next decade, retirement costs can be expected to further crowd out operational funding.

## Retirement costs now consume more than 50 percent of all state spending on higher education

State spending on higher-education retirement costs vs. spending on operations  
(in billions)



Fiscal year	Percent of total state spending devoted to retirement costs	Percent of total state spending devoted to operations
2006	17%	83%
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2010	31%	69%
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Note: State spending on retirement costs includes pensions, health care and pension obligation bonds. See appendix for more information.

Source: Illinois Board of Higher Education, Commission on Government Forecasting and Accountability

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## CONCLUSION

**The higher-education crisis** has not resulted from Illinois' budget gridlock. Rather, skyrocketing pensions, bloated administrative costs and soaring tuition and fees for students have caused it. These are all self-inflicted wounds.

To fix these problems, universities and the state will have to undertake important reforms, with the primary goal of increasing the accessibility of college for all students.

To that end, Illinois' colleges and universities must first freeze and begin to reduce the cost of tuition. They must reform their operational spending, reduce the cost of salaries and eliminate administrative bloat – then pass the resulting savings on to students.

Until colleges and universities enact such reforms, the destructive circle of hiking

tuition while relying increasingly on state subsidies will continue, which will make higher education less and less affordable.

The state must also do its part to fix the problems with higher education.

The excessive administrative salaries and generous pension benefits that have been granted to university workers have resulted in a retirement system that is unfair and unaffordable for the taxpayers who fund it.

To remedy that problem, Illinois needs to move away from its broken pension systems – starting by moving new university workers onto 401(k)-style plans. That will be easy for university employees, as such a program already exists for them today. Almost 20,000 active and inactive members of SURS already participate in a 401(k)-style plan. These state-university workers control their own retirement accounts, which aren't part of the increasingly insolvent pension system.<sup>21</sup>

In addition, enacting a constitutional amendment allowing Illinois to reform pension benefits for existing workers going forward will go a long way toward fixing the self-inflicted crisis in higher education.

This report uses the total of higher-education state general funds as reported by the Illinois Board of Higher Education as a base for higher-education funding. Then the State Universities Retirement System's, or SURS's, portion of the state's annual pension obligation bond, or POB, payments – composed of both principal and interest – and the SURS portion of the State Employees Group Insurance Program, or SEGIP, are added in to determine the state's "overall state higher-education spending."

**Total higher-education state funds + SURS portion of POBs + SURS portion of SEGIP =  
Overall state higher-education spending**

To calculate the amount of "other higher-education support" to higher-education institutions, "retirement expenditures," which are the sum of the state's SURS contribution, the SURS portion of POBs, and the SURS portion of SEGIP and the College Insurance Program, are subtracted from the "overall state higher-education spending" figure. The resulting number is what this report estimates as the state's spending on "higher-education operations."

**Overall state higher-education spending – Higher-education retirement spending =  
State spending on higher-education operations**

Sources for historical information for the following data categories are as follows:

- Total higher-education general funds from the Illinois Board of Higher Education<sup>22</sup>
- SURS's portion of POB payments from the Commission on Government Forecasting and Accountability, or COGFA<sup>23</sup>
- SURS's portion of SEGIP from COGFA<sup>24</sup>
- College Insurance Program data from Illinois Board of Higher Education<sup>25</sup>

## APPENDIX B

### Top-paid administrators by university institution

Base salaries, 2015

Name	Postion	Base salary	Name	Postion	Base salary
<b>Southern Illinois University School of Medicine</b>			<b>Southern Illinois University Carbondale</b>		
Michael W. Neumeister	Senior Officer	\$750,000	Rita Cheng	Chancellor	\$354,936
J. Ricardo Loret de Mola	Senior Officer	\$533,000	Paul D. Sarvela	Chancellor	\$267,000
Aziz Khan	Senior Officer	\$467,718	Jason Thomas Greene	Senior Officer	\$266,640
Douglas W. Carlson	Senior Officer	\$425,000	Royce DeAngelo Burnett	Unit Director	\$244,356
John Kevin Dorsey	Vice Chancellor	\$404,139	John J. Warwick	Senior Officer	\$241,068
Jerry E. Kruse	Senior Officer	\$395,575	John William Nicklow	Vice Chancellor	\$234,132
K. Thomas Robbins	Senior Officer	\$373,950	Cheryl Burke Jarvis	Unit Director	\$231,024
James M. Gilchrist	Senior Officer	\$362,000	Cynthia L. Fountaine	Senior Officer	\$228,960
Janet Regine Albers	Senior Officer	\$344,330	Peter Paul Mykytyn	Unit Director	\$225,072
Stephen M. Soltys	Senior Officer	\$333,066	Susan M. Ford	Vice Chancellor	\$206,784
	<b>Average</b>	<b>\$438,878</b>		<b>Average</b>	<b>\$249,997</b>
<b>University of Illinois at Chicago</b>			<b>Illinois State University</b>		
Dimitri T. Azar	Senior Officer	\$503,453	Larry H. Dietz	President	\$350,004
Jeffrey Mark Rooney	Unit Director	\$482,000	Janet Wessel Krejci	Vice President	\$261,732
Avijit Ghosh	Unit Director	\$379,560	Gregory Allen Alt	Vice President	\$240,732
Robert A. Winn	Unit Director	\$342,500	Gregory B. Simpson	Senior Officer	\$233,484
Michael B. Zenn	Unit Director	\$336,000	Jay Strand Rich	Unit Director	\$228,276
Dale Edward Beatty	Unit Director	\$320,000	Jay Robert Groves	Senior Officer	\$224,724
David H. Loffing	Unit Director	\$320,000	Perry Lee Schoon	Senior Officer	\$218,592
Jeff H. Nearhoof	Senior Officer	\$319,300	Lisa M. Huson	Unit Director	\$218,520
Michael B. Mikhail	Senior Officer	\$317,946	Donald Patrick Vickerman	Vice President	\$216,780
Eric A. Gislason	Vice Chancellor	\$300,000	Brent Gordon Paterson	Vice President	\$214,200
	<b>Average</b>	<b>\$362,076</b>		<b>Average</b>	<b>\$240,704</b>
<b>University of Illinois at Urbana-Champaign</b>			<b>Southern Illinois University Edwardsville</b>		
Michael J. Thomas	Unit Director	\$568,178	Julie Anne Furst-Bowe	Chancellor	\$302,500
Ilesanmi Adesida	Vice Chancellor	\$407,212	Bruce E. Rotter	Senior Officer	\$273,636
Arthur F. Kramer	Senior Officer	\$382,840	Parviz H. Ansari	Vice Chancellor	\$220,000
Dan C. Peterson	Vice Chancellor	\$348,140	Eric M. Langenwalter	Other Administrator	\$213,804
Gene E. Robinson	Senior Officer	\$333,548	Hasan Sevim	Senior Officer	\$206,043
Lawrence M. DeBrock	Senior Officer	\$318,626	John C. Navin	Senior Officer	\$193,836
Jeffrey Louis Binder	Unit Director	\$278,100	Gireesh V. Gupchup	Senior Officer	\$193,836
Tanya Montaleone Gallagher	Senior Officer	\$276,476	Dwight E. McLeod	Other Administrator	\$193,447
Barbara Jan Wilson	Senior Officer	\$275,000	Robert Duane Douglas	Other Administrator	\$179,739
Andreas C. Cangellaris	Senior Officer	\$272,234	Janice R. W. Joplin	Other Administrator	\$176,359
	<b>Average</b>	<b>\$346,035</b>		<b>Average</b>	<b>\$215,320</b>
<b>University of Illinois - university administration</b>			<b>Governors State University</b>		
Robert A. Easter	President	\$478,558	Elaine Maimon	President	\$298,603
Jerry Krishnan	Vice President	\$392,177	Gebeyehu Ejigu	Vice President	\$212,418
Jodi S. Joyce	Vice President	\$367,710	Deborah E. Bordelon	Vice President	\$205,394
Walter Knorr	Vice President	\$334,925	Elizabeth A. Cada	Unit Director	\$198,719
Christophe Pierre	Vice President	\$319,465	Ellen Foster Curtis	Unit Director	\$197,860
Thomas R. Bearrows	Senior Officer	\$317,589	Reinhold Hill	Unit Director	\$181,528
Lawrence B. Schook	Vice President	\$299,332	Yun-Yau Shih	Unit Director	\$181,442
Michael Hubert Hites	Vice President	\$298,484	Karen Kissel	Vice President	\$172,079
Michael B. Bass	Vice President	\$276,061	Sajid Saeed Mian	Senior Officer	\$160,528
Jerry L. Bauman	Vice President	\$266,500	John G. Buenger	Other Administrator	\$160,002
	<b>Average</b>	<b>\$335,080</b>		<b>Average</b>	<b>\$196,857</b>
<b>Northern Illinois University</b>			<b>Northeastern Illinois University</b>		
Douglas D. Baker	President	\$450,000	Sharon Hahs	President	\$294,800
Stephen B. Coryell	Vice President	\$290,000	Richard Helldobler	Vice President	\$200,893
Sean T. Frazier	Senior Officer	\$280,000	Frank Ross	Vice President	\$177,840
Jennifer L. Rosato Perea	Senior Officer	\$272,846	Michael Pierick	Vice President	\$177,480
Jonathan E. Furr	Unit Director	\$260,000	Melba Rodriguez	Vice President	\$177,138
Michael P. Malone	Vice President	\$250,555	Victoria Roman-Lagunas	Vice President	\$176,271
Harlan R. Teller	Vice President	\$250,000	Melissa Reardon Henry	Other Administrator	\$174,000
Prodrom Vohra	Senior Officer	\$241,191	Michael Bedell	Senior Officer	\$165,000
Jerry D. Blakemore	Vice President	\$235,000	Wamucii Njogu	Senior Officer	\$161,812
Raymond W. Alden	Vice President	\$225,000	Maureen Gillette	Senior Officer	\$160,066
	<b>Average</b>	<b>\$275,459</b>		<b>Average</b>	<b>\$186,530</b>

Name	Position	Base salary	Name	Position	Base salary
<b>Western Illinois University</b>			<b>Chicago State University</b>		
Jackie Thomas	President	\$270,528	Miriam A. Mobley Smith	Senior Officer	\$207,096
Gary M. Biller	Vice President	\$183,960	Wayne D. Watson	President	\$199,500
Kathleen Neumann	Vice President	\$179,173	Angela M. Henderson	Vice President	\$192,688
Julie Kay Dewees	Senior Officer	\$177,360	Derrick K. Collins	Senior Officer	\$159,132
Kenneth S. Hawkinson	Unit Director	\$176,828	Patrick B. Cage	Vice President	\$155,004
Joseph Rives	Senior Officer	\$175,620	Elmer J. Gentry	Other Administrator	\$153,828
Susan Martinelli	Senior Officer	\$163,944	Carmita A. Coleman	Other Administrator	\$150,000
William T. Clow	Unit Director	\$158,364	Leslie K. Roundtree	Senior Officer	\$148,454
Stephen L. Frazier	Vice President	\$158,364	Renee D. Mitchell	Senior Officer	\$144,996
Bradley Lee Bainter	Vice President	\$157,380	Ronnie Watson	Senior Officer	\$139,413
	<b>Average</b>	<b>\$180,152</b>		<b>Average</b>	<b>\$165,011</b>
<b>Southern Illinois University – system office</b>			<b>University of Illinois at Springfield</b>		
Randy J. Dunn	Chancellor	\$430,000	Ronald D. McNeil	Senior Officer	\$193,900
Duane Stucky	Senior Officer	\$244,269	Jeffrey D. Lorber	Senior Officer	\$170,122
Lucas Dale Crater	Vice Chancellor	\$175,000	Susan J. Koch	Vice President	\$154,166
Virginia L. Cooper	Other Administrator	\$143,480	David P. Racine	Senior Officer	\$143,500
Mark Kolaz	Senior Officer	\$139,997	Vickie S. Cook	Unit Director	\$143,500
Deanna S. Mool	Senior Officer	\$131,000	Clarice Renee Ford	Vice Chancellor	\$140,000
John Anthony Charles	Senior Officer	\$125,000	Gerard L. Joseph	Other Administrator	\$138,375
Deborah Jean Nelson	Other Administrator	\$122,070	Johnathon Mark Wrighton	Senior Officer	\$135,300
Kimberly A. Labonte	Other Administrator	\$118,476	Farokh Eslahi	Other Administrator	\$133,250
Tina Jo Galik	Other Administrator	\$118,452	David T. Barrows	Unit Director	\$127,243
	<b>Average</b>	<b>\$174,774</b>		<b>Average</b>	<b>\$147,936</b>
<b>Eastern Illinois University</b>					
William L. Perry	President	\$254,326			
Blair M. Lord	Vice President	\$189,099			
Robert K. Martin	Vice President	\$182,817			
Sheila D. Baker	Unit Director	\$161,778			
Daniel P. Nadler	Unit Director	\$160,031			
Mahyar Izadi	Unit Director	\$159,136			
W Harold Ornes	Unit Director	\$156,554			
Mary C. Herrington-Perry	Vice President	\$153,525			
Melody L. Wollan	Senior Officer	\$153,056			
Todd E. Garner	Other Administrator	\$153,000			
	<b>Average</b>	<b>\$172,332</b>			

Note: The Institute defined administrative positions to include: president, chancellor, vice president, vice chancellor, senior officer, unit director and other administrator.

Source: Public University Administrator and Faculty Salary and Benefits Database, Illinois Board of Higher Education

## ENDNOTES

<sup>1</sup>Kellie Woodhouse, "Burdened by a Budget Impasse," *Inside Higher Ed* (January 7, 2016), <https://www.insidehighered.com/news/2016/01/07/universities-left-footing-bill-budget-crisis-looms-illinois>.

<sup>2</sup>Illinois Board of Higher Education, *Fiscal Year 2017 Higher Education Budget Recommendations*, <http://www.ibhe.org/Fiscal%20Affairs/PDF/FY17BudgetBook.pdf>.

<sup>3</sup>*Ibid.*

<sup>4</sup>Illinois State Senate, 99th General Assembly, *Illinois Senate Democratic Caucus Investigative Report on Executive Compensation at Illinois Higher Education Institutions*, [http://www.illinoisenatedemocrats.com/images/PDFS/2015/Illinois\\_Higher\\_Ed\\_Comp\\_Report\\_Final.pdf](http://www.illinoisenatedemocrats.com/images/PDFS/2015/Illinois_Higher_Ed_Comp_Report_Final.pdf).

<sup>5</sup>*Ibid.*

<sup>6</sup>*Senate Democratic Caucus Report*. [http://www.illinoisenatedemocrats.com/images/PDFS/2015/Illinois\\_Higher\\_Ed\\_Comp\\_Report\\_Final.pdf](http://www.illinoisenatedemocrats.com/images/PDFS/2015/Illinois_Higher_Ed_Comp_Report_Final.pdf).

<sup>7</sup>*Ibid.*

<sup>8</sup>*Ibid.*

<sup>9</sup>*Ibid.*

<sup>10</sup>*Ibid.*

<sup>11</sup>*Ibid.*

<sup>12</sup>Illinois Board of Higher Education, Public University Administrator and Faculty Salary and Benefits Database, <http://salarysearch.ibhe.org/>. The Institute defined administrative positions to include: president, chancellor, vice president, vice chancellor, senior officer, unit director and other administrator. Top administrative positions are defined as president, chancellor, vice president, vice chancellor and senior officer.

<sup>13</sup>*Illinois Senate Democratic Caucus Report*, [http://www.illinoisenatedemocrats.com/images/PDFS/2015/Illinois\\_Higher\\_Ed\\_Comp\\_Report\\_Final.pdf](http://www.illinoisenatedemocrats.com/images/PDFS/2015/Illinois_Higher_Ed_Comp_Report_Final.pdf).

<sup>14</sup>*Ibid.*

<sup>15</sup>Approximate expected life expectancy based on Social Security Administration 2011 actuarial life table, <https://www.ssa.gov/oact/STATS/table4c6.html>.

<sup>16</sup>*Ibid.*

<sup>17</sup>Illinois Department of Insurance, *Biennial Pension Reports* (2015, 2005), [http://insurance2.illinois.gov/Reports/Pension/pension\\_biennial\\_report\\_2015.pdf](http://insurance2.illinois.gov/Reports/Pension/pension_biennial_report_2015.pdf), [http://insurance2.illinois.gov/Reports/Pension/pension\\_biennial\\_report\\_2005.pdf](http://insurance2.illinois.gov/Reports/Pension/pension_biennial_report_2005.pdf).

<sup>18</sup>See Appendix A. State spending on higher education includes state appropriations to university pensions, pension obligation bonds and health care costs, and other general-fund appropriations.

<sup>19</sup>Commission on Government Forecasting and Accountability, *Report on the Financial Condition of the State Retirement Systems FY 2014* (February 2015).

<sup>20</sup>See Appendix A.

<sup>21</sup>Ben VanMetre, "Record Number of Illinois Government Workers Opt Out of Pensions, into 401k-Style Plans," *Illinois Policy Institute*, September 3, 2014, <https://www.illinoispolicy.org/record-number-of-illinois-government-workers-opt-out-of-pensions-into-401k-style-plans/>.

<sup>22</sup>Illinois Board of Higher Education, <http://www.ibhe.org/Fiscal%20Affairs/PDF/FY17BudgetBook.pdf>.

<sup>23</sup>Commission on Government Forecasting and Accountability, *Report on the Financial Condition of the State Retirement Systems FY 2014* (February 2015), <http://cgfa.ilga.gov/Upload/>.

FinConditionILStateRetirementSysFeb2015.pdf.

<sup>24</sup>Commission on Government Forecasting and Accountability, *FY 2013 IL State Employees Group Insurance Program GASB No. 43 Actuarial Valuation*, [http://cgfa.ilga.gov/Upload/SEGIP\\_GASB45\\_2013\\_Final.pdf](http://cgfa.ilga.gov/Upload/SEGIP_GASB45_2013_Final.pdf).

<sup>25</sup>FOIA data directly from ISBE, Commission on Government Forecasting and Accountability, *FY 2013 IL College Insurance Program GASB No. 43 Actuarial Valuation*, [http://cgfa.ilga.gov/Upload/CIP\\_GASB45\\_2013\\_Final.pdf](http://cgfa.ilga.gov/Upload/CIP_GASB45_2013_Final.pdf).

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