



STATE OF ILLINOIS

OFFICE OF THE AUDITOR GENERAL

**SUPPLEMENT
MANAGEMENT AUDIT**

**ILLINOIS PUBLIC UNIVERSITIES
MANAGEMENT STRUCTURE,
EXPENDITURES, AND SALARIES**

MAY 2013

WILLIAM G. HOLLAND

AUDITOR GENERAL

**Supplement
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Fiscal Year 2011**

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Supplement
Management Audit of Illinois Public Universities
INTRODUCTION
Fiscal Year 2011

The Legislative Audit Commission adopted Resolution Number 143 which directed the Auditor General to conduct a management audit of the State’s nine public universities. This is the Supplement to the main audit report which includes a report on each individual university. The main report addresses the audit resolution’s determinations to **compare** the following (see Appendix A of the main report):

- The management structure of each Illinois public university and related costs.
- Operating expenses by function, including instruction.
- Administrative salaries with faculty salaries, including analyzing benefits in contracts for administrators.
- Selected administrative expenditures.

Acronyms	
CSU	Chicago State University
EIU	Eastern Illinois University
GSU	Governors State University
ISU	Illinois State University
NEIU	Northeastern Illinois University
NIU	Northern Illinois University
SIUC	Southern Illinois University-Carbondale
SIUE	Southern Illinois University-Edwardsville
SIU SOM	SIU School of Medicine
UIC	University of Illinois at Chicago
UIS	University of Illinois at Springfield
UIUC	University of Illinois at Urbana/Champaign
WIU	Western Illinois University
URO	University Related Organization

The end of this Supplement shows the two Data Collection Instruments (DCI) that we sent to universities to obtain data for this report.

- The first DCI was sent in June 2012 and we followed up with questions until late 2012.
- The second DCI was sent in December 2012 and we received data until April 2013.
- As noted in the main report, the information in both the report and the Supplement is for fiscal year 2011 which may not be the same today.

(University colors used below)

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

*Report on
Chicago State University*

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities CHICAGO STATE UNIVERSITY

Chicago State University (CSU) is located on a 161-acre campus in a residential community approximately 12 miles south of downtown Chicago. The mission of the university is to provide access to higher education from undergraduate level to doctorate level.

The Carnegie Classification for CSU is “*master’s colleges and universities (larger programs)*,” which means that CSU awards a high number of master’s degrees but a small number of research doctorates.

SOURCE: ILLINOIS BLUE BOOK

Chicago State University, a fully accredited public institution, is the city’s oldest public university. Founded in 1867 with 13 students as a teacher-training school, its enrollment today stands at about 7,000 students from throughout the United States and the world.

1. Board of Trustees

Chicago State University is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 660). The Board is made up of seven members who are appointed by the Governor and confirmed by the Illinois Senate. The other trustee is a student elected by the student body. The appointed trustees serve six year terms while the student trustee serves a one year term.

The trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. No more than four members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

Chicago State University is led by a president who is responsible to the Board of Trustees. The structure under the president is divided into two parts: three major campus divisions led by vice presidents and the eight offices that report directly to the president. The three divisions are (1) Academic Affairs, (2) Administration and Financial Affairs, and (3) Enrollment Management.

- The eight offices that directly report to the president include: (i) Information Technology, led by the chief information officer; (ii) Internal Auditing, led by the chief internal auditor; (iii) the General Counsel; (iv) the CSU Foundation, overseen by the executive director; (v) Human Resources, led by a director; (vi) Division of Athletics, headed by a director; (vii) the Police and University Services, overseen by a chief; and (viii) Communications and External Relations, led by the Associate to the President.

- The provost/senior vice president for academic affairs is in charge of the nine different schools and colleges that are led by deans and three offices. On the provost’s staff is an assistant to the provost and an associate vice president for academic personnel and contract administration.
- The vice president for administration and financial affairs is assisted by two associate vice presidents and oversees the budget and risk management; purchasing; and the housing and student union offices. This division is responsible for “. . . supporting the instruction, research, and public service missions of the University” including promoting “. . . financial affairs and interest of the University at large and the students, respectively.”
- The vice president for enrollment management is responsible for a variety of offices, including institutional research, community relations, enrollment services and the dean of freshman experience. Enrollment management provides “. . . service, leadership, coordination, assessment, and evaluation for pre-college preparation & outreach, recruitment, transition, and student support activities.”

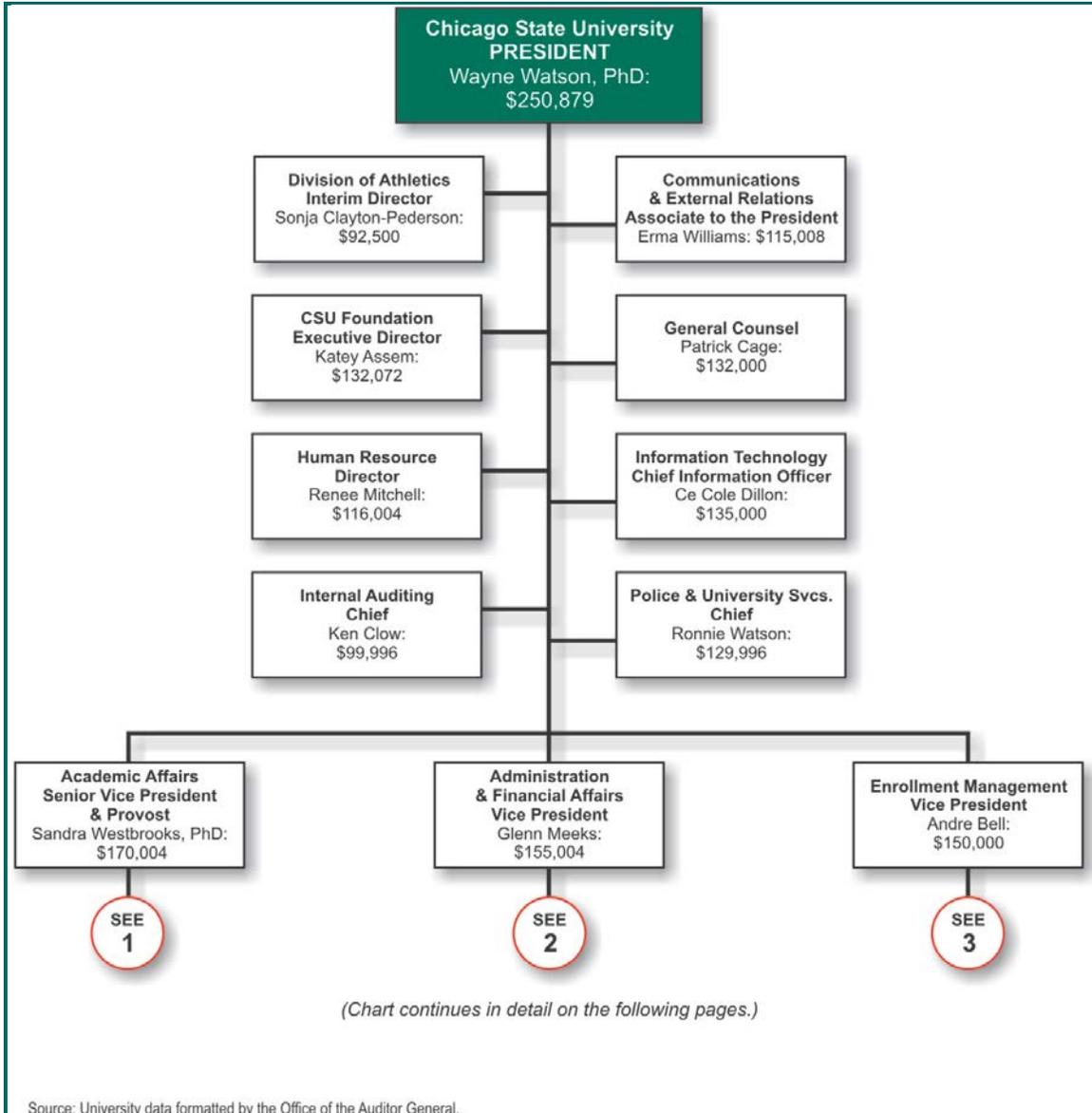
Chicago State University reported having more than 300 administrators whose total compensation approached \$20 million in fiscal year 2011 for an average of \$64,000, as shown in Exhibit 1.

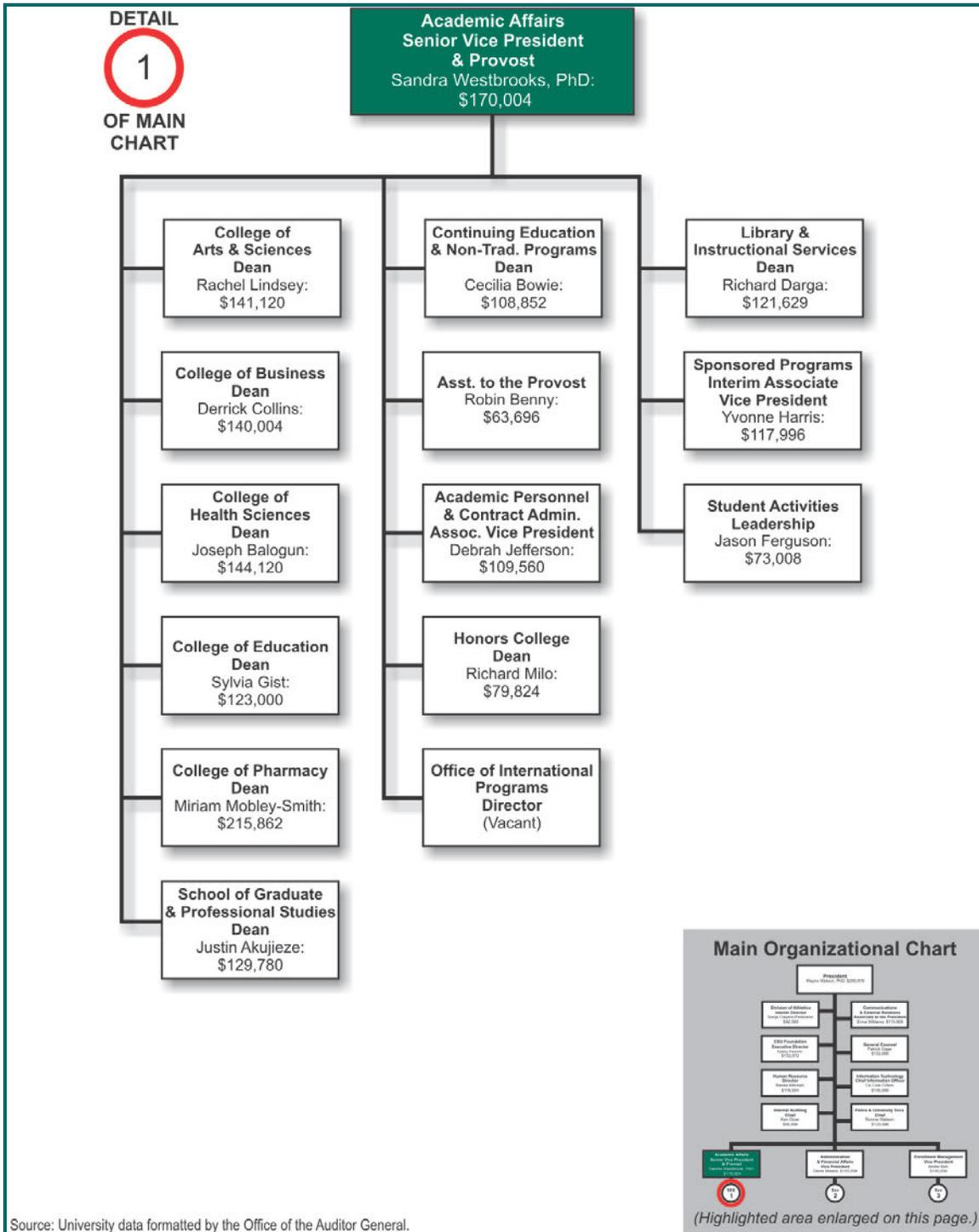
The next page shows the organizational chart of CSU, as shown in Exhibit 2.

Exhibit 1 CSU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
President	1	\$250,879	\$250,879
Vice President	2	\$305,004	\$152,502
Associate Vice President	2	\$227,556	\$113,778
Assistant Vice President	1	\$113,052	\$113,052
Provost	1	\$170,004	\$170,004
Executive Director	6	\$579,090	\$96,515
Director	75	\$5,307,114	\$70,762
Dean	9	\$1,147,358	\$127,484
Other	211	\$11,616,153	\$55,053
Total	308	\$19,716,210	\$64,014

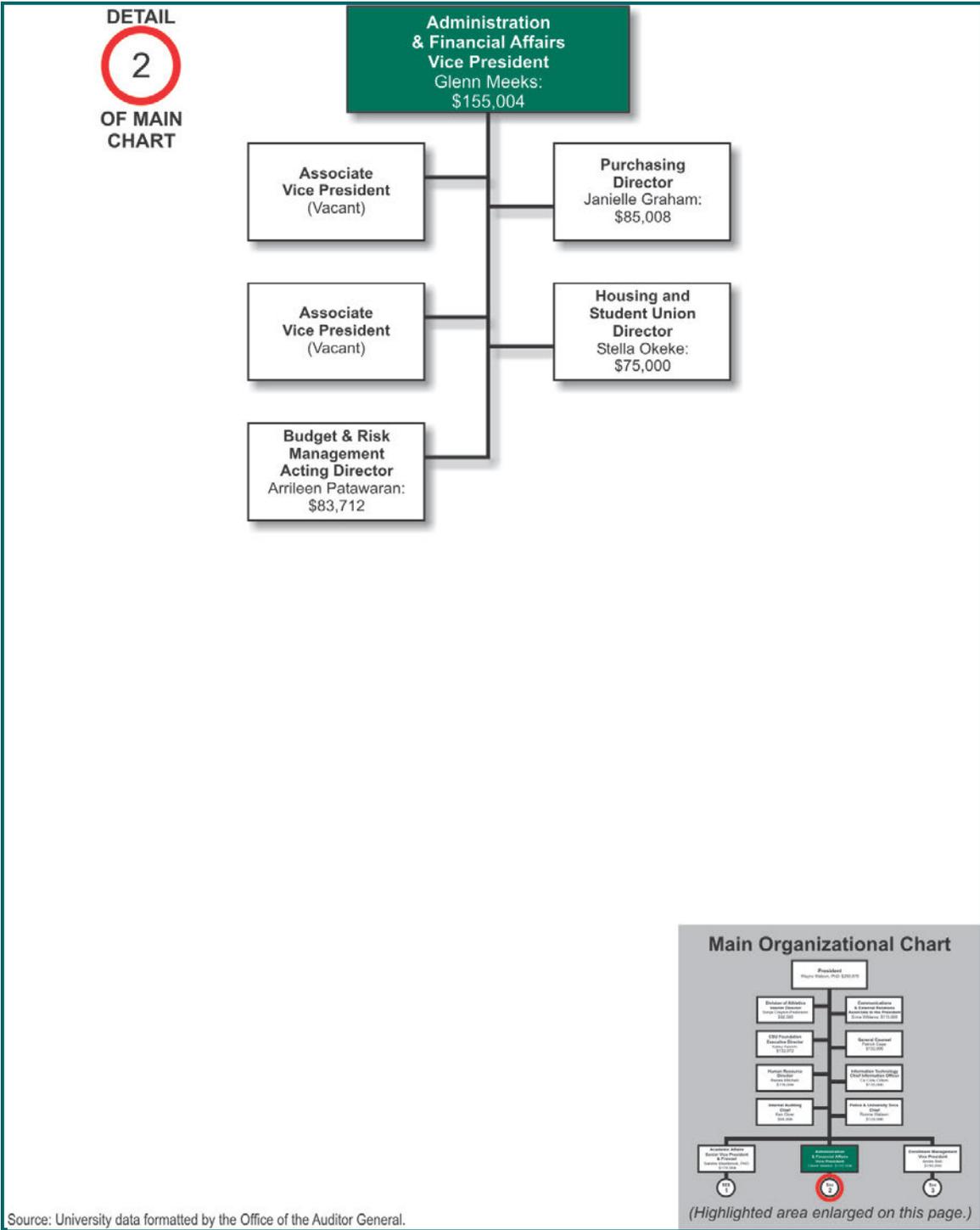
Source: OAG analysis of Chicago State University data.

**Exhibit 2
Organizational Chart
CHICAGO STATE UNIVERSITY
Fiscal Year 2011**



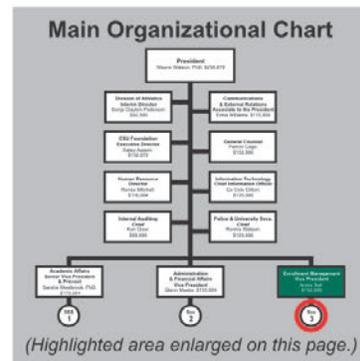
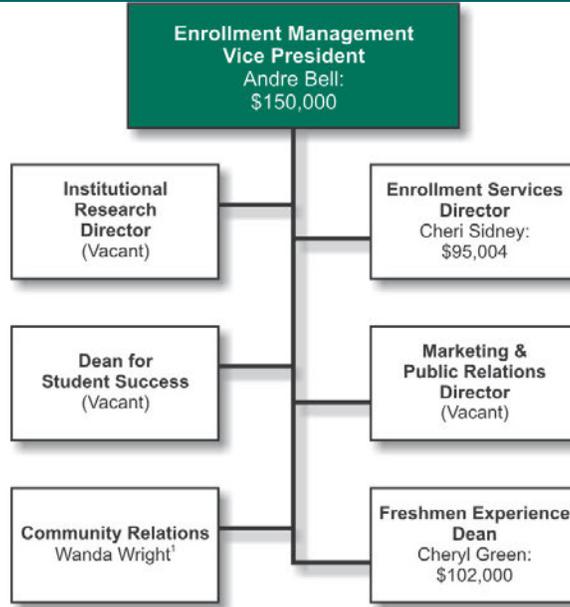


Source: University data formatted by the Office of the Auditor General.



Source: University data formatted by the Office of the Auditor General.

DETAIL
3
OF MAIN
CHART



¹No salary provided (not the permanent office holder, nor a decision maker).
 Source: University data formatted by the Office of the Auditor General.

3. Enrollment

Chicago State University had a total enrollment of 7,362 students in fiscal year 2011. There were 4,566 full-time students which was 62 percent of the total enrollment and 2,796 part-time students which was 38 percent of the total. Undergraduate students were 77 percent of the total enrollment at 5,675 and graduate students were 23 percent of the total enrollment at 1,687, as shown in Exhibit 3.

Exhibit 3 CSU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	4,566
Part-time	2,796
Undergraduate	5,675
Graduate	1,687
Total Number of Students	7,362
Full-time Equivalent (FTE)	5,463
Source: Chicago State University data.	

4. Tuition and Fees

Chicago State University's tuition and fees were \$10,366 for undergraduate students and \$8,003 for graduate students, one of the lowest of Illinois public universities. Room and board was also among the lowest at \$7,830 making the total cost of attendance the second lowest of the Illinois public universities with on-campus housing at \$18,196, as shown in Exhibit 4.

Exhibit 4 CSU TUITION AND FEES Fiscal Year 2011	
Status	Amount
Undergraduate	
Tuition and Fees	\$10,366
Room and Board	\$7,830
Total	\$18,196
Graduate	\$8,003
Source: Chicago State University data.	

5. Revenues and Expenditures

Chicago State University's total revenues were \$155 million in fiscal year 2011. Almost half of the revenues (\$74 million) came from State appropriations. The next largest revenue source was tuition and fees at 24 percent (\$38 million) followed by federal funding at 23 percent (\$36 million), as shown in Exhibit 5.

Exhibit 5 CSU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition & Fees	\$37.8	24.3%
Federal	\$36.1	23.2%
State	\$73.9	47.6%
Sales & Service	\$4.5	2.9%
Other Revenues & Additions	\$3.1	2.0%
Total	\$155.4	100%
Source: Chicago State University data and OAG calculation.		

Chicago State University’s largest expenditures were for all other expenditures (\$48 million or 34% of total expenditures) and instruction (\$42 million or nearly 30%). The only other expenditure that was greater than 10 percent was for student services, as shown in Exhibit 6.

Exhibit 6 CSU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$41,762,045	29.7%	\$7,645
Research	\$3,539,508	2.5%	\$648
Public Service	\$5,603,164	4.0%	\$1,026
Academic Support	\$6,265,881	4.5%	\$1,147
Student Services	\$14,718,362	10.5%	\$2,694
Institutional Support	\$9,594,423	6.8%	\$1,756
O & M Physical Plant	\$10,849,699	7.7%	\$1,986
All Other	\$48,076,410	34.2%	\$8,800
Total	\$140,409,492	100.0%	\$25,702
Source: University financial audit and OAG calculation.			

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.
- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

6. University President

We reviewed the President’s contract which contained the following provisions:

- **Salary.** CSU’s President had his base salary established through the end of fiscal year 2012 and for the next two fiscal years any raises will be determined by the Board of Trustees.
- **Retirement.** The university established a deferred compensation plan for the president, in which a portion of his salary may be deposited.
- **Housing.** The President has use of the university residence.

- **Automobile.** The President receives an automobile for business and personal use paid by the university. Reasonable travel expenses will also be covered.
- **Memberships.** There is no mention of memberships in the President's contract.
- **Termination.** There is extensive language in the presidential contract about the process of arbitration that might occur if the President is terminated. However, if the President was terminated within the first two years of his contract, “. . . he shall be entitled to a separation payment from the University in an amount equal to his monthly salary multiplied by the remaining number of months between the date of termination and June 30, 2011.”
- **Time Off.** The President earns 2 vacation days per month and 1.5 sick days per month as is similar to other university employees. However, the President is authorized to receive payment for any vacation days that were not used during the fiscal year.

7. Sabbaticals/Leaves of Absence

Chicago State University did not report having any sabbaticals/leaves of absence during fiscal year 2011.

8. Administrators Who Taught Courses

Chicago State University did not report having any administrators who taught courses during fiscal year 2011.

9. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, such as the president, vice presidents, and provost. Below are the expenditures that the university provided for these positions for fiscal year 2011, as shown in Exhibit 7. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 7 CSU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
President	\$250,000	\$0	\$20,568	\$26,411	\$0	\$6,441	\$0	\$633	\$304,053
Provost	\$170,004	\$0	\$0	\$0	\$0	\$481	\$0	\$40	\$170,525
Vice President	\$150,000	\$0	\$0	\$0	\$0	\$14	\$0	\$0	\$150,014
Vice President	\$155,004	\$0	\$0	\$0	\$0	\$53	\$0	\$0	\$155,057
Total⁴	\$725,008	\$0	\$20,568	\$26,411	\$0	\$6,989	\$0	\$673	\$779,649

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other benefits included reimbursements for business meetings and an iPad keyboard.
⁴ Totals may not add due to rounding.

Source: Chicago State University data and OAG calculation.

10. Salaries and Staffing

Chicago State University had a total of 308 full-time administrators who were paid compensation totaling over \$19 million in fiscal year 2011 for an average compensation of over \$64,000. CSU had 350 full-time faculty members who were paid compensation totaling over \$23 million for an average compensation of about \$67,500, as shown in Exhibit 8.

Exhibit 8 CSU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ²
Administration	\$19,716,210	308	\$64,014	17.7
Faculty ¹	\$23,609,483	350	\$67,456	15.6
Total	\$43,325,693	658	\$65,845	8.3

Notes:
¹ Faculty does not include the 158 part-time faculty with compensation totaling \$597,425.
² Students per faculty or administrator.

Source: OAG analysis of Chicago State University data.

A total of 60 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 11 percent of full-time administrators (35 administrators) and 7 percent of full-time faculty members (25 faculty), as shown in Exhibit 9.

Exhibit 9 CSU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	35
% of Administrators	11%
Faculty > \$100,000	25
% of Faculty	7%
Total Positions > \$100,000	60
% of Total Positions	9%

Number/percentage based on full-time faculty and administrators.
Source: OAG analysis of Chicago State University data.

The highest compensation at CSU was paid to the President (\$250,879), Dean of the College of Pharmacy (\$215,862), and Provost and Senior Vice President of Academic Affairs (\$170,004), as shown in Exhibit 10.

Exhibit 10 CSU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. President	Wayne Watson	Administrator	\$250,879
2. Dean College of Pharmacy	Miriam A Mobley-Smith	Administrator	\$215,862
3. Provost & Sr VP Academic Affairs	Sandra Westbrooks	Administrator	\$170,004
4. VP of Administration & Financial Affairs	Glenn Meeks	Administrator	\$155,004
5. VP for Enrollment Management	Andre L Bell	Administrator	\$150,000
6. Professor	Michael N Mimnaugh	Faculty	\$146,519
7. Dean College of Health Sciences	Joseph A Balogun	Administrator	\$144,120
8. Academic Chairperson	Christine J List	Faculty	\$142,596
9. Dean College of Arts & Sciences	Rachel W Lindsey	Administrator	\$141,120
10. Head Men's Basketball Coach	Tracy Dildy	Administrator	\$140,144
11. Acting Dean College of Business	Derrick K Collins	Faculty	\$140,004
12. Chief Information Officer	Ce Cole Dillon	Administrator	\$135,000
13. Professor	Beverley J Anderson	Faculty	\$134,427
14. General Counsel Executive Director	Nancy K Hall-Walker	Administrator	\$132,408
15. Executive Director CSU Foundation	Katey E Assem	Administrator	\$132,072
16. General Counsel	Patrick B Cage	Administrator	\$132,000
17. Chief of Police	Ronnie Watson	Administrator	\$129,996
18. Dean Graduate Studies	Justin K Akujize	Administrator	\$129,780
19. Academic Chairperson	Elmer J Gentry	Faculty	\$128,133
20. Academic Chairperson	Ernst Coupet	Faculty	\$127,744
21. Executive Director	Carol O Carson-Warner	Administrator	\$126,000
22. Associate to the President for Tech & Com	Diane S Conatser	Administrator	\$125,520
23. Academic Chairperson	Floyd W Banks	Faculty	\$123,610
24. Dean College of Education	Sylvia Gist	Administrator	\$123,000
25. Academic Chairperson	Dolores Nobles-Knight	Faculty	\$122,616
26. Associate Dean Library & Instruction	Richard J Darga	Administrator	\$121,629
27. Academic Chairperson	David R Kanis	Faculty	\$121,082
28. Associate to the President Grants/Research	Kenneth H Koroma	Administrator	\$120,384
29. Executive Director Enrollment Services	Patricia A George	Administrator	\$119,808
30. Interim Assoc VP Sp Pg/Res Adm	Yvonne Harris	Administrator	\$117,996
31. Academic Chairperson	Robert J Chierico	Faculty	\$117,288
32. Director of Human Resources	Renee D Mitchell	Administrator	\$116,004
33. Associate to the President Comm/External Relations	Erma B Williams	Administrator	\$115,008
34. Associate Professor	Juanita C Sharpe	Faculty	\$113,688
35. Assistant VP of Student Affairs	Rosalyn Brown	Administrator	\$113,052
36. Associate VP for Academic Affairs/Contr Admin	Debrah H Jefferson	Administrator	\$109,560
37. Director Physical Plant	Michael W Orr	Administrator	\$108,996
38. Director of Certificates and Graduation	Romi Lowe	Administrator	\$108,965
39. Dean Continuing Education & Nontraditional Program	Cecilia H Bowie	Administrator	\$108,852
40. Professor	Farhad F Simyar	Faculty	\$108,711
41. Academic Chairperson	Mikal N Rasheed	Faculty	\$108,312
42. Head Men's Basketball Coach	Otto B Taylor	Administrator	\$108,000
43. Academic Chairperson	Kapila R Attele	Faculty	\$107,412
44. Academic Chairperson	Rachelle S Stewart	Faculty	\$106,608
45. Associate Dean Arts & Sciences	Victor A Sorell	Administrator	\$106,224
46. Professor	Esther J Jenkins	Faculty	\$105,486
47. Academic Chairperson	Norma Salazar	Faculty	\$105,468

Exhibit 10 CSU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
48. Associate Director	Debra L King	Administrator	\$104,604
49. Professor	Ben-Chieh Liu	Faculty	\$104,508
50. Professor	Luis Vidal-Ascon	Faculty	\$103,491
51. Interim Dean School of Graduate & Professional Studies	Anitra J Ward	Administrator	\$102,800
52. Professor	Jesse Y Wang	Faculty	\$102,564
53. Academic Chairperson	Mary Grace Bator	Faculty	\$102,240
54. Director Athletics, Intramural & Recreation	Sudie D Davis	Administrator	\$102,000
55. Dean of Freshmen Year Experience	Cheryl F Green	Administrator	\$102,000
56. Professor	Forrest E Hazard	Faculty	\$101,592
57. Director Experiential Education	Charisse L Johnson	Administrator	\$101,280
58. Professor	Bijesh R Tolia	Faculty	\$100,710
59. Professor	Rita C Kucera	Faculty	\$100,440
60. Professor	Chang K Choi	Faculty	\$100,197
Total			\$7,395,517
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Chicago State University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

*Report on
Eastern Illinois University*

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities EASTERN ILLINOIS UNIVERSITY

Eastern Illinois University is located in Charleston, Illinois on approximately 320 acres. The university was established in 1895 as a teachers' college and today is primarily an undergraduate institution.

The Carnegie Classification for EIU is “*master’s colleges and universities (larger programs)*,” which means that EIU awards a high number of master’s degrees but a small number of research doctorates.

SOURCE: ILLINOIS BLUE BOOK

Eastern Illinois University in Charleston is a traditional residential institution that offers a high-quality education at a relatively low cost.

1. Board of Trustees

Eastern Illinois University (EIU) is governed by a Board of Trustees established by Illinois statute (110 ILCS 665). The Board has seven members appointed by the Governor and approved by the Illinois Senate. It also has a student member elected by the student body. The trustees serve six year terms while the student trustee serves a one year term.

The trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. No more than four members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

Eastern Illinois University is led by a president who has five offices reporting directly to him, along with four campus divisions which are each led by a vice president: Academic Affairs, Business Affairs, Student Affairs, and University Advancement. The offices are: (i) the general counsel; (ii) civil rights and diversity, led by a director; (iii) internal auditing, overseen by a director; (iv) the ethics officer; and (v) the Associate Director of Athletics for Compliance and Support Services. A special assistant to the president also reports directly to the president.

- Academic Affairs is led by the Provost/Vice President. The office is divided into three sections. There are the three members of the administrative staff, an associate vice president, an assistant vice president and an assistant vice president for technology. Then there are the direct reports, which are the offices of: (a) minority affairs; (b) the registrar; (c) admissions; (d) student publications; (e) the Center for Academic Support and Achievement; (f) faculty development; and (g)

WEIU TV and radio stations. The final element is the eight schools/colleges that are led by deans:

- (i) Graduate School and International Programs;
- (ii) College of Sciences;
- (iii) School of Continuing Education;
- (iv) Lumpkin College of Business and Applied Sciences;
- (v) Honors College;
- (vi) College of Arts and Humanities;
- (vii) College of Education and Professional Studies; and
- (viii) Library Services.

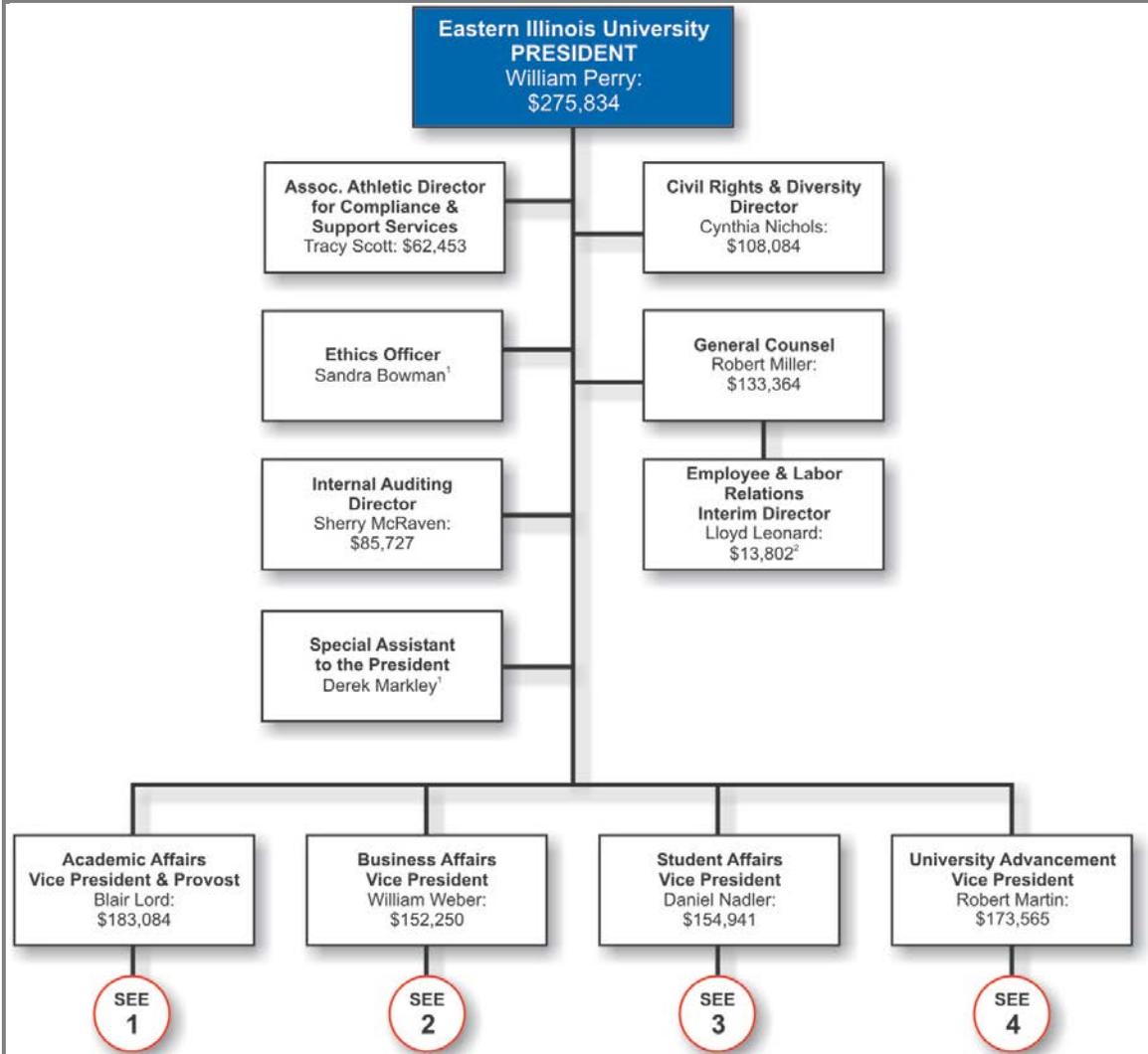
- Business Affairs is led by a Vice President. Reporting to the Vice President are the offices of: (i) business services, led by a director/treasurer; (ii) information technology services, headed by an assistant vice president; (iii) planning, budget, and institutional research, overseen by a director; (iv) facilities planning and management, led by a director; and (v) human resources, led by a director. The environmental health and safety officer and the records manager also report directly to the vice president.
- Under the Vice President for Student Affairs is the special assistant for student affairs and 17 offices that report to the vice president. These include everything from health services to the university union to athletics, housing and dining services and financial aid.
- Three assistant vice presidents report to the Vice President for University Advancement. These assistant vice presidents are in charge of: (i) integrated marketing and communications; (ii) alumni services; and (iii) philanthropy. There is also the director of governmental relations. Finally, the EIU Foundation has an indirect reporting relationship to the vice president.

EIU had over 100 administrators whose total compensation was \$8.9 million in fiscal year 2011 for an average of \$86,000, as shown in Exhibit 1.

The next pages show the organizational chart of EIU, as shown in Exhibit 2.

Exhibit 1 EIU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$275,834	\$275,834
2. Vice President	3	\$480,756	\$160,252
3. Associate Vice President	1	\$124,686	\$124,686
4. Assistant Vice President	6	\$530,447	\$88,408
5. Provost	1	\$183,084	\$183,084
6. Executive Director	2	\$144,506	\$72,253
7. Director	55	\$3,994,666	\$72,630
8. Dean	9	\$1,027,751	\$114,195
9. Other	26	\$2,176,526	\$83,713
Total	104	\$8,938,255	\$85,945
Totals may not add due to rounding.			
Source: Eastern Illinois University data.			

**Exhibit 2
Organizational Chart
EASTERN ILLINOIS UNIVERSITY
Fiscal Year 2011**

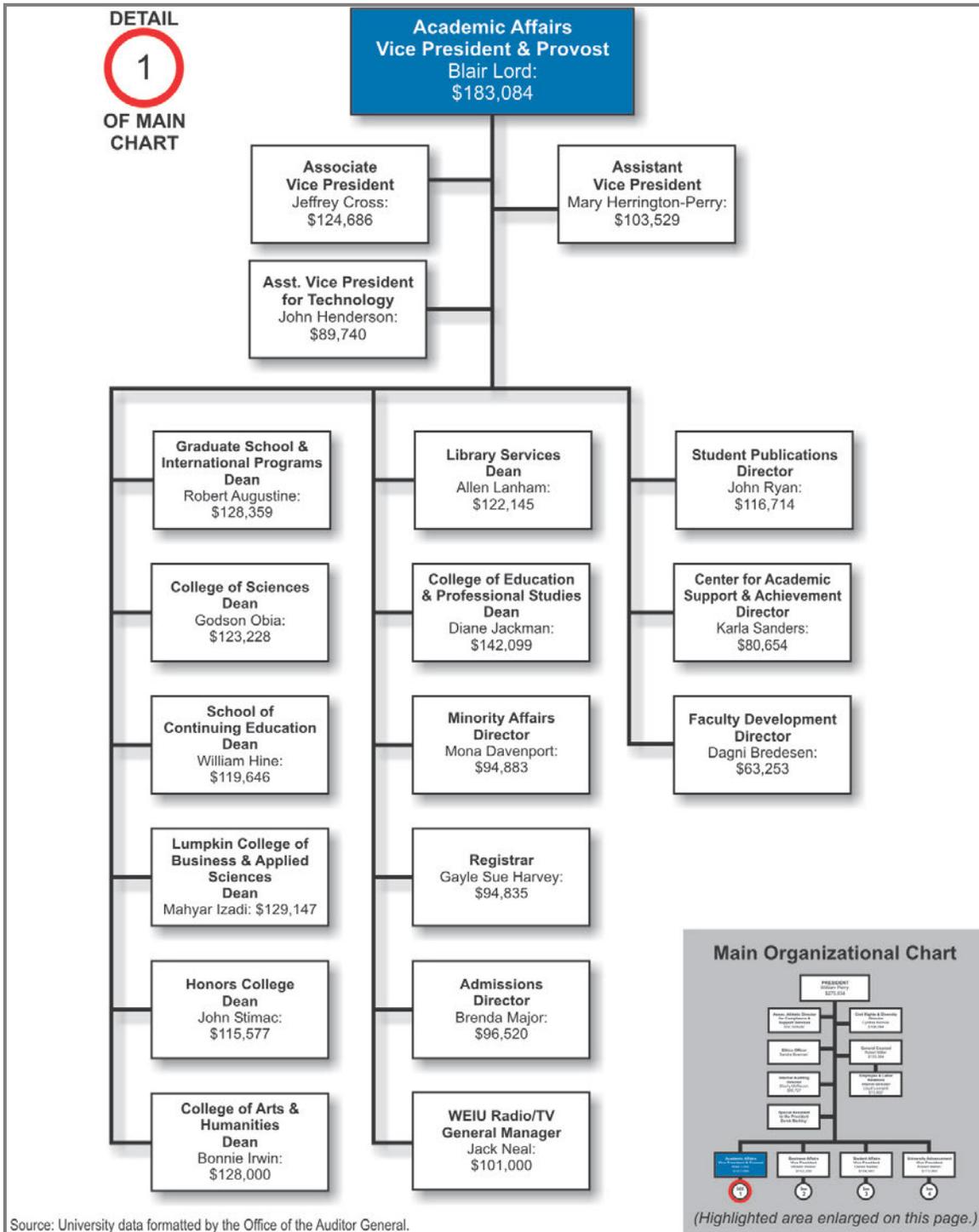


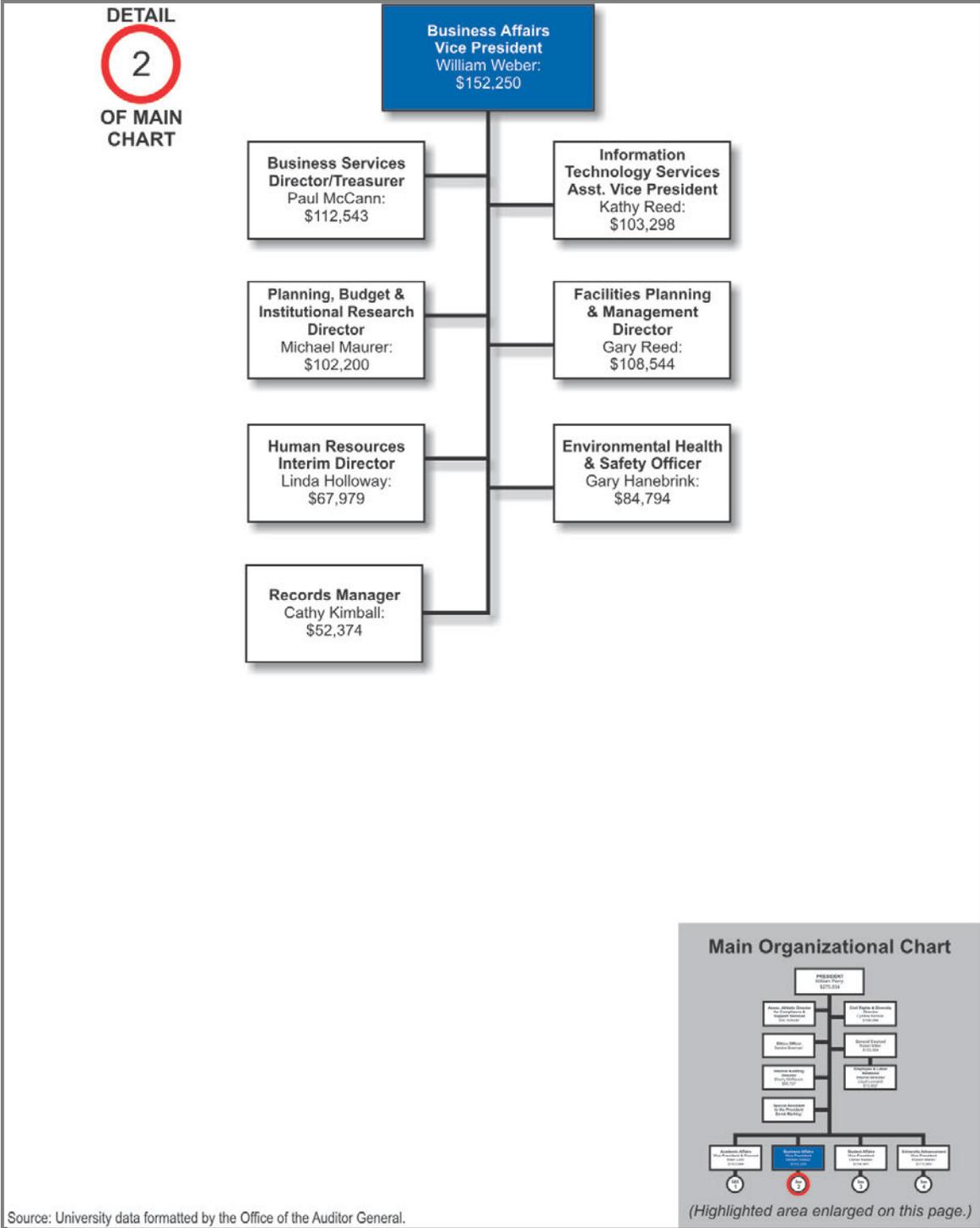
(Chart continues in detail on the following pages.)

¹Salaries not provided by EIU because EIU does not consider them to be managers or administrators.

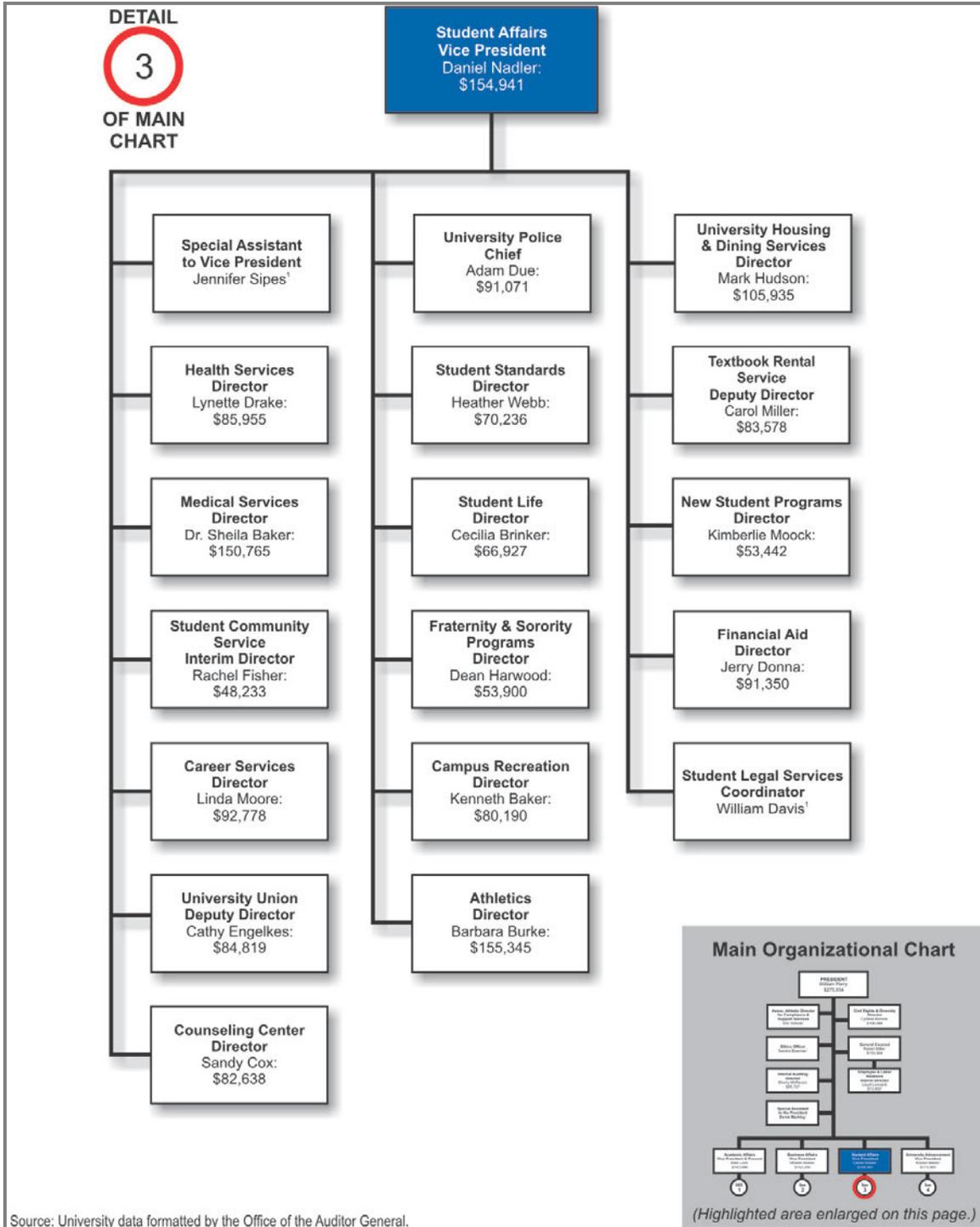
²Worked only part of the year.

Source: University data formatted by the Office of the Auditor General.

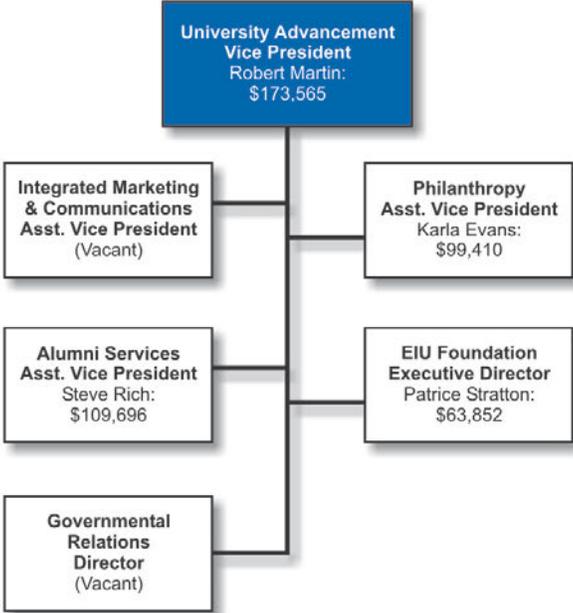




Source: University data formatted by the Office of the Auditor General.



DETAIL
 4
 OF MAIN
 CHART



Source: University data formatted by the Office of the Auditor General.

3. Enrollment

Eastern Illinois University had an enrollment of 11,630 students in fiscal year 2011: 9,649 full-time (83%) and 1,981 part-time (17%). Undergraduate students were 86 percent of the total enrollment at 9,970 and graduate students were 14 percent of the total enrollment at 1,660, as shown in Exhibit 3.

Exhibit 3 EIU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	9,649
Part-time	1,981
Undergraduate	9,970
Graduate	1,660
Total Students	11,630
Full-time Equivalent (FTE)	10,248
Source: Eastern Illinois University data.	

4. Tuition and Fees

Eastern Illinois University’s tuition and fees were \$9,987 for undergraduate students and \$8,322 for graduate students, one of the lowest for undergraduate students at Illinois public universities. Room and board was about average at \$8,584 making the total cost of attendance for undergraduate students the seventh highest of the Illinois public universities at \$18,571, as shown in Exhibit 4.

Exhibit 4 EIU TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$9,987
Room and Board	\$8,584
Total	\$18,571
Graduate	\$8,322
Source: Eastern Illinois University data.	

5. Revenues and Expenditures

Eastern Illinois University’s total revenues were over \$250 million in fiscal year 2011. Thirty-nine percent of the revenues (\$99 million) came from State appropriations. The next largest revenue source was tuition and fees at 30 percent (\$76 million), as shown in Exhibit 5.

Exhibit 5 EIU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition & Fees	\$76.3	30.1%
Federal	\$20.3	8.0%
State	\$98.9	39.0%
Sales & Service	\$49.1	19.4%
Other Revenues & Additions	\$9.1	3.6%
Total	\$253.7	100%
Source: Eastern Illinois University data and OAG calculation.		

EIU’s largest expenditures were for instruction (\$94 million) which was 40 percent of the total expenditures. The only other expenditure that was greater than 10 percent was from the all other expenditure at 25 percent (\$59 million), as shown in Exhibit 6.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.
- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

Exhibit 6 EIU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$94,171,743	40.3%	\$9,189
Research	\$1,147,875	0.5%	\$112
Public Service	\$7,896,281	3.4%	\$771
Academic Support	\$15,736,629	6.7%	\$1,536
Student Services	\$20,871,872	8.9%	\$2,037
Institutional Support	\$20,078,350	8.6%	\$1,959
O & M Physical Plant	\$14,633,999	6.3%	\$1,428
All Other	\$59,170,819	25.3%	\$5,774
Total	\$233,707,568	100.0%	\$22,805

Source: University financial audit and OAG calculation.

6. University President

We reviewed the President’s contract which contained the following provisions:

- **Salary.** EIU’s President receives the same across the board raises that are given to all university employees, unless the Board of Trustees, “. . . expressly finds during the President’s performance review, that the President has not attained substantial progress towards the satisfaction of the presidential goals/accomplishments.”
- **Retirement.** There is no language in the contract about any specific retirement provisions, but the President was granted tenure status and, after serving as President, he may join the faculty full-time at a salary, “. . . commensurate with his assigned duties and commensurate with his career, teaching and research credentials as determined by the Dean of the College.”
- **Housing.** The President receives an annual housing allowance of \$32,289 and reimbursement for any entertainment expenses incurred while hosting events at his private residence. Additionally, university owned artwork may be displayed in the private residence for no more than nine months at any one time.

- **Automobile.** The President was given an automobile for business and personal use that is paid by the university. He will also be reimbursed for any reasonable travel expenses, including for his wife, on no more than five out of state trips annually.
- **Memberships.** Club membership fees are covered by the university.
- **Termination.** There is extensive language in the presidential contract about the process of arbitration that might occur if the President is terminated. If he is terminated without “adequate cause”, then he can join the faculty full-time, while still receiving his presidential salary for the remainder of the contract term. Additionally, if he is terminated with cause, and the Board of Trustees decides to, the President may join the faculty and still receive his presidential salary.
- **Time Off.** The President earns the standard 2 vacation days per month and 1.5 sick days per month as is similar with other university employees. These benefits may be accrued to the maximum amount allowable under university policy. Additionally, the President has the standard amount of non-cumulative sick days.

7. Sabbaticals/Leaves of Absence

EIU had 25 professors/administrators take sabbaticals/leaves of absence in fiscal year 2011: 19 took a sabbatical for a semester; 5 took a sabbatical for the entire academic year at half pay; and 1 administrator took a terminal leave of absence/sabbatical for the entire academic year. Their total **annual** compensation was \$2,217,609, as shown in Exhibit 7.

Exhibit 7 EIU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Professor	\$102,508	Sabbatical	Semester	Appropriated
2. Associate Professor	\$91,056	Sabbatical	Semester	Appropriated
3. Professor	\$67,381	Sabbatical	Semester	Appropriated
4. Associate Professor	\$74,209	Sabbatical	Semester	Appropriated
5. Professor	\$112,658	Sabbatical	Semester	Appropriated
6. Professor	\$56,477	Sabbatical 1/2 Pay	Academic Year	Appropriated
7. Professor	\$46,252	Sabbatical 1/2 Pay	Academic Year	Appropriated
8. Assistant VP	\$74,545	Terminal	Academic Year	Appropriated
9. Associate Professor	\$57,112	Sabbatical	Semester	Appropriated
10. Professor	\$99,131	Sabbatical	Semester	Appropriated
11. Professor	\$150,257	Sabbatical	Semester	Appropriated
12. Professor	\$101,034	Sabbatical	Semester	Appropriated
13. Professor	\$69,083	Sabbatical 1/2 Pay	Academic Year	Appropriated
14. Professor	\$138,112	Sabbatical	Semester	Appropriated
15. Professor	\$103,662	Sabbatical	Semester	Appropriated
16. Professor	\$126,998	Sabbatical	Semester	Appropriated
17. Associate Professor	\$61,226	Sabbatical	Semester	Appropriated
18. Professor	\$90,993	Sabbatical	Semester	Appropriated

Exhibit 7 EIU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
19. Professor	\$78,532	Sabbatical	Semester	Appropriated
20. Professor	\$101,390	Sabbatical	Semester	Appropriated
21. Professor	\$164,322	Sabbatical	Semester	Approp & Non-Approp
22. Professor	\$88,409	Sabbatical	Semester	Appropriated
23. Professor	\$53,321	Sabbatical 1/2 Pay	Academic Year	Appropriated
24. Associate Professor	\$73,432	Sabbatical	Semester	Appropriated
25. Associate Professor	\$35,510	Sabbatical 1/2 Pay	Academic Year	Appropriated
Total²	\$2,217,609			
Note: ¹ The salary shown in the column is the annual salary and may not be the amount paid during the length of sabbatical/leave of absence. ² Total may not add due to rounding.				
Source: Eastern Illinois University data.				

8. Administrators Who Taught Courses

EIU had a total of 17 administrators who also taught courses and were paid a total of \$83,700 in fiscal year 2011, or between \$1,425 and \$31,700 per instructor, as shown in Exhibit 8.

Exhibit 8 EIU ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Coordinator	\$38,864	Instructor	1 course	\$1,425
2. Chief Public Safety Officer	\$89,552	Instructor	1 course	\$1,519
3. Assistant Dean	\$73,704	Instructor	1 course	\$1,519
4. Associate Director	\$60,194	Instructor	1 course	\$1,519
5. Director Civil Rights	\$106,565	Instructor	1 course	\$1,519
6. Assistant Vice President	\$108,177	Instructor	1 course	\$1,519
7. Executive Dir Ctr Academic Support	\$79,136	Instructor	1 course	\$1,519
8. Director Student Disability Services	\$55,876	Instructor	1 course	\$1,519
9. Director Academic Advising Center	\$69,987	Instructor	1 course	\$1,519
10. Director Student Success Center	\$65,212	Instructor	2 courses	\$2,029
11. Director Judicial Affairs	\$68,207	Instructor	1 course	\$2,029
12. Associate Director	\$48,819	Instructor	1 course	\$2,929
13. Director	\$59,341	Instructor	1 course	\$3,375
14. Director Minority Affairs	\$89,673	Instructor	1 course	\$5,210
15. Director Career Services	\$84,069	Instructor	2 courses	\$8,710
16. Assistant Dean	\$61,239	Instructor	3 courses	\$14,145
17. Coordinator	\$24,460	Instructor	4 courses	\$31,700
Total	\$1,183,075			\$83,701
<i>Totals may not add due to rounding.</i>				
Source: Eastern Illinois University data.				

9. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the president, vice presidents, and provost for fiscal year 2011, as shown in Exhibit 9. A vice president had entertainment expenditures of over \$52,000. These expenses included fund raising and donor cultivation events. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 9 EIU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
President	\$275,834	\$0	\$32,289	\$3,317	Paid by URO ⁵	\$3,758	\$9,561	\$1,077	\$325,836
Vice President	\$154,941	0	0	0	0	\$635	0	\$951	\$156,527
Vice President	\$183,084	0	0	0	0	\$5,917	0	\$34	\$189,034
Vice President	\$173,565	0	0	0	0	\$10,516	\$52,299	0	\$236,380
Vice President	\$152,250	0	0	0	0	0	0	0	\$152,250
Total⁴	\$939,674	\$0	\$32,289	\$3,317	\$0	\$20,825	\$61,860	\$2,063	\$1,060,027

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses included cell phone reimbursements
⁴ Totals may not add due to rounding.
⁵ Paid by University Related Organization (URO), such as the university's foundation.

Source: Eastern Illinois University data and OAG calculation.

10. Salaries and Staffing

EIU had a total of 103 full-time administrators who were paid \$8.9 million, an average of \$86,400 in fiscal year 2011. EIU had 665 full-time faculty members who were paid approximately \$47 million for an average of \$70,500, as shown in Exhibit 10.

A total of 148 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 32 percent of the full-time administrators (33 administrators) and 17 percent of the full-time faculty members (115 faculty), as shown in Exhibit 11.

Exhibit 10 EIU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$8,898,911	103	\$86,397	99.5
Faculty ²	\$46,900,088	665	\$70,526	15.4
Total	\$55,798,999	768	\$72,655	13.3

Notes:
¹ Only includes full-time administrators. There was 1 part-time administrator with compensation totaling \$39,344, making the total compensation for administrators \$8,938,255. Also, EIU reported 6 administrators to the IBHE and not to auditors. When asked, EIU stated they were not administrators. These positions are the Special Assistant to the President, Ethics Officer, Employee and Labor Relations Director, Coordinator of Student Legal Services, Special Assistant to the Vice President of Student Affairs, and Assistant Director of Alumni Relations.
² Only includes full-time faculty. There were 132 part-time faculty with compensation totaling \$1,119,607.
³ Students per faculty or administrator.

Source: OAG analysis of Eastern Illinois University data.

The highest compensation at EIU was paid to the President (\$275,834), Associate Professor (\$205,894), and a Professor (\$197,984), as shown in Exhibit 12.

Exhibit 11 EIU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	33
% of Administrators	32%
Faculty > \$100,000	115
% of Faculty	17%
Total Positions > \$100,000	148
% of Total Positions	19%
Number/percentage based on full-time faculty and administrators.	
Source: OAG analysis of Eastern Illinois University data.	

Exhibit 12 EIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Salary
1. President	William L Perry	Administrator	\$275,834
2. Associate Professor	Linda K Marrs-Morford	Faculty	\$205,894
3. Professor	Henry H Davis	Faculty	\$197,984
4. Provost and VP Academic Affairs	Blair M Lord	Administrator	\$183,084
5. Department Chair Education Leadership	John Dively	Faculty	\$181,376
6. Vice Pres University Advancement	Robert K Martin	Administrator	\$173,565
7. Assistant Professor	Beverly C Newman	Faculty	\$169,049
8. Professor	Kathleen Phillips	Faculty	\$164,322
9. Director Athletics	Barbara A Burke	Administrator	\$155,345
10. Vice President Student Affairs	Daniel P Nadler	Administrator	\$154,941
11. Vice President Business Affairs	William V Weber	Administrator	\$152,250
12. Department Chair Counsel/Student Development	Richard L Roberts	Faculty	\$150,857
13. Associate Professor	Marko Grunhagen	Faculty	\$150,790
14. Director of Medical Services	Sheila Baker	Administrator	\$150,765
15. Professor	Dean S Elmuti	Faculty	\$150,257
16. Professor	Britto P Nathan	Faculty	\$148,940
17. Associate Professor	Nick R Osborne	Faculty	\$147,603
18. Dean College Education & Professional Studies	Diane H Jackman	Administrator	\$142,099
19. Department Chair Math and Comp Science	Peter G Andrews	Faculty	\$139,867
20. Professor	Mahmoud Kashafi	Faculty	\$138,112
21. Department Chair School of Business	Cheryl L Noll	Faculty	\$136,905
22. Professor	David Carpenter	Faculty	\$135,706
23. Department Chair Special Education	Kathlene S Shank	Faculty	\$134,325
24. Professor	Larry J Ankenbrand	Faculty	\$134,041
25. Professor	Michael L Boorom	Faculty	\$133,525
26. General Counsel	Robert L Miller	Administrator	\$133,364
27. Department Chair Journalism	James Tidwell	Faculty	\$132,515
28. Dean College of Sciences	Mary A Hanner	Administrator	\$132,417
29. Assistant Professor	Yoshie S Lord	Faculty	\$130,001
30. Interim Dean Lumpkin College BAS	Mahyar Izadi	Administrator	\$129,147
31. Department Chair Music	Jerry L Daniels	Faculty	\$128,713
32. Dean Graduate School	Robert M Augustine	Administrator	\$128,359
33. Department Chair Physics	Steven W Daniels	Faculty	\$128,181
34. Dean College of Arts & Humanities	Bonnie D Irwin	Administrator	\$128,000
35. Assistant Professor	Patrick Lach	Faculty	\$127,768
36. Professor	Charles W Wootton	Faculty	\$127,712

Exhibit 12 EIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Salary
37. Department Chair Comm Dis and Science	Gail Richard	Faculty	\$127,632
38. Professor	Jonell A Comerford	Faculty	\$127,480
39. Assistant Professor	Charles G Eberly	Faculty	\$127,238
40. Department Chair Sociology/Anthropology	Craig M Eckert	Faculty	\$127,045
41. Professor	Leo P Comerford	Faculty	\$126,895
42. Department Chair School of Fam and Con Science	James E Painter	Faculty	\$126,501
43. Professor	Peter P Liu	Faculty	\$126,336
44. Interim Chair School of Technology	Deborah Woodley	Faculty	\$125,938
45. Department Chair History	Anita Shelton	Faculty	\$124,926
46. Associate Vice President	Jeffrey F Cross	Administrator	\$124,686
47. Professor	Jeffrey S Ashley	Faculty	\$124,487
48. Professor Library	John A Whisler	Faculty	\$123,990
49. Department Chair English	Dana Ringuette	Faculty	\$123,531
50. Assistant Professor	Richard Flight	Faculty	\$123,258
51. Associate Dean	Godson C Obia	Administrator	\$123,228
52. Professor	Craig A Chesner	Faculty	\$122,989
53. Health Service Physician	John B Hutchinson	Administrator	\$122,947
54. Professor Library	Robert V Hillman	Faculty	\$122,768
55. Department Chair Health Studies	Robert P Bates	Faculty	\$122,176
56. Dean Library Services	Allen K Lanham	Administrator	\$122,145
57. Department Chair EC/ELE/MLE	Joy L Russell	Faculty	\$121,971
58. Associate Professor	Ingyu Chiou	Faculty	\$121,938
59. Associate Professor	Ralph L Marshall	Faculty	\$120,476
60. Department Chair Recreation Administrator	William Higelmire	Faculty	\$120,177
61. Dean School of Continuing Education	William C Hine	Administrator	\$119,646
62. Associate Professor	Melody L Wollan	Faculty	\$119,635
63. Professor	Douglas E Brandt	Faculty	\$119,266
64. Associate Professor	Richard B Whitaker	Faculty	\$119,150
65. Professor	Norman A Garrett	Faculty	\$118,624
66. Professor	David Raybin	Faculty	\$117,512
67. Department Chair Kinesiology/Sports	Jill D Owen	Faculty	\$117,271
68. Professor	John B Best	Faculty	\$117,081
69. Professor	John M Ryan	Faculty	\$116,714
70. Professor	Phyllis T Croisant	Faculty	\$116,132
71. Associate Dean	Jeanne R Snyder	Administrator	\$115,982
72. Assistant Professor	David J Boggs	Faculty	\$115,972
73. Dean Honors College	John P Stimac	Administrator	\$115,577
74. Professor	David E Bartz	Faculty	\$115,559
75. Professor	William R Benedict	Faculty	\$115,491
76. Professor	Minh Q Dao	Faculty	\$115,291
77. Associate Professor	Abdou Illia	Faculty	\$114,953
78. Professor	Ryan C Hendrickson	Faculty	\$114,707
79. Associate Professor	Belayet H Khan	Faculty	\$114,104
80. Department Chair Art	Glenn J Hild	Faculty	\$113,441
81. Department Chair Communication Studies	Mark G Borzi	Faculty	\$113,170
82. Department Chair Economics	Linda S Ghent	Faculty	\$113,159
83. Professor	Janice Coons	Faculty	\$112,939
84. Professor	Eric K Bollinger	Faculty	\$112,658

Exhibit 12 EIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Salary
85. Treasurer	Paul A McCann	Administrator	\$112,543
86. Professor	Leslie R Hyder	Faculty	\$112,296
87. Associate Chair School of Business	Christie Roszkowski	Faculty	\$112,194
88. Associate Professor	Thomas P Moncada	Faculty	\$112,145
89. Assistant Professor	Michael E Dobbs	Faculty	\$111,568
90. Professor	Roger B Beck	Faculty	\$111,451
91. Assistant Professor	Simon J Lee	Faculty	\$110,956
92. Associate Dean	Douglas J Bower	Administrator	\$110,954
93. Associate Dean	Patricia S Poulter	Administrator	\$110,569
94. Department Chair Foreign Languages	Stephen A Canfield	Faculty	\$109,996
95. Professor	Linda M Reven	Faculty	\$109,949
96. Assistant Vice President	Steven W Rich	Administrator	\$109,696
97. Professor	John R Willems	Faculty	\$109,545
98. Professor	Patrick R Coulton	Faculty	\$109,396
99. Assistant Professor	Zhe Wang	Faculty	\$109,168
100. Assistant Professor	Larry R White	Faculty	\$109,148
101. Interim Chair Theatre Arts	Jean K Wolski	Faculty	\$108,922
102. Professor	Morton A Heller	Faculty	\$108,662
103. Director Facilities Planning and Management	Gary D Reed	Administrator	\$108,544
104. Director BOT/BA Program	Loretta K Woodward	Administrator	\$108,523
105. Assistant Professor	Jaysinha S Shinde	Faculty	\$108,336
106. Assistant Professor	Heather H Jia	Faculty	\$108,284
107. Professor	Andrew S Methven	Faculty	\$108,144
108. Director Civil Rights	Cynthia D Nichols	Administrator	\$108,084
109. Professor	Ruth Hoberman	Faculty	\$107,308
110. Department Chair Psychology	John H Mace	Faculty	\$106,636
111. Professor Library	Nackil Sung	Faculty	\$106,502
112. Director Housing/Dining Services	Mark A Hudson	Administrator	\$105,935
113. Associate Professor	Thomas R Hawkins	Faculty	\$105,573
114. Professor	Barbara L Poole	Faculty	\$105,454
115. Professor	Betty E Smith	Faculty	\$105,416
116. Associate Professor	Yan Lin	Faculty	\$104,627
117. Professor	Richard A Sylvia	Faculty	\$104,606
118. Associate Professor	Thomas G Costello	Faculty	\$104,605
119. Professor	Gary A Bulla	Faculty	\$104,556
120. Professor	Gloria Leitschuh	Faculty	\$103,662
121. Assistant Vice President	Mary C Herrington-Perry	Administrator	\$103,529
122. Professor	Cheryl M Hawker	Faculty	\$103,381
123. Assistant Vice President	Kathy S Reed	Administrator	\$103,298
124. Professor	Rose Z Gong	Faculty	\$103,243
125. Professor	Linda D Simpson	Faculty	\$102,790
126. Professor	Gary L Canivez	Faculty	\$102,757
127. Professor	Robert C Wiseman	Faculty	\$102,666
128. Professor	Teshome Abebe	Faculty	\$102,508
129. Department Chair Bio Sciences	Karen F Gaines	Faculty	\$102,400
130. Professor	Charles L Pederson	Faculty	\$102,382
131. Professor	Andrew D McNitt	Faculty	\$102,289
132. Director Planning, Budget, Inst Res	Michael S Maurer	Administrator	\$102,200

Exhibit 12 EIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Salary
133. Professor	Michael D Loudon	Faculty	\$102,162
134. Director Nursing Program	Renee Kidd-Marshall	Administrator	\$102,000
135. Professor	William A Slough	Faculty	\$101,567
136. Professor	Charles E Nivens	Faculty	\$101,390
137. Associate Professor	Kip L McGilliard	Faculty	\$101,246
138. Department Chair Chemistry	Daniel J Sheeran	Faculty	\$101,118
139. Professor	Gary N Fritz	Faculty	\$101,034
140. General Manager WEIU Radio/TV	Jack K Neal	Administrator	\$101,000
141. Professor	Assegedetch Haile Mariam	Faculty	\$100,930
142. Professor Library	Marlene M Slough	Faculty	\$100,874
143. Professor Library	Karen L Whisler	Faculty	\$100,768
144. Professor	John P Martone	Faculty	\$100,736
145. Professor	James Conwell	Faculty	\$100,510
146. Department Chair Philosophy	Jonelle DePetro	Faculty	\$100,399
147. Professor	Kraig A Wheeler	Faculty	\$100,376
148. Professor	John R Marquart	Faculty	\$100,138
Total			\$17,952,049
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Eastern Illinois University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

***Report on
Governors State University***

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities GOVERNORS STATE UNIVERSITY

Governors State University (GSU) is an upper division university that was founded in 1969. GSU is located on one campus in University Park, a south suburb of Chicago, but offers classes at different locations across the Chicago area. Being an upper division school means GSU only offers classes at the junior level and above.

The Carnegie Classification for GSU is “*master’s colleges and universities (larger programs)*.” This means that GSU awards a large number of master’s degrees but a small number of doctorates.

SOURCE: ILLINOIS BLUE BOOK

Governors State University is the only public university in Chicago’s south suburban area and serves approximately 7,800 students. GSU provides affordable, accessible undergraduate and graduate education to a culturally and economically diverse student body, with the most affordable undergraduate tuition in Illinois.

1. Board of Trustees

Governors State University is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 670). The Board is made up of eight members. Seven members are appointed by the Governor and confirmed by the Illinois Senate. The other trustee is a student, elected by the students. Appointed trustees serve a six year term while the student trustee serves a one year term.

Trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. Restrictions on serving on the Board are that no more than four members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

Governors State University is led by a President. Within the President’s office there are two direct reporting offices. Those offices are: (a) the internal auditor and (b) the general counsel. There also are three campus divisions, each led by a vice president. The divisions are Academic Affairs, Administration and Finance, and Advancement.

- Academic Affairs is led the Provost/Vice President and is responsible for “*university-wide academic administration.*” Assisting the Provost are the Deputy Provost, the Associate Provost and the Assistant Provost.
 - Underneath the Provost are the colleges and library, and several different offices, such as Information Technology Services, Institutional Research, and the Division of Extended Learning.

- Administration and Finance is led by an Executive Vice President. The Executive Vice President is assisted by a deputy vice president.
 - Under the Executive Vice President are the offices of: (i) admissions and recruitment; (ii) human resources; (iii) public safety; (iv) financial services and comptroller; (v) facilities development and management; (vi) procurement and auxiliary services; (vii) registrar and (viii) financial aid.

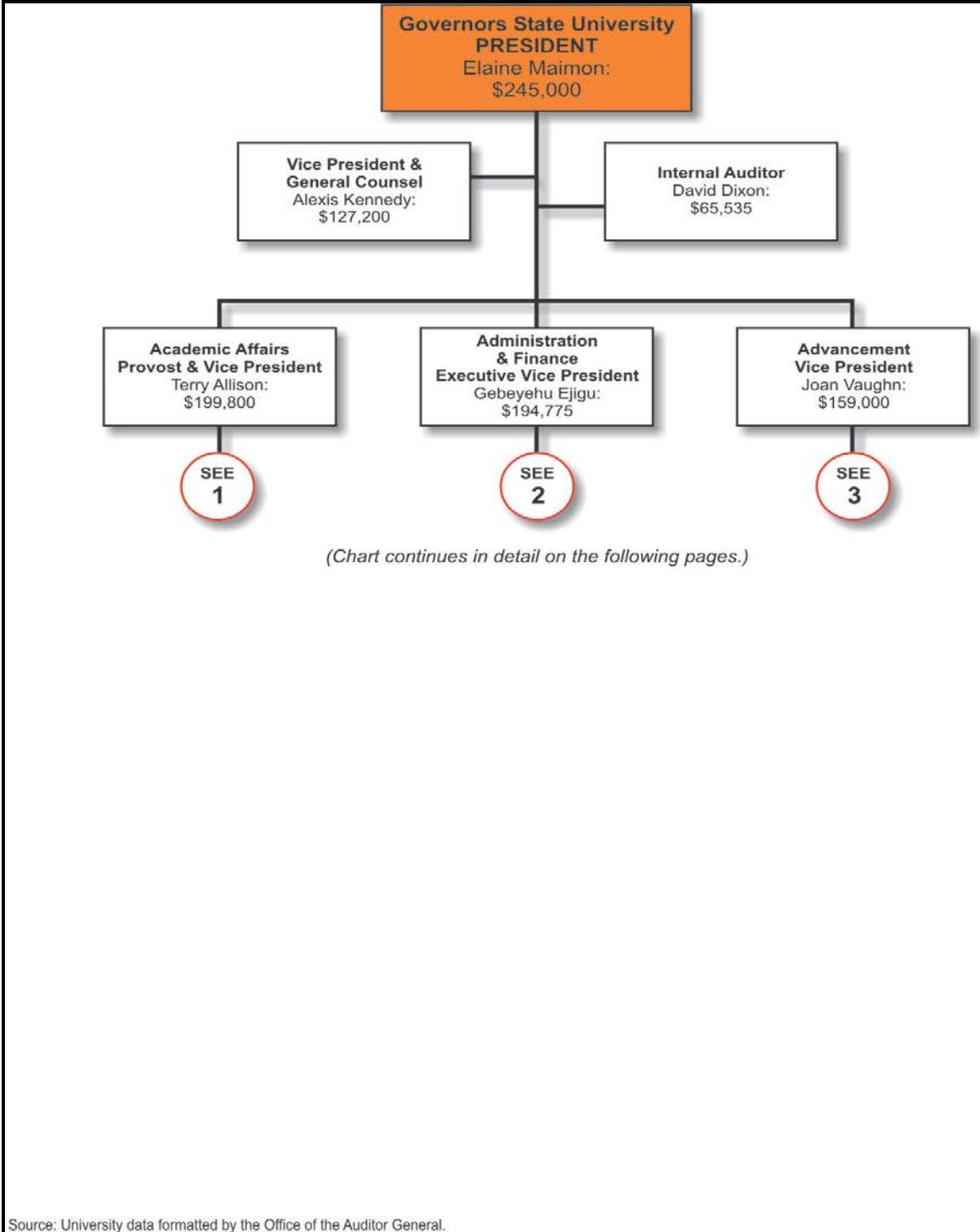
- Advancement is overseen by a Vice President and is responsible for the administration of external relations. As such the Vice President oversees the offices of: (i) advancement; (ii) development; (iii) Center for Performing Arts; (iv) public affairs; (v) Manilow Sculpture Park; and (vi) special events.

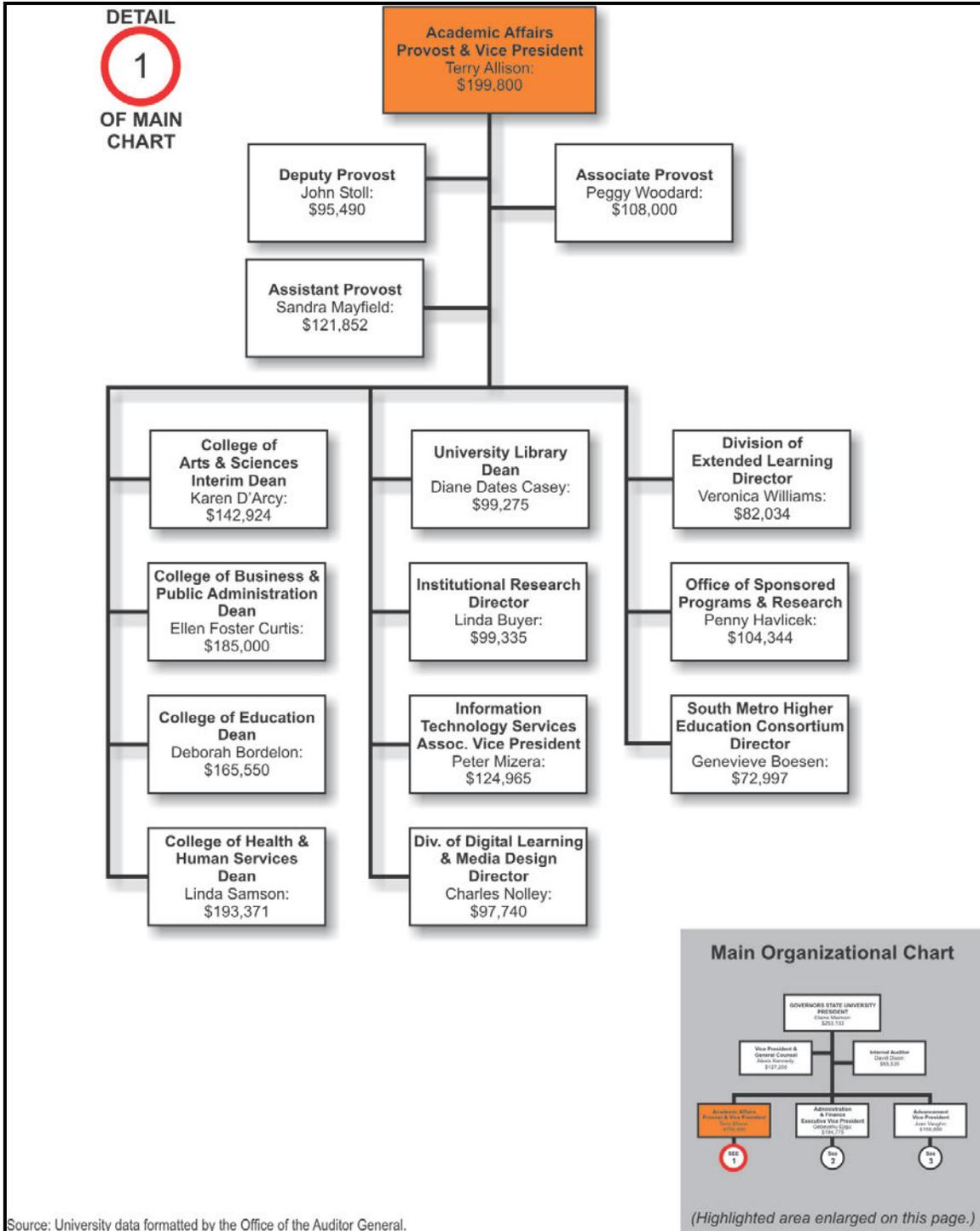
GSU had over 85 administrators whose total compensation exceeded \$7.8 million in fiscal year 2011 for an average of over \$90,000, as shown in Exhibit 1.

The next pages show the organizational chart for GSU, as shown in Exhibit 2.

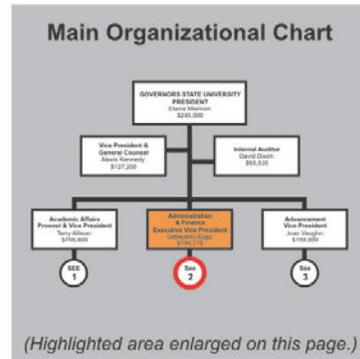
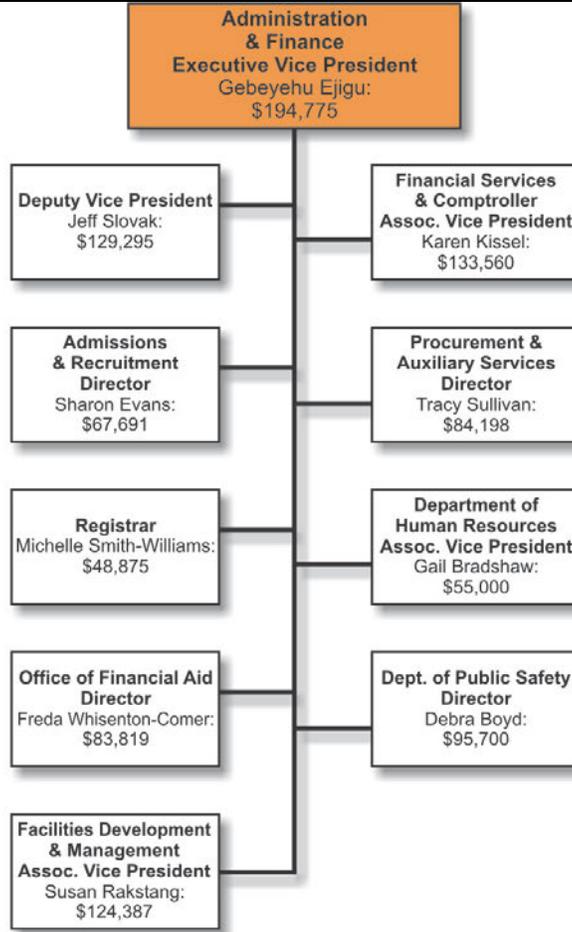
Exhibit 1 GSU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$245,000	\$245,000
2. Vice President	1	\$159,000	\$159,000
3. Executive Vice President	1	\$194,775	\$194,775
4. Associate Vice President	7	\$759,509	\$108,501
5. Assistant Vice President	2	\$212,966	\$106,483
6. Provost	2	\$219,640	\$109,820
7. Vice Provost	1	\$95,490	\$95,490
8. Executive Director	5	\$356,373	\$71,275
9. Director	29	\$2,135,042	\$73,622
10. Dean	7	\$984,620	\$140,660
11. Other	31	\$2,518,218	\$81,233
Total	87	\$7,880,633	\$90,582
Source: OAG analysis of Governors State University data.			

**Exhibit 2
Organizational Chart
GOVERNORS STATE UNIVERSITY
Fiscal Year 2011**





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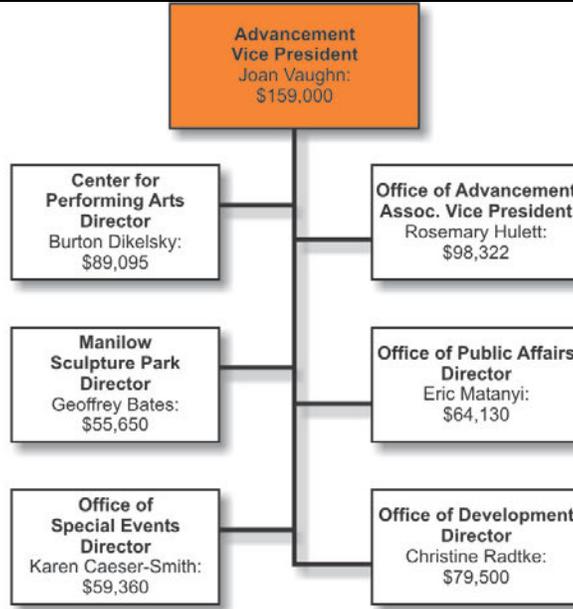


Source: University data formatted by the Office of the Auditor General.

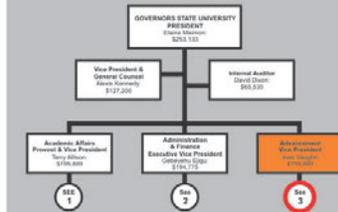
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Main Organizational Chart



Source: University data formatted by the Office of the Auditor General.

(Highlighted area enlarged on this page.)

3. Enrollment

Governors State University had a total enrollment of 5,660 students. Approximately one-third were full-time students (1,969) and two-thirds were part-time students (3,691). Undergraduate students were 2,993 (53%) and graduate students were 2,667 (47%) of the total enrollment, as shown in Exhibit 3.

Exhibit 3 GSU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	1,969
Part-time	3,691
Undergraduate	2,993
Graduate	2,667
Total Students	5,660
Full-time Equivalent (FTE)	3,351
Source: Governors State University data.	

4. Tuition and Fees

GSU's tuition and fees totaled \$8,746 for undergraduates and \$7,576 for graduate students. GSU does not offer any on-campus housing, so there are no room and board charges, as shown in Exhibit 4. Since approximately two-thirds of GSU's students are part-time, most students pay less than the full-time tuition.

Exhibit 4 GSU TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$8,746
Room and Board	\$0
Total	\$8,746
Graduate	\$7,576
Source: Governors State University data.	

5. Revenues and Expenditures

Governors State University received over \$46 million (46% of total revenues) in fiscal year 2011 from State appropriations. Tuition and fees provided over \$30 million (30%) and federal funds provided over \$14 million (14%). Sales and service, which includes money raised by the operation of auxiliary enterprises, provided \$6 million. The remainder came from other sources, as shown in Exhibit 5.

Exhibit 5 GSU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	Percent
Tuition and Fees	\$30.5	30.0%
Federal	\$14.2	14.0%
State	\$46.7	45.8%
Sales and Service	\$6.3	6.1%
Other Revenue	\$4.3	4.2%
Total	\$101.9	100%
<i>Totals may not add due to rounding.</i>		
Source: Governors State University data and OAG calculation.		

GSU's largest expenditures were for instruction (\$42 million) and institutional support (\$15 million). The only other expenditure that was greater than 10 percent was public service, as shown in Exhibit 6.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . *eliciting some measure of ‘educational change’ in a learner or group of learners.*”
- **Research** relates to the research activities carried out by universities.
- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

Exhibit 6 GSU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$41,840,108	45.5%	\$12,486
Research	\$1,092,589	1.2%	\$326
Public Service	\$13,867,709	15.1%	\$4,138
Academic Support	\$2,230,926	2.4%	\$666
Student Services	\$6,224,729	6.8%	\$1,858
Institutional Support	\$14,978,608	16.3%	\$4,470
O & M Physical Plant	\$6,991,748	7.6%	\$2,086
Other	\$4,684,837	5.1%	\$1,398
Total	\$91,911,254	100%	\$27,428

Source: University financial audit and OAG calculation.

6. University President

We reviewed the GSU President’s contract which contained the following provisions:

- **Salary.** The contract established base salaries for the length of the contract which may be reviewed annually by the Board of Trustees and may be increased. Those salaries were:
 - \$227,000 for fiscal years 2008 and 2009;
 - \$245,000 for fiscal years 2010 and 2011; and
 - \$265,000 between fiscal years 2012 and 2013.
- **Retirement.** GSU established a Supplemental Executive Retirement Program (SERP) for the President. The SERP was established to “. . . *provide supplemental retirement benefits to Dr. Maimon and will serve as a retention incentive.*” The university contributed 10 percent of her annual salary to the SERP for fiscal years 2008 and 2009 and 12 percent after July 1, 2009.

- **Housing.** When the President first started at GSU in 2007, she was given a \$28,000 relocation allowance. She also receives a \$35,000 per year housing allowance “. . . towards the purchase, lease and maintenance of a personal residence.”
- **Automobile.** The President was given use of an automobile for business and personal use with expenses paid by GSU. The vehicle is to be replaced approximately every four years and the contract stipulates that the President’s spouse is allowed to operate the vehicle. The President can be reimbursed for travel expenses, and her spouse can also be reimbursed. The President is required to provide the Board with an accounting of the vehicle and travel expenses.
- **Memberships.** The university will pay for membership fees to three clubs or service organizations.
- **Termination.** The President does not receive any compensation if terminated without cause.
- **Time Off.** The President earns the standard vacation, sick and personal leave time as other university employees. After the contract expires, the President is eligible to be paid for any unused vacation or personal leave time.
- **Other.** The President was granted tenure when she joined GSU and if she joins the faculty after serving as President she will receive a salary that is 80 percent of her presidential salary.

7. Sabbaticals/Leaves of Absence

GSU had 4 associate professors who took a sabbatical in fiscal year 2011. Their total **annual** compensation was \$344,362, as shown in Exhibit 7.

Exhibit 7 GSU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Associate Professor	\$72,248	Sabbatical	Semester	Appropriated
2. Associate Professor	\$79,904	Sabbatical	Semester	Appropriated
3. Associate Professor	\$85,261	Sabbatical	Semester	Appropriated
4. Associate Professor	\$106,950	Sabbatical	Semester	Appropriated
Total ²	\$344,362			
<p><u>Note:</u> ¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence. ² Total may not add due to rounding.</p>				
Source: Governors State University data.				

8. Administrators Who Taught Courses

GSU had a total of 12 administrators who also taught courses and were paid a total of \$43,659 in fiscal year 2011, or between \$90 and \$7,372 per instructor, as shown in Exhibit 8.

Exhibit 8 GSU ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Vice Provost/Academic Affairs	\$95,400	Adjunct	1 course	\$90
2. Director, Technical Services	\$128,552	Adjunct	1 course	\$480
3. Deputy VP/Admin and Finance	\$127,995	Adjunct	1 course	\$1,300
4. Director, Application Development	\$108,020	Adjunct	1 course	\$2,400
5. Director	\$54,085	Adjunct	1 course	\$2,500
6. Director	\$65,141	Adjunct	1 course	\$2,550
7. Assoc VP Advancement/Alumni	\$94,122	Adjunct	1 course	\$4,200
8. AVP For Information Technology	\$120,465	Adjunct	1 course	\$4,500
9. Director	\$90,100	Adjunct	1 course	\$5,600
10. Director of Career Services	\$61,480	Adjunct	1 course	\$6,000
11. Director/Field ExpandContEd/Soc	\$71,020	Adjunct	1 course	\$6,667
12. Director, Extended Learning	\$74,662	Adjunct	1 course	\$7,372
Total	\$1,091,041			\$43,659
<i>Totals may not add due to rounding.</i>				
Source: Governors State University data.				

9. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior administrators, namely the president, vice presidents, and provost for fiscal year 2011, as shown in Exhibit 9. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 9 GSU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other	Total ³
President	\$245,000	\$29,400	\$35,000	\$8,133	\$1,060	\$4,068	\$1,774	\$0	\$324,435
Executive VP	\$194,775	\$23,373	\$0	\$0	\$0	\$3,759	\$0	\$0	\$221,907
Provost	\$199,800	\$15,984	\$0	\$0	\$0	\$3,920	\$0	\$0	\$219,704
Vice President	\$127,200	\$0	\$0	\$0	\$1,210	\$1,791	\$0	\$0	\$130,201
Vice President	\$159,000	\$0	\$0	\$0	\$1,675	\$667	\$0	\$0	\$161,342
Total ³	\$925,775	\$68,757	\$35,000	\$8,133	\$3,945	\$14,205	\$1,774	\$0	\$1,057,589
Notes:									
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.									
² These expenditures are in addition to the regular pension benefits paid to university employees.									
³ Totals may not add due to rounding.									
Source: Governors State University data and OAG calculation.									

10. Salaries and Staffing

Governors State University had a total of 84 full-time administrators who were paid over \$7.75 million in fiscal year 2011 for an average of over \$92,500. GSU had 247 full-time faculty members who were paid approximately \$18 million for an average of over \$72,775, as shown in Exhibit 10.

A total of 64 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 33 percent of the full-time administrators (28 administrators) and 15 percent of the full-time faculty members (36 faculty), as shown in Exhibit 11.

The highest compensation was paid to the President (\$245,000), Vice President/Provost (\$199,800), and the Executive Vice President (\$194,775), as shown in Exhibit 12.

Exhibit 10 GSU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE per Staff ³
Administration ¹	\$7,776,331	84	\$92,575	39.9
Faculty ²	\$17,976,333	247	\$72,779	13.6
Total	\$25,752,664	331	\$77,803	10.1
Notes:				
¹ Only includes full-time administrators. There were another 3 part-time administrators with compensation totaling \$104,302, making the total compensation for administrators \$7,880,633.				
² Only includes full-time faculty. There were 318 part-time faculty with compensation totaling \$2,494,265.				
³ Students per faculty or administrator.				
Source: OAG analysis of Governors State University data.				

Exhibit 11 GSU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	28
% of Administrators	33%
Faculty > \$100,000	36
% of Faculty	15%
Total Positions > \$100,000	64
% of Total	19%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of Governors State University data.	

Exhibit 12 GSU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. President	Elaine Maimon	Administrator	\$245,000
2. Provost and Vice President for Academic Affairs	Terry L Allison	Administrator	\$199,800
3. Executive Vice President	Gebeyehu Ejigu	Administrator	\$194,775
4. Dean Interim Vice Provost	Linda Samson	Administrator	\$193,371
5. Dean	Ellen Foster Curtis	Administrator	\$185,000
6. Full Professor	Stuart I Fagan	Faculty	\$179,629
7. Dean	Deborah E Bordelon	Administrator	\$165,550
8. Dean	Reinhold R Hill	Administrator	\$160,000
9. Vice President for Institutional Advancement	Joan T Vaughn	Administrator	\$159,000
10. Full Professor	Jane Rhoades Hudak	Faculty	\$158,567
11. Full Professor	Paul R Keys	Faculty	\$154,076
12. Dean	Karen A D'Arcy	Administrator	\$142,924
13. Associate Professor	Xiuqing Ji	Faculty	\$138,000
14. Full Professor	Akkanad M Isaac	Faculty	\$135,674
15. Associate Vice President	Karen Kissel	Administrator	\$133,560
16. Full Professor	Yun-Yau Shih	Faculty	\$129,926
17. Associate Professor	Ting Jie Wang	Faculty	\$129,608
18. Deputy Vice President	Jeffrey S Slovak	Administrator	\$129,295
19. Director	John G Buenger	Administrator	\$129,032
20. General Counsel	Alexis Kennedy	Administrator	\$127,200
21. Assistant Dean	Gregory Blevins	Administrator	\$126,761
22. Associate Vice President	Peter Mizera	Administrator	\$124,965
23. Associate Vice President	Susan Rakstang	Administrator	\$124,387
24. Full Professor	Jagan Lingamneni	Faculty	\$123,673
25. University Professor	Diana L Alexander	Faculty	\$123,215
26. Full Professor	Soon-Ok Park	Faculty	\$122,013
27. Division/Department Chairperson	James Howley	Administrator	\$121,900
28. Division/Department Chairperson	William S Yacullo	Administrator	\$121,856
29. Assistant Vice President	Sandra A Mayfield	Administrator	\$121,852
30. Full Professor	Aida Shekib	Faculty	\$121,562
31. University Professor	Reino W Hakala	Faculty	\$118,947
32. Full Professor	Winfried K Rudloff	Faculty	\$118,885
33. Division/Department Chairperson	William C Wilkinson	Administrator	\$118,289
34. Associate Vice President	Sherilyn Poole	Administrator	\$115,275
35. Full Professor	Shailendra Kumar	Faculty	\$114,633
36. University Professor	Farouk Shaaban	Faculty	\$113,372
37. Full Professor	Jon D Carlson	Faculty	\$112,200
38. Division/Department Chairperson	Margaret H Neumann	Administrator	\$111,804
39. Visiting Professor	Phillip R Kletke	Faculty	\$111,300
40. Director	Gregory Kain	Administrator	\$110,420
41. Full Professor	Robert Donaldson	Faculty	\$110,246
42. Full Professor	Steven C Russell	Faculty	\$110,077
43. Associate Vice President	Peggy G Woodard	Administrator	\$108,000
44. Associate Professor	Xueqing Tang	Faculty	\$106,950
45. Full Professor	Joseph B Addison	Faculty	\$106,014
46. University Professor	Sang-O Rhee	Faculty	\$105,947
47. Full Professor	Arthur Paul Bourgeois	Faculty	\$105,100
48. Full Professor	Phyllis M Klingensmith	Faculty	\$105,050

Exhibit 12 GSU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
49. Assistant Professor	Carlos Ferran	Faculty	\$105,000
50. Assistant Professor	Brian McKenna	Faculty	\$105,000
51. Full Professor	John W Swain	Faculty	\$104,854
52. Associate Professor	Thomas J Kelly	Faculty	\$104,664
53. Director	Penny L Havlicek	Administrator	\$104,344
54. Full Professor	Lisa L Chang	Faculty	\$104,286
55. Full Professor	Maribeth M Kasik	Faculty	\$104,118
56. Full Professor	Marsha H Katz	Faculty	\$103,997
57. Full Professor	Georgia J Kosmoski	Faculty	\$103,995
58. Coordinator of Instructional Development	Tony Labriola	Faculty	\$102,686
59. Division/Department Chairperson	Elizabeth A Cada	Administrator	\$102,546
60. Associate Professor	James Coldren	Faculty	\$102,499
61. Division/Department Chairperson	Colleen M Sexton	Administrator	\$101,625
62. Associate Professor	Rebecca Wojcik	Faculty	\$100,931
63. Division/Department Chairperson	Shannon Dermer	Administrator	\$100,121
64. Assistant Professor	Gokce Sargut	Faculty	\$100,000
Total			\$8,075,346
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Governors State University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

***Report on
Illinois State University***

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities ILLINOIS STATE UNIVERSITY

Illinois State University (ISU) is located in Normal, Illinois and is the first institution of higher learning in Illinois, being founded in 1857. The university is a residential university with 6 colleges and 35 academic departments that offer more than 189 programs of study. The Graduate School coordinates 52 masters, specialist, and doctoral programs.

The Carnegie Classification for ISU is “doctoral/research university.” This means that ISU awards at least 20 research doctorates but has a lower level of research activity than universities like the University of Illinois at Urbana-Champaign or Southern Illinois University at Carbondale which are high research universities.

SOURCE: ILLINOIS BLUE BOOK

Founded in 1857, Illinois State University in Normal was the first public institution of higher learning in Illinois. From its historic origins as a teacher preparation institution, ISU has become a major multipurpose university offering diversified curricula. ISU offers a wide range of programs at the bachelor's, master's and doctoral levels to its 21,000 students from all 50 states and 59 countries.

1. Board of Trustees

Illinois State University is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 675). The Board has seven members appointed by the Governor and approved by the Illinois Senate. The other trustee is a student elected by the student body. The appointed trustees serve six year terms while the student trustee serves a one year term.

The trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. No more than four members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

Illinois State University is led by the President. There is an assistant to the president for government relations and an assistant to the president. Also reporting directly to the President are the offices of: (i) internal auditing; (ii) general counsel; (iii) equal opportunity, ethics and access; and (iv) intercollegiate athletics. There are four main campus divisions, each led by a vice president: Academic Affairs, Finance and Planning, Student Affairs, and University Advancement.

- Academic Affairs is led by the Vice President and Provost. Under the provost are: (i) an associate provost; and the offices of (ii) academic fiscal management; (iii) enrollment management and academic services; (iv) academic administration; (v) campus technology support group; and (vi) research and sponsored programs. Academic fiscal management is led by an assistant vice president, the other offices

have an associate provost in charge. The division of academic affairs is also responsible for the six colleges and university library system that are each led by deans.

- Finance and Planning is led by a vice president who is responsible for the administrative support functions of the university and for university-wide budgeting and institutional planning.
 - Under the vice president are five offices: (i) administrative technologies; (ii) budget office; (iii) finance and planning; (iv) human resources and (v) comptroller’s office/financial administration.
 - The budget office, human resources and financial administration are led by assistant vice presidents.
 - Administrative technologies and finance and planning are led by associate vice presidents.

- Student Affairs is led by a vice president who is in charge of “. . . many campus services, programs, and facilities that augment the formal education of students and promote personal growth and development.” The vice president of student affairs is responsible for: (i) the dean of students; (ii) student services, overseen by an associate vice president and an assistant vice president; (iii) university police, led by a chief; and (iv) student affairs fiscal management and planning, led by a director.

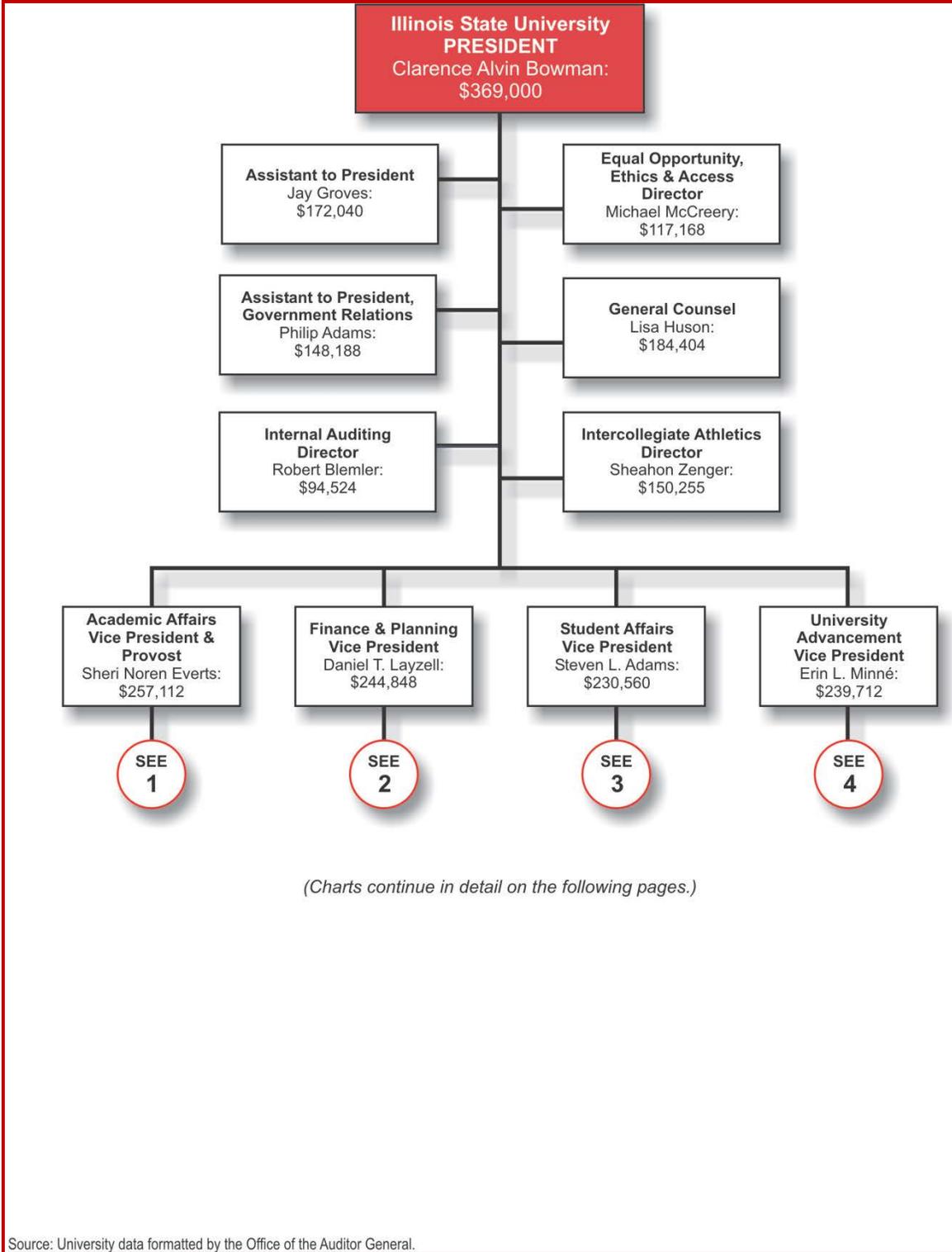
- University Advancement is lead by a vice president who is responsible for all fundraising activities for ISU, along with marketing, events management and community relations. Under the vice president are the offices of: (i) university marketing and communications; (ii) development-information and donor services; (iii) alumni relations; (iv) development-fundraising; and (v) foundation business affairs.

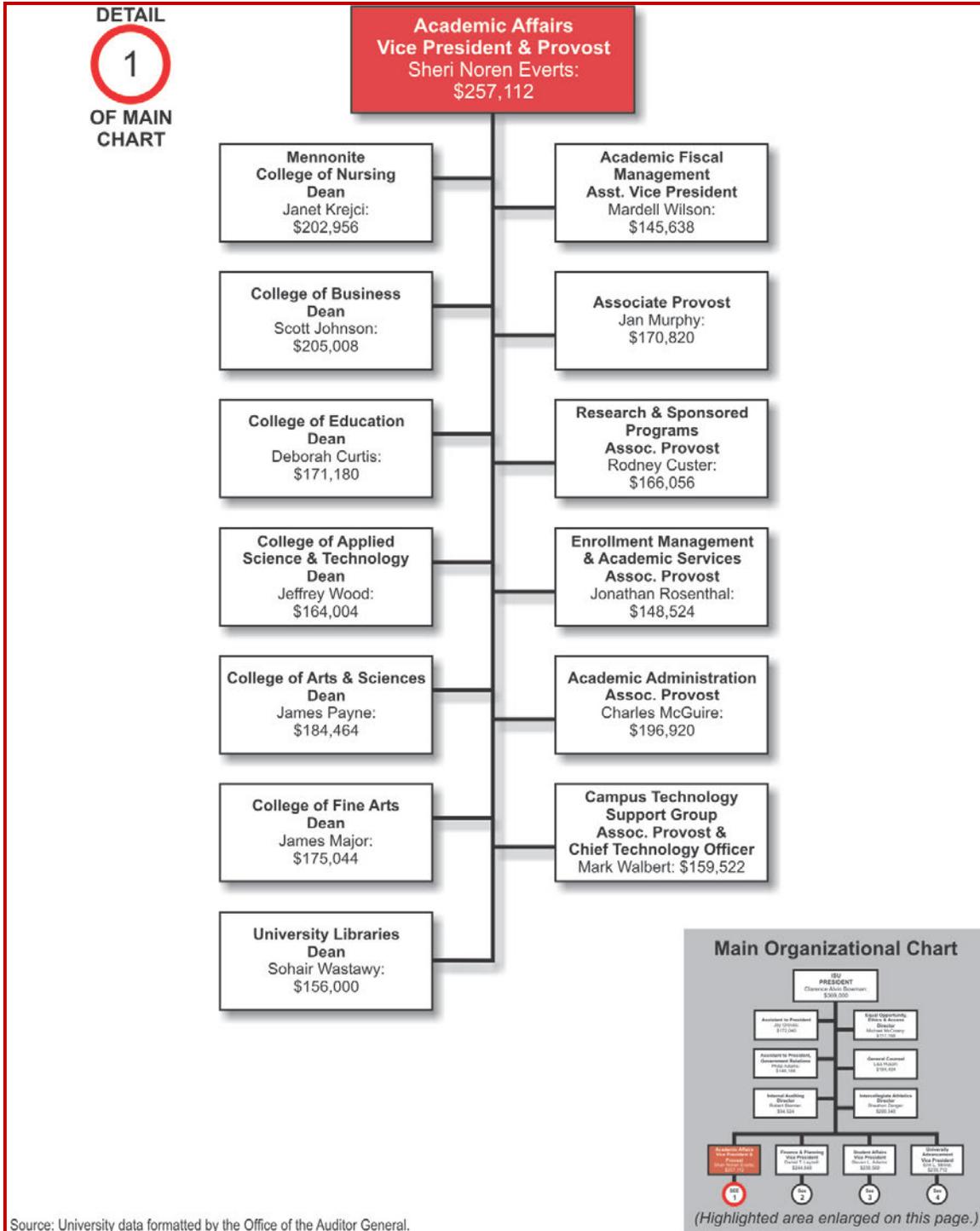
Illinois State University had 210 administrators whose total compensation exceeded \$22 million in fiscal year 2011, as shown in Exhibit 1.

The next pages show the organizational chart for ISU, as shown in Exhibit 2.

Exhibit 1 ISU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$369,000	\$369,000
2. Vice President	3	\$715,120	\$238,373
3. Associate Vice President	3	\$514,968	\$171,656
4. Assistant Vice President	5	\$760,386	\$152,077
5. Provost	1	\$257,112	\$257,112
6. Associate Provost	5	\$841,842	\$168,368
7. Executive Director	7	\$778,236	\$111,177
8. Director	58	\$5,608,879	\$96,705
9. Dean	9	\$1,433,087	\$159,232
10. Other	118	\$11,315,023	\$95,890
Total	210	\$22,593,653	\$107,589
Source: OAG analysis of Illinois State University data.			

**Exhibit 2
Organizational Chart
ILLINOIS STATE UNIVERSITY
Fiscal Year 2011**



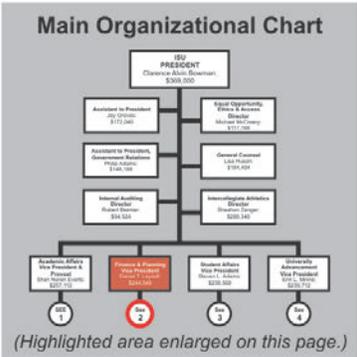
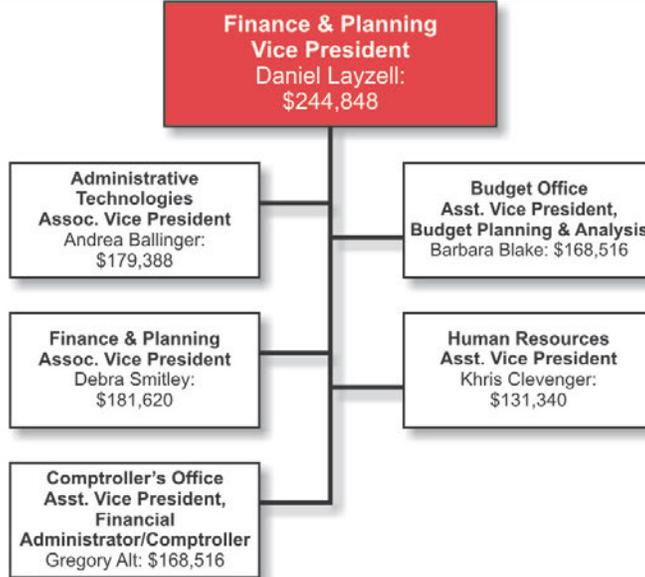


Source: University data formatted by the Office of the Auditor General.

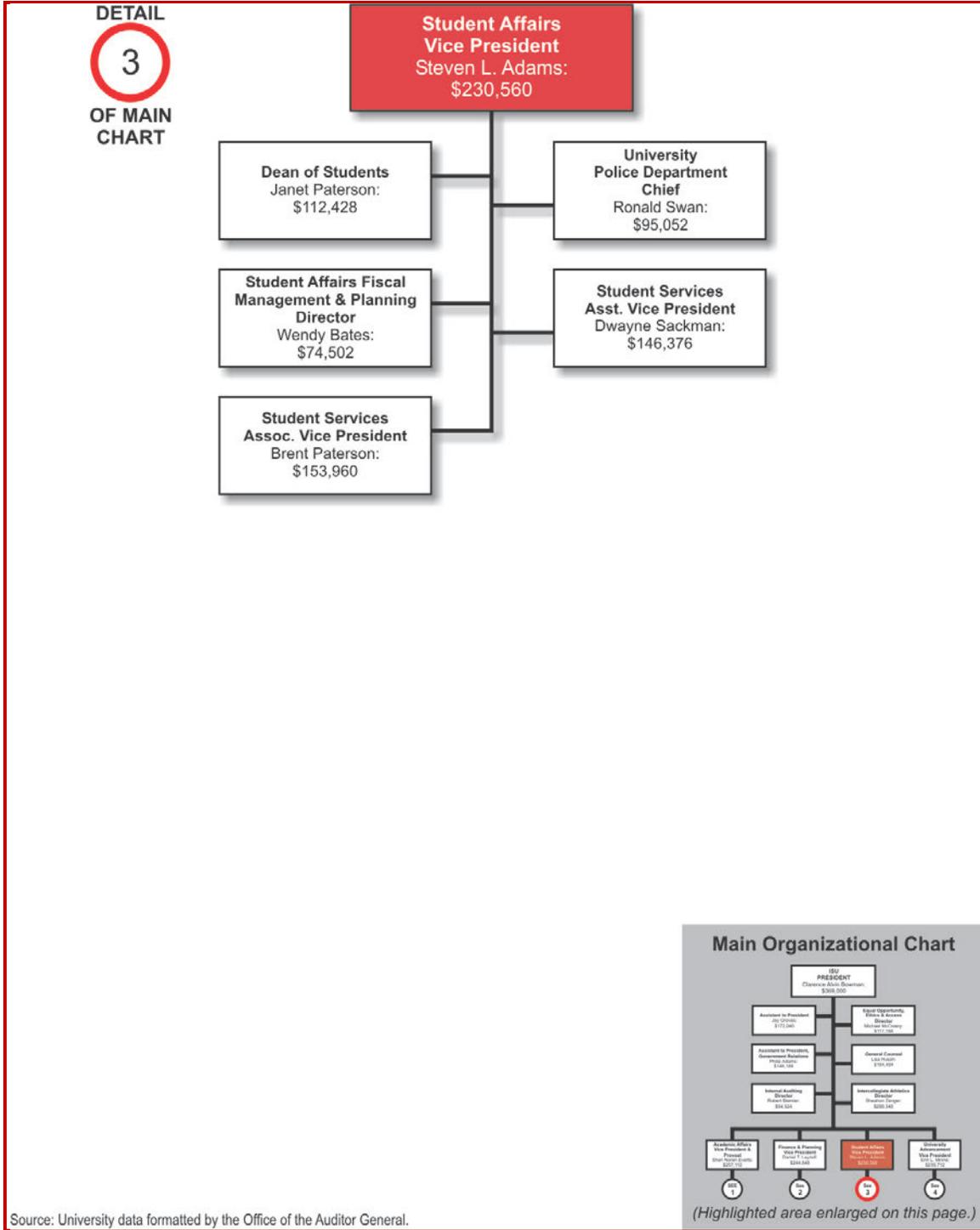
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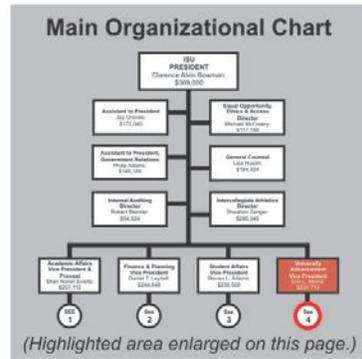
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Source: University data formatted by the Office of the Auditor General.



DETAIL
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Source: University data formatted by the Office of the Auditor General.

3. Enrollment

Illinois State University had an enrollment of 21,134 students in fiscal year 2011: 18,599 full-time (88%) and 2,535 part-time (12%). Undergraduate students were 18,314 (87%) and graduate students were 2,820 (13%) of the total enrollment, as shown in Exhibit 3.

Exhibit 3 ISU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	18,599
Part-time	2,535
Undergraduate	18,314
Graduate	2,820
Total Students	21,134
Full-time Equivalent (FTE)	18,532
Source: Illinois State University data.	

4. Tuition and Fees

Illinois State University's tuition and fees were \$11,417 for undergraduate students and \$8,314 for graduate students, one of the highest for undergraduate students in Illinois public universities. Room and board was about average at \$8,436 making the total cost of attendance for undergraduate students rank fourth highest of the Illinois public universities at \$19,853, as shown in Exhibit 4.

Exhibit 4 ISU TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$11,417
Room and Board	\$8,436
Total	\$19,853
Graduate	\$8,314
Source: Illinois State University data.	

5. Revenues and Expenditures

Illinois State University's total revenues were \$498 million in fiscal year 2011. Approximately 36 percent of the revenues (\$177 million) came from State appropriations. The next largest revenue source was tuition and fees at one-third of the revenues (\$167 million), followed by sales and service at 17 percent (\$86 million) and Other Revenues at 11 percent (\$55 million), as shown in Exhibit 5.

Exhibit 5 ISU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	Percent
Tuition and Fees	\$167.1	33.5%
Federal	\$13.4	2.7%
State	\$177.2	35.6%
Sales and Service	\$85.6	17.2%
Other Revenues and Additions	\$54.8	11.0%
Total	\$498.1	100%
Source: Illinois State University data and OAG calculation.		

Illinois State University's largest expenditure was for the category All Other (\$205 million) which was close to 45 percent of the total expenditures. The only other expenditure that was greater than 10 percent of the total was instruction at 25 percent (\$114 million), as shown in Exhibit 6.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . *eliciting some measure of ‘educational change’ in a learner or group of learners.*”
- **Research** relates to the research activities carried out by universities.
- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

Exhibit 6 ISU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$113,991,733	25.0%	\$6,151
Research	\$13,991,116	3.1%	\$755
Public Service	\$15,695,327	3.4%	\$847
Academic Support	\$18,133,671	4.0%	\$979
Student Services	\$35,748,251	7.8%	\$1,929
Institutional Support	\$29,543,894	6.5%	\$1,594
O & M Physical Plant	\$24,246,285	5.3%	\$1,308
All Other	\$204,545,741	44.9%	\$11,037
Total	\$455,896,018	100.0%	\$24,600

Source: Illinois State University and OAG calculation.

6. University President

We reviewed the ISU President’s contract which contained the following provisions:

- **Salary.** According to the contract, the president’s salary is determined by the Board of Trustees each year.
- **Retirement.** The university contributes up to 4 percent of the President’s salary towards a 403(b) retirement plan annually and another \$20,000 per year into the State of Illinois Employees’ Deferred Compensation Plan. The university also provides an additional life insurance policy beyond the standard available to State employees. The premium for the insurance is not to exceed \$1,650 annually.

- **Housing.** The President resides in a designated residence on property owned by the Board of Trustees. The President must furnish the second floor of the residence while the Board will furnish the remainder of the house.
- **Automobile.** The President is provided with an automobile paid by the Board.
- **Memberships.** The University Foundation reimburses the President for a membership at The Bloomington Country Club of Bloomington, Illinois and partially reimburses for a membership at the University Club of Chicago.
- **Termination.** There is no mention of any provisions for the President being terminated without cause.
- **Time Off.** The President receives the standard 2 vacation days per month and 1 sick day per month with a 56 day maximum accumulation of vacation days.

7. Sabbaticals/Leaves of Absence

ISU had 49 faculty and administrators who took sabbaticals/leaves of absence for fiscal year 2011: 42 took a sabbatical for one semester and 7 took a sabbatical for the full academic year. Their total **annual** salary was \$3,696,345, as shown in Exhibit 7.

Exhibit 7 ISU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Associate Professor	\$56,088	Sabbatical	1 semester	Appropriated
2. Associate Professor	\$56,538	Sabbatical	1 semester	Appropriated
3. Associate Professor	\$56,574	Sabbatical	1 semester	Appropriated
4. Associate Professor	\$56,628	Sabbatical	2 semesters	Appropriated
5. Associate Professor	\$57,339	Sabbatical	1 semester	Appropriated
6. Associate Professor	\$59,544	Sabbatical	1 semester	Appropriated
7. Associate Professor	\$60,039	Sabbatical	1 semester	Appropriated
8. Associate Professor	\$60,444	Sabbatical	1 semester	Appropriated
9. Associate Professor	\$60,705	Sabbatical	1 semester	Appropriated
10. Associate Professor	\$60,786	Sabbatical	1 semester	Appropriated
11. Associate Professor	\$60,921	Sabbatical	1 semester	Appropriated
12. Associate Professor	\$61,029	Sabbatical	1 semester	Appropriated
13. Associate Professor	\$61,236	Sabbatical	1 semester	Appropriated
14. Associate Professor	\$63,216	Sabbatical	1 semester	Appropriated
15. Associate Professor	\$63,477	Sabbatical	1 semester	Appropriated
16. Associate Professor	\$63,477	Sabbatical	1 semester	Appropriated
17. Associate Professor	\$63,504	Sabbatical	1 semester	Appropriated
18. Associate Professor	\$63,747	Sabbatical	1 semester	Appropriated
19. Associate Professor	\$63,774	Sabbatical	1 semester	Appropriated
20. Associate Professor	\$64,116	Sabbatical	1 semester	Appropriated
21. Associate Professor	\$64,224	Sabbatical	1 semester	Appropriated
22. Associate Professor	\$66,861	Sabbatical	1 semester	Appropriated

Exhibit 7 ISU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
23. Professor	\$67,824	Sabbatical	2 semesters	Appropriated
24. Professor	\$68,706	Sabbatical	1 semester	Appropriated
25. Professor	\$70,299	Sabbatical	1 semester	Appropriated
26. Professor	\$71,190	Sabbatical	1 semester	Appropriated
27. Professor	\$71,604	Sabbatical	1 semester	Appropriated
28. Professor	\$73,377	Sabbatical	1 semester	Appropriated
29. Associate Professor	\$75,060	Sabbatical	1 semester	Appropriated
30. Professor	\$75,528	Sabbatical	2 semesters	Appropriated
31. Associate Professor	\$75,861	Sabbatical	1 semester	Appropriated
32. Associate Professor	\$76,221	Sabbatical	1 semester	Appropriated
33. Professor	\$76,356	Sabbatical	1 semester	Appropriated
34. Professor	\$78,210	Educational	2 semesters	Appropriated
35. Professor	\$78,921	Sabbatical	2 semesters	Appropriated
36. Professor	\$79,686	Sabbatical	1 semester	Appropriated
37. Professor	\$85,572	Sabbatical	1 semester	Appropriated
38. Associate Professor	\$85,662	Sabbatical	2 semesters	Appropriated
39. Department Chairperson	\$86,292	Sabbatical	1 semester	Appropriated
40. Assistant Professor	\$91,728	Sabbatical	2 semesters	Appropriated
41. Associate Professor	\$94,419	Sabbatical	1 semester	Appropriated
42. Professor	\$96,606	Sabbatical	1 semester	Appropriated
43. Associate Professor	\$97,299	Sabbatical	1 semester	Appropriated
44. Professor	\$99,873	Sabbatical	1 semester	Appropriated
45. Endowed Chair	\$105,759	Sabbatical	1 semester	Grant
46. Professor	\$106,083	Sabbatical	1 semester	Appropriated
47. Associate Professor	\$109,368	Sabbatical	1 semester	Appropriated
48. Distinguished Professor	\$113,256	Sabbatical	1 semester	Appropriated
49. Distinguished Professor	\$141,318	Sabbatical	1 semester	Appropriated
Total	\$3,696,345			
<u>Note:</u> ¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence.				
Source: Illinois State University data.				

8. Administrators Who Taught Courses

ISU had 13 administrators who also taught courses and were paid a total of \$99,846 in fiscal year 2011, or between \$1,040 and \$34,257 per administrator, as shown in Exhibit 8.

Exhibit 8 ISU ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Principal, Thomas Metcalf School	\$97,380	Lecturer	1 course	\$1,040
2. Associate Dean of Students	\$83,808	Lecturer	1 course	\$1,080
3. Assistant to President	\$170,040	Lecturer	1 course	\$2,000
4. Director, Institutional Web Support	\$74,712	Instructional Asst Prof	1 course	\$4,185
5. Director, Honors Program	\$103,128	Lecturer	1 course	\$5,004
6. Associate Dean of Students	\$154,008	Lecturer	1 course	\$5,058
7. Assistant Director Student Health	\$96,558	Clinical Asst Professor	1 course	\$5,584
8. Associate Dean	\$88,896	Clinical Asst Professor	3 courses	\$7,408
9. Associate Director, McN Tech.	\$49,620	Lecturer	2 courses	\$7,605
10. Director, Wellness Program	\$68,672	Lecturer	1 course	\$7,605
11. General Manager, Vidette	\$68,160	Lecturer	2 courses	\$7,614
12. Assistant Director, Human Res.	\$66,827	Lecturer	1 course	\$11,408
13. Director, Psychological Services	\$69,936	Lecturer	1 course	\$34,257
Total	\$1,191,745			\$99,846
<i>Totals may not add due to rounding.</i>				
Source: Illinois State University data.				

9. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior administrators, namely the president, vice presidents, and provost for fiscal year 2011, as shown in Exhibit 9. The expenses paid for retirement and other (e.g., additional life insurance) are before taxes so that the President could be provided with the contracted amount.

The president, the provost and a vice president all had entertainment expenditures of over \$10,000. These expenses included catering/meals, athletic tickets for guests, clean-up and set-up/take-down of events, party supplies and printing. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

ISU said the amount of entertainment expenses reported varies between universities as some, like ISU, account for it centrally within senior administrative departments while others account for it in a decentralized manner throughout various departments.

Exhibit 9 ISU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compen- sation ¹	Retire- ment ²	Housing	Vehicle	Member- ships	Travel	Entertain- ment	Other ³	Total ⁴
President	\$369,000	\$36,044	\$16,687	\$3,144	Paid by URO ⁵	\$12,659	\$266,246	\$2,921	\$706,700
Vice President	\$239,712	\$0	\$0	\$0	\$0	\$4,390	\$5,677	\$0	\$249,780
Vice President	\$230,560	\$0	\$0	\$0	\$0	\$802	\$17,521	\$0	\$248,883
Vice President	\$244,848	\$0	\$0	\$0	\$0	\$1,895	\$2,880	\$0	\$249,623
VP/Provost	\$257,112	\$0	\$0	\$0	\$0	\$453	\$10,648	\$0	\$268,213
Total ⁴	\$1,341,232	\$36,044	\$16,687	\$3,144	\$0	\$20,199	\$302,974	\$2,921	\$1,723,199

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses included payment for additional life insurance
⁴ Totals may not add due to rounding.
⁵ Paid by University Related Organization (URO), such as the university's foundation.

Source: Illinois State University data and OAG calculation.

10. Salaries and Staffing

Illinois State University had a total of 209 full-time administrators who were paid compensation totaling over \$22 million in fiscal year 2011 for an average of over \$107,000. ISU had 954 full-time faculty members who were paid compensation totaling over \$70 million for an average compensation of almost \$74,000, as shown in Exhibit 10.

A total of 252 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 48 percent of the full-time administrators (100 administrators) and 16 percent of the full-time faculty members (152 faculty), as shown in Exhibit 11.

Exhibit 10 ISU STAFFING Fiscal Year 2011				
	Total Comp	# of Posi- tions	Average Comp	FTE Per Staff ³
Administration ¹	\$22,535,980	209	\$107,828	88.7
Faculty ²	\$70,592,046	954	\$73,996	19.4
Total	\$93,128,026	1,163	\$80,076	15.9

Notes:
¹ Only includes full-time administrators. There was 1 part-time administrator with compensation totaling \$57,673 for a total of \$22,593,653 for 210 administrators.
² Only includes full-time faculty. There were 485 part-time faculty with compensation totaling \$4,669,043.
³ Students per faculty or administrator.

Source: Illinois State University and OAG calculation data.

Exhibit 11 ISU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	100
% of Administrators	48%
Faculty > \$100,000	152
% of Faculty	16%
Total Positions > \$100,000	252
% of Total Positions	22%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: Illinois State University and OAG calculation data.	

The highest compensation at ISU was paid to the President (\$369,000), Vice President of Academic Affairs/Provost (\$257,112), and the Vice President of Finance and Planning (\$244,848), as shown in Exhibit 12.

Exhibit 12 ISU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
1. President	C Alvin Bowman	Administrator	\$369,000
2. VP and Provost	Sheri N Everts	Administrator	\$257,112
3. VP, Finance and Planning	Daniel T Layzell	Administrator	\$244,848
4. VP, University Advancement	Erin L Minné	Administrator	\$239,712
5. Vice President, Student Affairs	Steven L Adams	Administrator	\$230,560
6. Professor	Masoud Hemmasi	Faculty	\$218,646
7. Dean, Business	Scott D Johnson	Administrator	\$205,008
8. Professor	Krzysztof Ostaszewski	Faculty	\$204,254
9. Dean, Mennonite College of Nursing	Janet W Krejci	Administrator	\$202,956
10. Associate VP, Academic Administration	Charles R McGuire	Administrator	\$196,920
11. Department Chairperson	Jawahar I Mohammed	Administrator	\$189,600
12. Acting Dean, Arts and Sciences	James Payne	Administrator	\$184,464
13. General Counsel	Lisa M Huson	Administrator	\$184,404
14. Associate VP, Finance & Planning	Debra K Smitley	Administrator	\$181,620
15. Endowed Chair	Richard MacMinn	Faculty	\$181,476
16. Professor	David G Loomis	Faculty	\$180,724
17. Associate VP, Administrative Technologies	Andrea S Ballinger	Administrator	\$179,388
18. Department Chairperson	Gary Koppenhaver	Administrator	\$179,160
19. Associate Dean	John A Lust	Administrator	\$177,732
20. Dean, Fine Arts	James E Major	Administrator	\$175,044
21. Professor	John W Presley	Faculty	\$173,892
22. Professor	Jay Strand Rich	Faculty	\$172,907
23. Assistant to President	Jay R Groves	Administrator	\$172,040
24. Dean, Education	Deborah J Curtis	Administrator	\$171,180
25. Associate Provost	Jan M Murphy	Administrator	\$170,820
26. Asst. VP, Financial Admin/Comptroller	Gregory A Alt	Administrator	\$168,516
27. Assistant VP, Budget Planning and Analysis	Barbara Blake	Administrator	\$168,516
28. Director, School Of Information Technology	Joaquin A Vila-Ruiz	Administrator	\$168,144
29. Professor	Daniel P Rich	Faculty	\$166,458
30. Associate VP, Research, Graduate & International Std	Rodney L Custer	Administrator	\$166,056
31. Distinguished Professor	Victor G Devinatz	Faculty	\$165,278
32. Dean, Applied Science and Technology	Jeffrey A Wood	Administrator	\$164,004
33. Assistant Professor	Daniel A Ames	Faculty	\$161,486
34. Department Chairperson	Timothy A Longfellow	Administrator	\$159,984
35. Associate Vice President, Chief Technology Officer	Mark S Walbert	Administrator	\$159,522
36. Associate Dean Of Students	John M Davenport	Administrator	\$159,066
37. Professor	Steven Arthur Taylor	Faculty	\$158,788
38. Professor	Daniel Joseph Goebel	Faculty	\$158,227
39. Department Chairperson	Craig Gatto	Administrator	\$157,500
40. Professor	Linda Marie Leinicke	Faculty	\$157,203
41. Associate Dean	Sukjung J Chang	Administrator	\$157,164
42. Dean, University Libraries	Sohair F Wastawy	Administrator	\$156,000

Exhibit 12 ISU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
43. Professor	Edgar A Norton	Faculty	\$154,391
44. Associate Vice President, Student Affairs	Brent G Paterson	Administrator	\$153,960
45. Director, Student Health Service	Glenn L Weiss	Administrator	\$153,893
46. Distinguished Professor	Brian James Wilkinson	Faculty	\$150,581
47. Assistant Professor	Liesel Lynn Davis Mitchell	Faculty	\$150,572
48. Distinguished Professor	Rati Ram	Faculty	\$150,318
49. Director, Intercollegiate Athletics	Sheahon J Zenger	Administrator	\$150,255
50. Professor	Gary L Creasey	Faculty	\$150,048
51. Professor	Joseph William Trefzger	Faculty	\$149,599
52. Associate Dean	Alan C Lacy	Administrator	\$149,208
53. Professor	George B Flanigan	Faculty	\$148,871
54. Professor	Paul Montgomery Walker	Faculty	\$148,619
55. Associate Vice President, Enrollment Management and Academic Services	Jonathan M Rosenthal	Administrator	\$148,524
56. Assistant to President, Government Relations	Philip Adams	Administrator	\$148,188
57. Director, Center for Insurance and Financial Services	James R Jones	Administrator	\$148,008
58. Professor	Dennis Michael Patten	Faculty	\$147,833
59. Professor	Joyce A Ostrosky	Faculty	\$146,932
60. Assistant Vice President, Student Affairs	Dwayne P Sackman	Administrator	\$146,376
61. Assistant Vice President, Academic Fiscal Management	Mardell A Wilson	Administrator	\$145,638
62. Superintendent Of Laboratory Schools	Robert L Dean	Administrator	\$145,605
63. Professor	Joseph J Solberg	Faculty	\$145,552
64. Professor	Han Bin Kang	Faculty	\$145,499
65. Director, Facilities Planning	Richard C Runner	Administrator	\$144,852
66. Professor	Rita Kay Moss	Faculty	\$143,868
67. Assistant Professor	Deborah Lynn Seifert	Faculty	\$143,591
68. Director, School Of Communication	Larry W Long	Administrator	\$142,632
69. Assistant Professor	Abhishek Varma	Faculty	\$142,620
70. Professor	Deborah L Lindberg	Faculty	\$142,043
71. Associate Professor	Yu-Luen Ma	Faculty	\$141,890
72. Professor	Michael Alan Humphreys	Faculty	\$141,352
73. Assistant Professor	Horace L Melton	Faculty	\$141,312
74. Associate Professor	Kent A Walstrom	Faculty	\$140,568
75. Professor	Askar Choudhury	Faculty	\$140,240
76. Director, School Of Kinesiology & Recreation	Kevin L Burke	Administrator	\$140,004
77. Director, Office of Energy Management	Ronald J Kelley	Administrator	\$139,884
78. Executive Director, Facilities Management	Charles A Scott	Administrator	\$139,884
79. Professor	Stephen Arthur Goodwin	Faculty	\$139,275
80. Associate Professor	Gary L Hunter	Faculty	\$137,794
81. Professor	Klaus Schmidt	Faculty	\$137,705
82. Department Chairperson	John E Baur	Administrator	\$137,496
83. Acting Department Chairperson	John R Winter	Administrator	\$136,536
84. Assistant Professor	Rachel Nicole Birkey	Faculty	\$136,500
85. Associate Professor	Nat Pope	Faculty	\$136,401
86. Distinguished Professor	Rainer Grobe	Faculty	\$136,102
87. Professor	Tibor Bela Gyires	Faculty	\$136,007

Exhibit 12 ISU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
88. Professor	Elango Balasubramanian	Faculty	\$135,610
89. Associate Director	Pamela J Beach	Administrator	\$135,300
90. Assistant Professor	Vladimir Kotomin	Faculty	\$134,190
91. Professor	Farzaneh Fazel-Sarjui	Faculty	\$134,163
92. Assistant Professor	Ronald Paul Guidry	Faculty	\$134,110
93. Department Chairperson	Patricia H Klass	Administrator	\$133,608
94. Associate Professor	Sylvie Bouriaux	Faculty	\$133,198
95. Associate Professor	Terry W Noel	Faculty	\$133,059
96. Professor	Bee Lee Lim	Faculty	\$132,485
97. Professor	Thomas Robert Craig	Faculty	\$132,356
98. Professor	Meredith Downes	Faculty	\$132,182
99. Asst VP & Director Campus Dining Services	Arlene M Hosea	Administrator	\$131,952
100. Assistant VP, Human Resources	Khristina M Clevenger	Administrator	\$131,340
101. Department Chairperson	Richard A Boser	Administrator	\$131,196
102. Professor	Qichang Su	Faculty	\$131,181
103. Assistant Professor	Yongmei Liu	Faculty	\$131,062
104. Director, VP Finance and Planning	Matthew L Helm	Administrator	\$130,932
105. Professor	Jill Suzanne Attaway	Faculty	\$130,714
106. Assistant Professor	Somnath Lahiri	Faculty	\$130,202
107. Associate Professor	Peter Andrew Kaufman	Faculty	\$129,755
108. Department Chairperson	Fred H Smith	Administrator	\$129,732
109. Department Chairperson	Joan A Mullin	Administrator	\$129,492
110. Associate Professor	James Richard Wolf	Faculty	\$129,392
111. Professor	Maureen E Angell	Faculty	\$129,018
112. Distinguished Professor	Radheshyam K Jayaswal	Faculty	\$128,905
113. Acting Department Chairperson	Ann E Beck	Administrator	\$128,652
114. Assistant Professor	Doan Winkel	Faculty	\$128,542
115. Professor	James Richard Thompson	Faculty	\$128,403
116. Associate Professor	Richard C Ringer	Faculty	\$128,160
117. Department Chairperson	Jacqueline L Schneider	Administrator	\$127,908
118. Professor	Chris P Merrill	Faculty	\$127,703
119. Director, Foundation Business Affairs	William F Fanning	Administrator	\$127,560
120. Assistant Professor	Joseph M Goodman	Faculty	\$127,465
121. Endowed Chair	Kathleen McKinney	Faculty	\$126,984
122. Professor	Caroline Kern Craig	Faculty	\$126,972
123. Executive Director, Development-Donor & Information Services	Jill A Jones	Administrator	\$126,624
124. Professor	Shang-Fen Ren	Faculty	\$126,348
125. Associate Professor	Matthew L Nelson	Faculty	\$126,209
126. Associate Professor	Jeri M. Beggs	Faculty	\$125,630
127. Department Chairperson	Richard F Martin	Administrator	\$125,244
128. Associate Professor	Thomas P Schambach	Faculty	\$124,830
129. Department Chairperson	Robert Rhykerd	Administrator	\$124,812
130. Professor	Linda S Showers	Faculty	\$124,734
131. Director, School Of Art	James A Crowley	Administrator	\$124,440
132. Department Chairperson	James K Swindler	Administrator	\$124,332
133. Assistant Professor	Chu J Jong	Faculty	\$124,308
134. Department Chairperson	Marilyn J Morrow	Administrator	\$124,080

Exhibit 12 ISU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
135. Associate Dean	Salvatore J Catanzaro	Administrator	\$123,932
136. Professor	Laurie L Thompson-Merriman	Faculty	\$123,821
137. Department Chairperson	Jeffrey Bakken	Administrator	\$123,600
138. Professor	Daniel L Holland	Faculty	\$123,370
139. Associate Professor	Mark L Hoelscher	Faculty	\$123,349
140. Professor	Vicky Lee Morgan	Faculty	\$123,005
141. Department Chairperson	David H Malone	Administrator	\$122,845
142. Associate Professor	Douglas Love	Faculty	\$122,591
143. Professor	Paul A Garris	Faculty	\$122,542
144. Executive Associate Director, Intercollegiate Athletics	Larry E Lyons	Administrator	\$122,376
145. Associate Professor	Dale Edward Fitzgibbons	Faculty	\$122,180
146. Assistant Professor	Bryan Hosack	Faculty	\$121,877
147. Acting Department Chairperson	Jerome S Jordan	Administrator	\$121,696
148. Professor	Anthony W Lorsbach	Faculty	\$121,643
149. Associate Professor	Stacey R Jones-Bock	Faculty	\$121,338
150. Professor	Nerida Ellerton	Faculty	\$121,092
151. Assistant Professor	Chiharu Ishida-Lambert	Faculty	\$121,047
152. Associate Professor	Mary Elaine Califf	Faculty	\$120,664
153. Department Chairperson	George F Seelinger	Administrator	\$120,308
154. Professor	Maribeth Nelson Lartz	Faculty	\$119,563
155. Acting Department Chairperson	Sherrilyn M Billger	Administrator	\$119,438
156. Distinguished Professor	Ralph Albert Weisheit	Faculty	\$119,364
157. Associate Professor	Roslin V Hauck	Faculty	\$118,940
158. Associate Professor	Gail Russ	Faculty	\$118,495
159. Professor	Michael Phillip Dumler	Faculty	\$117,870
160. Information Technology Manager/Administrative Coordinator	Eric B Hodges	Administrator	\$117,537
161. Associate Professor	John H Bantham	Faculty	\$117,430
162. Unclassified Academic Position	Phyllis M Metcalf	Faculty	\$117,342
163. Director, Equal Opportunity, Ethics, and Access	Michael S McCreery	Administrator	\$117,168
164. Professor	Robert Lee Rariden	Faculty	\$117,133
165. Assistant Professor	Mathew L Sheep	Faculty	\$116,990
166. Distinguished Professor	Timothy David Lash	Faculty	\$116,857
167. Professor	Lonny J Gordon	Faculty	\$116,811
168. Assistant Professor	Yayuan Ren	Faculty	\$116,010
169. Director, Telecommunications and Networking	Scott A Genung	Administrator	\$115,620
170. Professor	Adel Tawfiq Al-Bataineh	Faculty	\$115,378
171. Associate Professor	Elizabeth T Lugg	Faculty	\$115,160
172. Director, Ewing Cultural Center	Barbara J Todd	Administrator	\$115,068
173. Professor	Mark Edward Swerdlik	Faculty	\$115,026
174. Professor	Rodger B Singley	Faculty	\$114,723
175. Associate Professor	Denise D Wilson	Faculty	\$114,601
176. Executive Director, Alumni Relations	Stephanie A Epp	Administrator	\$114,240
177. Associate Professor	Kevin C Ahlgrim	Faculty	\$114,078
178. Director, School Of Music	Stephen B Parsons	Administrator	\$113,964

Exhibit 12 ISU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
179. Professor	Shawn R Hitchcock	Faculty	\$113,940
180. Professor	Gurramkonda Narasimhulu Naidu	Faculty	\$113,843
181. Associate Professor	Domingo Castelo Joaquin	Faculty	\$113,733
182. Associate Dean	Todd A McLoda	Administrator	\$113,400
183. Professor	Sara Lea Campbell	Faculty	\$112,929
184. Assistant Professor	Keldon J Bauer	Faculty	\$112,824
185. Professor	Te-Yu Wang	Faculty	\$112,808
186. Principal, University High School	Jeffrey W Hill	Administrator	\$112,748
187. Dean of Students	Janet W Paterson	Administrator	\$112,428
188. Department Chairperson	Ali Riaz	Administrator	\$112,056
189. Associate Professor	Peter O Foreman	Faculty	\$111,880
190. Director, Graduate Studies	Kimberly A Nance	Administrator	\$111,840
191. Professor	Saad I El-Zanati	Faculty	\$111,805
192. Professor	James C Palmer	Faculty	\$111,724
193. Executive Director, Development - Fundraising	Joy D Hutchcraft	Administrator	\$111,588
194. Professor	Carson Hamill Varner	Faculty	\$111,060
195. Professor	Cynthia Langrall	Faculty	\$111,009
196. Professor	Thomas Stanley Howe	Faculty	\$110,925
197. Accounting Associate	Jo Ellen Bahnsen	Administrator	\$110,916
198. Assistant Professor	Douglas P Twitchell	Faculty	\$110,790
199. Assistant Professor	Laura S Erskine	Faculty	\$110,752
200. Professor	Gary Salegna	Faculty	\$110,540
201. Associate Professor	Kimberly McCarty Judson	Faculty	\$110,211
202. Executive Director, University Marketing & Communications	Brian A Beam	Administrator	\$110,196
203. Associate Professor	William J Crampton	Faculty	\$110,030
204. Professor	David Barone	Faculty	\$110,005
205. Professor	Joseph J Smaldino	Faculty	\$109,930
206. Professor	Rajeev Kumar Goel	Faculty	\$109,790
207. Distinguished Professor	John Barron Pryor	Faculty	\$109,790
208. Associate Professor	Nancy Irene Latham	Faculty	\$109,756
209. Distinguished Professor	Susan Kay Sprecher	Faculty	\$109,540
210. Associate Dean	John H Walker	Administrator	\$109,044
211. Associate Professor	Robert Stanley Nelson	Faculty	\$108,986
212. Associate Professor	Pruthikrai Mahatanankoon	Faculty	\$108,402
213. Professor	Stephen K Hunt	Faculty	\$108,281
214. Director, Honors Program	Kim Pereira	Administrator	\$108,132
215. Acting Department Chairperson	Barbara B Meyer	Administrator	\$108,028
216. Professor	Alan Jeffrey Katz	Faculty	\$107,812
217. Professor	Ramaswamy Radhakrishnan	Faculty	\$107,670
218. Associate Professor	Beverly Susan Rich	Faculty	\$107,557
219. Associate Dean	Darrell P Kruger	Administrator	\$107,144
220. Assistant Professor	Glen Sagers	Faculty	\$106,790
221. Professor	Connor M Walters	Faculty	\$106,684
222. Professor	James Edward Cox	Faculty	\$106,290
223. Professor	Timothy Hunt	Faculty	\$106,047

Exhibit 12 ISU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
224. Professor	William Richard Cupach	Faculty	\$106,030
225. Endowed Chair	Howard Phillips Parette	Faculty	\$105,759
226. Associate Professor	Aysen Bakir	Faculty	\$105,435
227. Director, International Studies	Momar Ndiaye	Administrator	\$105,348
228. Associate Dean	H Catherine Miller	Administrator	\$105,000
229. Dir., Student Technology Support Services	David L Greenfield	Administrator	\$104,892
230. Professor	Karen K Lind	Faculty	\$104,790
231. Department Chairperson	Anthony Crubaugh	Administrator	\$104,760
232. Professor	Michael Jonathan Stevens	Faculty	\$104,635
233. Director, University Housing Service	Maureen E Blair	Administrator	\$104,556
234. Director, Psychological Services Center	Brenda J Huber	Administrator	\$104,193
235. Professor	Sandra Mae Metts	Faculty	\$103,870
236. Assistant Director Of Physical Plant	Benjamin T Ryburn	Administrator	\$103,548
237. Associate Professor	Frank Dwight Beck	Faculty	\$103,043
238. Professor	Jon Friesen	Faculty	\$102,937
239. Distinguished Professor	Steven Anthony Juliano	Faculty	\$102,895
240. Director, Environmental Health & Safety	John A Crabill	Administrator	\$102,792
241. Professor	Ronald Lowell Meier	Faculty	\$102,626
242. Executive Director, Student Fitness & Kinesiology Recreation Building	Dawn Sanner	Administrator	\$102,576
243. Professor	Anuradha Ashok Gokhale	Faculty	\$102,363
244. Assistant Director Student Health	Laura M Knoblauch	Administrator	\$102,142
245. Professor	Alison Bailey	Faculty	\$101,808
246. Professor	Stephen Kay Steele	Faculty	\$101,550
247. Associate Professor	Do-Yong Park	Faculty	\$101,417
248. Assistant Professor	Yongning Tang	Faculty	\$101,406
249. Professor	David Quinn Thomas	Faculty	\$101,118
250. Professor	Michael John Plantholt	Faculty	\$100,955
251. Professor	Steven Edward Landau	Faculty	\$100,775
252. Director Of Purchases	Judy L Johnson	Administrator	\$100,656
Total			\$33,561,088
<i>Position titles shown above may be slightly different than the organizational chart.</i> <i>Total may not add due to rounding.</i>			
Source: Illinois State University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

*Report on
Northeastern Illinois University*

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities NORTHEASTERN ILLINOIS UNIVERSITY

Northeastern Illinois University (NEIU) is located in Chicago, Illinois on about 67 acres of land. The university has a primary focus on postsecondary institution, research and public service.

The Carnegie Classification for NEIU is “*master’s colleges and universities (larger programs)*,” which means that NEIU awards a high number of master’s degrees.

SOURCE: ILLINOIS BLUE BOOK

Northeastern Illinois University was founded in 1867 as Cook County’s first teacher training institution. Today, NEIU offers its 11,000 students more than 70 undergraduate and graduate programs in the arts, sciences, education and business.

1. Board of Trustees

Northeastern Illinois University (NEIU) is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 680). The Board has nine members appointed by the Governor and approved by the Illinois Senate. The other member is a student member, elected by the student body. The appointed trustees serve six year terms while the student trustee serves a one year term.

The trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. No more than five members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of trustees nor have any interest in any contracts made by the Board.

2. Management Structure

During fiscal year 2011, Northeastern Illinois University was led by the President. Under the President were four offices who reported directly to her and four major campus divisions led by vice presidents. The direct reports were the legal counsel, and the offices of governmental relations, outreach/equal employment, and internal auditing. The offices are led by directors.

The four divisions are Academic Affairs, Finance and Administration, Student Affairs, and Institutional Advancement.

- Academic Affairs is overseen by the Vice President and Provost. “*Academic Affairs is responsible for instruction, academic programs and academic support services.*” Under the Vice President/Provost are the four colleges and the library led by deans, and a number of other offices, from academic development to institutional research to enrollment services and El Centro. Offices are led by directors, executive directors, deans, or associate vice presidents.

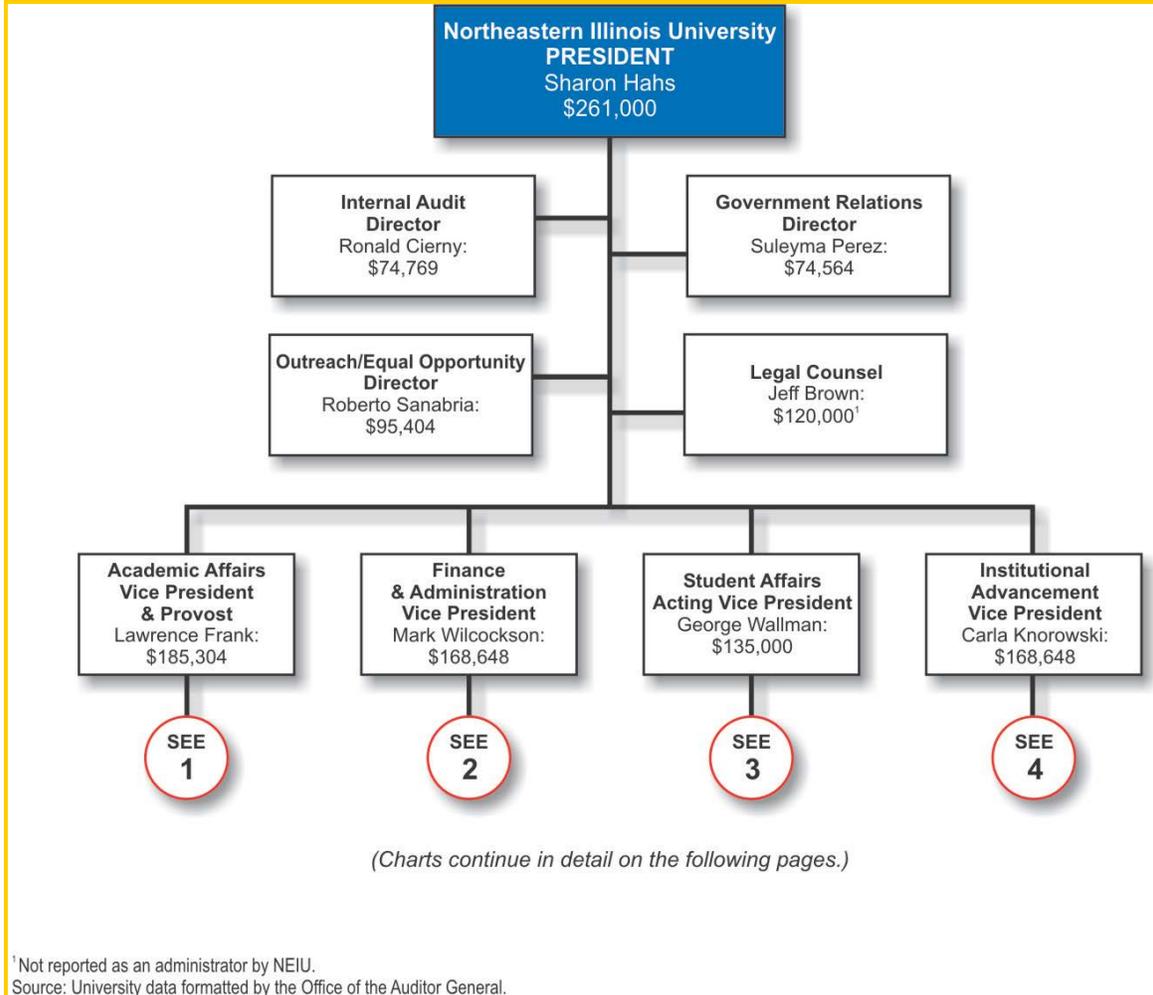
- Finance and Administration is led by the Vice President. The division is in charge of supporting the daily operations of NEIU. Reporting to the Vice President are the offices of: (i) university budgets, led by an executive director; (ii) financial and administrative affairs, overseen by an associate vice president; (iii) facilities management, headed by the assistant vice president; and (iv) the university police, led by a director.
- Student Affairs is led by the Vice President. The role of Student Affairs is to support “. . . students throughout the continuum of their student experience.” Under the Vice President are the dean of students and the offices of: (i) counseling; (ii) health services; (iii) campus recreation; (iv) placement; (v) student activities; and (vi) adult and women student programs.
- The final campus division is Institutional Advancement. Institutional Advancement is in charge of strengthening and advancing Northeastern through strategic initiatives, programs and campaigns executed by the unit’s Offices of Public Relations, Alumni Relations, and Development. Under the Vice President is: (i) the development director; (ii) the alumni relations director; and (iii) the associate vice president for public relations, marketing and university events.

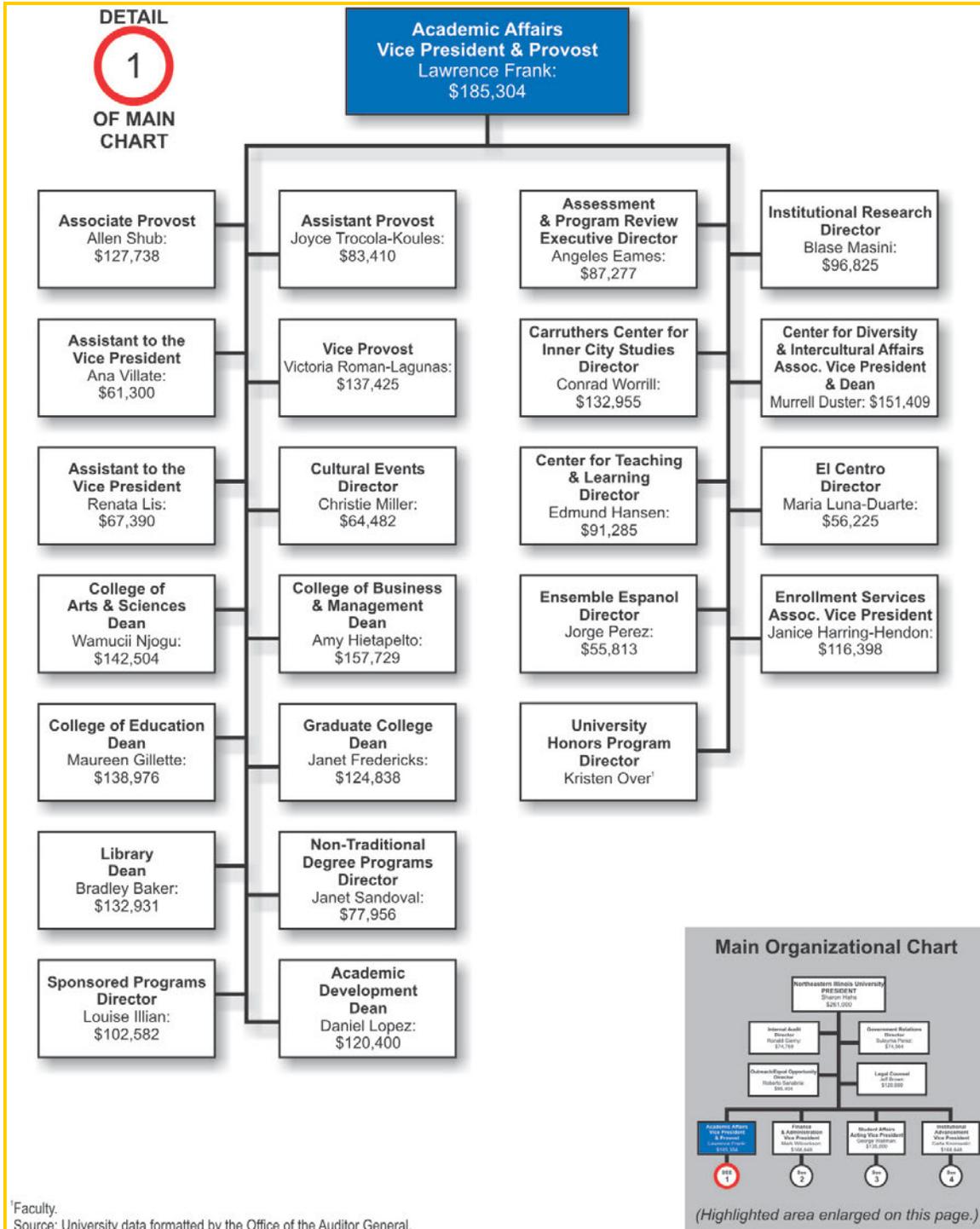
In fiscal year 2011, Northeastern Illinois University had a total of 114 administrators whose compensation exceeded \$10.8 million for an average of \$95,000, as shown in Exhibit 1.

The next page shows the organizational chart for NEIU, as shown in Exhibit 2.

Exhibit 1 NEIU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$261,000	\$261,000
2. Vice President	4	\$657,600	\$164,400
3. Associate Vice President	3	\$407,637	\$135,879
4. Assistant Vice President	1	\$88,705	\$88,705
5. Vice Provost	1	\$137,425	\$137,425
6. Associate Provost	1	\$127,738	\$127,738
7. Assistant Provost	1	\$83,410	\$83,410
8. Executive Director	4	\$461,884	\$115,471
9. Director	54	\$4,216,950	\$78,092
10. Dean	7	\$908,954	\$129,851
11. Other	37	\$3,493,629	\$94,422
Total	114	\$10,844,930	\$95,131
<i>Total may not add due to rounding</i>			
Source: OAG analysis of Northeastern Illinois University data.			

**Exhibit 2
Organizational Chart
NORTHEASTERN ILLINOIS UNIVERSITY
Fiscal Year 2011**



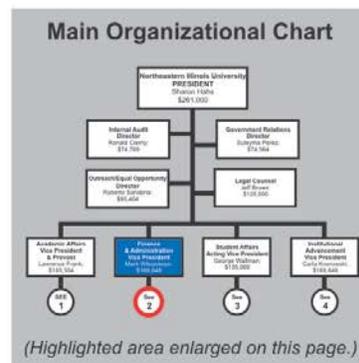
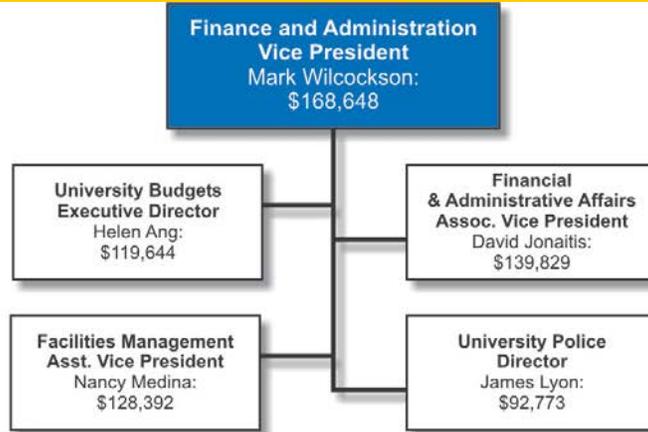


¹Faculty.
Source: University data formatted by the Office of the Auditor General.

DETAIL

2

OF MAIN
CHART

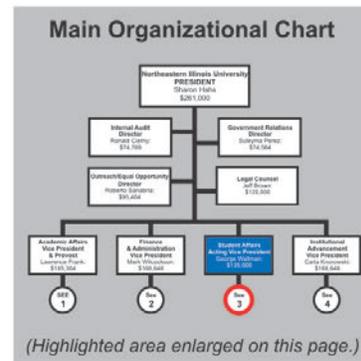
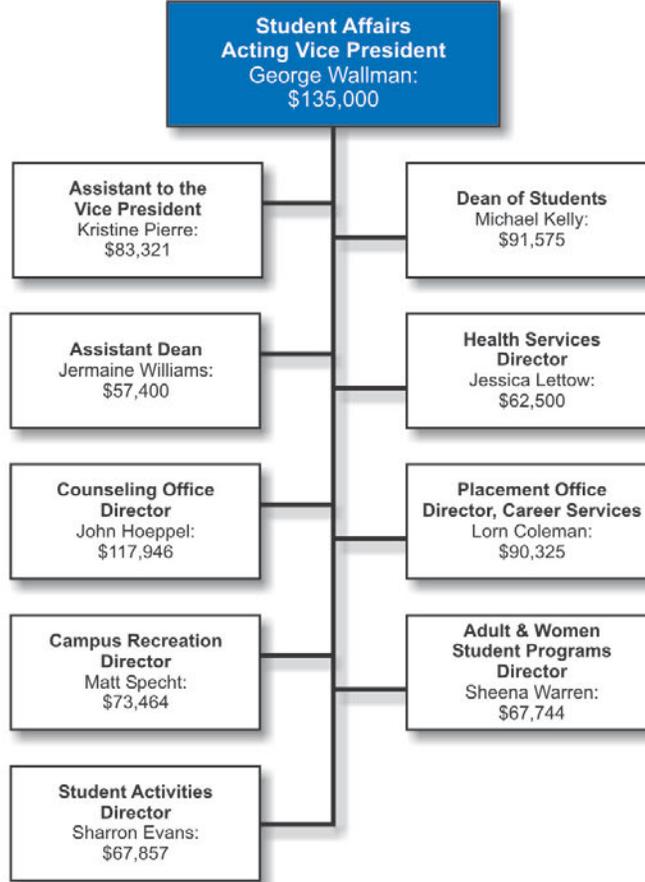


Source: University data formatted by the Office of the Auditor General.

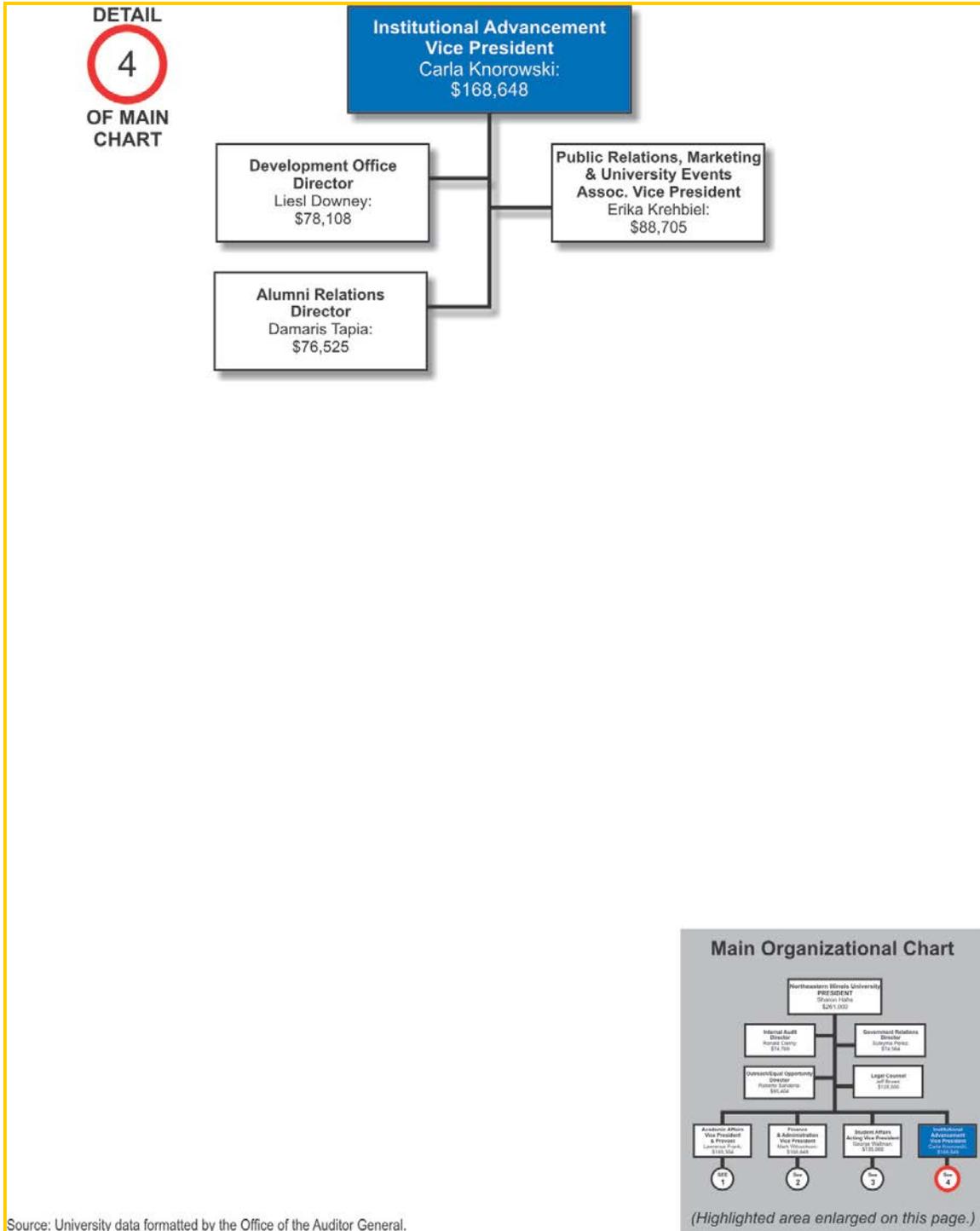
DETAIL

3

OF MAIN CHART



Source: University data formatted by the Office of the Auditor General.



Source: University data formatted by the Office of the Auditor General.

3. Enrollment

Northeastern Illinois University had an enrollment of 11,746 students in fiscal year 2011: 6,035 (51%) full-time and 5,711 (49%) part-time. Undergraduate students were 9,498 (81%) and graduate students were 2,248 (19%) of the total enrollment, as shown in Exhibit 3.

Exhibit 3 NEIU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	6,035
Part-time	5,711
Undergraduate	9,498
Graduate	2,248
Total Students	11,746
Full-time Equivalent (FTE)	7,758
Source: Northeastern Illinois University data.	

4. Tuition and Fees

Northeastern Illinois University's tuition and fees were \$10,698 for undergraduate and \$7,492 for graduate students. NEIU does not have on campus housing, as shown in Exhibit 4.

Exhibit 4 NEIU TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$10,698
Room and Board	\$0
Total	\$10,698
Graduate	\$7,492
Source: Northeastern Illinois University data.	

5. Revenues and Expenditures

Northeastern Illinois University's total revenues were \$173 million in fiscal year 2011. The largest source of revenues was the State (44%) at nearly \$77 million. It was followed by tuition and fees at 31 percent (\$53 million) and federal funds at 19 percent (\$34 million), as shown in Exhibit 5.

Exhibit 5 NEIU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition and Fees	\$53.1	30.6%
Federal	\$33.5	19.3%
State	\$76.8	44.3%
Sales and Service	\$3.9	2.3%
Other Revenues	\$6.0	3.5%
Total	\$173.4	100%
Source: Northeastern Illinois University data and OAG calculation.		

NEIU's largest expenditure was for instruction (\$71 million) which was about 46 percent of the total expenditures. The only other expenditure that was greater than 10 percent was All Other expenditures at 13 percent (\$20 million), as shown in Exhibit 6.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.

- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

Exhibit 6 NEIU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$70,745,029	46.1%	\$9,119
Research	\$764,946	0.5%	\$99
Public Service	\$13,439,552	8.8%	\$1,732
Academic Support	\$9,603,298	6.3%	\$1,238
Student Services	\$11,608,228	7.6%	\$1,496
Institutional Support	\$13,440,062	8.8%	\$1,732
O & M Physical Plant	\$14,014,069	9.1%	\$1,806
All Other	\$19,885,225	13.0%	\$2,563
Total	\$153,500,409	100.0%	\$19,786

Source: University financial audit and OAG calculation.

6. University President

We reviewed the NEIU President’s contract which contained the following provisions:

- **Salary.** The President has her salary determined annually by the Board of Trustees.
- **Retirement.** There are no provisions outlining any specific additional retirement benefits.
- **Housing.** The President receives an annual stipend of \$35,000 that is used to cover expenses that arise from hosting university events at her private residence.
- **Automobile.** The President uses an automobile for business and personal use that is paid for by the university. Other reasonable travel expenses are also covered.
- **Memberships.** There are no memberships in the President’s contract.
- **Termination.** There is extensive language about the process of arbitration that might occur if the President is terminated. If the President is reassigned without “adequate cause” then she will remain in full-time employment at the university, receiving her full presidential salary until the conclusion of the contract term.
- **Time Off.** The President receives 1.5 sick days a month and 2 vacation days a month that can be accrued to the maximum allowable.

7. Sabbaticals/Leaves of Absence

NEIU had 15 faculty who took sabbaticals/leaves of absence during fiscal year 2011. Ten were faculty members who took sabbaticals for one semester, one who took six months, while four were faculty members took sabbaticals for the entire academic year. Their total **annual** compensation was \$973,395, as shown in Exhibit 7.

Exhibit 7 NEIU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Instructor	\$38,091	Educational	4.5 months	Sociology
2. Professor	\$32,816	Sabbatical	9 months	Psychology
3. Instructor	\$45,367	Educational	4.5 months	Justice Studies
4. Associate Professor	\$57,502	Sabbatical	4.5 months	Educational Leadership and Development
5. Associate Professor	\$59,328	Sabbatical	9 months	Psychology
6. Associate Professor	\$59,532	Sabbatical	4.5 months	Teacher Education
7. Associate Professor	\$60,712	Sabbatical	4.5 months	Political Science
8. Associate Professor	\$62,008	Sabbatical	4.5 months	Teacher Education
9. Associate Professor	\$63,174	Sabbatical	9 months	Biology
10. Professor	\$67,820	Sabbatical	4.5 months	English
11. Associate Professor	\$70,443	Sabbatical	4.5 months	Sociology
12. Professor	\$75,940	Sabbatical	9 months	Physics
13. Professor	\$89,985	Sabbatical	4.5 months	Art
14. Chair	\$92,609	Educational	6 months	Sociology
15. Professor	\$98,068	Sabbatical	9 months	Accounting, Business Law and Finance
Total	\$973,395			
<u>Note:</u> ¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence.				
Source: Northeastern Illinois University data.				

8. Administrators Who Taught Courses

NEIU had a total of 2 administrators who also taught courses and were paid a total of \$5,350 in fiscal year 2011, or between \$2,500 and \$2,850 per instructor, as shown in Exhibit 8.

Exhibit 8 NEIU ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Assistant Dean	\$54,046	Instructor	1 course	\$2,500
2. Director	\$51,010	Instructor	1 course	\$2,850
Total	\$105,056			\$5,350
Source: Northeastern Illinois University data.				

9. Administrative Expenditures

Each university was asked to provide the administrative expenditures for its high level administrators: president, vice presidents, and provost. Below are the expenditures that the university provided. The compensation listed is the actual amount paid during the fiscal year and may be different than the contracted salary. The President had entertainment expenditures of \$49,000 which included meals, receptions, and the faculty/staff holiday party, as shown in Exhibit 9. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 9 NEIU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compen- sation ¹	Retire- ment ²	Housing	Vehicle	Member- ships	Travel	Entertain- ment	Other ³	Total ⁴
President	\$261,000	\$0	\$35,000	\$4,678	\$0	\$5,125	\$49,102	\$0	\$354,905
Vice President	\$113,710	\$0	\$0	\$0	\$270	\$1,782	\$0	\$14,659	\$130,421
Provost	\$185,304	\$0	\$0	\$0	\$0	\$0	\$3,077	\$0	\$188,381
Vice President	\$154,594	\$0	\$0	\$0	\$0	\$860	\$2,339	\$31,599	\$189,393
Acting Vice President	\$67,500	\$0	\$0	\$0	\$0	\$89	\$0	\$0	\$67,589
Total ⁴	\$782,108	\$0	\$35,000	\$4,678	\$270	\$7,855	\$54,518	\$46,259	\$930,688

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses include vacation leave payout and cell phone reimbursement.
⁴ Totals may not add due to rounding.

Source: Northeastern Illinois University data and OAG calculation.

10. Salaries and Staffing

Northeastern Illinois University had a total of 113 full-time administrators who were paid over \$10 million in fiscal year 2011 for an average of over \$95,000. NEIU had 423 full-time faculty members who were paid \$27 million for an average of \$64,000, as shown in Exhibit 10.

Exhibit 10 NEIU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$10,812,050	113	\$95,682	68.7
Faculty ²	\$27,090,037	423	\$64,043	18.3
Total	\$37,902,088	536	\$70,713	14.5

Notes:
¹ Only includes full-time administrators. There was 1 part-time administrator with compensation totaling \$32,880 for total compensation of \$10,844,930 for 114 administrators.
² Only includes full-time faculty. There were 357 part-time faculty with compensation totaling \$3,745,863.
³ Students per faculty or administrator.

Source: OAG analysis of Northeastern Illinois University data.

A total of 83 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 33 percent of the full-time administrators (37 administrators) and 11 percent of full-time faculty members (46 faculty), as shown in Exhibit 11

Exhibit 11 NEIU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	37
% of Administrators	33%
Faculty > \$100,000	46
% of Faculty	11%
Total Positions > \$100,000	83
% of Total Positions	15%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of Northeastern Illinois University data.	

The highest compensation at NEIU was paid to the President (\$261,000), Vice President/Provost (\$185,304), and a Department Chair (\$182,646), as shown in Exhibit 12.

Exhibit 12 NEIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
1. President	Sharon K Hahs	Administrator	\$261,000
2. Vice President/Provost	Lawrence P Frank	Administrator	\$185,304
3. Department Chair	Rasoul Rezvanian	Administrator	\$182,646
4. Vice President	Carla Knorowski	Administrator	\$168,648
5. Vice President	Mark D Wilcockson	Administrator	\$168,648
6. Professor	Nauzer J Balsara	Faculty	\$166,838
7. Assistant Professor	Alireza Dorestani	Faculty	\$159,583
8. Dean	Amy B Hietapelto	Administrator	\$157,729
9. Associate Vice President/Dean	Murrell J Duster	Administrator	\$151,409
10. Department Chair	Maria T Garretton	Administrator	\$150,717
11. Associate Professor	Constantine Loucopoulos	Faculty	\$142,652
12. Dean	Wamucii E Njogu	Administrator	\$142,504
13. Department Chair	Sundaram Dorai	Administrator	\$140,632
14. Associate Vice President	David V Jonaitis	Administrator	\$139,829
15. Dean	Maureen D Gillette	Administrator	\$138,976
16. Department Chair	Richard E Neapolitan	Administrator	\$138,533
17. Vice Provost	Victoria A Roman-Lagunas	Administrator	\$137,425
18. Assistant Professor	Nont Dhiensiri	Faculty	\$135,628
19. Acting Vice President	George H Wallman	Administrator	\$135,000
20. Professor	Dragan Milovanovic	Faculty	\$134,103
21. Director	Conrad W Worrill	Administrator	\$132,955
22. Dean	Bradley F Baker	Administrator	\$132,931
23. Assistant Professor	Essam Elshafie	Faculty	\$132,555
24. Executive Director	Kim Tracy	Administrator	\$131,136
25. Assistant Professor	Qiumei Xu	Faculty	\$129,841
26. Professor	Anil Pandya	Faculty	\$129,320
27. Professor	Steven A Riess	Faculty	\$128,457
28. Assistant Vice President	Nancy Medina	Administrator	\$128,392
29. Assistant Professor	Charles A Funk	Faculty	\$128,010
30. Associate Dean	Chong-Tong Chen	Administrator	\$127,900
31. Associate Provost	Allen N Shub	Administrator	\$127,738
32. Professor	Jane S Weintraub	Faculty	\$126,066
33. Dean	Janet P Fredericks	Administrator	\$124,838

Exhibit 12 NEIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
34. Professor	Nan J Giblin	Faculty	\$123,849
35. Executive Director	Hamid Akbari	Administrator	\$123,827
36. Professor	Musa Y Qutub	Faculty	\$121,009
37. Assistant Professor	Jian Li	Faculty	\$120,453
38. Dean	Daniel Lopez, Jr	Administrator	\$120,400
39. Executive Director	Helen C Ang	Administrator	\$119,644
40. Professor	Myung-Ho Yoon	Faculty	\$119,060
41. Assistant Professor	Ai-Ru Yen	Faculty	\$118,650
42. Professor	Elyse J Mach	Faculty	\$118,002
43. Assistant Professor	Chunwei Xian	Faculty	\$118,000
44. Director	John R Hoepfel	Administrator	\$117,946
45. Professor	John A Beckwith	Faculty	\$116,698
46. Associate Vice President	Janice M Harring-Hendon	Administrator	\$116,398
47. Professor	Narendar V Rao	Faculty	\$115,914
48. Professor	Lidia Z Filus	Faculty	\$114,693
49. Professor	Dorothy C Georgakis	Faculty	\$114,137
50. Professor	Roger W Reinsch	Faculty	\$113,681
51. Associate Professor	Charletta Gutierrez	Faculty	\$113,173
52. Director	Wendy M Stack	Administrator	\$111,101
53. Assistant Professor	Yu Chen	Faculty	\$110,604
54. Associate Professor	Ring D Chen	Faculty	\$108,885
55. Department Chair	Lawrence N Berlin	Administrator	\$108,723
56. Professor	Sargon J Al-Bazi	Faculty	\$108,490
57. Professor	Theodora H Bofman	Faculty	\$108,171
58. Professor	C M Ardies	Faculty	\$107,535
59. Assistant Professor	Jianfeng Jiang	Faculty	\$106,183
60. Professor	Therese Schuepfer	Faculty	\$106,119
61. Professor	Diane D Ehrlich	Faculty	\$105,929
62. Professor	Debra M Bruce	Faculty	\$105,471
63. Professor	Ellen S Cannon	Faculty	\$105,287
64. Department Chair	Joyce H Jennings	Administrator	\$105,236
65. Associate Dean	David H Rutschman	Administrator	\$105,204
66. Professor	Thomas J Hoberg	Faculty	\$105,065
67. Professor	Sarah L Hoagland	Faculty	\$104,863
68. Director	Gary I Bryan	Administrator	\$104,614
69. Professor	Edward F Stuart	Faculty	\$103,909
70. Professor	Anderson Thompson	Faculty	\$103,469
71. Professor	Harry S White	Faculty	\$103,308
72. Department Chair	Gregory W Anderson	Administrator	\$103,059
73. Professor	Heung D Kim	Faculty	\$103,027
74. Professor	Anna A Antaramian	Faculty	\$102,588
75. Director	Louise M Illian	Administrator	\$102,582
76. Professor	Dennis L Mitchell	Faculty	\$102,484
77. Director	Ozair Noor	Administrator	\$101,591
78. Director	Peggy Ho	Administrator	\$101,393
79. Professor	Laura L Sanders	Faculty	\$101,091
80. Assistant Professor	Emmanuel M Nyadroh	Faculty	\$100,938
81. Professor	Shahrzad Mahootian	Faculty	\$100,901

Exhibit 12 NEIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
82. Professor	Celia J Althage	Faculty	\$100,582
83. Department Chair	John Kasmer	Administrator	\$100,333
Total			\$10,292,212
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Northeastern Illinois University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

***Report on
Northern Illinois University***

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities NORTHERN ILLINOIS UNIVERSITY

Northern Illinois University is located in DeKalb, Illinois, with regional centers in Hoffman Estates, Naperville, and Rockford. The university offers more than 50 undergraduate and over 70 graduate degree programs.

The Carnegie Classification for NIU is a “*research university*” with “*high research activity*”. The research activity designation is based on research expenditures and degrees awarded.

SOURCE: ILLINOIS BLUE BOOK

Northern Illinois University is a comprehensive teaching and research institution with a diverse and international student body of more than 23,000.

1. Board of Trustees

Northern Illinois University (NIU) is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 685). The Board has seven members appointed by the Governor and approved by the Illinois senate. The other member is a student member, elected by the student body. The appointed trustees serve a six year term while the student trustee serves a one year term.

The trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. No more than four members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

Northern Illinois University is led by the President. Reporting to the President is the Associate to the President, four offices and five divisions that are led by vice presidents. The four direct reporting offices are: (a) internal audit; (b) the general counsel; (c) intercollegiate athletics; and (d) the university ombudsman. The General Counsel also has the title of vice president and intercollegiate athletics is led by an associate vice president.

- The first division is Academic and Student Affairs. It is led by the Executive Vice President/Provost. Reporting to the Provost is the Vice President for Student Affairs and Enrollment Management. Underneath the Provost are also the offices responsible for academic affairs.
 - Reporting to the provost are four vice provosts, a deputy provost, and the vice president for research and graduate studies.
 - Finally, the deans of the respective colleges report directly to the provost. These colleges are: (i) College of Business; (ii) College of Education; (iii) College of

- Engineering and Engineering Technology; (iv) College of Health and Human Sciences; (v) College of Law; (vi) College of Liberal Arts and Sciences; (vii) College of Visual and Performing Arts; (viii) the University Libraries; and (ix) Graduate School.
- The next division is Finance and Facilities. This division “. . . *administers the annual operating and capital budgets, capital projects, facilities and the financial and human resource services of the institution.*”
 - Under the executive vice president are the associate vice president of finance and facilities (operations) and the vice president of human resources and compliance.
 - There are also the directors of institutional research, the department of public safety and capital budget and planning.

 - The division of University Advancement is in charge of alumni relations and fundraising for NIU.
 - Under the vice president for university advancement is an associate vice president and several directors.
 - The directors are: (i) the executive director of alumni services; (ii) the director of planned giving; (iii) the director of development for athletics (who is also an associate athletics director); (iv) the director of development operations; (v) the director of gift and estate planning; and (vi) the NIU Foundation Controller.

 - The division of Administration and University Outreach “. . . *provides centralized support for outreach and engagement activities delivered by NIU's seven colleges and conducts its own programs with partners across the region.*”
 - Reporting to the vice president in charge of the division are: (a) the associate vice president of information technology; (b) the associate vice president of university outreach; and (c) the assistant vice president of regional engagement/Rockford.
 - There also are the directors of: (i) the Center for Government Studies; (ii) Northern Public Radio; (iii) NIU Outreach Operations; and (iv) the Lorado Taft Campus.

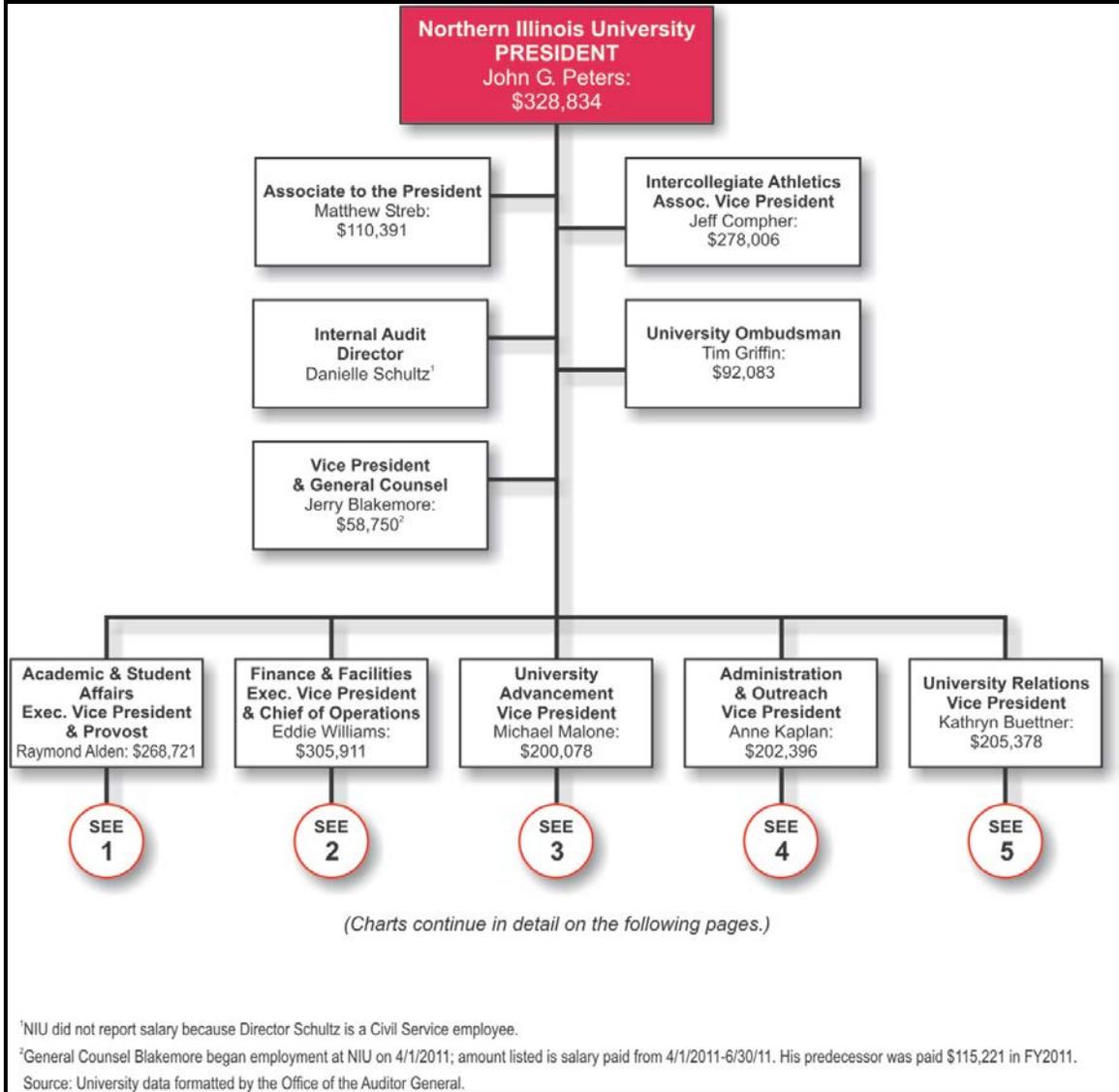
 - The final division is University Relations. The Vice President of University Relations is responsible for developing, coordinating, and delivering NIU’s strategic communications and marketing initiatives. Underneath the vice president is the assistant vice president for public affairs and the directors of: (i) university publishing and printing; (ii) media services; (iii) federal relations; and (iv) state and local relations.

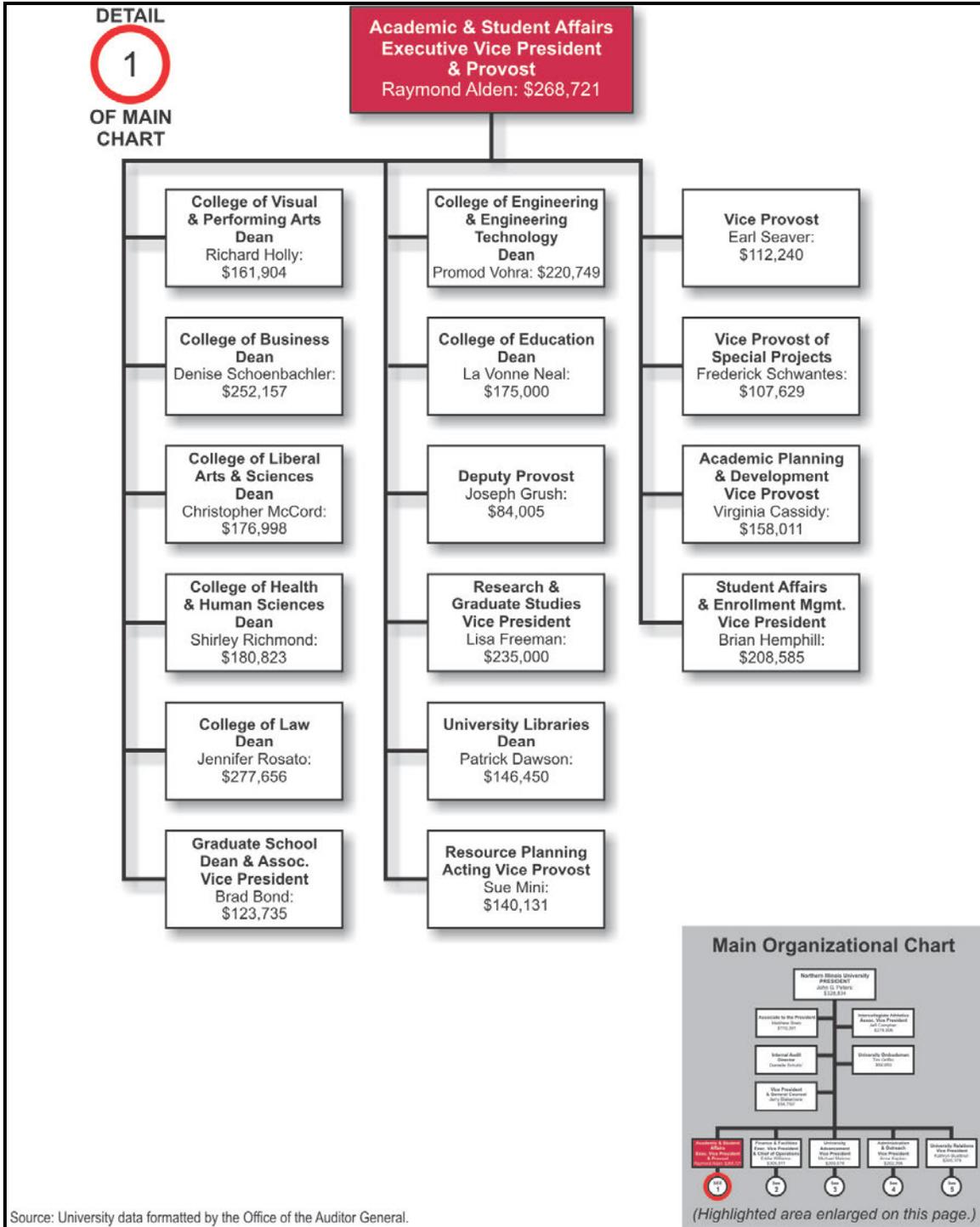
Northern Illinois University had more than 180 administrators whose total compensation was \$22 million in fiscal year 2011, as shown in Exhibit 1.

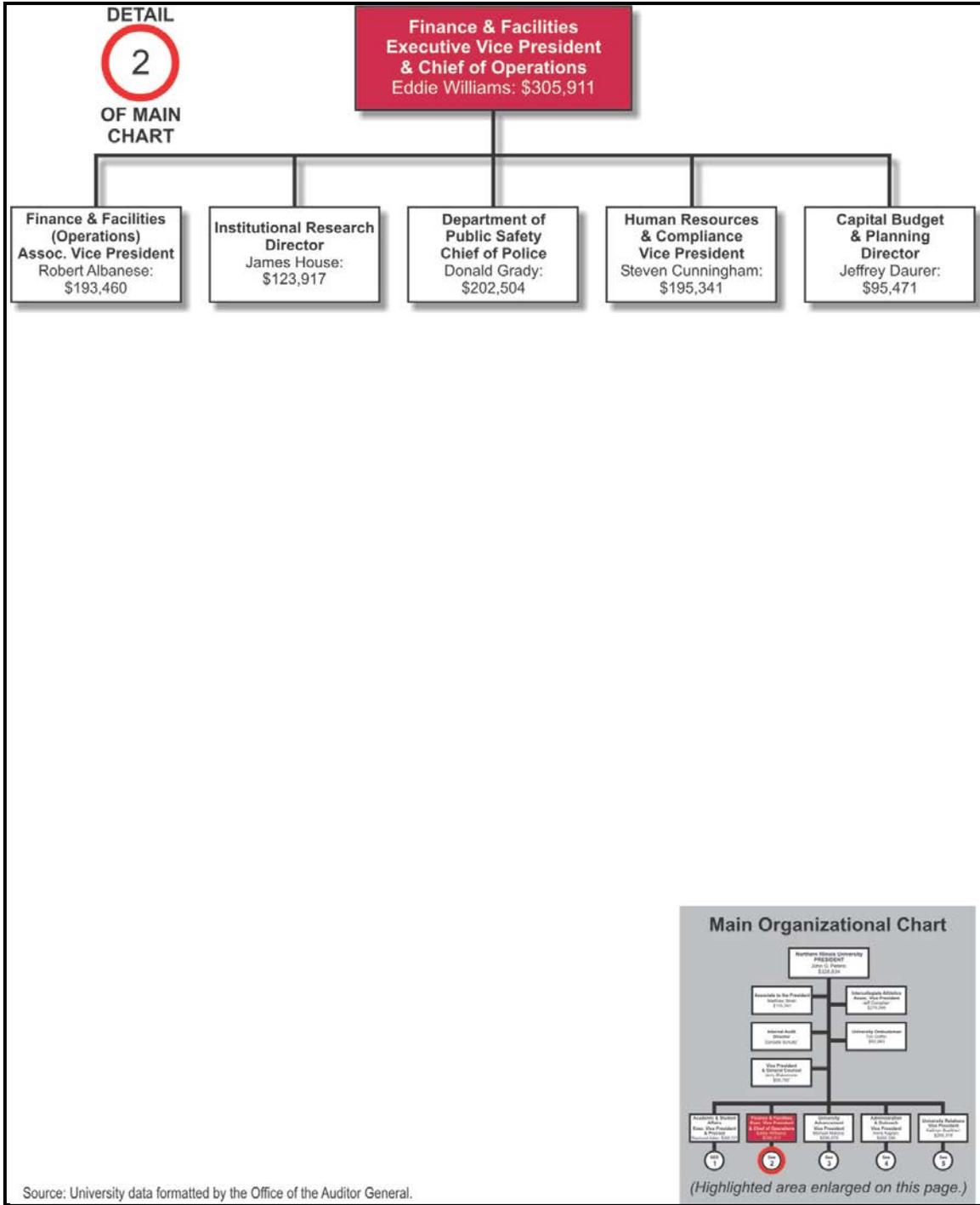
The next page shows the organizational chart for NIU, as shown in Exhibit 2.

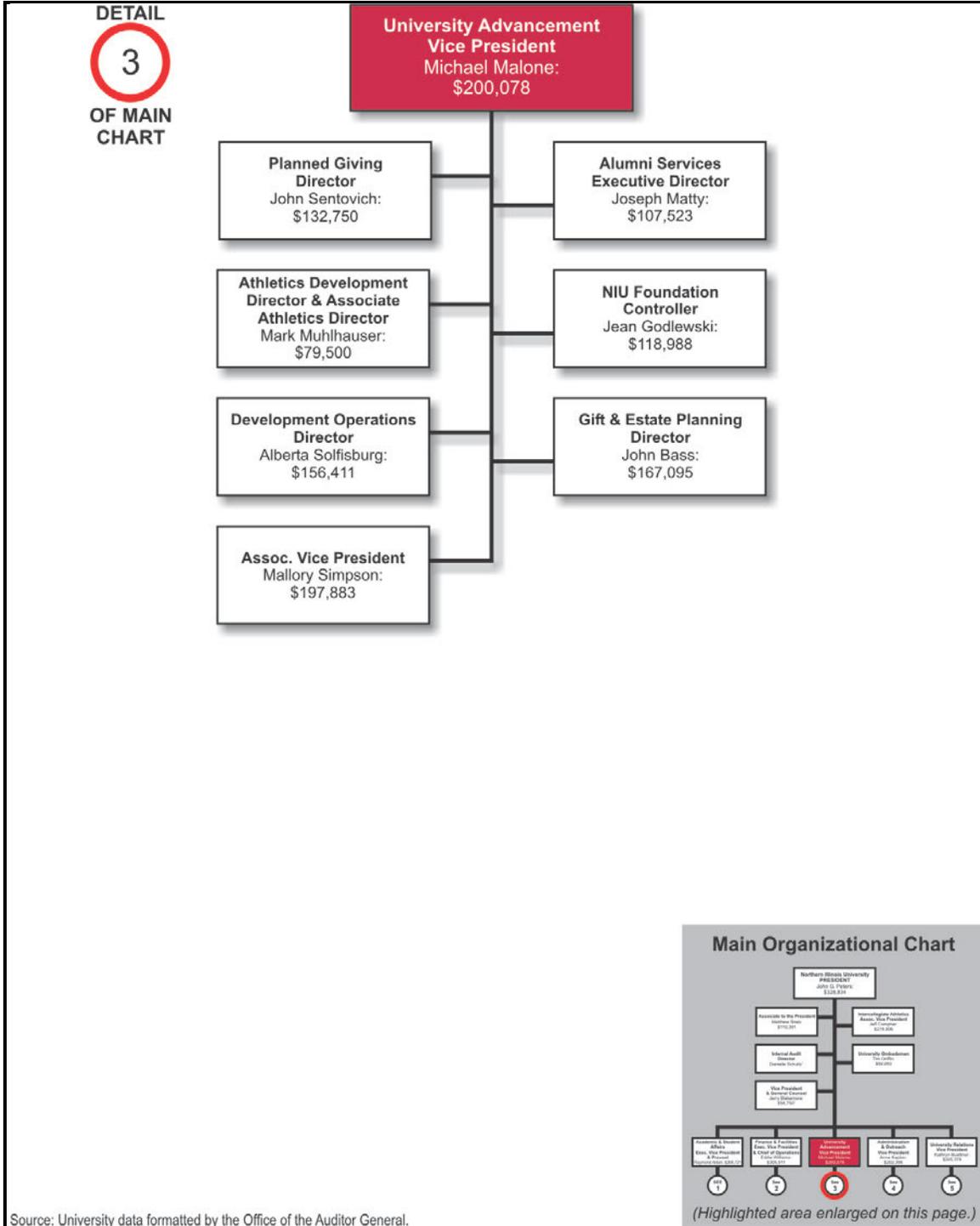
Exhibit 1 NIU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$328,834	\$328,834
2. Vice President	9	\$1,431,348	\$159,039
3. Senior Vice President	1	\$305,911	\$305,911
4. Associate Vice President	9	\$1,454,870	\$161,652
5. Assistant Vice President	7	\$782,154	\$111,736
6. Provost	1	\$268,721	\$268,721
7. Vice Provost	4	\$518,012	\$129,503
8. Associate Provost	1	\$127,052	\$127,052
9. Executive Director	3	\$289,130	\$96,377
10. Director	77	\$7,167,431	\$93,084
11. Dean	10	\$1,859,391	\$185,939
12. Other	58	\$7,664,697	\$132,150
Total	181	\$22,197,549	\$122,638
<i>Totals may not add due to rounding.</i>			
Source: OAG analysis of Northern Illinois University data.			

**Exhibit 2
Organizational Chart
NORTHERN ILLINOIS UNIVERSITY
Fiscal Year 2011**

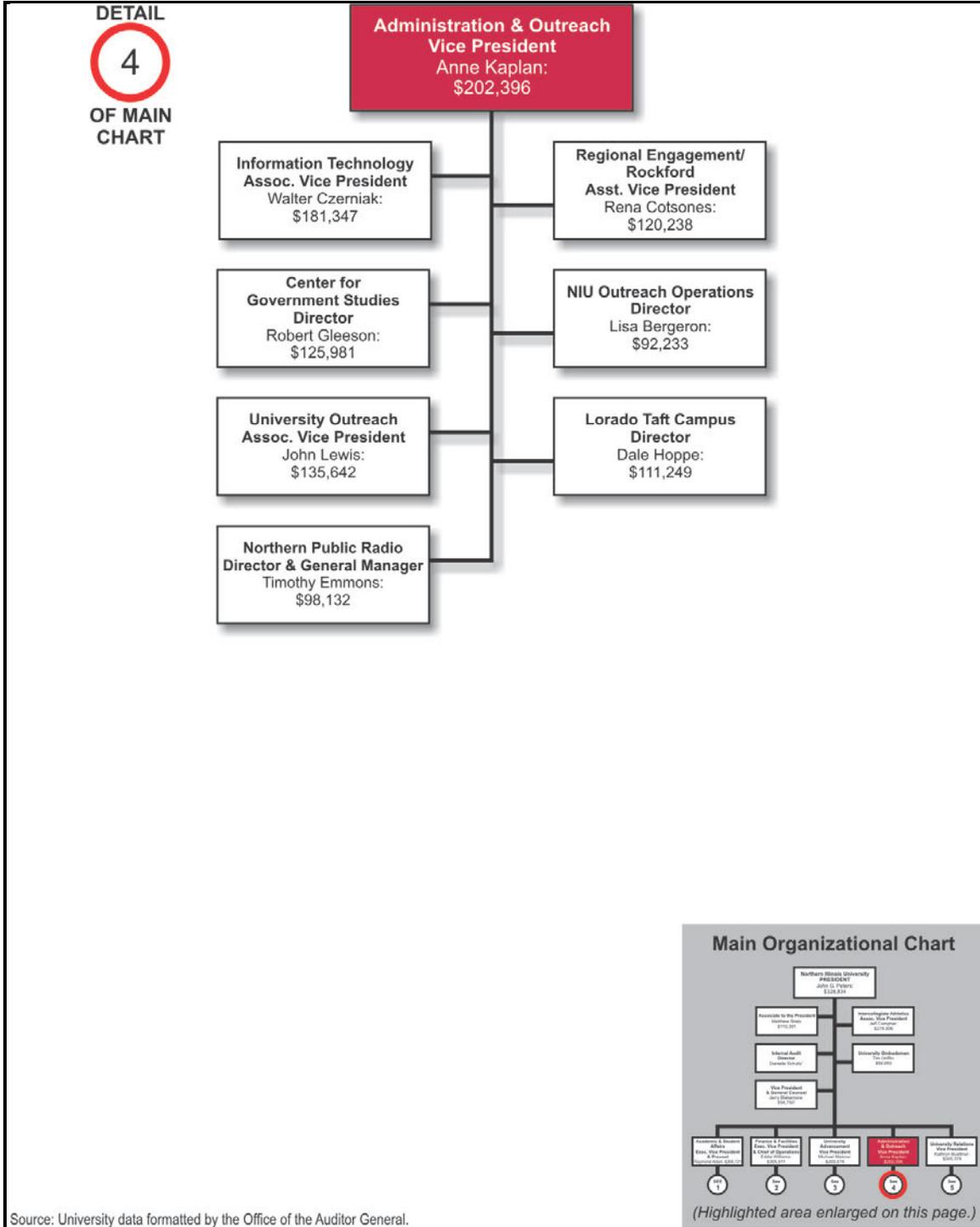


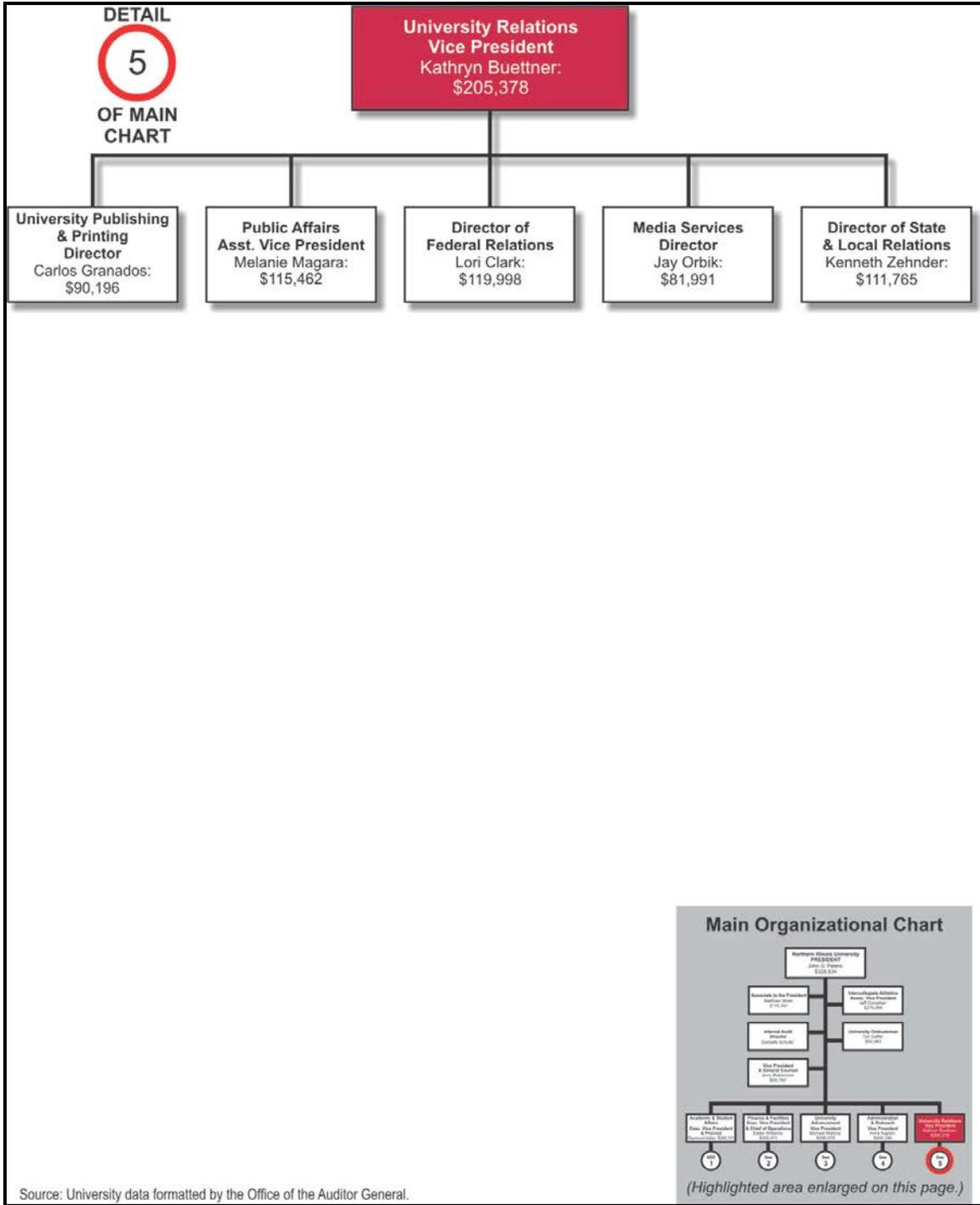






Source: University data formatted by the Office of the Auditor General.





3. Enrollment

Northern Illinois University had an enrollment of 23,850 students in fiscal year 2011: 18,102 (76%) full-time and 5,748 (24%) part-time. Undergraduate students were 17,886 (75%) and graduate students were 5,964 (25%) of the total enrollment, as shown in Exhibit 3.

Exhibit 3 NIU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	18,102
Part-time	5,748
Undergraduate	17,886
Graduate	5,964
Total Students	23,850
Full-time Equivalent (FTE)	19,592
Source: Northern Illinois University data.	

4. Tuition and Fees

Northern Illinois University's tuition and fees were \$11,144 for undergraduate students and \$10,376 for graduate students, one of the highest for undergraduate students at Illinois public universities. Room and board was \$9,626 making the total cost for undergraduates at \$20,770, as shown in Exhibit 4.

Exhibit 4 NIU TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$11,144
Room and Board	\$9,626
Total	\$20,770
Graduate	\$10,376
Source: Northern Illinois University data.	

5. Revenues and Expenditures

Northern Illinois University's total revenues were \$541 million in fiscal year 2011. Over one-third of the revenues (\$198 million) came from State appropriations. The next largest revenue source was tuition and fees at approximately 27 percent (\$144 million) followed by sales and service at 22 percent (\$118 million), as shown in Exhibit 5.

Exhibit 5 NIU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition and Fees	\$144.2	26.7%
Federal	\$72.5	13.4%
State	\$197.9	36.6%
Sales and Service	\$118.7	22.0%
Other Revenues	\$7.4	1.4%
Total	\$540.9	100%
<i>Totals may not add due to rounding.</i>		
Source: Northern Illinois University data OAG calculation.		

Northern Illinois University's largest expenditures were for All Other (over \$230 million) which was 45 percent of the total expenditures. The only other expenditure that was greater than 10 percent was instruction at 25 percent (\$129 million), as shown in Exhibit 6.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.
- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

Exhibit 6 NIU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$129,155,000	25.2%	\$6,592
Research	\$16,735,000	3.3%	\$854
Public Service	\$27,135,000	5.3%	\$1,385
Academic Support	\$31,163,000	6.1%	\$1,591
Student Services	\$13,751,000	2.7%	\$702
Institutional Support	\$35,179,000	6.9%	\$1,796
O & M Physical Plant	\$27,836,000	5.4%	\$1,421
All Other	\$230,562,000	45.1%	\$11,768
Total	\$511,516,000	100%	\$26,108

Source: Northern Illinois University and OAG calculation.

6. University President

We reviewed the NIU President’s contract which contained the following provisions:

- **Salary.** The President’s salary is subject to annual review by the Board of Trustees. Any increases in salary will be determined by the Board. The President was also subject to a performance review six months after starting, and annually thereafter.
- **Retirement.** A deferred compensation program was established for the President in which the university pays 11 percent of his salary plus an additional \$48,677 annually. The contract also required that the President contributes 8 percent of his salary as a member of SURS.
- **Housing.** NIU provides the President with an official residence and the university is responsible for all upkeep and utilities. In addition the public areas of the residence are furnished by the university. If the university residence would

ever be deemed inadequate, the President will be furnished with an annual \$27,000 housing allowance. The President was reimbursed for moving expenses at the start of his tenure at NIU and is reimbursed for all entertainment expenses. However, the “*President agrees to maintain and furnish to the Board Chair an accounting of expenses provided for in this Agreement in reasonable detail on a quarterly basis.*”

- **Automobile.** The President receives use of a vehicle with all expenses covered by the university. The President is reimbursed for travel expenses, and his spouse can also be reimbursed “. . . when the presence of the spouse is necessary to further the interests of Northern Illinois University.”
- **Membership.** The university pays for memberships in “. . . appropriate clubs, associations or service organizations that would further the interest of Northern Illinois University.”
- **Other.** If NIU terminates the President regardless of “*reasonable cause*” the President is entitled to the greater of either one year’s annual base salary or the balance of the base annual salary due for the remainder of the contract term.
- **Time-off.** The President is entitled to 24 vacation days annually, with a maximum accrual of 56 days. At the termination of the Agreement the President is entitled to payment for any unused vacation days.

7. Sabbaticals/Leaves of Absence

NIU had 54 faculty and administrators who took sabbaticals/leaves of absence in fiscal year 2011. Of these, 48 were faculty and 6 were administrators: 39 faculty took one semester; 6 administrators took from one month to one semester; 5 faculty took the entire academic year (but at half year’s pay); and 4 faculty took from two months to a year. Their total **annual** compensation was \$4,341,649, as shown in Exhibit 7.

Exhibit 7 NIU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ²	Type of Leave	Length of Leave	Funding Source
1. Research Associate Professor	\$21,875	Administrative	2 months	Non-Approp
2. Associate Professor	\$51,330	Sabbatical Full Pay	Semester	Approp
3. Associate Professor	\$52,809	Administrative	3 months	Approp
4. Associate Professor	\$55,872	Sabbatical Half Pay ¹	Full Year	Approp
5. Associate Professor	\$56,251	Sabbatical Half Pay ¹	Full Year	Approp
6. Associate Professor	\$56,773	Sabbatical Full Pay	Semester	Approp
7. Associate Professor	\$57,209	Sabbatical Full Pay	Semester	Approp
8. Director	\$60,416	Administrative	1 month	Approp
9. Associate Professor	\$62,557	Sabbatical Full Pay	Semester	Approp
10. Associate Professor	\$63,311	Sabbatical Full Pay	Semester	Approp
11. Associate Professor	\$63,359	Sabbatical Full Pay	Semester	Approp
12. Associate Professor	\$63,585	Sabbatical Full Pay	Semester	Approp
13. Professor	\$64,794	Sabbatical Full Pay	Semester	Approp
14. Associate Professor	\$65,124	Sabbatical Full Pay	Semester	Approp
15. Associate Professor	\$65,148	Sabbatical Full Pay	Semester	Approp

Exhibit 7 NIU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ²	Type of Leave	Length of Leave	Funding Source
16. Associate Professor	\$65,852	Sabbatical Full Pay	Semester	Approp
17. Associate Professor	\$66,050	Sabbatical Full Pay	Semester	Approp
18. Associate Professor	\$66,262	Sabbatical Half Pay ¹	Full Year	Approp
19. Associate Professor	\$67,211	Sabbatical Full Pay	Semester	Approp
20. Associate Professor	\$67,363	Sabbatical Full Pay	Semester	Approp
21. Associate Professor	\$67,457	Sabbatical Full Pay	Semester	Approp
22. Professor	\$67,563	Sabbatical Full Pay	Semester	Approp
23. Associate Professor	\$67,771	Sabbatical Full Pay	Semester	Approp
24. Professor	\$68,444	Sabbatical Full Pay	Semester	Approp
25. Associate Professor	\$68,768	Sabbatical Full Pay	Semester	Approp
26. Associate Professor	\$71,227	Sabbatical Full Pay	Semester	Approp
27. Associate Professor	\$72,545	Sabbatical Full Pay	Semester	Approp
28. Associate Professor	\$72,709	Sabbatical Full Pay	Semester	Approp
29. Associate Professor	\$73,136	Sabbatical Half Pay ¹	Full Year	Approp
30. Associate Professor	\$76,311	Sabbatical Full Pay	Semester	Approp
31. Professor	\$77,650	Sabbatical Full Pay	Semester	Approp
32. Professor	\$82,161	Sabbatical Full Pay	Semester	Approp
33. Associate Professor	\$83,162	Sabbatical Full Pay	Full Year	Approp
34. Professor	\$83,611	Sabbatical Full Pay	Semester	Approp
35. Professor	\$84,219	Sabbatical Full Pay	Semester	Approp
36. Professor	\$84,813	Sabbatical Full Pay	Semester	Approp
37. Professor	\$86,147	Sabbatical Full Pay	Semester	Approp
38. Professor	\$87,298	Sabbatical Full Pay	Semester	Approp
39. Professor	\$89,619	Sabbatical Half Pay ¹	Full Year	Approp
40. Dean, Associate	\$92,428	Sabbatical Full Pay	2 months	Approp
41. Professor, Catalog Librarian	\$95,292	Sabbatical Full Pay	2 months	Approp
42. Professor	\$96,912	Sabbatical Full Pay	Semester	Approp
43. Professor	\$98,112	Sabbatical Full Pay	Semester	Approp
44. Director	\$99,225	Administrative	1 month	Approp
45. Professor	\$99,406	Sabbatical Full Pay	Semester	Approp
46. Professor	\$99,713	Sabbatical Full Pay	Semester	Approp
47. Director of Assessment Services	\$103,100	Sabbatical Full Pay	2 months	Approp
48. Associate Professor	\$108,915	Sabbatical Full Pay	Semester	Approp
49. Associate Professor	\$112,814	Sabbatical Full Pay	Semester	Approp
50. Professor	\$115,961	Sabbatical Full Pay	Semester	Approp
51. Professor	\$119,190	Sabbatical Full Pay	Semester	Approp
52. Professor	\$122,716	Sabbatical Full Pay	Semester	Approp
53. Dean	\$159,073	Administrative	1.5 months	Approp
54. Latin American Studies Director	\$161,032	Sabbatical Full Pay	Semester	Approp
Total ³	\$4,341,649			
Notes: ¹ For individuals on Sabbatical Half Pay the Annual Salary reflected is their base salary as reported to the IBHE and not the actual amount paid during the fiscal year. ² The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence. ³ Total may not add due to rounding.				
Source: Northern Illinois University data.				

8. Administrators Who Taught Courses

NIU had a total of 19 administrators who also taught courses and were paid a total of \$103,113 in fiscal year 2011, or between \$1,000 and \$19,000 each, as shown in Exhibit 8.

Exhibit 8 NIU ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Director	\$60,416	Instructor	2 courses	\$1,000
2. Director of University Writing Center	\$56,791	Instructor	3 courses	\$1,000
3. Director, Office of Support and Advocacy	\$73,690	Instructor	1 course	\$1,000
4. Director of First Year Experience and Orientation	\$87,318	Instructor	1 course	\$1,000
5. Director	\$58,566	Instructor	1 course	\$1,584
6. Director of Student Academic Success	\$41,605	Instructor	1 course	\$2,000
7. Ombudsman	\$90,083	Instructor	1 course	\$2,000
8. Executive Director of Career Services	\$91,532	Instructor	1 course	\$3,000
9. Director	\$115,926	Instructor	1 course	\$3,056
10. Director of University Honors Program	\$113,196	Professor, Political Science	7 courses	\$3,333
11. Director of Academic Advising Center	\$7,375	Instructor	2 courses	\$3,500
12. Director	\$72,293	Instructor	1 course	\$3,500
13. Director, Health Enhancement	\$67,092	Instructor	2 courses	\$3,500
14. Director, Employee Services and Human Resource Development	\$87,379	Instructor	1 course	\$7,002
15. Associate to the President	\$91,629	Associate Professor, Political Science	2 courses	\$18,762
16. Institutional Research Director	\$115,841	Instructor	2 courses	\$7,876
17. Director of Assessment Services	\$103,100	Professor, Nursing and Health Studies	2 courses	\$10,000
18. Director	\$143,751	Professor, Industrial and Systems Engineering	9 courses	\$12,000
19. Assistant Vice President for Research	\$72,434	Instructor	2 courses	\$18,000
Total	\$1,550,013			\$103,113
<i>Totals may not add due to rounding.</i>				
Source: Northern Illinois University data.				

9. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the president, vice presidents, and provost. Below are the expenditures that the university provided for these positions for fiscal year 2011, as shown in Exhibit 9. Some of the expenses may have been covered, either in part or in whole, by a University Related Organization (URO), such as the Foundation. See

Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 9 NIU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compen- sation ¹	Retire- ment ²	Housing	Vehicle	Member- ships	Travel	Entertain- ment	Other ³	Total ⁴
President	\$328,834	\$84,958	\$12,359	\$1,518	Paid by URO	\$600 ⁵	\$166	\$0	\$428,435
Provost	\$268,721	\$0	\$0	\$0	\$0	\$6,659	\$123	\$0	\$275,503
Senior/Exec. Vice President	\$305,911	\$0	\$0	\$0	\$0	\$1,065	\$0	\$0	\$306,976
Vice President	\$58,750	\$0	\$0	\$0	\$0	\$2,267	\$0	\$7,704	\$68,721
Vice President	\$205,378	\$0	\$0	\$534	\$60	\$1,974	\$38	\$0	\$207,983
Vice President	\$195,341	\$0	\$0	\$0	\$0	\$2,185	\$0	Paid by URO	\$197,526
Vice President	\$115,221	\$0	\$0	\$0	\$0	\$45	\$0	\$0	\$115,266
Vice President	\$10,600	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,600
Vice President	\$235,000	\$0	\$0	\$0	\$0	\$8,034	\$336	\$3,674	\$247,044
Vice President	\$208,585	\$0	\$0	\$0	\$0	\$2,447	\$29	\$0	\$211,061
Vice President	\$202,396	\$0	\$0	\$0	\$0	\$3,101	\$99	\$0	\$205,595
Vice President	\$200,078	\$0	\$0	\$0	\$0	Paid by URO	Paid by URO	Paid by URO	\$200,078
Total ⁴	\$2,334,813	\$84,958	\$12,359	\$2,051	\$60	\$28,377	\$790	\$11,379	\$2,474,787
Notes:									
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.									
² These expenditures are in addition to the regular pension benefits paid to university employees.									
³ Other benefits are moving expenses, pre-employment travel expenses, and iPad case reimbursement.									
⁴ Totals may not add due to rounding.									
⁵ Most of the President's travel expenses were paid by a URO.									
Source: Northern Illinois University data and OAG calculation.									

10. Salaries and Staffing

Northern Illinois University had a total of 179 full-time administrators who were paid \$22 million in fiscal year 2011 for an average of over \$122,000. NIU had 894 full-time faculty members who were paid nearly \$68 million for an average of over \$75,000, as shown in Exhibit 10.

Exhibit 10 NIU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$22,005,915	179	\$122,938	109.5
Faculty ²	\$67,680,559	894	\$75,705	21.9
Total	\$89,686,474	1,073	\$83,585	18.3
Notes:				
¹ Only includes full-time administrators. There were 2 part-time administrators with compensation totaling \$191,634 for a total of \$22,197,549 for 181 administrators.				
² Only includes full-time faculty. There were 418 part-time faculty with compensation totaling \$4,446,863.				
³ Students per faculty or administrator.				
Source: OAG analysis of Northern Illinois University data.				

A total of 282 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 67 percent of the full-time administrators (120 administrators) and 18 percent of the full-time faculty members (162 faculty), as shown in Exhibit 11.

The highest compensation at NIU were paid to the President (\$328,834), Executive Vice President of Business and Finance (\$305,911), and a Chairperson (\$286,775), as shown in Exhibit 12.

Exhibit 11 NIU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	120
% of Administrators ¹	67%
Faculty > \$100,000 ²	162
% of Faculty ¹	18%
Total Positions > \$100,000	282
% of Total Positions¹	26%
Notes:	
¹ The number and percentages are based on full-time faculty and administrators only.	
² NIU had 2 part-time faculty who were paid over \$100,000 not included in this exhibit.	
Source: OAG analysis of Northern Illinois University data.	

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. President	John G Peters	Administrator	\$328,834
2. Executive VP Business and Finance, Chief of Operations	Eddie R Williams	Administrator	\$305,911
3. Chair	James C Young	Administrator	\$286,775
4. Associate Vice President	Charles J Compher	Administrator	\$278,006
5. Dean	Jennifer L Rosato	Administrator	\$277,656
6. Executive VP & Provost	Raymond W Alden	Administrator	\$268,721
7. Dean	Denise D Schoenbachler	Administrator	\$252,157
8. Vice President for Research and Graduate Studies	Lisa C Freeman	Administrator	\$235,000
9. Professor	James M Johnson	Faculty	\$232,559
10. Professor	Pamela A Smith	Faculty	\$230,858
11. Associate Professor	Timothy D West	Faculty	\$221,016
12. Dean	Promod Vohra	Administrator	\$220,749
13. Professor	David H Sinason	Faculty	\$220,599
14. Associate Professor	Katrina L Mantzke	Faculty	\$213,053
15. Professor	Brian D Clinton	Faculty	\$210,267
16. Vice President	Brian O Hemphill	Administrator	\$208,585
17. Associate Professor	Natalie T Churyk	Faculty	\$207,007
18. Chair	Geoffrey L Gordon	Administrator	\$206,437
19. Vice President, University Relations	Kathryn A Buettner	Administrator	\$205,378
20. Associate Professor	Rebecca S Shortridge	Faculty	\$202,963
21. Chief of Police - Department of Public Safety	Donald Grady	Administrator	\$202,504
22. Vice President, Outreach, Engagement and Information Technologies	Anne C Kaplan	Administrator	\$202,396
23. Vice President	Michael P Malone	Administrator	\$200,078
24. Associate Vice President, Development & University Relations	Mallory M Simpson	Administrator	\$197,883
25. Associate Dean for Graduate Affairs and Research	Paul R Prabhaker	Administrator	\$196,101
26. Vice President Human Resources & Compliance	Steven D Cunningham	Administrator	\$195,341

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
27. Professor	Donald E Tidrick	Faculty	\$194,704
28. Chair	Nicholas T Karonis	Administrator	\$193,531
29. Associate VP for Finance & Facilities (Operations)	Robert C Albanese	Administrator	\$193,460
30. Chair	Chang Liu	Administrator	\$192,675
31. Chair	Shin-Min Song	Administrator	\$191,076
32. Associate Professor	Chih-Chen Lee	Faculty	\$190,891
33. Professor	Narayan S Hosmane	Faculty	\$186,120
34. Associate Vice President, Information, Tech	Walter L Czerniak	Administrator	\$181,347
35. Dean	Shirley A Richmond	Administrator	\$180,823
36. Professor	Gerald R Jensen	Faculty	\$179,778
37. Chair	Sarah J Marsh	Administrator	\$178,228
38. Associate Professor	J H Smith	Faculty	\$177,578
39. Dean	Christopher K McCord	Administrator	\$176,998
40. Associate Professor	George B Coutrakon	Faculty	\$176,531
41. Associate Dean, Outreach and Undergraduate Programs	Omar A Ghayeb	Administrator	\$176,142
42. Dean	La Vonne I Neal	Administrator	\$175,000
43. Chair	Marc W Simpson	Administrator	\$173,950
44. Director, Enterprise Information Systems	Kimberly S Hensley	Administrator	\$167,683
45. Director of Gift and Estate Planning	John Bass	Administrator	\$167,095
46. Professor	Danny C Weibaker	Faculty	\$167,069
47. Assistant Professor	Meghann A Cefaratti	Faculty	\$166,450
48. Professor	Timothy W Aurand	Faculty	\$165,790
49. Assistant Professor	Tammy R Waymire	Faculty	\$165,633
50. Assistant Professor	Linda J Matuszewski	Faculty	\$163,977
51. Assistant Professor	Mark E Riley	Faculty	\$163,661
52. Associate Dean	Elizabeth R Towell	Administrator	\$162,600
53. Dean	Richard T Holly	Administrator	\$161,904
54. Associate Professor	Jon Briscoe	Faculty	\$161,897
55. Associate Professor	Leonard L Lundstrum	Faculty	\$161,396
56. Associate Dean	David B Gaebler	Administrator	\$161,309
57. Latin American Studies Director	Michael J Gonzales	Administrator	\$161,107
58. Assistant Professor	Shaokun Yu	Faculty	\$160,800
59. Associate Dean, Research and Graduate Programs	Mansour Tahernezehadi	Administrator	\$159,869
60. Vice Provost, Academic Planning & Development	Virginia R Cassidy	Administrator	\$158,011
61. Professor	William C Johnson	Faculty	\$157,256
62. Professor	Ross D Powell	Faculty	\$157,171
63. Development Director	Alberta K Solfisburg	Administrator	\$156,411
64. Director	Murali Krishnamurthi	Administrator	\$155,751
65. Assistant Professor	Bradrick M Cripe	Faculty	\$154,275
66. Professor	David H Taylor	Faculty	\$153,283
67. Professor	Jack T Marchewka	Faculty	\$153,253
68. Controller	Keith R Jackson	Administrator	\$153,007
69. Assistant Professor	Sukesh K Patro	Faculty	\$152,000
70. Professor	Eliakim Katz	Faculty	\$151,237
71. Professor	Alan Rosenbaum	Faculty	\$151,235
72. Graduate Studies Director	Virginia L Wilcox-Gok	Faculty	\$149,549
73. Professor	Lorraine A Schmall	Faculty	\$149,132

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
74. Chair	Clifford R Mirman	Administrator	\$148,635
75. Professor	Pradip Majumdar	Faculty	\$148,077
76. Associate Professor	Robert M Peterson	Faculty	\$147,880
77. Associate Professor	Brian G Mackie	Faculty	\$147,456
78. Associate Dean	Sue W Doederlein	Administrator	\$146,968
79. Associate Dean	Jeffrey B Hecht	Administrator	\$146,895
80. Professor	Rick E Ridnour	Faculty	\$146,800
81. Professor	Gerald C Blazey	Faculty	\$146,784
82. Professor	Charles R Gowen	Faculty	\$146,616
83. Assistant Professor	Ann C Dzurarin	Faculty	\$146,450
84. Dean	Patrick J Dawson	Administrator	\$146,450
85. Director	Douglas G Boughton	Administrator	\$146,295
86. Assistant Professor	Adam S Yore	Faculty	\$146,033
87. Chair	Barrie P Bode	Administrator	\$144,880
88. Associate Professor/Director of Graduate Studies	Robert A Zerwekh	Faculty	\$144,871
89. Dean	Mary E Pritchard	Administrator	\$143,919
90. Professor	Abhijit Gupta	Faculty	\$143,880
91. Assistant Vice President, HR Administration	Karen L Baker	Administrator	\$143,723
92. Professor	Charles E Downing	Faculty	\$142,708
93. Professor	Lemuel W Watson	Faculty	\$142,424
94. Professor	John D Schaeffer	Faculty	\$141,819
95. Professor	Daniel M Schneider	Faculty	\$141,810
96. Professor	Gaylen G Kapperman	Faculty	\$140,742
97. Professor	Lawrence Schlam	Faculty	\$140,716
98. Associate Professor	Diane S Docking	Faculty	\$140,487
99. Professor	Charles G Petersen	Faculty	\$140,212
100. Vice Provost, Resource Planning	Susan M Mini	Administrator	\$140,131
101. Chair	Bernard J Harris	Administrator	\$139,509
102. Director	Paul D Bauer	Administrator	\$139,508
103. Chair	Sue E Ouellette	Administrator	\$139,402
104. Professor	Nancy L Russo	Faculty	\$139,220
105. Associate Professor	David R Wade	Faculty	\$138,767
106. Assistant Professor	Gina K Nicolosi	Faculty	\$138,756
107. Professor	Zhili Xiao	Faculty	\$138,500
108. Professor	Cathy L Neeley	Faculty	\$137,909
109. Assistant Professor	Lei Zhou	Faculty	\$137,841
110. Assistant Professor	Donald H Kluemper	Faculty	\$137,340
111. Associate Professor	Helen A Khoury	Faculty	\$136,985
112. Professor	Sen-Maw Kuo	Faculty	\$136,903
113. Professor	Mark W Cordes	Faculty	\$136,879
114. Associate Vice President for Enrollment Management	Katherine M McCarthy	Administrator	\$136,000
115. Professor	Chhiu-Tsu Lin	Faculty	\$135,690
116. Associate Vice President, University Outreach	John L Lewis	Administrator	\$135,642
117. Chair	Christopher M Jones	Administrator	\$135,597
118. Chair	Ibrahim M Abdel-Motaleb	Administrator	\$135,489
119. Associate Professor	Terrence R Bishop	Faculty	\$134,407

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
120. Associate Professor	James P Burton	Faculty	\$133,725
121. Director of Planned Giving	John P Sentovich	Administrator	\$132,750
122. Associate Professor	Debra Z Blatz	Faculty	\$132,665
123. Director of Information Security & Operations	James R Fatz	Administrator	\$131,666
124. Professor	Kathleen L McFadden	Faculty	\$131,365
125. Associate Dean	Reed P Scherer	Administrator	\$131,016
126. Chair	Norman A Stahl	Administrator	\$130,647
127. Associate Professor	Daniel S Reynolds	Faculty	\$130,445
128. Professor	Paul B Kelter	Faculty	\$129,836
129. Director	Michael J Saari	Administrator	\$129,694
130. Director	John A Gordon	Administrator	\$129,087
131. Professor	Deborah L Gough	Faculty	\$129,073
132. Graduate Studies Director	Sanjib Basu	Faculty	\$128,200
133. Professor	Biswa N Datta	Faculty	\$128,045
134. Director	Cindy J Phillips	Administrator	\$127,797
135. Chair	Andrew J Krmeneč	Administrator	\$127,464
136. Associate Provost for International Programs	Deborah L Pierce	Administrator	\$127,052
137. Associate Dean	Michael T Peddle	Administrator	\$126,671
138. Professor	Guadalupe T Luna	Faculty	\$126,652
139. Associate Vice Provost	David Changnon	Administrator	\$126,585
140. Professor	Nader B Ebrahimi	Faculty	\$126,210
141. Professor	David R Hedin	Faculty	\$126,191
142. Director	Robert E Gleeson	Administrator	\$125,981
143. Chair	Carl M Campbell	Administrator	\$125,227
144. Assistant Professor	Mahesh V Subramony	Faculty	\$124,029
145. Institutional Research Director	James D House	Administrator	\$123,917
146. Dean of the Graduate School and Associate Vice President for Graduate Studies	Bradley G Bond	Administrator	\$123,735
147. Professor	Daniel L Gebo	Faculty	\$123,364
148. Assistant Professor	Mark S Rosenbaum	Faculty	\$123,152
149. Chair	David J Buller	Administrator	\$122,442
150. Professor	Behrooz Fallahi	Faculty	\$122,171
151. Director of Assessment Services	Carolinda Douglass	Administrator	\$121,965
152. Professor	Xueshu Song	Faculty	\$121,591
153. Graduate Studies Director	James V Corwin	Faculty	\$121,497
154. Director, Leadership Development	Keith D Robinson	Administrator	\$121,200
155. Director of Public Administration	Kurt M Thurmaier	Administrator	\$121,140
156. Director	Alexander Gelman	Administrator	\$120,454
157. Assistant Vice President, Regional Engagement/Rockford	Rena Cotsones	Administrator	\$120,238
158. Assistant Professor	Peter H Magnusson	Faculty	\$120,206
159. Director of Federal Relations	Lori J Clark	Administrator	\$119,998
160. Associate Dean for Administration	Daniel R Wunsch	Administrator	\$119,839
161. Professor	Douglas A Klumpp	Faculty	\$119,803
162. Women's Studies Program Director	Amy K Levin	Administrator	\$119,401
163. Associate Dean for Planning and Resource Development	Eva C Fox	Administrator	\$119,258
164. Professor	Elvia R Arriola	Faculty	\$119,237
165. Chair	Helen Brantley	Administrator	\$119,180

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
166. Professor	Joseph P Magliano	Faculty	\$119,119
167. Assistant Professor	Ursula Y Sullivan	Faculty	\$119,028
168. NIU Foundation Controller	Jean M Godlewski	Administrator	\$118,988
169. Professor	Richard A Orem	Faculty	\$118,706
170. Assistant Professor	Lauren I Labrecque	Faculty	\$118,678
171. Assistant Professor	Vijaykumar Krishnan Palghat	Faculty	\$118,550
172. Assistant Professor	Shannon G Taylor	Faculty	\$118,500
173. Southeast Asian Center Director	James T Collins	Administrator	\$117,825
174. Chair	Paul J Carpenter	Administrator	\$116,584
175. Professor	Jeffrey P Chown	Faculty	\$116,563
176. Director of University Honors Program	Daniel R Kempton	Administrator	\$116,529
177. Associate Professor	Raimund K Ege	Faculty	\$116,492
178. Professor	Frederick Bloom	Faculty	\$115,961
179. Professor	H J Jeffrey	Faculty	\$115,688
180. Professor	Milivoje Kostic	Faculty	\$115,518
181. Assistant Vice President, Public Affairs	Melanie S Magara	Administrator	\$115,462
182. Assistant Professor	Barton M Sharp	Faculty	\$115,255
183. Professor, English & Library, Subject Specialist Librarian	William Baker	Faculty	\$115,248
184. Vice President and General Counsel	Kenneth L Davidson	Administrator	\$115,221
185. Professor	Stephen P Martin	Faculty	\$114,925
186. Professor	Toni R Tollerud	Faculty	\$114,670
187. Associate Professor	Devaki Rau	Faculty	\$114,548
188. Professor	Vincent P McGinn	Faculty	\$114,289
189. Professor	Gregory A Long	Faculty	\$114,238
190. Law Library Director	John R Austin	Faculty	\$114,090
191. Associate Professor	Jenn-Terng Gau	Faculty	\$114,067
192. Professor	Peter L Meserve	Faculty	\$113,949
193. Chair	Jon W Carnahan	Administrator	\$113,591
194. Director	Lorayn E Olson	Administrator	\$113,326
195. Associate Vice President	John R Jones	Administrator	\$113,322
196. Professor	Keith K Millis	Faculty	\$113,314
197. Professor	Alan P Genis	Faculty	\$113,284
198. Associate Professor	John A Walton	Faculty	\$113,009
199. Associate Professor	Elisa Fredericks	Faculty	\$112,814
200. Director	Alfred G Mueller	Administrator	\$112,707
201. Chair	Gary C Burns	Administrator	\$112,601
202. Associate Professor	Mary C Shafer	Faculty	\$112,598
203. Professor	Sean Shesgreen	Faculty	\$112,252
204. Vice Provost	Earl J Seaver	Administrator	\$112,240
205. Chair	Gregory A Waas	Administrator	\$112,190
206. Professor	Harvey I Blau	Faculty	\$111,887
207. Director of State and Local Relations	Kenneth E Zehnder	Administrator	\$111,765
208. Professor	Ibrahim Onyuksel	Faculty	\$111,295
209. Campus Director	Dale W Hoppe	Administrator	\$111,249
210. Professor	Kenton J Clymer	Faculty	\$110,992
211. Professor	Kerry J Freedman	Faculty	\$110,970

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
212. Director	Laverne Gyant	Administrator	\$110,568
213. Professor	Elizabeth A Wilkins	Faculty	\$110,406
214. Associate To The President (Associate Professor)	Matthew J Streb	Administrator	\$110,391
215. Professor	Jozef J Bujarski	Faculty	\$110,185
216. Director, Executive MBA, Professional MBA, and Fast-Track MBA Programs	Ann E Carrel	Administrator	\$110,154
217. Director	Mitchell P Kielb	Administrator	\$110,153
218. Professor	Gerald T Gabris	Faculty	\$110,106
219. Associate Vice President for Student Affairs	Brandi G LaBanc	Administrator	\$110,097
220. Professor	Eugene L Roth	Faculty	\$110,058
221. Chair	Kendall M Thu	Administrator	\$109,643
222. Chair	Brigid M Lusk	Administrator	\$109,203
223. Associate Vice President for Research	David A Stone	Administrator	\$109,112
224. Assistant Vice President, Human Resource Operations	Celeste N Latham	Administrator	\$108,831
225. Professor	Andrea L Bonnicksen	Faculty	\$108,813
226. Chair	Laurence B Lurio	Administrator	\$108,666
227. Assistant Professor	Christine H Mooney	Faculty	\$108,202
228. Professor	Bogdan M Dabrowski	Faculty	\$108,134
229. Chair	Lara M Luetkehans	Administrator	\$107,996
230. Chair	Laura S Smart	Administrator	\$107,913
231. Associate Professor	Mace L Bentley	Faculty	\$107,827
232. Professor	John J Skowronski	Faculty	\$107,650
233. Executive Director, Alumni Relations & CEO Alumni Association	Joseph P Matty	Administrator	\$107,523
234. Associate Professor	Holly K Orcutt	Faculty	\$107,511
235. Professor	Donald Richgels	Faculty	\$107,361
236. Professor	Meung J Kim	Faculty	\$106,940
237. Professor	Jeff K Kowalski	Faculty	\$106,737
238. Graduate Studies Director	Zhuan Ye	Faculty	\$106,482
239. Professor	James R Ciesla	Faculty	\$106,356
240. Chair	Barbara J Johnson	Administrator	\$106,325
241. Assistant Professor	Augden F Windelborn	Faculty	\$105,984
242. Associate Professor	Mary J Blaschak	Faculty	\$105,958
243. Professor	Peng-Yung Woo	Faculty	\$105,948
244. Associate Professor	Gerard M Awanou	Faculty	\$105,948
245. Assistant Professor	Stephanie C Henagan	Faculty	\$105,728
246. Professor	Reza Hashemian	Faculty	\$105,637
247. Professor	Hamid Bellout	Faculty	\$105,313
248. Chair	Beatrix R Hoffman	Administrator	\$105,262
249. Professor	Carol Thompson	Faculty	\$105,184
250. Assistant Professor	Wendy C Murphy	Faculty	\$105,087
251. Graduate Studies Director	Mark P Fischer	Faculty	\$104,994
252. Associate Professor	Michael J Haji-Sheikh	Faculty	\$104,916
253. Graduate Studies Director	Petr Vanysek	Faculty	\$104,857
254. Associate Professor	Brian D Coller	Faculty	\$104,484
255. Bursar	Kinga J Mauger	Administrator	\$104,380
256. Professor	Khan A Mohabbat	Faculty	\$104,141
257. Associate Professor	Jon S Miller	Faculty	\$103,984

Exhibit 12 NIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
258. Chair	Charles L Howell	Administrator	\$103,877
259. Employee Relations Director	Deborah H Haliczzer	Administrator	\$103,875
260. Associate Professor	Purushothaman Damodaran	Faculty	\$103,645
261. Professor	John F Hartmann	Faculty	\$103,634
262. Associate Professor	Marc D Falkoff	Faculty	\$103,465
263. Assistant Vice President, Student Affairs	Kelly S Wesener	Administrator	\$103,335
264. Director of Undergraduate Advising	Richard L Marcellus	Faculty	\$103,310
265. Graduate Studies Director	Barbara C Burrell	Faculty	\$103,177
266. Professor	Richard B King	Faculty	\$102,948
267. Professor	M C Smith	Faculty	\$102,631
268. Professor	Ronald Carter	Faculty	\$102,606
269. Associate Professor	Wei Luo	Faculty	\$102,411
270. Associate Professor	Earl E Hansen	Faculty	\$102,234
271. Associate Professor	Robert L Jones	Faculty	\$102,193
272. Professor	Janet K Holt	Faculty	\$101,909
273. Professor	Michael E Hudspeth	Faculty	\$101,726
274. Undergraduate Studies Director	Qingkai Kong	Faculty	\$101,554
275. Environmental Health & Safety Director	Robert L Vest	Administrator	\$101,494
276. Associate Professor	Gerald R Aase	Faculty	\$101,462
277. Chair	Colin J Booth	Administrator	\$101,322
278. Professor	Carol L Patitu	Faculty	\$101,017
279. Undergraduate Studies Director	Kenneth W Gasser	Faculty	\$100,873
280. Professor	Lee Shumow	Faculty	\$100,682
281. Chair	Philip E Eubanks	Administrator	\$100,372
282. Assistant Vice President, Diversity and Equity	James E Brunson	Administrator	\$100,131
Total			\$38,938,471
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Northern Illinois University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

***Report on
Southern Illinois University***

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities SOUTHERN ILLINOIS UNIVERSITY

Southern Illinois University (SIU) was chartered in 1869 as Southern Illinois Normal University. Today, SIU is one of two public universities in Illinois with multiple campuses - one in Carbondale (SIUC) and the other in Edwardsville (SIUE). Additionally there is a medical school in Springfield and a dental school in Alton. The medical school is affiliated with the main campus in Carbondale and the dental school is affiliated with the Edwardsville campus.

The Carnegie Classification for SIU-C is a “research university” with “high research activity”. The research activity designation is based on research expenditures and degrees awarded. SIU-E is classified in the “master’s colleges and universities (larger programs).”

SOURCE: ILLINOIS BLUE BOOK

Southern Illinois University is a multi-campus university composed of two institutions – SIU Carbondale and SIU Edwardsville – serving nearly 35,000 students. SIU was chartered in 1869 as Southern Illinois Normal University, a teachers college. In 1947, the name was changed to Southern Illinois University, reflecting the institution’s academic expansion. The university began offering off-campus academic courses in the metropolitan East St. Louis area, which led to development of a separate institution in nearby Edwardsville.

1. Board of Trustees

SIU is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 520). The Board has nine members: seven members are appointed by the Governor and confirmed by the Senate and two students are elected by the student body. One student represents each campus. Appointed trustees serve a six year term while the student trustees serve a one year term.

Trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. Restrictions on serving on the Board are that no more than four members may be from any one political party, all the members have to be residents of Illinois, and they cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

SIU has a president located in the SIU System Office, as well as two vice presidents and a senior vice president, as shown in Exhibit 1.

Each of the two campuses has a chancellor and a provost. SIU has 312 administrators. A total of 151 were at SIUC and 102 were at SIUE. The remaining positions were split between the System Office at 17 and the School of Medicine at 42.

3. Enrollment

Southern Illinois University had a total enrollment of 34,462: 27,233 were full-time students (79%) and 7,229 were part-time students (21%). Undergraduate students were 77 percent of the total enrollment at 26,442 and graduate students were 23 percent at 8,020, as shown in Exhibit 2.

Exhibit 1 SIU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$320,376	\$320,376
2. Senior Vice President	1	\$234,741	\$234,741
3. Vice President	2	\$388,948	\$194,474
4. Assistant Vice President	2	\$227,688	\$113,844
5. Chancellor	2	\$618,277	\$309,139
6. Associate Chancellor	1	\$115,008	\$115,008
7. Assistant Chancellor	1	\$104,085	\$104,085
8. Vice Chancellor	7	\$1,410,954	\$201,565
9. Associate Vice Chancellor	7	\$842,633	\$120,376
10. Assistant Vice Chancellor	5	\$556,264	\$111,253
11. Assistant to the Chancellor	3	\$227,926	\$75,975
12. Provost	3	\$710,796	\$236,932
13. Associate Provost	7	\$1,045,967	\$149,424
14. Assistant Provost	3	\$366,744	\$122,248
15. Executive Director	11	\$1,203,641	\$109,422
16. Director	138	\$13,022,385	\$94,365
17. Dean	17	\$3,104,954	\$182,644
18. Other Management	101	\$12,648,182	\$125,230
Total	312	\$37,149,568	\$119,069

Totals may not add due to rounding.
Source: OAG analysis of Southern Illinois University data.

Exhibit 2 SIU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	27,233
Part-time	7,229
Undergraduate	26,442
Graduate	8,020
Total Students	34,462
Full-Time Equivalent (FTE)	28,977

Source: Southern Illinois University data.

4. Tuition and Fees

Tuition and fees for undergraduates were over \$10,400 for SIUC and over \$8,400 for SIUE. Room and Board was \$8,292 for SIUC and \$7,821 for SIUE. SIU School of Medicine’s tuition and fees were over \$25,000. The graduate school at SIUC was \$11,000 and SIUE was \$7,700, as shown in Exhibit 3.

Exhibit 3 SIU TUITION AND FEES Fiscal Year 2011			
Enrollment Status	SIUC	SIUE	SIUSOM
Undergraduate			
Tuition and Fees	\$10,468	\$8,401	n/a
Room and Board	\$8,292	\$7,821	n/a
Total	\$18,760	\$16,222	n/a
Graduate	\$11,043	\$7,723	\$25,186

Source: Southern Illinois University data.

5. Revenue and Expenditures

Southern Illinois University’s total revenues were \$1.1 billion in fiscal year 2011. Forty-three percent of the revenues (\$476 million) came from State appropriations. The next largest revenue source was tuition and fees at 22 percent (\$243 million), as shown in Exhibit 4.

Exhibit 4 SIU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition and Fees	\$242.8	22.0%
Federal	\$47.3	4.3%
State	\$476.1	43.2%
Sales and Service	\$240.6	21.8%
Other Revenues	\$95.5	8.7%
Total	\$1,102.2	100%

Totals may not add due to rounding.
Source: Southern Illinois University data and OAG calculation.

SIU’s largest expenditures were for instruction (\$317 million), which was over 31 percent of the total expenditures. The remaining expenditures that were greater than 10 percent were All Other expenditures at 17 percent (\$175 million) and academic support at 16 percent (\$162 million), as shown in Exhibit 5.

Exhibit 5 SIU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$317,152,057	31.6%	\$10,945
Research	\$63,660,347	6.3%	\$2,197
Public Service	\$62,657,302	6.2%	\$2,162
Academic Support ¹	\$161,909,517	16.1%	\$5,588
Student Services	\$69,031,681	6.9%	\$2,382
Institutional Support	\$70,058,717	7.0%	\$2,418
O & M Physical Plant	\$84,188,302	8.4%	\$2,905
All Other	\$174,946,493	17.4%	\$6,037
Total	\$1,003,604,416	100%	\$34,635

Note:
¹ SIU stated that this function includes costs for the School of Medicine, including support for the practice divisions of the school.
Source: University financial audit and OAG calculation.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.

- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, and restaurants.

6. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the president, vice presidents, and provost. Below is a summary of the expenditures that the university provided for these positions for fiscal year 2011, as shown in Exhibit 6. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 6 SIU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compen- sation ¹	Retire- ment ²	Housing	Vehicle	Member- ships	Travel	Entertain- ment	Other ³	Total ⁴
SIU System President	\$313,011	\$ 55,066	\$27,500	\$7,957	\$ 0	\$2,680	\$ 0	\$1,620	\$407,834
SIU System Senior Vice President	\$230,244	\$ 0	\$ 0	\$ 0	\$ 0	\$2,155	\$ 0	\$300	\$232,699
SIU System Vice President	\$192,893	\$ 0	\$ 0	\$ 0	\$ 0	\$10,919	\$ 0	\$ 0	\$203,812
SIUC Chancellor	\$333,259	\$19,600	\$27,500	\$1,787	\$ 0	\$19,544	\$1,541	\$1,800	\$405,031
SIUC Interim Provost	\$100,598	\$ 0	\$ 0	\$ 0	\$ 0	\$567	\$ 0	\$248	\$101,413
SIUC Provost	\$24,555	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$24,555
SIUC Provost	\$30,682	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$30,682
SIUC Vice Chancellor	\$157,366	\$ 0	\$ 0	\$ 0	\$ 0	\$1,265	\$ 0	\$540	\$159,172
SIUC Vice Chancellor	\$201,086	\$ 0	\$ 0	\$ 0	\$ 0	\$10,917	\$ 0	\$540	\$212,543
SIUC Vice Chancellor	\$92,489	\$ 0	\$ 0	\$ 0	\$ 0	\$2,295	\$ 0	\$270	\$95,054
SIUC Vice Chancellor	\$218,277	\$ 0	\$ 0	\$ 0	\$ 0	Paid by URO ⁵	\$ 0	\$300	\$218,577
SIUE Chancellor	\$277,177	\$26,723	\$27,504	\$3,037	Paid by URO ⁵	\$7,293	\$9,384	\$1,604	\$352,722
SIUE Provost	\$204,235	\$ 0	\$ 0	\$ 0	\$ 0	\$5,653	\$ 0	\$33,423	\$243,311
SIUE Provost	\$249,097	\$ 0	\$ 0	\$ 0	\$ 0	0	\$ 0	\$65	\$249,162
SIUE Vice Chancellor	\$152,031	\$ 0	\$ 0	\$ 0	\$ 0	\$766	\$ 0	\$300	\$153,097
SIUE Vice Chancellor	\$144,806	\$ 0	\$ 0	\$ 0	\$ 0	\$2,995	\$ 0	\$380	\$148,181
SIUE Vice Chancellor	\$142,321	\$ 0	\$ 0	Paid by URO ⁵	Paid by URO ⁵	\$4,536	Paid by URO ⁵	\$960	\$147,817
SIU School of Medicine Dean/ Provost	\$384,600	\$ 0	\$ 0	\$ 0	Paid by URO ⁵	\$2,936	\$ 0	\$305	\$387,841
Total ⁴	\$3,448,727	\$101,389	\$82,504	\$12,781	\$0.00	\$74,522	\$10,925	\$42,655	\$3,773,503
Notes:									
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.									
² These expenditures are in addition to the regular pension benefits paid to university employees.									
³ Other expenses included cell phones, vacation and sick leave payouts, internet service for Chancellor's home, and Illinois Medical License renewal.									
⁴ Totals may not add due to rounding.									
⁵ Paid by University Related Organization (URO), such as the university's foundation.									
Source: Southern Illinois University data and OAG calculation.									

7. Salaries and Staffing

Southern Illinois University had a total of 308 full-time administrators who were paid nearly \$37 million in fiscal year 2011 for an average of \$120,000. SIU had 2,217 full-time faculty members whose compensation was over \$180 million, for an average of over \$81,000. SIU had a total of 737 part-time faculty and 4 part-time administrators who earned a total of \$6.7 million, as shown in Exhibit 7.

Exhibit 7 SIU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$36,896,569	308	\$119,794	94.1
Faculty ²	\$180,443,592	2,217	\$81,391	13.1
Total	\$217,340,161	2,525	\$86,075	11.5
Notes:				
¹ Only includes full-time administrators. There were 4 part-time administrators with compensation totaling \$252,999 for a total of \$37,149,568 for 312 administrators.				
² Only includes full-time faculty. There were 737 part-time faculty with compensation totaling \$6,423,142.				
³ Students per faculty or administrator.				
Source: OAG analysis of Southern Illinois University data.				

A total of 722 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. This included 61 percent of the full-time administrators (188 administrators) and 24 percent of the full-time faculty (534 faculty), as shown in Exhibit 8.

Exhibit 8 SIU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	188
% of Administrators	61%
Faculty > \$100,000	534
% of Faculty	24%
Total Positions > \$100,000	722
% of Total Positions	29%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of Southern Illinois University data.	

SOUTHERN ILLINOIS UNIVERSITY SYSTEM OFFICE

1. Management Structure

Southern Illinois University is divided into two campuses, Carbondale and Edwardsville. Overseeing the entire university is the President, who is assisted by the system office.

Besides the chancellors of Carbondale and Edwardsville, two divisions and three offices report directly to the president. There are the divisions of Academic Affairs and Financial and Administrative Affairs. Academic Affairs is led by a Vice President and Financial and Administrative Affairs is led by the Senior Vice President. The offices are the general counsel, internal auditing and government and public affairs. The general counsel’s office is led by the Vice President and General Counsel. The Vice President for Academic Affairs “. . . functions as the chief academic officer of the University, providing leadership to the campus academic Vice Chancellors, consultation to campus Chancellors, and support to the President on all academic matters. He or she is the University’s spokesperson and representative in discussing academic programs with the Illinois Board of Higher Education (IBHE).” Under the vice president are two executive assistants, including one for internal and regional affairs.

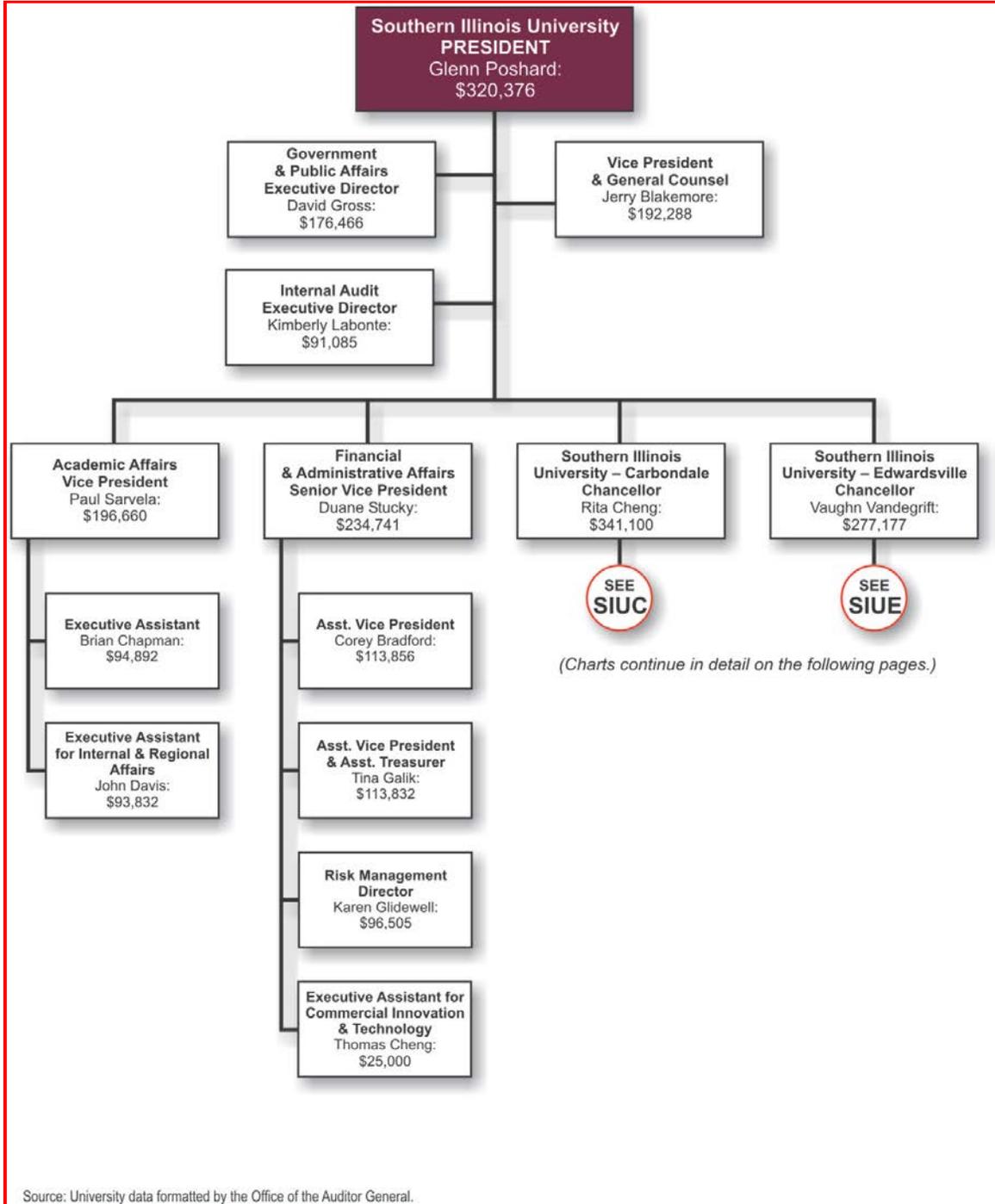
The Senior Vice President for Financial and Administrative Affairs “. . . serves to provide University-wide leadership for Southern Illinois University in the coordination of the annual operating and capital budgets, capital projects, treasury function, ethics, risk management, tax compliance, and serves as the liaison to internal constituencies and external agencies.” Under the senior vice president are two assistant vice presidents, the director of risk management and the executive assistant for commercial innovation and technology.

SIU System Office had 17 administrators that were paid over \$2.3 million in fiscal year 2011 for an average of over \$136,000, as shown in Exhibit 9.

Exhibit 9 SIU SYSTEM OFFICE ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$320,376	\$320,376
2. Senior Vice President	1	\$234,741	\$234,741
3. Vice President	2	\$388,948	\$194,474
4. Assistant Vice President	2	\$227,688	\$113,844
5. Executive Director	2	\$267,551	\$133,776
6. Director	1	\$96,505	\$96,505
7. Other	8	\$786,258	\$98,282
Total	17	\$2,322,066	\$136,592

Source: OAG analysis of Southern Illinois University data.

Exhibit 10
ORGANIZATIONAL CHART
Southern Illinois University - System Office
Fiscal Year 2011



2. University President

We reviewed the SIU President's contract which contained the following provisions:

- **Salary.** The president's employment contract states that any annual pay raises will be determined by the Board of Trustees.
- **Retirement.** SIU does not contribute to the State Universities Retirement System for the President but instead provides him a supplemental retirement annuity compensation of \$30,066 within his annual annuity of \$55,066 (inclusive of the SURS supplemental of \$30,066).
- **Housing.** The President is provided a housing allowance of \$27,500 annually. Additionally, the university provides an expense account for any university-related uses, such as entertainment. The budget for the account is established annually and approved by the Chair of the Board of Trustees.
- **Automobile.** The President receives a car for university business use. The vehicle is maintained by the Board and fuel for business use is paid for by the Board.
- **Memberships.** There is no mention of memberships in the President's contract.
- **Termination.** If the President is terminated "*without cause*" then he will continue to receive his base salary, but will lose all other benefits. If the President resigns before the conclusion of his contract, "*. . . the President shall pay to the Board each month fifty percent of his base annual salary for the unexpired balance of his employment term.*"
- **Time Off.** The President receives the standard sick and vacation leave benefits. SIU policy states that the maximum number of vacation days earned annually is 28 days and the maximum accrual is 56 days.

3. Sabbaticals/Leaves of Absence

Southern Illinois University System Office did not report having any sabbaticals/leaves of absence during fiscal year 2011.

4. Administrators Who Taught Courses

Southern Illinois University System Office did not report having any administrators who taught courses during fiscal year 2011.

5. Administrative Expenditures

Below are the administrative expenditures that the SIU System Administration provided for the senior level administrators for fiscal year 2011, as shown in Exhibit 11. The compensation reported as paid is lower than the contracted salary because SIU had furlough days during fiscal year 2011 which lowered the salary. SIU Administration defined entertainment as only events hosted at the President’s residence and there were none during the fiscal year. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 11 SIU SYSTEM ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
President	\$313,011	\$55,066	\$27,500	\$7,957	\$ 0	\$2,680	\$ 0	\$1,620	\$407,834
Senior Vice President	\$230,244	\$ 0	\$ 0	\$ 0	\$ 0	\$2,155	\$ 0	\$300	\$232,699
Vice President	\$192,893	\$ 0	\$ 0	\$ 0	\$ 0	\$10,919	\$ 0	\$ 0	\$203,812
Total⁴	\$736,148	\$55,066	\$27,500	\$7,957	\$ 0	\$15,754	\$ 0	\$1,920	\$844,345

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses are for cell phone reimbursements.
⁴ Totals may not add due to rounding.

Source: Southern Illinois University data and OAG calculation.

6. Salaries and Staffing

The Southern Illinois University System Office had a total of 17 full-time administrators who were paid over \$2.3 million in fiscal year 2011 for an average of nearly \$137,000, as shown in Exhibit 12. There were no faculty members in the System Office.

A total of 12 administrators (71%) were paid \$100,000 or more per year in fiscal year 2011, as shown in Exhibit 13.

Exhibit 12 SIU SYSTEM OFFICE STAFFING Fiscal Year 2011			
Position	Total Comp	# of Positions	Average Comp
Administration	\$2,322,066	17	\$136,592
Faculty	\$0	0	\$0
Total	\$2,322,066	17	\$136,592

Source: OAG analysis of Southern Illinois University data.

Exhibit 13 SIU SYSTEM OFFICE COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	12
% of Administrators	71%
Faculty > \$100,000	0
% of Faculty	0%
Total Positions > \$100,000	12
% of Total	71%

Number/percentage based on full-time faculty and administrators.
 Source: OAG analysis of Southern Illinois University data.

The highest total compensation was paid to the SIU President (\$320,376), Senior Vice President for Financial and Administrative Affairs (\$234,741), and the Vice President for Academic Affairs (\$196,660), as shown in Exhibit 14.

Exhibit 14 SIU SYSTEM OFFICE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position	Name	Classification	Compensation
1. President	Glendal W Poshard	Administrator	\$320,376
2. Senior Vice President	Duane Stucky	Administrator	\$234,741
3. Vice President for Academic Affairs	Paul D Sarvela	Administrator	\$196,660
4. Vice President and General Counsel	Jerry D Blakemore	Administrator	\$192,288
5. Executive Director	David M Gross	Administrator	\$176,466
6. Senior Associate Legal Counsel	Virginia L Cooper	Administrator	\$137,876
7. Associate General Counsel	Deborah J Nelson	Administrator	\$114,777
8. Assistant VP for Financial & Administration Affairs	Corey S Bradford	Administrator	\$113,856
9. Assist VP for Finance & Administration Affairs & Assistant Treasurer	Tina J Galik	Administrator	\$113,832
10. Associate General Counsel	Frank E Martinez	Administrator	\$110,000
11. Associate General Counsel	Reona J Daly	Administrator	\$105,552
12. Associate General Counsel	Lucas D Crater	Administrator	\$104,328
Total			1,920,752
<i>Total may not add due to rounding.</i>			
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Southern Illinois University data.			

SOUTHERN ILLINOIS UNIVERSITY – CARBONDALE

1. Management Structure

Southern Illinois University-Carbondale is led by a chancellor and has five offices and five campus divisions that report directly. The chancellor has several assistants to the chancellor and assistants for media relations and institutional diversity. The five offices, each led by a director, are as follows: (1) Institutional research/studies, (2) Budget office, (3), Intercollegiate athletics, (4) University ombudsman, and (5) University Communications. The five campus divisions are as follows:

1. Office of Academic Affairs is led by the vice chancellor/provost who is the chief academic officer for the campus, responsible for the “. . . *supervision and oversight of curriculum and instruction offered to students.*” Reporting to the provost are the following:
 - (i) associate provost for academic programs;
 - (ii) associate provost for university college;
 - (iii) associate provost for academic administration;
 - (iv) associate vice chancellor and dean of students;
 - (v) assistant provost for enrollment management;
 - (vi) deans of the nine colleges and the library (under whom are the departments); and
 - (vii) directors of the Paul Simon Public Policy Institute; Women, Gender and Sexuality Studies; University Press; and the Chief Information Officer.

2. Office of Administration and Finance is led by a vice chancellor who oversees the administrative functions of the campus. Reporting to the vice chancellor are the following:
 - (i) assistant vice chancellor for auxiliary services;
 - (ii) executive director for finance;
 - (iii) Office of human resources/payroll led by a director;
 - (iv) Department of public safety led by a director;
 - (v) Office of plant and service operations led by a director; and
 - (vi) Office of labor and employee relations led by a director.

3. Office of Institutional Advancement is led by a vice chancellor. The office “. . . *advances public understanding, builds and strengthens lifelong relationships and enhances philanthropy in support of the University.*” Reporting to the vice chancellor are the following:
 - (i) associate vice chancellor/executive director of alumni services;
 - (ii) associate vice chancellor/executive director of development for SIU Foundation;
 - (iii) assistant vice chancellor/managing director of the SIU Foundation;
 - (iv) executive director of advancement services; and
 - (v) Treasurer/CEO of the SIU Foundation.

4. Office of Research and Graduate School is led by a vice chancellor. The vice chancellor reports to the vice chancellor/provost as well as reporting to the chancellor. The office “. . . provides administrative oversight for the Graduate School and the campus research centers.” Reporting to the vice chancellor/graduate dean are the following:
 - (i) associate vice chancellor for research/director of research development and administration;
 - (ii) associate dean/director of the graduate school;
 - (iii) associate dean/director of the coal extraction and utilization research center; and
 - (iv) directors of research labs and centers and co-directors of the Environmental Resources and Policy Ph.D. program.

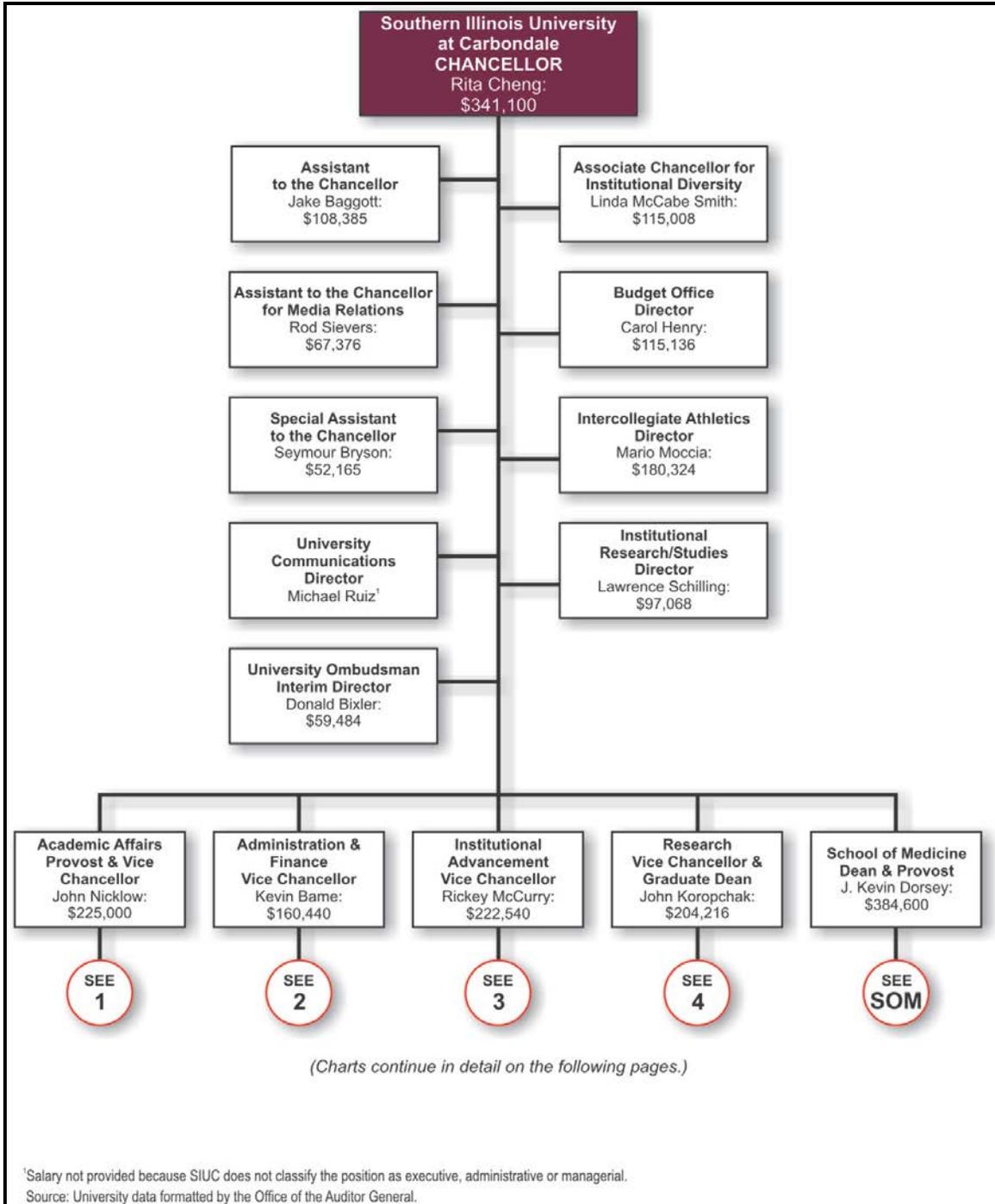
5. SIUC School of Medicine is led by the dean and provost. The school of medicine is discussed in further detail in its own report following SIUC’s report.

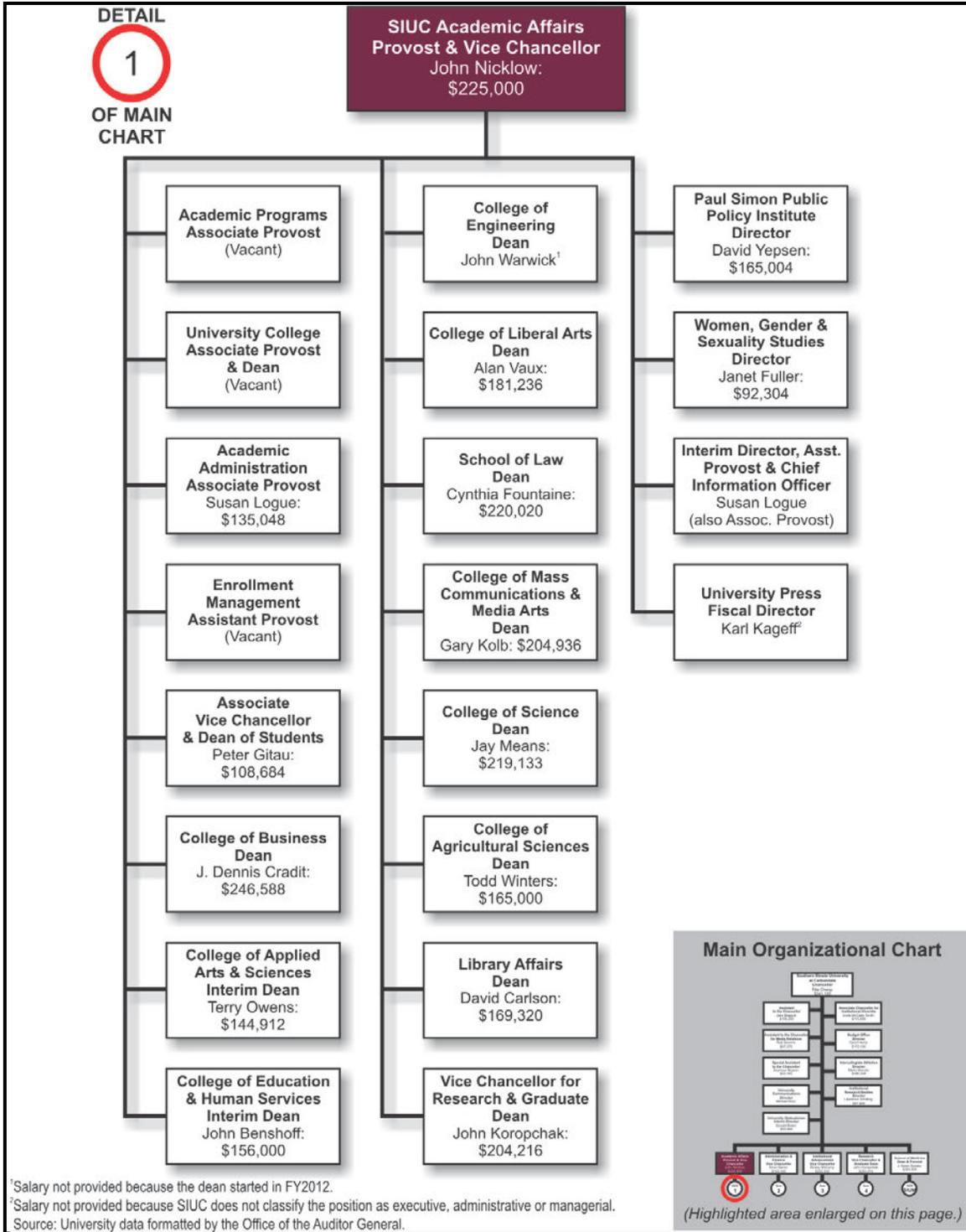
SIUC had 151 administrators in fiscal year 2011 who were paid \$18 million for an average of approximately \$122,000 (see Exhibit 15).

SIUC said that it had no organizational chart available for fiscal year 2011 and was, therefore, providing an organizational chart for fiscal year 2012: “The organization chart provided to the OAG was dated in early FY 2012 and was the oldest version that was available. (The office that maintains the organization charts did not maintain any older versions of the organization chart.)”

Exhibit 15 SIUC ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. Chancellor	1	\$341,100	\$341,100
2. Vice Chancellor	3	\$587,196	\$195,732
3. Associate Chancellor	1	\$115,008	\$115,008
4. Associate Vice Chancellor	4	\$521,237	\$130,309
5. Assistant Vice Chancellor	1	\$128,562	\$128,562
6. Assistant to the Chancellor	3	\$227,926	\$75,975
7. Provost	1	\$225,000	\$225,000
8. Associate Provost	1	\$135,048	\$135,048
9. Executive Director	3	\$348,954	\$116,318
10. Director	65	\$6,655,080	\$102,386
11. Dean	9	\$1,707,145	\$189,683
12. Other	59	\$7,409,310	\$125,582
Total	151	\$18,401,567	\$121,865
Totals may not add due to rounding. Source: OAG analysis of Southern Illinois University data.			

Exhibit 16
Organizational Chart
SOUTHERN ILLINOIS UNIVERSITY - CARBONDALE
Fiscal Year 2011

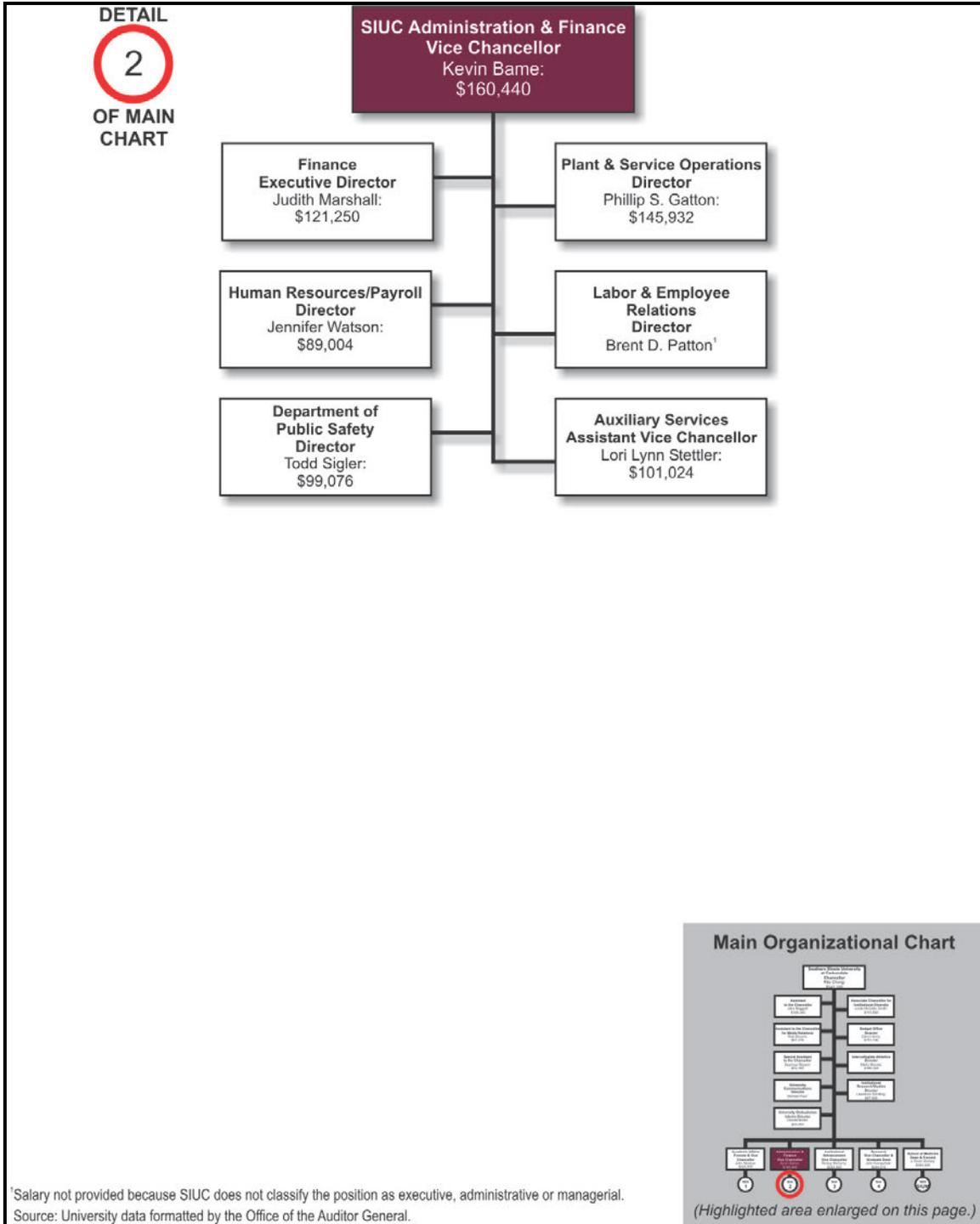




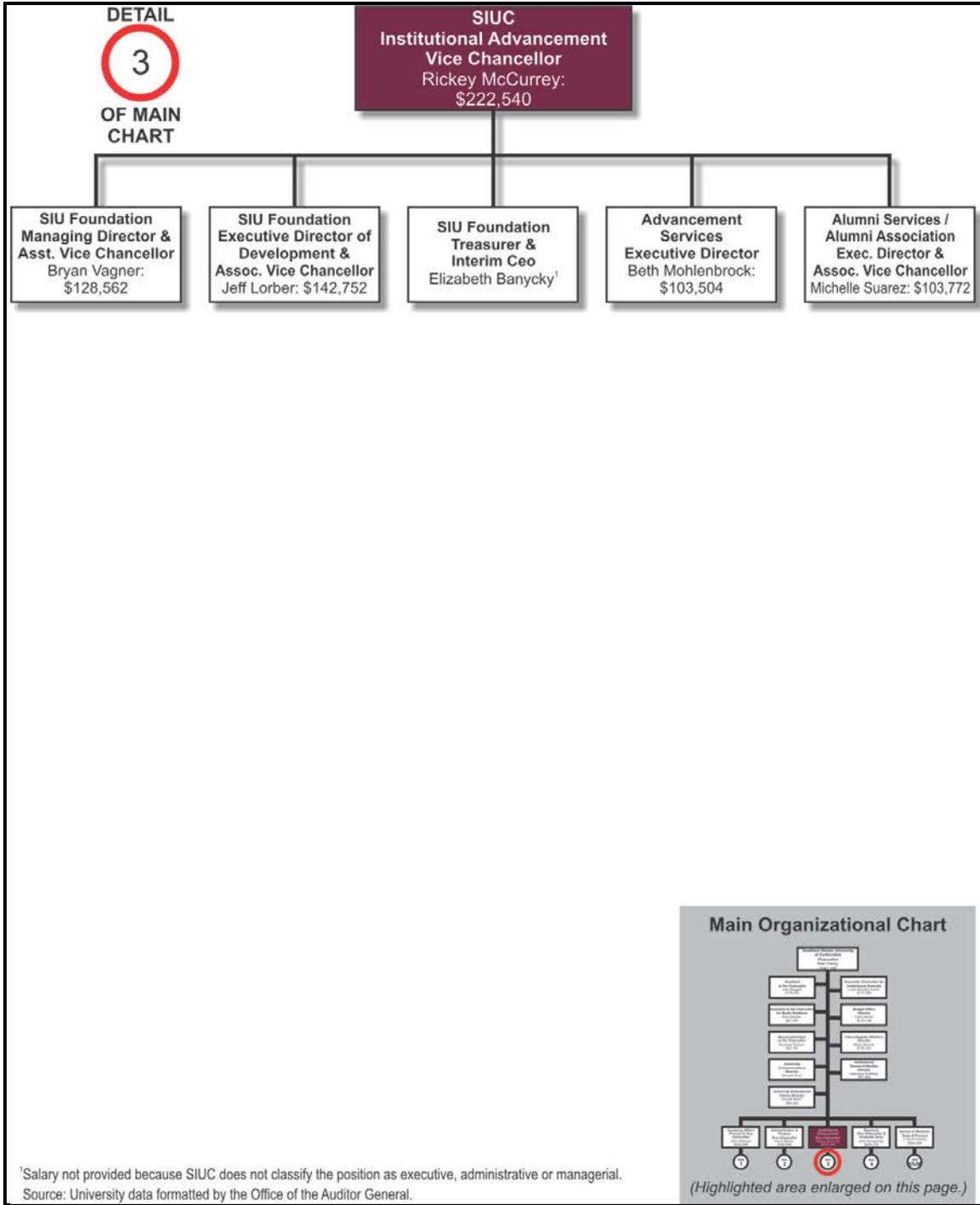
¹Salary not provided because the dean started in FY2012.

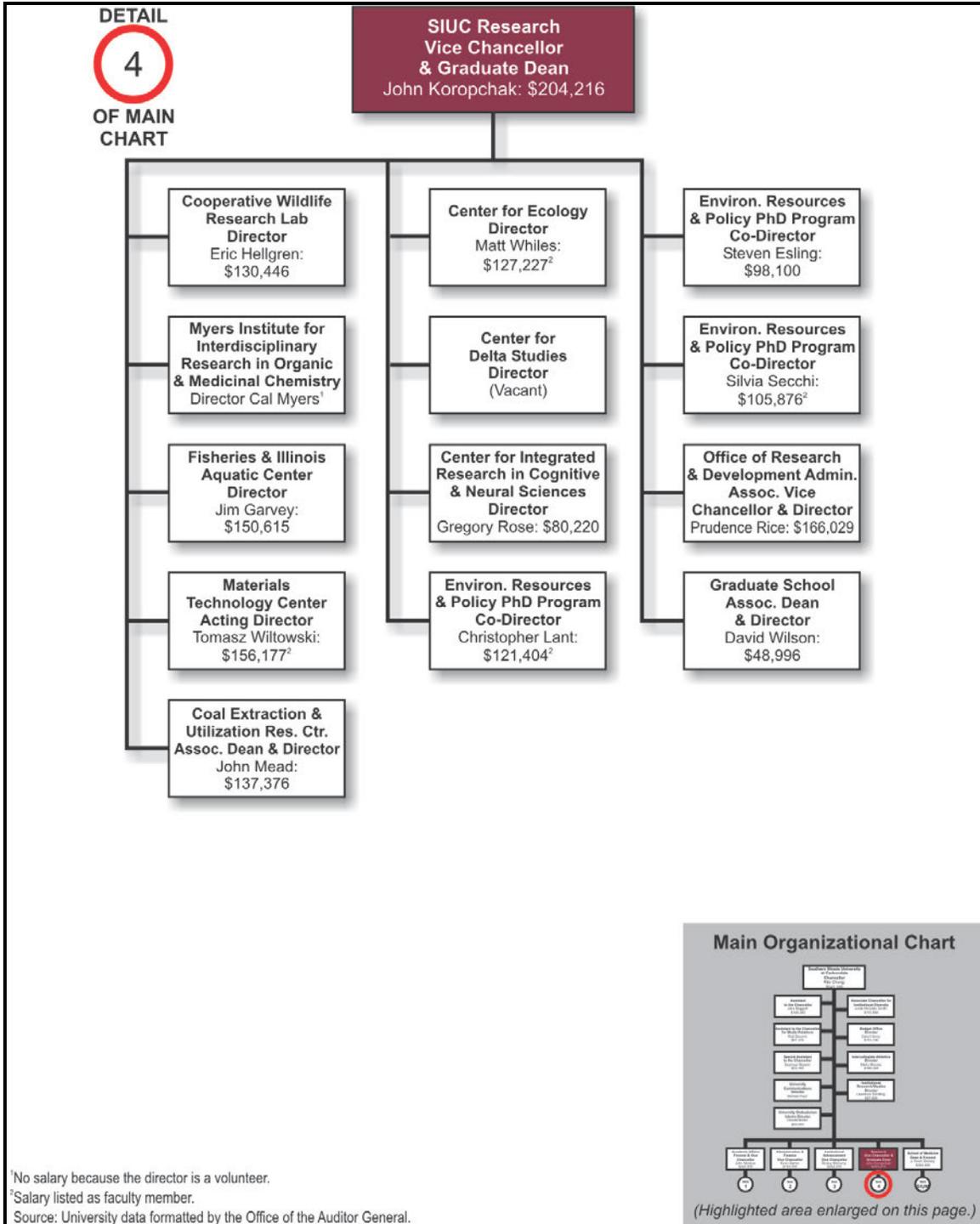
²Salary not provided because SIUC does not classify the position as executive, administrative or managerial.

Source: University data formatted by the Office of the Auditor General.



¹Salary not provided because SIUC does not classify the position as executive, administrative or managerial.
Source: University data formatted by the Office of the Auditor General.





2. Enrollment

Southern Illinois University-Carbondale had a total enrollment of 20,037: 16,050 full-time students (80%) and 3,987 part-time students (20%). Undergraduate students were 76 percent at 15,137 and graduate students were 24 percent at 4,900, as shown in Exhibit 17.

Exhibit 17 SIUC ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	16,050
Part-time	3,987
Undergraduate	15,137
Graduate	4,900
Total Students	20,037
Full-Time Equivalent (FTE)	16,682
Source: Southern Illinois University data.	

3. Tuition and Fees

Tuition and fees totaled nearly \$10,500 for undergraduates and \$11,000 for graduate students in fiscal year 2011. Room and board totaled nearly \$8,300 for undergraduates for a total cost of over \$19,000, as shown in Exhibit 18.

Exhibit 18 SIUC TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$10,468
Room and Board	\$8,292
Total	\$18,760
Graduate	\$11,043
Source: Southern Illinois University data.	

4. Campus Chancellor

We reviewed the Chancellor’s contract which contained the following provisions:

- **Salary.** The Chancellor of SIUC has any raises recommended by the President and then approved by the Board of Trustees. The Chancellor is also subject to annual performance reviews conducted by the President or a committee selected by the President.
- **Retirement.** The Chancellor participates in SURS and receives the standard retirement benefits accorded all university employees. However, *“the University shall contribute both the standard employer and employee retirement plan contributions.”*
- **Housing.** The Chancellor receives an annual housing allowance of \$27,500.
- **Automobile.** The Chancellor also has a vehicle for business use that is maintained by the university and fuel expenses for business use is paid for by the university. In addition, the Chancellor is reimbursed for any travel expenses for her spouse.
- **Memberships.** The university also pays for *“... reasonable entertainment, travel and other expenses incurred”* including membership in *“appropriate professional and service organizations.”*

- **Termination.** If the Chancellor was terminated without cause during the first three months of the contract she would continue to receive her base salary. If she took a tenured position after being terminated, her chancellor salary payment would be reduced by the amount of her faculty pay. If she receives any other employment, then her chancellor salary would be reduced by the amount of the other salary. If the Chancellor resigns and fails to give 90 days notice, then she shall pay the university the equivalent of three months salary.
- **Time Off.** The Chancellor receives the standard sick and vacation benefits that other university employees receive.

5. Sabbaticals/Leaves of Absence

SIUC had 47 individuals take sabbaticals/leaves of absence during fiscal year 2011. One individual took a 1 month leave of absence and two individuals took 12 month sabbaticals/leaves of absence while the remainder took sabbaticals/leaves of absence ranging from 4.5 months to 10.5 months. Their total **annual** compensation was \$3,895,996 and, according to SIUC, the actual amount paid was \$2,049,947 (Exhibit 19).

Exhibit 19 SIUC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
1. Professor	\$149,688	Sabbatical	4.5	State Appropriated and Income Fund (SA&IF)
2. Associate Professor	\$65,709	Sabbatical	4.5	SA&IF
3. Associate Professor	\$61,848	Sabbatical	4.5	SA&IF
4. Associate Professor	\$92,421	Sabbatical	4.5	SA&IF
5. Professor	\$76,284	Sabbatical	4.5	SA&IF
6. Associate Professor	\$68,661	Sabbatical	4.5	SA&IF
7. Associate Professor	\$75,879	Sabbatical	4.5	SA&IF
8. Associate Professor	\$47,010	Sabbatical	6	SA&IF
9. Associate Professor	\$64,017	Sabbatical	4.5	SA&IF
10. Professor	\$79,758	Sabbatical	4.5	SA&IF
11. Associate Professor	\$69,453	Sabbatical	4.5	SA&IF
12. Assistant Professor	\$62,505	Leave of Absence	12	SA&IF
13. Associate Professor	\$51,774	Sabbatical	10.5	SA&IF
14. Director	\$106,632	Leave of Absence	1	SA&IF
15. Associate Professor	\$57,870	Sabbatical	4.5	SA&IF
16. Professor	\$116,568	Sabbatical	10.5	50% SA&IF/50% Grant
17. Professor	\$116,478	Sabbatical	4.5	SA&IF
18. Associate Professor	\$70,173	Sabbatical	4.5	SA&IF
19. Associate Professor	\$43,944	Sabbatical	12	SA&IF
20. Professor	\$94,140	Sabbatical	4.5	SA&IF
21. Associate Professor	\$57,411	Sabbatical	4.5	SA&IF
22. Professor	\$100,728	Sabbatical	4.5	SA&IF
23. Professor	\$86,373	Sabbatical	4.5	SA&IF
24. Associate Professor	\$45,462	Sabbatical	10.5	SA&IF

Exhibit 19 SIUC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
25. Associate Professor	\$92,799	Sabbatical	4.5	SA&IF
26. Associate Professor	\$67,176	Leave of Absence	9	SA&IF
27. Associate Professor	\$139,095	Sabbatical	4.5	SA&IF
28. Professor	\$72,351	Sabbatical	4.5	SA&IF
29. Associate Professor	\$70,821	Sabbatical	4.5	SA&IF
30. Associate Professor	\$72,612	Sabbatical	4.5	SA&IF
31. Professor	\$147,853	Sabbatical	4.5	SA&IF
32. Professor	\$90,423	Sabbatical	4.5	SA&IF
33. Professor	\$84,960	Sabbatical	4.5	SA&IF
34. Professor	\$117,630	Sabbatical	4.5	SA&IF
35. Associate Professor	\$67,707	Sabbatical	4.5	SA&IF
36. Associate Professor	\$63,657	Sabbatical	4.5	SA&IF
37. Associate Professor	\$76,176	Sabbatical	4.5	SA&IF
38. Associate Professor	\$120,870	Sabbatical	4.5	SA&IF
39. Assistant Professor	\$60,777	Leave of Absence	9	SA&IF
40. Professor	\$97,551	Sabbatical	4.5	SA&IF
41. Professor	\$95,364	Sabbatical	4.5	SA&IF
42. Chair	\$135,168	Sabbatical	6	SA&IF
43. Chair	\$96,216	Sabbatical	6	SA&IF
44. Professor	\$90,027	Sabbatical	4.5	SA&IF
45. Associate Professor	\$76,743	Sabbatical	4.5	SA&IF
46. Associate Professor	\$58,488	Sabbatical	6	SA&IF
47. Associate Professor	\$40,746	Sabbatical	6	SA&IF
Total ²	\$3,895,996			

Notes:
¹ The salary shown in this column is the **annual** salary and may not be the amount paid during the length of the sabbatical/leave of absence.
² According to SIUC, the actual amount paid during their leaves of absence was \$2,049,947.
 Source: Southern Illinois University data.

6. Administrators Who Taught Courses

SIUC had a total of 3 administrators who also taught courses and were paid a total of \$21,710 in fiscal year 2011, or between \$5,244 and \$8,966 each, as shown in Exhibit 20.

Exhibit 20 SIUC ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Director	\$102,072	Instructor	2 courses	\$7,500
2. Director	\$125,856	Professor	1 course	\$5,244
3. Interim Director	\$112,716	Associate Professor	2 courses	\$8,966
Total	\$340,644		Total	\$21,710

Source: Southern Illinois University data.

7. Administrative Expenditures

Below are the administrative expenditures that SIUC provided for the senior level administrative positions for fiscal year 2011, as shown in Exhibit 21. The compensation reported as paid is lower than the contracted compensation because SIUC had furlough days during fiscal year 2011. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 21 SIUC ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
Chancellor	\$333,259	\$19,600	\$27,500	\$1,787	\$0	\$19,544	\$1,541	\$1,800	\$405,031
Interim Provost	\$100,598	\$0	\$0	\$0	\$0	\$567	\$0	\$248	\$101,413
Provost	\$24,555	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$24,555
Provost	\$30,682	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$30,682
Vice Chancellor	\$157,366	\$0	\$0	\$0	\$0	\$1,265	\$0	\$540	\$159,172
Vice Chancellor	\$201,086	\$0	\$0	\$0	\$0	\$10,917	\$0	\$540	\$212,543
Vice Chancellor	\$92,489	\$0	\$0	\$0	\$0	\$2,295	\$0	\$270	\$95,054
Vice Chancellor	\$218,277	\$0	\$0	\$0	\$0	Paid by URO ⁵	\$0	\$300	\$218,577
Total⁴	\$1,158,312	\$19,600	\$27,500	\$1,787	\$0	\$34,588	\$1,541	\$3,698	\$1,247,027

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses included cell phones.
⁴ Totals may not add due to rounding.
⁵ Paid by University Related Organization (URO), such as the university's foundation.

Source: Southern Illinois University data and OAG calculation.

8. Salaries and Staffing

Southern Illinois University-Carbondale had a total of 147 full-time administrators who were paid \$18 million in fiscal year 2011 for an average of \$123,000. SIUC had nearly 1,100 full-time faculty members whose compensation was \$78 million, for an average of \$72,000, as shown in Exhibit 22.

Exhibit 22 SIUC STAFFING Fiscal Year 2011				
	Total Comp ³	# of Positions	Average Comp	FTE Per Staff ⁴
Administration ¹	\$18,148,568	147	\$123,460	113.5
Faculty ²	\$78,399,136	1,087	\$72,124	15.3
Total	\$96,547,704	1,234	\$78,240	13.5

Notes:
¹ Only includes full-time administrators. There were also 4 part-time administrators with compensation totaling \$252,999.
² Only includes full-time faculty. There were 378 part-time faculty with compensation totaling \$3,951,258.
³ SIUC stated that total compensation "includes additional salary for 9 month faculty who teach summer classes and for faculty who teach additional classes above the normal teaching load."
⁴ Students per faculty or administrator.

Source: OAG analysis of Southern Illinois University data.

A total of 297 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 69 percent of the full-time administrators (101 administrators) and 18 percent of the full-time faculty members (196 faculty), as shown in Exhibit 23.

Exhibit 23 SIUC COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	101
% of Administrators	69%
Faculty > \$100,000	196
% of Faculty	18%
Total Positions > \$100,000	297
% of Total Positions	24%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of Southern Illinois University data.	

The highest compensation at SIUC was paid to the Chancellor (\$341,100), a professor (\$258,927), and a dean (\$246,588), as shown in Exhibit 24.

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. Chancellor	Rita Cheng	Administrator	\$341,100
2. Professor	Wallace N Davidson	Faculty	\$258,927
3. Dean	James Dennis Credit	Administrator	\$246,588
4. Provost and Vice Chancellor for Academic Affairs	John William Nicklow	Administrator	\$225,000
5. Vice Chancellor	Rickey N McCurry	Administrator	\$222,540
6. Dean	Cynthia L Fountaine	Administrator	\$220,020
7. Dean	Jay C Means	Administrator	\$219,133
8. Chairperson	Peter Paul Mykytyn	Administrator	\$216,288
9. Dean	Gary Peter Kolb	Administrator	\$204,936
10. Vice Chancellor for Research and Graduate Dean	John Andrew Koropchak	Administrator	\$204,216
11. Associate Dean	Allan L Karnes	Administrator	\$201,683
12. Chairperson	Mark A Peterson	Administrator	\$197,224
13. Chairperson	Subhash C Sharma	Administrator	\$192,240
14. Chairperson	Terry Clark	Administrator	\$188,717
15. Vandeveer Professor of Economics	Sajal Lahiri	Faculty	\$188,190
16. Chairperson	Sanjeev Kumar	Administrator	\$185,906
17. Associate Professor	Jason Thomas Greene	Faculty	\$185,067
18. Dean	Alan Charles Vaux	Administrator	\$181,236
19. Professor	William A Schroeder	Faculty	\$180,709
20. Director	Mario L Moccia	Administrator	\$180,324
21. Professor	Peter Christopher Alexander	Faculty	\$179,320
22. Professor	John Fraedrich	Faculty	\$178,725
23. Director	Peter Filip	Administrator	\$177,727
24. Assistant Professor	Ramon P Rodriguez	Faculty	\$174,175
25. Assistant Professor	Marc Everette Morris	Faculty	\$174,174
26. Director	Marcus Dean Odom	Administrator	\$172,944
27. Chairperson	Glafkos D Galanos	Administrator	\$172,476
28. Associate Professor	Suzanne A Nasco	Faculty	\$170,956
29. Associate Dean	Frank G Houdek	Administrator	\$170,184
30. Professor	Yoginder Paul Chugh	Faculty	\$169,956
31. Dean	David Harold Carlson	Administrator	\$169,320

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
32. Director	Walter Victor Wendler	Administrator	\$168,384
33. Professor	Kay Marie Nelson	Faculty	\$167,531
34. Professor	W Eugene Basanta	Faculty	\$166,320
35. Associate VC for Research & Director of the Office of Research Development & Admin	Prudence M Rice	Administrator	\$166,029
36. Director	David A Yepsen	Administrator	\$165,004
37. Interim Dean	Todd A Winters	Administrator	\$165,000
38. Professor	Spyros Tragoudas	Faculty	\$161,688
39. Associate Professor	John Michael Pearson	Faculty	\$161,409
40. Professor	Suresh K Tadisina	Faculty	\$160,828
41. Vice Chancellor	Kevin D Bame	Administrator	\$160,440
42. Associate Professor	Ed O'Donnell	Faculty	\$160,003
43. Visiting Professor	Frank Madison McClellan	Faculty	\$160,002
44. Assistant Professor	Li Xu	Faculty	\$158,376
45. Associate Professor	Julie Sterner Sobery	Faculty	\$157,831
46. Professor	William A McKinley	Faculty	\$157,430
47. Interim Medical Chief of Staff	Paul A Bennett	Administrator	\$156,996
48. Assistant Professor	Jamie John McNutt	Faculty	\$156,894
49. Chairperson	Naushad Ali	Administrator	\$156,720
50. Professor	David A Lightfoot	Faculty	\$156,693
51. Professor	Tomasz Wiltowski	Faculty	\$156,177
52. Acting Dean	John J Benschoff	Administrator	\$156,000
53. Professor	Gordon Carl Bruner	Faculty	\$154,909
54. Professor	Farzad Pourboghra	Faculty	\$154,031
55. Professor	Morteza Daneshdoost	Faculty	\$153,672
56. Chairperson	Rasit Koc	Administrator	\$153,600
57. Chairperson	Mehdi R Zargham	Administrator	\$153,456
58. Director	Ted William Grace	Administrator	\$153,192
59. Professor	Laurie Ann Achenbach	Faculty	\$153,132
60. Professor	Shing-Chung Yen	Faculty	\$152,280
61. Professor	Ralph John Robertson	Faculty	\$151,904
62. Chairperson	Satya Harpalani	Administrator	\$151,308
63. Director	James Edward Garvey	Administrator	\$150,615
64. Associate Professor	Maryon F King	Faculty	\$150,320
65. Associate Professor	Charles I Stubbart	Faculty	\$149,833
66. Acting Associate Dean	Lizette R Chevalier	Administrator	\$149,748
67. Chairperson	Gary Ray Kinsel	Administrator	\$149,304
68. Professor	Mark Richard Lee	Faculty	\$148,448
69. Assistant Professor	Royce DeAngelo Burnett	Faculty	\$147,253
70. Professor	Paul Eugene McGreal	Faculty	\$146,280
71. Director	Philip Steven Gatton	Administrator	\$145,932
72. Professor	Alice M Noble-Allgire	Faculty	\$145,834
73. Interim Chairperson	Gregory Budzban	Administrator	\$145,156
74. Interim Dean	Terry Allen Owens	Administrator	\$144,912
75. Professor	John W Groninger	Faculty	\$144,427
76. Associate Professor	David Alexander Rakowski	Faculty	\$143,129
77. Associate Vice Chancellor	Jeffrey D Lorber	Administrator	\$142,752
78. Professor	Dale E Wittmer	Faculty	\$142,065

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
79. Director	Larry A Hickman	Administrator	\$140,847
80. Associate Professor	Raymond Francis Wacker	Faculty	\$140,816
81. Chairperson	Kimberly K Leonard	Administrator	\$140,724
82. Professor	James E Bordieri	Faculty	\$139,958
83. Associate Professor	Xiaoxin Wang Beardsley	Faculty	\$139,736
84. Professor and Distinguished Scholar	Michael T Madigan	Faculty	\$139,548
85. Assistant Professor	Saiying Deng	Faculty	\$139,140
86. Professor and Distinguished Teacher	Stephen J Dollinger	Faculty	\$138,552
87. Professor	Ramanarayanan Viswanathan	Faculty	\$138,050
88. Professor	Manoj K Mohanty	Faculty	\$137,928
89. Associate Professor	James J Musumeci	Faculty	\$137,864
90. Professor	Michael James Lydy	Faculty	\$137,622
91. Professor	Steven James Karau	Faculty	\$137,568
92. Director	John S Mead	Administrator	\$137,376
93. Professor	Brandon F Greene	Faculty	\$137,304
94. Professor	Keith H Beyler	Faculty	\$136,991
95. Chairperson	Jane Laurel Swanson	Administrator	\$135,168
96. Associate Provost	Susan Logue	Administrator	\$135,048
97. Associate Professor	Cheryl Burke Jarvis	Faculty	\$135,001
98. Professor	David G Gilbert	Faculty	\$134,940
99. Professor	Leonard Gross	Faculty	\$134,785
100. Professor	Vivak Mohan Malhotra	Faculty	\$134,304
101. Professor	Charles R Litecky	Faculty	\$134,028
102. Dental Chief of Staff	Kendall M Wachter	Administrator	\$133,272
103. Professor	Mohammad R Sayeh	Faculty	\$132,892
104. Professor	Carey Krajewski	Faculty	\$132,642
105. Assistant Professor	Vincent James Intintoli	Faculty	\$132,507
106. Professor	Lalit Gupta	Faculty	\$132,421
107. Associate Professor	Shahram Rahimi	Faculty	\$132,204
108. Assistant Professor	Mavis Tandoh Adjei	Faculty	\$131,880
109. Professor	Nazeih M Botros	Faculty	\$131,522
110. Professor	Salah-Eldin A Mohammed	Faculty	\$131,109
111. Director	Mizanur Rahman Miah	Administrator	\$131,100
112. Director	Eric Charles Hellgren	Administrator	\$130,446
113. Professor	Stuart Alan Walters	Faculty	\$129,238
114. Acting Associate Dean	Karen L Jones	Administrator	\$129,000
115. Chairperson	Joyce V Fetro	Administrator	\$128,952
116. Assistant Vice Chancellor	Bryan Charles Vagner	Administrator	\$128,562
117. Associate Professor	John Charles Goodale	Faculty	\$128,501
118. Professor	Elisabeth Reichert	Faculty	\$128,480
119. Professor	Aldo D Migone	Faculty	\$127,935
120. Chairperson	Robbie Lieberman	Administrator	\$127,740
121. Chairperson	James J Zaczek	Administrator	\$127,500
122. Chairperson	Elizabeth W Freeburg	Administrator	\$127,359
123. Professor	Tsuchin Chu	Faculty	\$127,266
124. Professor	Matt R Whiles	Faculty	\$127,227
125. Chairperson	George E Schedler	Administrator	\$126,893

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
126. Assistant Professor	Edward Lorenzo Nowlin	Faculty	\$126,673
127. Professor	D John McIntyre	Faculty	\$126,571
128. Professor	Serge Abrate	Faculty	\$126,429
129. Interim Director	Ralph Finley Tate	Administrator	\$125,952
130. Director	James Smith Allen	Administrator	\$125,949
131. Professor	Ken Brian Anderson	Faculty	\$125,712
132. Professor	Patricia Ross McCubbin	Faculty	\$125,590
133. Assistant Professor	Donald Owen Diemer	Faculty	\$125,004
134. Professor and Distinguished Teacher	Mary H Wright	Faculty	\$124,899
135. Executive Director, Broadcasting Service	Gregory N Petrowich	Administrator	\$124,200
136. Professor	Anthony Joseph Steinbock	Faculty	\$123,504
137. Professor	George Feldhamer	Faculty	\$123,210
138. Professor	Mark R Dixon	Faculty	\$123,182
139. Professor	Andrew J Wood	Faculty	\$122,879
140. Law Library Director	Douglas William Lind	Administrator	\$122,616
141. Professor	Patrick A Rivers	Faculty	\$122,550
142. Assistant Professor	Harry James Nelson	Faculty	\$122,276
143. Professor	Margaret Stockdale	Faculty	\$122,252
144. Professor	Mark J Kittleson	Faculty	\$122,250
145. Associate Professor	Kevin Scott Collins	Faculty	\$121,694
146. Professor	William Joseph Banz	Faculty	\$121,428
147. Professor	Christopher L Lant	Faculty	\$121,404
148. Professor	Cheryl L Anderson	Faculty	\$121,301
149. Executive Director for Finance	Judith M Marshall	Administrator	\$121,250
150. Associate Dean for Academic and Student Affairs	Darwin S Koch	Administrator	\$121,179
151. Director	Mark Addison Amos	Administrator	\$121,008
152. Professor	Kambiz Farhang	Faculty	\$120,570
153. Chairperson	David A NewMyer	Administrator	\$120,506
154. Assistant Professor	Jonathon Edward Mote	Faculty	\$120,008
155. Chairperson	Brian P Klubek	Administrator	\$120,000
156. Chairperson	Dafna Lemish	Administrator	\$120,000
157. Associate Professor	Janet L Rogers	Faculty	\$119,650
158. Professor	Frances J Harackiewicz	Faculty	\$119,577
159. Associate Professor	John H Summey	Faculty	\$119,571
160. Professor	Daniel Arthur Primont	Faculty	\$119,423
161. Chairperson	Leslie A Duram	Administrator	\$118,572
162. Professor	Bidyut Gupta	Faculty	\$118,096
163. Associate Professor	Thomas C Britton	Faculty	\$118,044
164. University Professor	Linda Renee Baker	Faculty	\$117,807
165. Professor	William A Babcock	Faculty	\$117,738
166. Associate Professor	Shaikh Shahid Ahmed	Faculty	\$117,712
167. Professor	Don Stephen Rice	Faculty	\$117,642
168. Professor	William David Shoup	Faculty	\$117,630
169. Assistant Professor	David A Campbell	Faculty	\$117,544
170. Assistant Professor	Ying Chen	Faculty	\$117,463
171. Director	Julie Alice Payne Kirchmeier	Administrator	\$117,324

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
172. Professor	Bryan Gerald Young	Faculty	\$117,048
173. Professor	Kathleen Pericak-Spector	Faculty	\$116,888
174. Chairperson	Dale Hadley Vitt	Administrator	\$116,796
175. Associate Professor	Kanchan Mondal	Faculty	\$116,745
176. Assistant Professor	Suzanne J Schmitz	Faculty	\$116,460
177. Professor	Khalid Meksem	Faculty	\$116,454
178. Chairperson	Robert Lowry Clinton	Administrator	\$116,268
179. Professor	Richard F Bortz	Faculty	\$115,944
180. Associate Professor	Anthony J S Spearing	Faculty	\$115,776
181. Professor	Ruth Anne Rehfeldt	Faculty	\$115,762
182. Professor	David P Clark	Faculty	\$115,595
183. Budget Director	Carol Ann Henry	Administrator	\$115,136
184. Professor	Saliwe Kawewe	Faculty	\$115,060
185. Associate Chancellor for Institutional Diversity	Linda McCabe Smith	Administrator	\$115,008
186. Professor	Om Prakash Agrawal	Faculty	\$114,988
187. Professor	John E McPherson	Faculty	\$114,671
188. Clinical Professor	Rebecca Jane O'Neill	Faculty	\$114,636
189. Professor	Vijay K Puri	Faculty	\$114,541
190. Professor	Karen Stoelzle Midden	Faculty	\$114,504
191. Chairperson	Walter Carl Metz	Administrator	\$114,408
192. Assistant Professor	Harini Ramaprasad	Faculty	\$114,312
193. Director	Jeanine F Wagner	Administrator	\$114,106
194. Interim Director	John Fredric Erbes	Administrator	\$114,000
195. Professor	Elaine Marie Blinde	Faculty	\$113,976
196. Associate Dean	William Bradley Colwell	Administrator	\$113,856
197. Associate Dean	Deborah V Tudor	Administrator	\$113,856
198. Professor	Jerry P Becker	Faculty	\$113,674
199. Assistant Professor	Mengxia Zhu	Faculty	\$113,580
200. Associate Professor	Laurie R Rzynek	Faculty	\$113,319
201. Interim Chairperson	Jeffrey R Beaulieu	Administrator	\$113,208
202. Professor	Konstadinos I Hatziadoniu	Faculty	\$113,184
203. Professor	Susan M Rimmer	Faculty	\$113,050
204. Professor	Nicholas Pinter	Faculty	\$112,739
205. Associate Professor	Lynette L Knowles	Faculty	\$112,700
206. Associate Professor	Susan Patricia Liemer	Faculty	\$112,668
207. Interim Chairperson	Gary Allen Apgar	Administrator	\$112,524
208. Professor	Sheryl Sue King	Faculty	\$112,351
209. Associate Professor	Alvin R Putnam	Faculty	\$112,073
210. Professor	Bhaskar Bhattacharya	Faculty	\$111,934
211. Professor	Sakhivel Jeyaratnam	Faculty	\$111,930
212. Chairperson	Douglas F Fix	Administrator	\$111,888
213. Professor	Kevin C Wise	Faculty	\$111,817
214. Associate Professor	Sandra K Collins	Faculty	\$111,684
215. Associate Professor	Norman F Carver	Faculty	\$111,647
216. Professor and Distinguished Teacher	Aslam Kassimali	Faculty	\$111,459
217. Professor	Wen-Chi Hou	Faculty	\$111,420
218. Visiting Professor	John S Washburn	Faculty	\$111,216

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
219. Professor	Dimitrios Kagaris	Faculty	\$111,195
220. Associate Professor	Ahmad M Fakhoury	Faculty	\$110,928
221. Associate Professor	Michael David Michalisin	Faculty	\$110,843
222. Associate Professor	Jarlen Don	Faculty	\$110,768
223. Associate Professor	Rolando Bravo	Faculty	\$110,280
224. Associate Professor	Cindy Galway Buys	Faculty	\$110,210
225. Professor	James W Blackburn	Faculty	\$109,944
226. Professor	Richard L Grabowski	Faculty	\$109,746
227. Vivarium Director	Joseph Michael Scimeca	Administrator	\$109,740
228. Professor	Steven C Jensen	Faculty	\$109,584
229. Director, Entrepreneurship & Business Development	Emily Jo Carter	Administrator	\$109,572
230. Director	Charla J Lautar	Administrator	\$109,416
231. Director	Peter Chametzky	Administrator	\$109,404
232. Associate Professor	Mark Schultz	Faculty	\$109,321
233. Professor	Stephen C Shih	Faculty	\$109,197
234. Chairperson	Lyle James White	Administrator	\$109,140
235. Professor and Distinguished Scholar	Rodney Glenn Jones	Faculty	\$109,079
236. Chairperson	C Anne Winston-Allen	Administrator	\$109,008
237. Professor	John Lewis Hochheimer	Faculty	\$108,813
238. Professor	David John Gibson	Faculty	\$108,767
239. Associate Vice Chancellor	Peter Gitau Ngatia	Administrator	\$108,684
240. Assistant to the Chancellor	Martin Jacob Baggott	Administrator	\$108,385
241. Director	William H Freivogel	Administrator	\$108,132
242. Professor	Eric C Ferre	Faculty	\$108,012
243. Associate Professor	Brian C Small	Faculty	\$108,000
244. Associate Professor	James D Sissom	Faculty	\$107,916
245. Associate Professor	Donald Wesley Sparling	Faculty	\$107,899
246. Clinical Associate Professor	Dwayne G Summers	Faculty	\$107,612
247. Senior Lecturer	Bruce Warren Fisher	Faculty	\$107,280
248. Professor	Ellenora Beth Lordan	Faculty	\$107,140
249. Chairperson	Nathan P Stucky	Administrator	\$106,971
250. Professor	James L LeBeau	Faculty	\$106,403
251. Professor	Marvin Zeman	Faculty	\$106,241
252. Associate Professor	Jill Elaine Adams	Faculty	\$106,218
253. Associate Professor	Christopher Keith Waugh	Faculty	\$106,088
254. Professor	James R Lovvorn	Faculty	\$106,002
255. Assistant Professor	Silvia Secchi	Faculty	\$105,876
256. Associate Professor	Namdar Mogharreban	Faculty	\$105,644
257. Professor	William V Crimando	Faculty	\$105,574
258. Professor	Kathleen Chwalisz Rigney	Faculty	\$105,312
259. Professor	Robert Alan Hahn	Faculty	\$104,758
260. Professor	Sharon A Shrock	Faculty	\$104,566
261. Associate Professor	William Devenport	Faculty	\$104,484
262. Professor	Hussein Soliman	Faculty	\$104,465
263. Professor	Edward G Neuman	Faculty	\$104,452
264. Associate Professor	Gary J Butson	Faculty	\$104,427
265. Professor	Joseph L Yucas	Faculty	\$104,390

Exhibit 24 SIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
266. Assistant Professor	Christopher W Behan	Faculty	\$104,181
267. Associate Vice Chancellor	Michelle J Suarez	Administrator	\$103,772
268. Professor	Robert William Kaps	Faculty	\$103,676
269. Chairperson	Mandara Savage	Administrator	\$103,656
270. Executive Director	Beth Lynn Mohlenbrock	Administrator	\$103,504
271. Chairperson	Lynn C Smith	Administrator	\$103,462
272. Professor	Roberta J Ogletree	Faculty	\$103,367
273. Director	Kyle L Harfst	Administrator	\$103,236
274. Associate Professor	Dunren Che	Faculty	\$103,204
275. Associate Professor	Martin A Hebel	Faculty	\$103,113
276. Professor	Jonathan J Bean	Faculty	\$102,993
277. Bursar	Jill S Kirkpatrick	Administrator	\$102,780
278. Professor	Karl Williard	Faculty	\$102,780
279. Associate Professor	Haibo Wang	Faculty	\$102,634
280. Associate Professor	Frackson Mumba	Faculty	\$102,598
281. Director	Brenda O Gilbert	Administrator	\$102,576
282. Professor	Sara Long Roth	Faculty	\$102,504
283. Associate Dean	David Louis Dilalla	Administrator	\$102,348
284. Director	Francois Daniel Botha	Administrator	\$101,844
285. Professor	Katherine T Frith	Faculty	\$101,745
286. Professor	Elaine T Jurkowski	Faculty	\$101,120
287. Chairperson	Michael B Behrmann	Administrator	\$101,057
288. Director	Lorianne Stettler	Administrator	\$101,024
289. Professor	Paula K Davis	Faculty	\$100,920
290. Professor	Marjorie J Malkin	Faculty	\$100,769
291. Professor	Scott E Ishman	Faculty	\$100,749
292. Associate Professor	Jose Raul Ruiz	Faculty	\$100,559
293. Professor	Eileen R Meehan	Faculty	\$100,467
294. Professor	Michael Edward Young	Faculty	\$100,393
295. Supervising Architect/Engineer	Scott David Weber	Administrator	\$100,320
296. Associate Professor	Kavita Karan	Faculty	\$100,232
297. Assistant Professor	Xiangping Qin	Faculty	\$100,013
Total			\$38,959,374
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Southern Illinois University data.			

SOUTHERN ILLINOIS UNIVERSITY - SCHOOL OF MEDICINE

1. Management Structure

The School of Medicine is led by a Dean/Provost. Reporting to the Dean/Provost are the following:

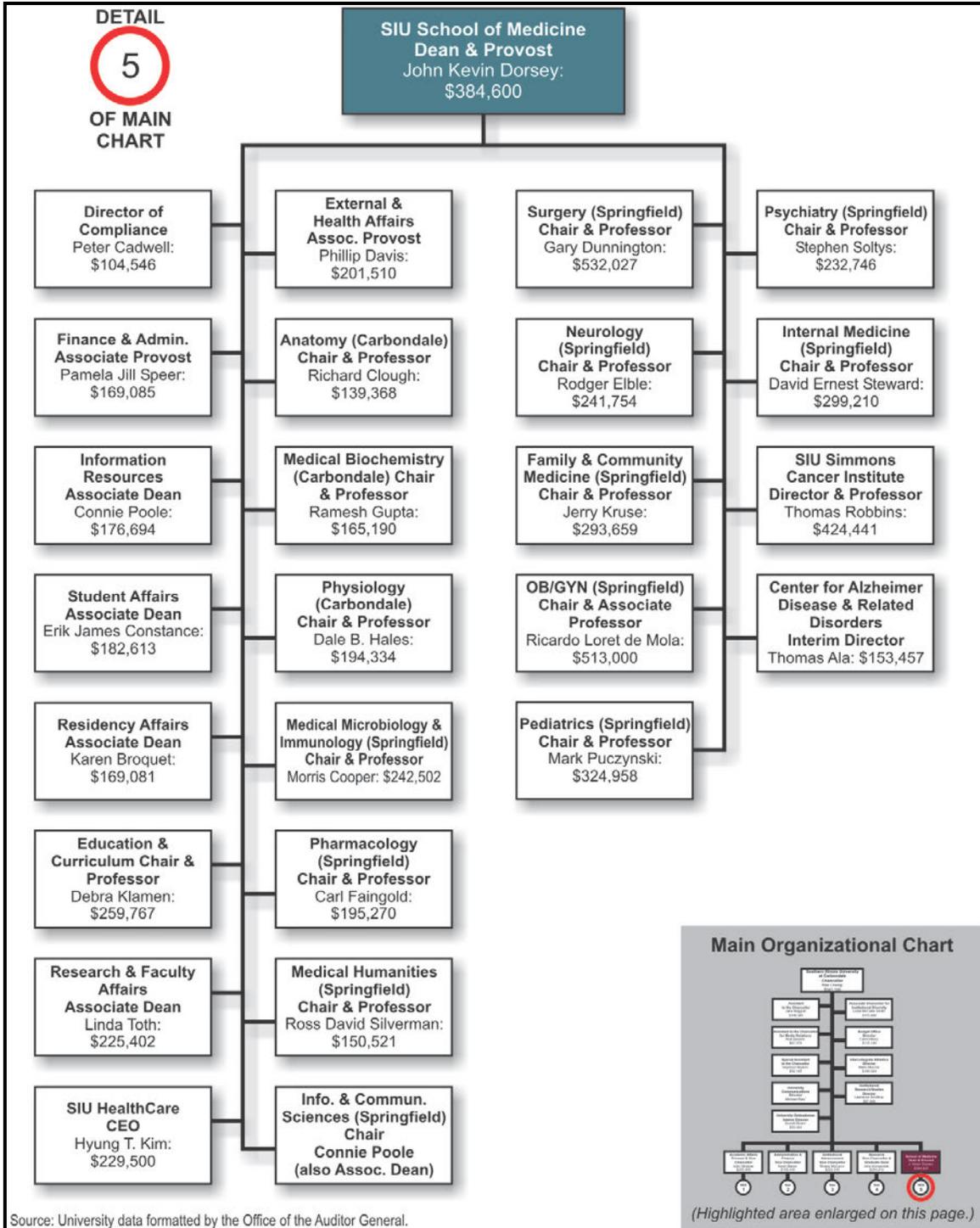
- (i) associate provost for finance and administration;
- (ii) associate provost for external and health affairs;
- (iii) associate deans for (a) student affairs, (b) information resources, (c) residency affairs, (d) research and faculty affairs;
- (iv) director of compliance;
- (v) CEO of SIU Healthcare (SIU Healthcare is “a University Related Organization... established for the purpose of providing a clinical practice for the education of medical students and residents.”)
- (vi) chair of education and curriculum; and
- (vii) individual departments, divided into three sections: basic science departments in Carbondale; basic and clinical science departments in Springfield; and centers and institutes at the school of medicine in Springfield. The centers and institutes are the SIU Simmons Cancer Institute and the Center for Alzheimer Disease and Related Disorders.

SIU’s School of Medicine had 42 administrators in fiscal year 2011 that were paid \$5 million, for an average of \$119,630, as shown in Exhibit 25. The organizational chart for SIUSOM is on the next page.

Exhibit 25 SIU SCHOOL OF MEDICINE ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. Vice Chancellor	1	\$384,600	\$384,600
2. Associate Provost	2	\$370,595	\$185,298
3. Assistant Provost	2	\$264,219	\$132,110
4. Executive Director	1	\$139,050	\$139,050
5. Director	25	\$2,278,505	\$91,140
6. Other	11	\$1,587,489	\$144,317
Total	42	\$5,024,459	\$119,630
Totals may not add due to rounding. Source: OAG analysis of Southern Illinois University data.			

[Note: SIUSOM is under SIUC; therefore, its organizational chart on the next page is continued from the organizational chart of SIUC shown 15 pages above.]

Exhibit 26
Organizational Chart
SOUTHERN ILLINOIS UNIVERSITY - CARBONDALE: SCHOOL OF MEDICINE
Fiscal Year 2011



Source: University data formatted by the Office of the Auditor General.

2. Enrollment

Southern Illinois University School of Medicine had a total enrollment of 292. All of these students were full-time graduate students, as shown in Exhibit 27.

Exhibit 27 SIU SCHOOL OF MEDICINE ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	292
Part-time	0
Undergraduate	0
Graduate	292
Total Students	292
Full-Time Equivalent (FTE)	292

Source: Southern Illinois University data.

3. Tuition and Fees

Tuition and fees were over \$25,000 for graduates at SIU School of Medicine, as shown in Exhibit 28.

Exhibit 28 SIU SCHOOL OF MEDICINE TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	n/a
Room and Board	n/a
Total	n/a
Graduate	\$25,186

Source: Southern Illinois University data.

4. Sabbaticals/Leaves of Absence

SIU School of Medicine had four people take sabbaticals/leaves of absence in fiscal year 2011. Two were faculty members who took a sabbatical for 3.5 months and 6 months and two were administrators who took an administrative leave of 2 months and 4 months. The total **annual** compensation for these individuals was \$737,327, as shown in Exhibit 29.

Exhibit 29 SIU SCHOOL OF MEDICINE SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Professor	\$241,527	Sabbatical	3.5 months	47% State 53% Non State
2. Professor	\$227,906	Sabbatical	6 months	15% State 85% Non State
3. CEO of SIU HealthCare ²	\$156,696	Administrative	2 months	100% Non State
4. Director, Clinical Computing Services	\$111,198	Administrative	4 months	100% Non State
Total	\$737,327			

Note:
¹ The salary shown in this column is the **annual** salary and may not be the amount paid during the length of the sabbatical/leave of absence.
² SIU reported that the previous CEO began his administrative leave at the beginning of FY 2011 and the CEO who was in office during FY 2011 was reported in the data provided by SIU.

Source: Southern Illinois University data.

5. Administrators Who Taught Courses

SIU School of Medicine had two administrators who also taught courses and were paid a total of \$116,859 in fiscal year 2011, or between \$31,519 and \$85,340, as shown in Exhibit 30.

Exhibit 30 SIU SCHOOL OF MEDICINE ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Associate Provost, External Affairs	\$74,017	Research Associate Professor	7 courses	\$85,340
2. Director, Lab Animal Medicine	\$121,422	Research Assistant Professor	1 course	\$31,519
Total	\$195,439		Total	\$116,859

Source: Southern Illinois University data.

6. Administrative Expenditures

Below are the administrative expenditures that the SIU School of Medicine provided for the dean and provost for fiscal year 2011, as shown in Exhibit 31. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 31 SIU SCHOOL OF MEDICINE ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
Dean/ Provost	\$384,600	\$0	\$0	\$0	Paid by URO ⁵	\$2,936	\$0	\$305	\$387,841
Total⁴	\$384,600	\$0	\$0	\$0	Paid by URO⁵	\$2,936	\$0	\$305	\$387,841

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses included Illinois Medical License renewal
⁴ Totals may not add due to rounding.
⁵ Paid by University Related Organization (URO), such as the university's foundation.

Source: Southern Illinois University data and OAG calculation.

7. Salaries and Staffing

Southern Illinois University School of Medicine had a total of 42 full-time administrators who were paid compensation totaling over \$5 million in fiscal year 2011 for an average of over \$119,000. It had 374 full-time faculty members who were paid over \$49 million for an average of approximately \$133,000, as shown in Exhibit 32.

A total of 221 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 50 percent of the full-time administrators (21 administrators) and 53 percent of full-time faculty members (200 faculty), as shown in Exhibit 33.

The highest compensation at SIU School of Medicine were paid to a professor of clinical internal medicine (\$600,000), a professor (\$600,000), an associate professor of clinical surgery (\$550,000), and a professor (\$532,027), as shown in Exhibit 34.

Exhibit 32 SIU SCHOOL OF MEDICINE STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$5,024,459	42	\$119,630	6.95
Faculty ²	\$49,726,814	374	\$132,959	0.78
Total	\$54,751,273	416	\$131,614	0.70
Notes:				
¹ There were no part-time administrators.				
² Only includes full-time faculty. There were 26 part-time faculty with compensation totaling \$726,094.				
³ Students per faculty or administrator.				
Source: OAG analysis of Southern Illinois University data.				

Exhibit 33 SIU SCHOOL OF MEDICINE COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	21
% of Administrators	50%
Faculty > \$100,000	200
% of Faculty	53%
Total Positions > \$100,000	221
% of Total	53%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of Southern Illinois University data.	

Exhibit 34 SIU SCHOOL OF MEDICINE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. Professor of Clinical Internal Medicine	Russell D Yang	Faculty	\$600,000
2. Professor	Khaled J Saleh	Faculty	\$600,000
3. Associate Professor of Clinical Surgery	Jeffrey W Cozzens	Faculty	\$550,000
4. Professor	Gary L Dunnington	Faculty	\$532,027
5. Associate Professor	Ricardo J Loret de Mola	Faculty	\$513,000
6. Associate Professor of Clinical Obstetrics and Gyn	Laurent Brard	Faculty	\$490,196
7. Assistant Professor of Clinical Obstetrics and Gyn	Robert M Abrams	Faculty	\$460,400
8. Professor of Clinical Pediatrics	Daniel G Batton	Faculty	\$451,548
9. Professor	Gary A Johnson	Faculty	\$435,000
10. Assistant Professor of Clinical Pediatrics	Gurpreet S Mander	Faculty	\$425,000
11. Professor	K Thomas Robbins	Faculty	\$424,441
12. Professor of Clinical Obstetrics and Gynecology	Andre Bieniarz	Faculty	\$410,400
13. Assistant Professor of Clinical Obstetrics and Gyn	Reinaldo Acosta	Faculty	\$400,000
14. Assistant Professor of Clinical Obstetrics and Gyn	Gwyneth A Thompson	Faculty	\$400,000
15. Dean /Provost	John Kevin Dorsey	Administrator	\$384,600
16. Associate Professor	Andreas H Meier	Faculty	\$370,000
17. Professor	John E Godwin	Faculty	\$367,718
18. Professor	Michael W Neumeister	Faculty	\$364,449
19. Assistant Professor	Devin Amin	Faculty	\$350,000
20. Professor	David A Rogers	Faculty	\$349,074
21. Professor	Mark S Puczynski	Faculty	\$324,958
22. Professor	Stephen R Hazelrigg	Faculty	\$312,701
23. Assistant Professor of Clinical Pediatrics	Ramzi T Nicolas	Faculty	\$300,000
24. Professor	David Ernest Steward	Faculty	\$299,210
25. Professor of Family & Community Medicine	John G Bradley	Faculty	\$298,757
26. Professor	Jerry E Kruse	Faculty	\$293,659
27. Assistant Professor of Clinical Pediatrics	Sangita Basnet	Faculty	\$276,000
28. Professor	John D Mellinger	Faculty	\$275,000
29. Associate Professor of Clinical Surgery	Linda J Nordeman	Faculty	\$270,108
30. Professor	Debra L Klamen	Faculty	\$259,767
31. Associate Professor of Clinical Internal Medicine	Aziz Khan	Faculty	\$256,500
32. Professor	Joseph Quinn Henkle	Faculty	\$254,810
33. Assistant Professor of Clinical Internal Medicine	Aman Ali	Faculty	\$250,000
34. Associate Professor	Jose Espinosa	Faculty	\$249,326
35. Assistant Professor of Clinical Internal Medicine	Robert A Buzzell	Faculty	\$245,000
36. Professor	Morris D Cooper	Faculty	\$242,502
37. Professor	Rodger J Elble	Faculty	\$241,754
38. Professor	Patrick H McKenna	Faculty	\$238,513
39. Professor Family and Community Medicine	Penelope K Tippy	Faculty	\$236,823
40. Associate Professor of Clinical Surgery	David L Griffen	Faculty	\$236,165
41. Assistant Professor of Clinical Neurology	Sajjad Mueed	Faculty	\$235,000
42. Professor	Gayle Woodson	Faculty	\$233,606
43. Professor	Stephen M Soltys	Faculty	\$232,746
44. CEO, SIU HealthCare	Hyung T Kim	Administrator	\$229,500

Exhibit 34 SIU SCHOOL OF MEDICINE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
45. Associate Professor	John Peter Sutyak	Faculty	\$228,899
46. Professor of Family & Community Medicine	Janet Regine Albers	Faculty	\$227,113
47. Associate Dean, Research and Faculty Affairs	Linda A Toth	Administrator	\$225,402
48. Professor of Clinical Internal Medicine	David S Resch	Faculty	\$224,082
49. Associate Professor of Clinical Internal Medicine	Robert S Mocharnuk	Faculty	\$220,000
50. Professor of Clinical Neurology	Theodore R Sunder	Faculty	\$219,643
51. Professor	Kim John Hodgson	Faculty	\$219,380
52. Professor	Edward J Alfrey	Faculty	\$216,012
53. Associate Professor of Clinical Obstetrics and Gyn	Erica Elizabeth Nelson	Faculty	\$215,978
54. Professor	Carol A Bauer	Faculty	\$208,333
55. Associate Professor	Keith Robert Gabriel	Faculty	\$206,718
56. Associate Professor of Clinical Internal Medicine	Jatinder Ahluwalia	Faculty	\$205,212
57. Associate Provost, External Affairs	Phillip V Davis	Administrator	\$201,510
58. Associate Professor of Clinical Internal Medicine	Joan A Esplin	Faculty	\$200,000
59. Assistant Professor of Clinical Internal Medicine	Meghna R Desai	Faculty	\$200,000
60. Assistant Professor	Sohail A Siddique	Faculty	\$200,000
61. Associate Professor of Clinical Psychiatry	Pamela A Campbell	Faculty	\$200,000
62. Associate Professor of Clinical Surgery	Marc R Garfinkel	Faculty	\$200,000
63. Professor	Carl L Faingold	Faculty	\$195,270
64. Professor	Dale B Hales	Faculty	\$194,334
65. Assistant Professor of Clinical Pediatrics	Dharmendra J Nimavat	Faculty	\$192,295
66. Assistant Professor of Clinical Pediatrics	Magali Jean-Louis	Faculty	\$192,037
67. Associate Professor of Clinical Internal Medicine	Stuart A Torgerson	Faculty	\$188,008
68. Professor	Robert B McLafferty	Faculty	\$185,536
69. Assistant Professor of Clinical Psychiatry	Jeffrey I Bennett	Faculty	\$185,438
70. Associate Professor of Clinical Internal Medicine	Michael IV Jakoby	Faculty	\$185,000
71. Assistant Professor of Clinical Pediatrics	Beau J Batton	Faculty	\$184,878
72. Professor of Clinical Internal Medicine	Peter White	Faculty	\$183,859
73. Associate Dean, Student Affairs	Erik J Constance	Administrator	\$182,613
74. Assistant Professor of Clinical Internal Medicine	Mei C Huang	Faculty	\$182,087
75. Assistant Professor	Michelle S.B. Alepra	Faculty	\$180,552
76. Assistant Professor of Clinical Internal Medicine	Manuel A Amaris	Faculty	\$180,000
77. Professor	Subhash Chaudhary	Faculty	\$179,052
78. Assistant Professor of Clinical Surgery	Christopher D Wohltmann	Faculty	\$178,171
79. Associate Professor of Clinical Internal Medicine	Howard B Chodash	Faculty	\$178,002
80. Associate Professor of Clinical Internal Medicine	Andrew J Varney	Faculty	\$177,933
81. Associate Dean, Information Resources	Connie Poole	Administrator	\$176,694
82. Professor	Mark Phillip McAndrew	Faculty	\$175,380
83. Professor	Donald M Caspary	Faculty	\$175,353
84. Assistant Professor	Ibrahim Bulent Cetindag	Faculty	\$175,000
85. Assistant Professor	Alex Gorbonos	Faculty	\$175,000
86. Assistant Professor	Jasmin L McGinty	Faculty	\$175,000
87. Assistant Professor	Jarrod CH Wall	Faculty	\$175,000
88. Assistant Professor of Clinical Psychiatry	David Howard	Faculty	\$173,202

Exhibit 34 SIU SCHOOL OF MEDICINE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
	Decker		
89. Assistant Professor of Clinical Internal Medicine	Alan J Deckard	Faculty	\$173,000
90. Associate Professor of Clinical Internal Medicine	Wesley Gene McNeese	Faculty	\$172,459
91. Professor	Dennis T Crouse	Faculty	\$171,211
92. Associate Provost, Finance and Administration	Pamela Jill Speer	Administrator	\$169,085
93. Associate Dean, Residency Affairs & Professor of Clinical Internal Medicine	Karen E Broquet	Administrator	\$169,081
94. Assistant Professor of Clinical Pediatrics	Mohammad Samer Ammar	Faculty	\$168,100
95. Professor	Ramesh Gupta	Faculty	\$165,190
96. Assistant Professor of Clinical Pediatrics	Ginger L Darling	Faculty	\$165,158
97. Professor	Kounosuke Watabe	Faculty	\$164,502
98. Professor	Gregory J Brewer	Faculty	\$163,917
99. Associate Professor of Clinical Surgery	William G Pyle	Faculty	\$162,330
100. Associate Professor	Krishna A Rao	Faculty	\$162,066
101. Associate Professor of Clinical Internal Medicine	Janak Koirala	Faculty	\$160,304
102. CFO, SIU HealthCare	Wendy R Cox-Largent	Administrator	\$160,000
103. Professor	Michael R Pranzatelli	Faculty	\$159,561
104. Assistant Professor of Clinical Psychiatry	Mary I Dobbins	Faculty	\$158,317
105. Associate Professor of Clinical Surgery	Carl E Arentzen	Faculty	\$155,658
106. Associate Professor of Clinical Surgery	William S Stevens	Faculty	\$155,631
107. Associate Professor	Harold R Bardo	Faculty	\$154,461
108. Associate Professor of Clinical Neurology	Thomas Andrew Ala	Faculty	\$153,457
109. Professor	Leonard P Rybak	Faculty	\$153,308
110. Director	Teresa A Liberati	Administrator	\$152,941
111. Professor	Kathleen C Campbell	Faculty	\$150,630
112. Professor	Ross David Silverman	Faculty	\$150,521
113. Assistant Professor	Tobias S Kohler	Faculty	\$150,396
114. Professor	Hilary A Sanfey	Faculty	\$150,000
115. Assistant Professor	Saadq F El-Amin	Faculty	\$150,000
116. Assistant Professor	Christina M Vassileva	Faculty	\$149,998
117. Associate Professor of Clinical Pediatrics	Tracy K Lower	Faculty	\$148,396
118. Associate Professor Family and Community Medicine	Sharon Ann Smaga	Faculty	\$147,978
119. Professor	Glen P Aylward	Faculty	\$146,941
120. Associate Professor of Family & Community Medicine	Jessie A Junker	Faculty	\$146,201
121. Professor Family and Community Medicine	Quincy O'Neal Scott	Faculty	\$145,265
122. Assistant Professor of Clinical Pediatrics	Anwar Shafi	Faculty	\$145,000
123. Assistant Professor of Clinical Pediatrics	Laura B Vargas	Faculty	\$141,976
124. Associate Professor of Clinical Internal Medicine	Lucinda Sue Buescher	Faculty	\$140,721
125. Assistant Provost, Institutional Planning	Gary J Giacomelli	Administrator	\$140,619

Exhibit 34 SIU SCHOOL OF MEDICINE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
126. Associate Professor of Clinical Internal Medicine	Susan Thompson Hingle	Faculty	\$140,000
127. Assistant Professor of Family & Community Medicine	Tracy A Aldridge	Faculty	\$140,000
128. Instructor of Clinical Psychiatry	Brad S Koechle	Faculty	\$139,500
129. Professor	Richard W Clough	Faculty	\$139,368
130. Professor	Bradley F Schwartz	Faculty	\$139,165
131. Executive Director, Capital Planning and Service Operations	Gary P Pezall	Administrator	\$139,050
132. COO, SIU HealthCare	Kathryn A Mahaffey	Administrator	\$138,405
133. Assistant Professor of Clinical Psychiatry	Manisha R Punwani	Faculty	\$138,286
134. Assistant Professor	Christopher M McDowell	Faculty	\$137,752
135. Associate Professor of Clinical Pediatrics	Gregory P Brandt	Faculty	\$137,533
136. Professor	Blaine Bartholomew	Faculty	\$136,948
137. Research Professor	Steven John Verhulst	Faculty	\$136,525
138. Professor	Subhas Chakrabarty	Faculty	\$136,295
139. Professor of Family & Community Medicine	Debra M Phillips	Faculty	\$135,797
140. Assistant Professor of Clinical Psychiatry	Stephen W Robinson	Faculty	\$135,667
141. Assistant Professor	Ted Robert Clark	Faculty	\$135,252
142. Assistant Professor	Jonathan E Dela Cruz	Faculty	\$135,252
143. Assistant Professor	Myto Duong	Faculty	\$135,252
144. Associate Professor of Clinical Internal Medicine	Christine Yasuko Todd	Faculty	\$135,000
145. Professor	Jerry A Colliver	Faculty	\$134,533
146. Associate Professor of Clinical Internal Medicine	Kent S Kapitan	Faculty	\$132,800
147. Associate Professor	Jan Rakinic	Faculty	\$131,968
148. Professor	Peter Hardwicke	Faculty	\$131,797
149. Associate Professor of Family & Community Medicine	Thomas H Miller	Faculty	\$130,068
150. Assistant Professor of Clinical Internal Medicine	Laura K Shea	Faculty	\$130,000
151. Assistant Professor of Clinical Internal Medicine	Morgan L Wilson	Faculty	\$130,000
152. Professor of Family & Community Medicine	Amber J Barnhart	Faculty	\$129,063
153. Professor	Donald S Torry	Faculty	\$129,014
154. Associate Professor	Daotai Nie	Faculty	\$127,942
155. Associate Professor of Family & Community Medicine	Robert M Ewart	Faculty	\$127,615
156. Assistant Professor of Clinical Pediatrics	Tankut Onal	Faculty	\$127,470
157. Director, Technology Transfer	Robert M Patino	Administrator	\$127,308
158. Associate Professor of Clinical Internal Medicine	Regina Ann Kovach	Faculty	\$126,078
159. Associate Professor of Clinical Internal Medicine	Gary M. Rull	Faculty	\$125,000
160. Assistant Professor of Clinical Pediatrics	Charmaine H Mziray-Andrew	Faculty	\$125,000
161. Assistant Professor of Clinical Internal Medicine	Vajeelha Tabassum	Faculty	\$125,000
162. Assistant Professor of Clinical Pediatrics	Michael E Seifert	Faculty	\$125,000
163. Assistant Professor	Sajida Ahad	Faculty	\$125,000

Exhibit 34 SIU SCHOOL OF MEDICINE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
164. Associate Professor	Michael C Schneider	Faculty	\$124,119
165. Assistant Professor of Family & Community Medicine	Cesar Arguelles	Faculty	\$123,852
166. Assistant Provost, Financial Affairs	Connie L Hess	Administrator	\$123,600
167. Administrative Director, SIU Simmons Cancer Institute	Garrison C Veicht	Administrator	\$120,570
168. Professor	Lydia A Arbogast	Faculty	\$120,469
169. Assistant Professor of Clinical Surgery	Theresa M Boley	Faculty	\$120,391
170. Professor of Clinical Pediatrics	Jeffrey G Lobas	Faculty	\$120,000
171. Assistant Professor of Clinical Internal Medicine	Steven P Wittmer	Faculty	\$120,000
172. Assistant Professor of Clinical Neurology	Ayman I Omar	Faculty	\$120,000
173. Assistant Professor of Clinical Psychiatry	Philip D Pan	Faculty	\$119,989
174. Professor	Louis Premkumar	Faculty	\$119,145
175. Director, Regional Medical Programs	Robert M Wesley	Administrator	\$118,382
176. Assistant Professor of Clinical Pediatrics	Michelle Margaret Miner	Faculty	\$118,306
177. Assistant Professor	Jason A Kegg	Faculty	\$118,162
178. Assistant Professor of Clinical Pediatrics	Gwen E Erkonen	Faculty	\$118,000
179. Associate Professor	Thomas H Tarter	Faculty	\$116,961
180. Professor of Family & Community Medicine	James M Daniels	Faculty	\$115,904
181. Assistant Professor of Clinical Psychiatry	Haojiang Huang	Faculty	\$115,829
182. Associate Professor of Family & Community Medicine	Donald W Scott	Faculty	\$115,000
183. Assistant Professor of Clinical Pediatrics	Melissa M Agoudemos	Faculty	\$115,000
184. Instructor	William T Pierson	Faculty	\$114,925
185. Associate Professor of Family & Community Medicine	Harald Lausen	Faculty	\$114,652
186. Assistant Professor of Clinical Internal Medicine	Sayeeda A Jabeen	Faculty	\$113,000
187. Research Professor	Sandra S Puczynski	Faculty	\$112,860
188. Associate Professor of Clinical Internal Medicine	Jonathan N Goldfarb	Faculty	\$112,213
189. Assistant Professor of Clinical Internal Medicine	Zachariah Gurnsey	Faculty	\$112,000
190. Assistant Professor of Clinical Surgery	Kenneth E Saum	Faculty	\$111,268
191. Director	Sandra Anne Walters	Administrator	\$111,198
192. Associate Professor Family and Community Medicine	Kyaw Thet Naing	Faculty	\$110,607
193. Assistant Professor of Clinical Internal Medicine	Laura Y Salazar	Faculty	\$110,000
194. Assistant Professor of Clinical Internal Medicine	Akshra Verma	Faculty	\$110,000
195. Professor	Lisabeth A Dilalla	Faculty	\$109,642
196. Assistant Professor of Clinical Psychiatry	Ayame Takahashi	Faculty	\$109,000
197. Associate Professor	Paul Henry	Faculty	\$108,332
198. Assistant Professor of Clinical Internal Medicine	Robert L Robinson	Faculty	\$108,000
199. Professor	Miles Steven Evans	Faculty	\$107,405
200. Assistant Professor of Clinical Internal Medicine	Stacy L Sattovia	Faculty	\$107,000
201. Assistant Professor of Clinical Internal Medicine	Srikanth Vallurupalli	Faculty	\$107,000
202. Professor	Timothy Koschmann	Faculty	\$106,971
203. Assistant Professor of Clinical Internal Medicine	Kathleen M Bottum	Faculty	\$105,424
204. Director of Public Affairs and Community Relations	Nancy Severa	Administrator	\$105,000

Exhibit 34 SIU SCHOOL OF MEDICINE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
	Zimmers		
205. Assistant Professor of Clinical Pediatrics	Kathy D Swafford	Faculty	\$105,000
206. Associate Professor	William P Halford	Faculty	\$104,987
207. Director of Compliance	Peter R Cadwell	Administrator	\$104,546
208. Associate Professor	Yin-Yuan Mo	Faculty	\$104,461
209. Associate Professor	Douglas B Hood	Faculty	\$102,600
210. Director, SIU HealthCare Patient Business Services	Todd C Bahlmann	Administrator	\$102,500
211. Associate Professor	Sandra Lee Shea	Faculty	\$100,874
212. Assistant Professor of Clinical Internal Medicine	Edgard A Cumpa	Faculty	\$100,500
213. Associate Professor	Deliang Cao	Faculty	\$100,004
214. Associate Professor of Family & Community Medicine	Laura L Loesel	Faculty	\$100,000
215. Assistant Professor of Clinical Internal Medicine	Muhammad F Asghar	Faculty	\$100,000
216. Assistant Professor of Family & Community Medicine	Mark D Scott	Faculty	\$100,000
217. Associate Professor of Clinical Surgery	Douglas C Wallace	Faculty	\$100,000
218. Assistant Professor of Clinical Psychiatry	Rhonda L Johnson	Faculty	\$100,000
219. Assistant Professor of Clinical Pediatrics	Jody H Lack	Faculty	\$100,000
220. Assistant Professor of Clinical Pediatrics	Lynn M Kink	Faculty	\$100,000
221. Assistant Professor of Clinical Psychiatry	Chad A Noggle	Faculty	\$100,000
		Total	\$40,955,964
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Southern Illinois University data.			

SOUTHERN ILLINOIS UNIVERSITY- EDWARDSVILLE

1. Management Structure

Southern Illinois University-Edwardsville is led by a chancellor and has three offices who report directly. Those officials are the assistant chancellor for institutional compliance, the budget director, and the assistant vice chancellor for athletic development/director of athletics. There also are the four major divisions of Academic Affairs, Administration, Student Affairs and University Relations. Each division is led by a vice chancellor.

1. Academic Affairs is led by the Provost/Vice Chancellor. The Provost oversees nine academic units, and a number of different offices. The nine academic units are each led by a dean, with the exception of the Graduate School whose dean also serves as Associate Provost for Research. The nine units are: (i) College of Arts and Sciences; (ii) School of Business; (iii) School of Dental Medicine; (iv) School of Education; (v) School of Engineering; (vi) School of Nursing; (vii) School of Pharmacy; (viii) Graduate School; and (ix) Library and Information Services. Also under the division of academic affairs are:
 - a. Institutional Research and Studies, led by a director;
 - b. Associate Provost for Academic Planning and Program Development;
 - c. Associate Provost for Institutional Diversity and Executive Director of the East St. Louis Center;
 - d. Assistant Provost for Academic Innovation and Effectiveness;
 - e. Assistant Vice Chancellor for Enrollment Management; and
 - f. Associate Vice Chancellor for Information Technology and Chief Information Officer.

2. Administration is led by a Vice Chancellor and is responsible for five different offices, in addition to the assistant vice chancellor for planning and budgeting. The five offices are all led by a director and are as follows:
 - (i) administrative services;
 - (ii) facilities management;
 - (iii) financial affairs;
 - (iv) human resources; and
 - (v) university police.

3. The division of Student Affairs is led by a Vice Chancellor and is in charge of two associate vice chancellors: (1) an associate vice chancellor/dean of students and (2) an associate vice chancellor. Also reporting to the vice chancellor are five offices: (i) campus recreation; (ii) center for international programs; (iii) housing; (iv) Kimmel Leadership Center; and (v) Morris University Center.

4. The Vice Chancellor for University Relations is in charge of university relations and also serves as CEO of the SIUE Foundation. As such, the vice chancellor

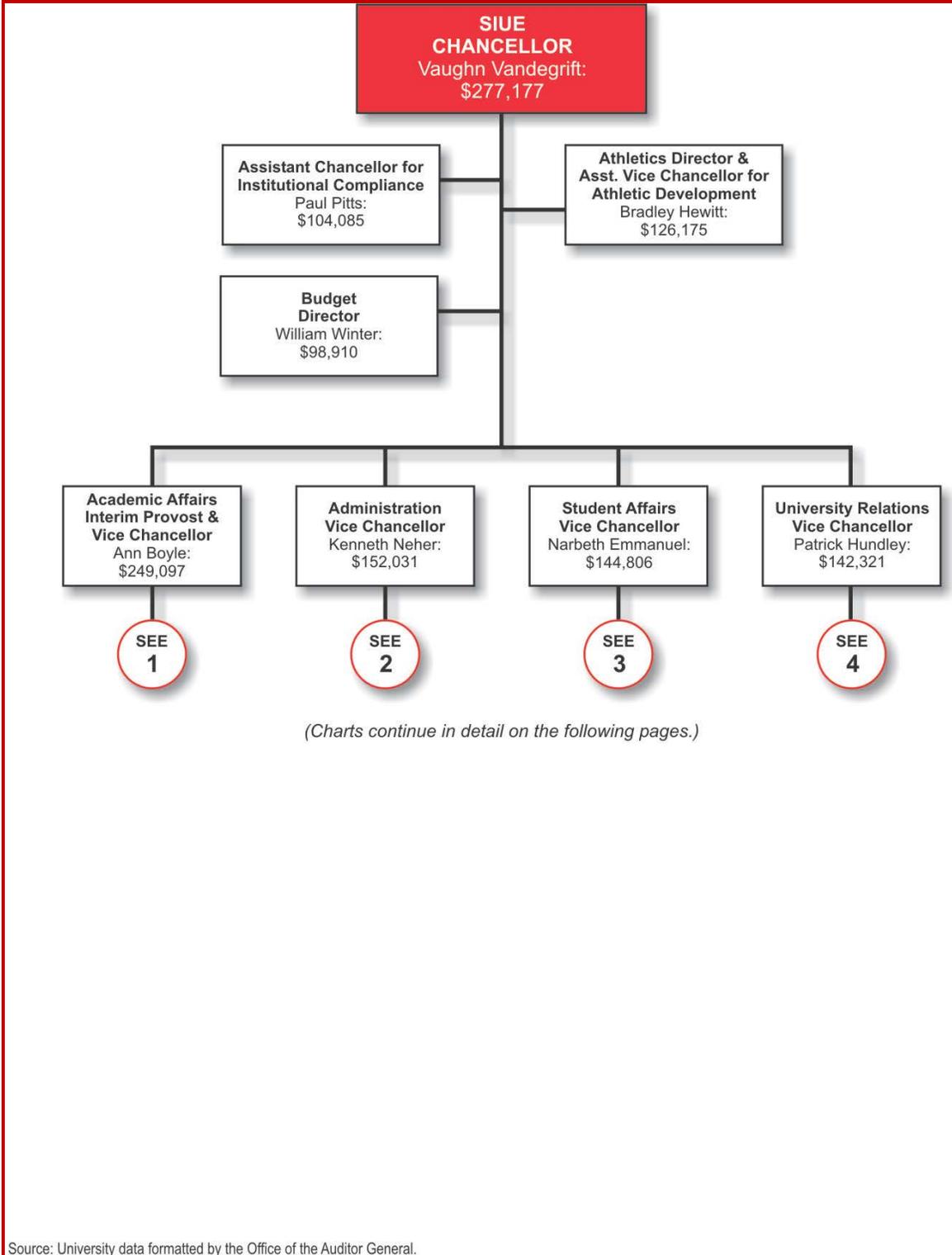
also reports to the SIUE Foundation Board of Directors. Reporting to the vice chancellor are three different offices, each led by directors:

- (i) financial affairs and information systems;
- (ii) alumni affairs; and
- (iii) university marketing and communications (both a director and an executive director).

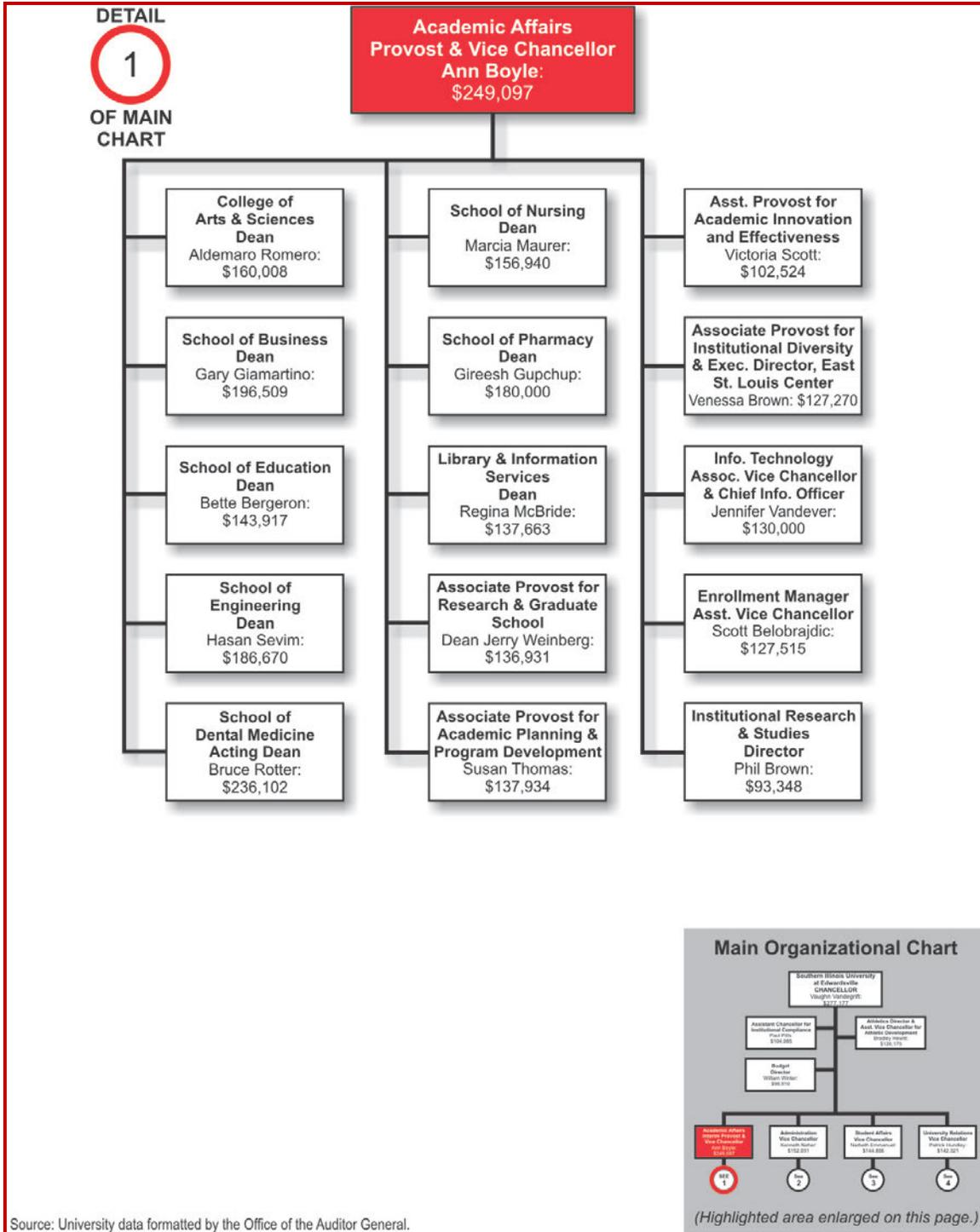
SIUE had more than 100 administrators in fiscal year 2011 that were paid \$11 million for an average of \$112,000, as shown in Exhibit 35.

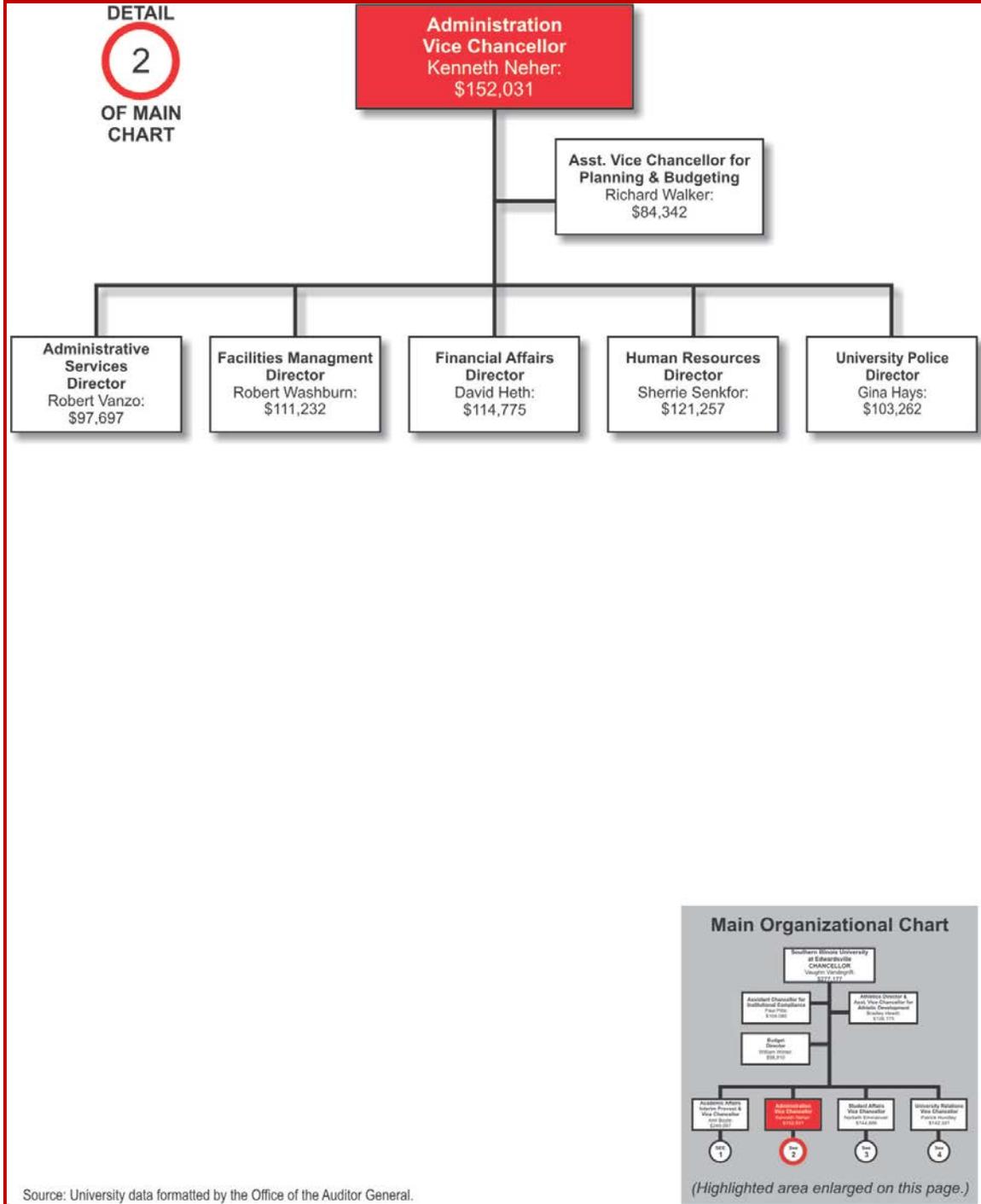
Exhibit 35 SIUE ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. Chancellor	1	\$277,177	\$277,177
2. Vice Chancellor	3	\$439,158	\$146,386
3. Assistant Chancellor	1	\$104,085	\$104,085
4. Associate Vice Chancellor	3	\$321,396	\$107,132
5. Assistant Vice Chancellor	4	\$427,702	\$106,925
6. Provost	2	\$485,796	\$242,898
7. Associate Provost	4	\$540,324	\$135,081
8. Assistant Provost	1	\$102,524	\$102,524
9. Executive Director	5	\$448,086	\$89,617
10. Director	47	\$3,992,295	\$84,942
11. Dean	8	\$1,397,808	\$174,726
12. Other	23	\$2,865,125	\$124,571
Total	102	\$11,401,477	\$111,779
<i>Totals may not add due to rounding.</i>			
Source: OAG analysis of Southern Illinois University data.			

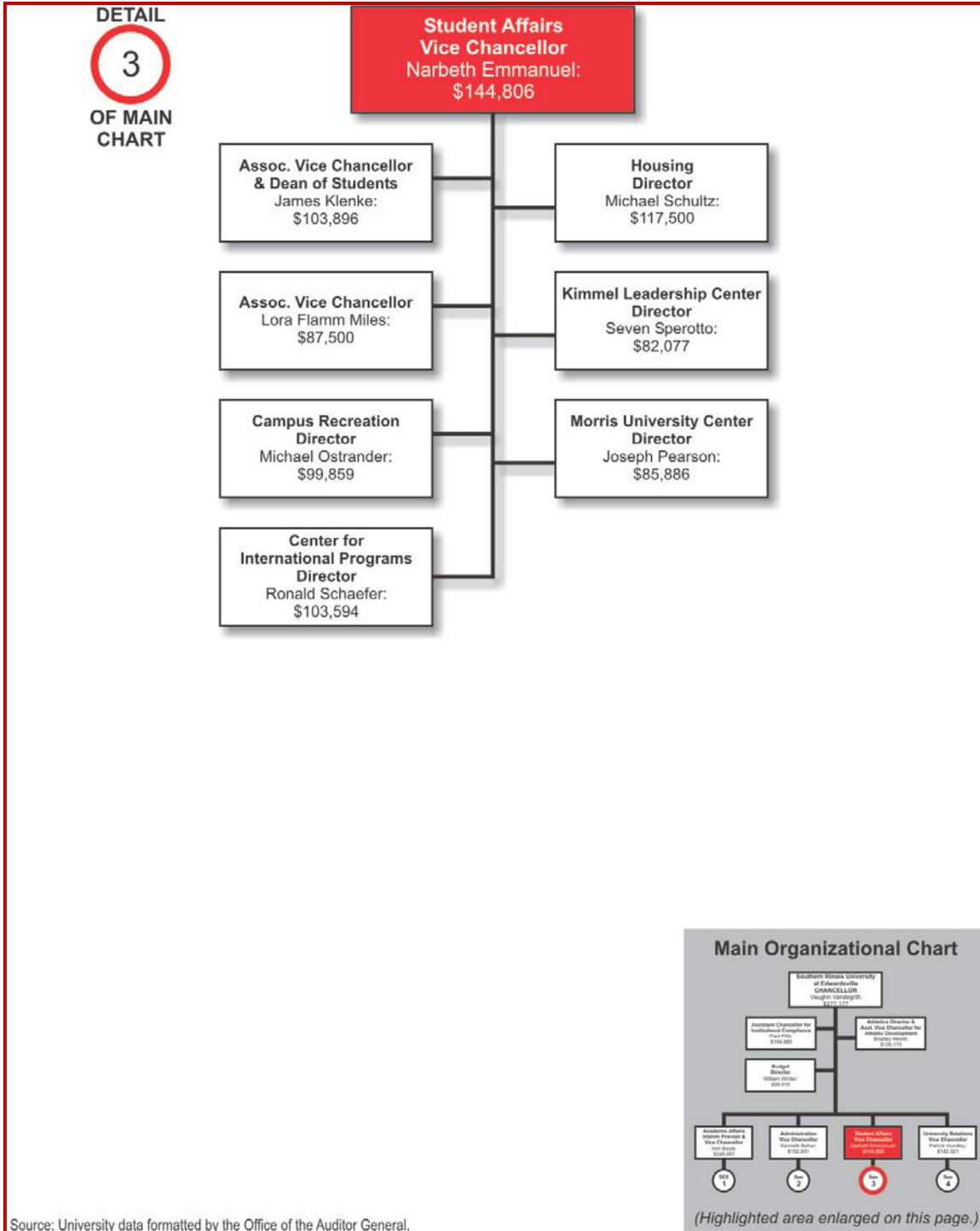
Exhibit 36
Organizational Chart
SOUTHERN ILLINOIS UNIVERSITY - EDWARDSVILLE
Fiscal Year 2011



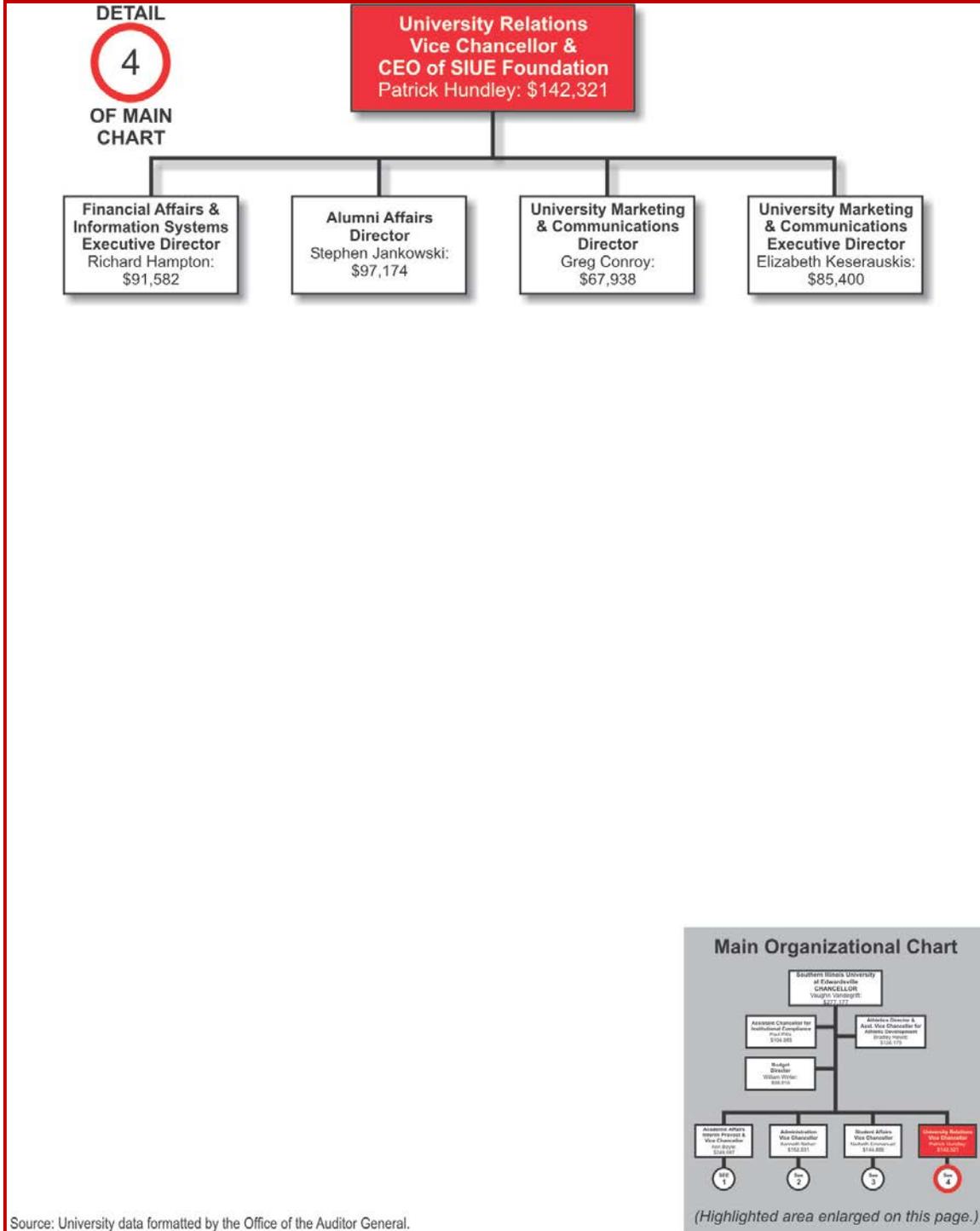
Source: University data formatted by the Office of the Auditor General.







Source: University data formatted by the Office of the Auditor General.



Source: University data formatted by the Office of the Auditor General.

2. Enrollment

Southern Illinois University-Edwardsville had a total enrollment of 14,133 in fiscal year 2011: 10,891 were full-time students (77%) and 3,242 were part-time students (23%). Undergraduate students were 80 percent at 11,305 and graduate students were 20 percent of the enrollment at 2,828, as shown in Exhibit 37.

Exhibit 37 SIUE ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	10,891
Part-time	3,242
Undergraduate	11,305
Graduate	2,828
Total Students	14,133
Full-Time Equivalent (FTE)	12,003
Source: Southern Illinois University data.	

3. Tuition and Fees

Tuition and fees were \$8,401 for undergraduates and \$7,723 for graduate students. Room and board was \$7,821 for undergraduates for a total of \$16,222, as shown in Exhibit 38.

Exhibit 38 SIUE TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$8,401
Room and Board	\$7,821
Total	\$16,222
Graduate	\$7,723
Source: Southern Illinois University data.	

4. Campus Chancellor

We reviewed the Chancellor’s contract which contained the following provisions:

- **Salary.** The Chancellor of SIUE undergoes an annual salary review by the Board. Additionally, an annual performance review is conducted by the President or a committee selected by the President.
- **Retirement.** The SIUE Chancellor has the same retirement provision as the Chancellor of SIUC. He participates in SURS, but the Board picks up both the employee and employer contributions.
- **Housing.** The Chancellor receives an annual housing allowance of \$27,500. When he started at SIUE the Chancellor was reimbursed for moving expenses. The Chancellor is required to use his private residence occasionally for university functions. He is reimbursed for entertainment expenses, subject to approval by the President.
- **Automobile.** The SIUE Chancellor receives a vehicle for business use.
- **Memberships.** There is no mention of memberships in the Chancellor’s contract.

- **Termination.** The Chancellor was granted tenure and if he joins the faculty, “. . . the Chancellor shall be paid a salary amount that is consistent with other members of the faculty in the Chemistry Department with similar rank and experience.” If terminated without cause the Chancellor will receive his salary for the remainder of the contract term. The Chancellor may resign if he gives 180 days notice. If he resigned prior to July 1, 2007, “. . . the Chancellor shall pay Board 50% of Chancellor’s base annual salary for the unexpired balance of the employment term.”
- **Time Off.** The SIUE Chancellor receives the standard sick and vacation leave benefits.

5. Sabbaticals/Leaves of Absence

A total of 31 SIUE faculty took sabbaticals/leaves of absence during fiscal year 2011. A total of 28 faculty took a one semester sabbatical while 2 faculty took a one year leave. One associate professor took a professional development leave for six months. Their total **annual** compensation was \$2,297,794, as shown in Exhibit 39.

Exhibit 39 SIUE SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Assoc Professor	\$92,070	Professional Development	6 months	State / Income Fund
2. Assoc Professor	\$55,273	Sabbatical	12 months	State / Income Fund
3. Assoc Professor	\$131,236	Sabbatical	12 months	State / Income Fund
4. Asst Professor	\$50,628	Sabbatical	Semester	State / Income Fund
5. Assoc Professor	\$69,910	Sabbatical	Semester	State / Income Fund
6. Professor	\$70,454	Sabbatical	Semester	State / Income Fund
7. Assoc Professor	\$85,022	Sabbatical	Semester	State / Income Fund
8. Professor	\$115,293	Sabbatical	Semester	State / Income Fund
9. Professor	\$74,319	Sabbatical	Semester	State / Income Fund
10. Assoc Professor	\$54,573	Sabbatical	Semester	State / Income Fund
11. Professor	\$87,348	Sabbatical	Semester	State / Income Fund
12. Professor	\$77,761	Sabbatical	Semester	State / Income Fund
13. Assoc Professor	\$61,751	Sabbatical	Semester	State / Income Fund
14. Professor	\$71,127	Sabbatical	Semester	State / Income Fund
15. Assoc Professor	\$60,520	Sabbatical	Semester	State / Income Fund
16. Assoc Professor	\$62,637	Sabbatical	Semester	State / Income Fund
17. Assoc Professor	\$58,890	Sabbatical	Semester	State / Income Fund
18. Assoc Professor	\$61,135	Sabbatical	Semester	State / Income Fund
19. Professor	\$105,775	Sabbatical	Semester	State / Income Fund
20. Professor	\$82,756	Sabbatical	Semester	State / Income Fund
21. Assoc Professor	\$65,055	Sabbatical	Semester	State / Income Fund
22. Assoc Professor	\$61,795	Sabbatical	Semester	State / Income Fund
23. Assoc Professor	\$60,679	Sabbatical	Semester	State / Income Fund
24. Assoc Professor	\$61,899	Sabbatical	Semester	State / Income Fund
25. Assoc Professor	\$57,227	Sabbatical	Semester	State / Income Fund
26. Assoc Professor	\$60,119	Sabbatical	Semester	State / Income Fund

Exhibit 39 SIUE SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
27. Professor	\$117,755	Sabbatical	Semester	State / Income Fund
28. Professor	\$85,126	Sabbatical	Semester	State / Income Fund
29. Assoc Professor	\$63,317	Sabbatical	Semester	State / Income Fund
30. Assoc Professor	\$58,801	Sabbatical	Semester	State / Income Fund
31. Professor	\$77,543	Sabbatical	Semester	State / Income Fund
Total	\$2,297,794			
<u>Note:</u> ¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence.				
Source: Southern Illinois University data.				

6. Administrators Who Taught Courses

SIUE had a total of four administrators who also taught courses and were paid a total of \$18,965 in fiscal year 2011, or between \$2,521 and \$7,403 each, as shown in Exhibit 40.

Exhibit 40 SIUE ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Director	\$65,344	Lecturer	2 courses	\$2,521
2. Director	\$98,222	Lecturer	4 courses	\$5,040
3. Vice Chancellor, Asc	\$99,895	Lecturer	1 course	\$4,001
4. Director	\$113,854	Lecturer	2 courses	\$7,403
Total	\$377,315		Total	\$18,965
Source: Southern Illinois University data.				

7. Administrative Expenditures

Exhibit 41 shows the administrative expenditures that SIUE provided for the senior level administrative positions for fiscal year 2011. The compensation for one of the provosts (appointed provost June 6, 2011) is for the full year and includes time as Dean of the Dental School in addition to serving as provost. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 41 SIUE ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
Chancellor	\$277,177	\$26,723	\$27,504	\$3,037	Paid by URO ⁵	\$7,293	\$9,384	\$1,604	\$352,722
Provost	\$204,235	\$0	\$0	\$0	\$0	\$5,653	\$0	\$33,423	\$243,311
Provost	\$249,097	\$0	\$0	\$0	\$0	\$0	\$0	\$65	\$249,162
Vice Chan.	\$152,031	\$0	\$0	\$0	\$0	\$766	\$0	\$300	\$153,097
Vice Chan.	\$144,806	\$0	\$0	\$0	\$0	\$2,995	\$0	\$380	\$148,181
Vice Chan.	\$142,321	\$0	\$0	Paid by URO ⁵	Paid by URO ⁵	\$4,536	Paid by URO ⁵	\$960	\$147,817
Total⁴	\$1,169,667	\$26,723	\$27,504	\$3,037	\$0	\$21,243	\$9,384	\$36,732	\$1,294,290

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other expenses included cell phones, internet service for the Chancellor's home, and vacation and sick leave payout.
⁴ Totals may not add due to rounding.
⁵ Paid by University Related Organization (URO), such as the university's foundation.

Source: Southern Illinois University data and OAG calculation.

8. Salaries and Staffing

Southern Illinois University-Edwardsville had a total of 102 full-time administrators who were paid \$11 million in fiscal year 2011 for an average of \$112,000. It had 756 full-time faculty members who were paid \$52 million for an average of \$69,000, as shown in Exhibit 42. SIU said that “. . .most administrators are on 12 month contracts, whereas most faculty are on 9 month contracts. This factor . . . is a significant reason for the differential in pay between administrators and faculty.”

A total of 193 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 53 percent of full-time administrators (54 administrators) and 18 percent of full-time faculty members (139 faculty), as shown in Exhibit 43.

Exhibit 42 SIUE STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$11,401,477	102	\$111,779	117.7
Faculty ²	\$52,317,642	756	\$69,203	15.9
Total	\$63,719,119	858	\$74,265	14.0

Notes:
¹ There were no part-time administrators.
² Only includes full-time faculty. There were 333 part-time faculty with compensation totaling \$1,745,790.
³ Students per faculty or administrator.

Source: OAG analysis of Southern Illinois University data.

Exhibit 43 SIUE COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	54
% of Administrators	53%
Faculty > \$100,000	139
% of Faculty	18%
Total Positions > \$100,000	193
% of Total	22%

Number/percentage based on full-time faculty and administrators.
 Source: OAG analysis of Southern Illinois University data.

The highest compensation was paid to the Chancellor (\$277,177), a Provost (\$249,097), and a Director (\$245,347), as shown in Exhibit 44.

Exhibit 44 SIUE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. Chancellor	Vaughn Vandegrift	Administrator	\$277,177
2. Provost and Vice Chancellor	Ann M Boyle	Administrator	\$249,097
3. Director	William M Goebel	Faculty	\$245,347
4. Provost and Vice Chancellor	Paul W Ferguson	Administrator	\$236,698
5. Dean, Acting	Bruce E Roitter	Administrator	\$236,102
6. Dean	Gary A Giamartino	Administrator	\$196,509
7. Dean, Ast	Eric M Langenwaller	Administrator	\$193,701
8. Dean	Hasan Sevim	Administrator	\$186,670
9. Professor	Stanley W Whitson	Faculty	\$183,947
10. Dean	Gireesh V Gupchup	Administrator	\$180,000
11. Assoc Professor, Clinical	Arthur J Misischia	Faculty	\$174,750
12. Professor	Bradford J Reed	Faculty	\$167,572
13. Dean, Ast	Debra M Schwenk	Administrator	\$164,714
14. Professor	Martin Frederik Land	Faculty	\$164,554
15. Chair	Dwight E McLeod	Faculty	\$163,932
16. Chair	Robert Duane Douglas	Faculty	\$162,839
17. Professor	Madhav Nath Segal	Faculty	\$162,030
18. Chair	Michael L Costigan	Faculty	\$161,600
19. Dean	Aldemaro Romero	Administrator	\$160,008
20. Chair	John C Navin	Faculty	\$159,408
21. Professor	Rakesh Bharati	Faculty	\$159,349
22. Chair	Douglas Brian Bock	Faculty	\$157,944
23. Dean, Asc	Gary N Denué	Administrator	\$157,161
24. Dean	Marcia C Maurer	Administrator	\$156,940
25. Chair	David Bruce Jenkins	Faculty	\$153,089
26. Vice Chancellor	Kenneth R Neher	Administrator	\$152,031
27. Chair	Luis Tai Oh Youn	Faculty	\$149,203
28. Dean, Ast	Cornell C Thomas	Administrator	\$148,742
29. Director	Mark S Luer	Faculty	\$148,653
30. Chair	Albert M Crider	Faculty	\$148,653
31. Director	D Douglas Miley	Faculty	\$147,003
32. Asst Professor	Kenneth G Rawson	Faculty	\$146,696
33. Dean, Asc	Therese I Poirier	Administrator	\$146,096
34. Asst Professor	Gregory Edward Sierra	Faculty	\$145,671
35. Professor	Scott E Umbaugh	Faculty	\$145,322
36. Professor	Jo Ellen Moore	Faculty	\$145,269
37. Vice Chancellor	Narbeth R Emmanuel	Administrator	\$144,806
38. Dean	Bette S Bergeron	Administrator	\$143,917
39. Professor	Bijoy Bordoloi	Faculty	\$143,815
40. Chair	Keqin Gu	Faculty	\$143,656
41. Vice Chancellor	Patrick D Hundley	Administrator	\$142,321
42. Professor	Ali Mustafa Kutan	Faculty	\$142,312
43. Professor	Heungsoon Felix Lee	Faculty	\$141,014
44. Dean, Asc	Janice R W Joplin	Administrator	\$140,286
45. Assoc Professor	Riza Demirer	Faculty	\$138,735

Exhibit 44 SIUE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
46. Assoc Professor, Clinical	Charles B Thornton	Faculty	\$138,534
47. Dean, Asc	Oktay Alkin	Administrator	\$138,247
48. Asc Provost	Stephen L Hansen	Administrator	\$138,189
49. Provost, Asc	Susan Lynn Thomas	Administrator	\$137,934
50. Dean	Regina C McBride	Administrator	\$137,663
51. Professor	Linda Lovata	Faculty	\$137,383
52. Director	Gary M Fischer	Faculty	\$137,279
53. Provost, Asc	Jerry B Weinberg	Administrator	\$136,931
54. Professor	John Byron Meisel	Faculty	\$135,976
55. Dean, Asc	Seref Cem Karacal	Administrator	\$135,910
56. Director	Robert L Blackwell	Faculty	\$135,000
57. Chair	T R Carr	Faculty	\$134,513
58. Chair	Ralph W Giacobbe	Faculty	\$134,381
59. Dean, Asc	Sally Anne Perry	Administrator	\$134,286
60. Dean, Asc	James C Lynch	Administrator	\$133,000
61. Professor	Jen-Shiun Chen	Faculty	\$132,856
62. General Counsel, Asc	Jeffrey C McLellan	Administrator	\$132,333
63. Professor	Sadegh Khazaeli	Faculty	\$131,696
64. Assoc Professor	Jack Glassman	Faculty	\$131,236
65. Professor, Distng Research	Urszula Ledzewicz	Faculty	\$131,020
66. Assoc Professor	Edmund K Hershberger	Faculty	\$130,664
67. Assoc Professor	Daniel C Stoeckel	Faculty	\$130,044
68. Vice Chancellor, Asc	Jennifer M Vandever	Administrator	\$130,000
69. Director	V John Caupert	Administrator	\$129,026
70. Chair	Patricia A Fazzone	Faculty	\$128,281
71. Vice Chancellor, Ast	Scott Belobrajdic	Administrator	\$127,515
72. Provost, Asc	Venessa Ann Brown	Administrator	\$127,270
73. Assoc Professor	Zhiging Lin	Faculty	\$126,719
74. Vice Chancellor, Ast	Bradley Lynn Hewitt	Administrator	\$126,175
75. Asst Professor	Allen Kenneth Hunt	Faculty	\$124,850
76. Assoc Professor	Timothy S Schoenecker	Faculty	\$124,647
77. Dean, Asc	Mary R Sumner	Administrator	\$123,954
78. Assoc Professor	Mary S Love	Faculty	\$123,545
79. Professor	Margaret J Gillespie	Faculty	\$123,144
80. Assoc Professor	Thomas John Douglas	Faculty	\$122,446
81. Asst Professor	Clay Kittredge Williams	Faculty	\$122,316
82. Professor, Clinical	Kenneth Seckler	Faculty	\$122,287
83. Asst Professor	Shrikant Prabhakar Jategaonkar	Faculty	\$122,232
84. Asst Professor	Xudong Fu	Faculty	\$122,223
85. Professor, Distng Research	Rik W Hafer	Faculty	\$121,950
86. Director, Executive	Kenneth W Holbert	Administrator	\$121,798
87. Professor, Distng Research	Steven Earl Rigdon	Faculty	\$121,556
88. Professor	John Mark Ruscin	Faculty	\$121,319
89. Asst Professor	Robyn Ann Berkley	Faculty	\$121,294
90. Director	Sherrie A Senkfor	Administrator	\$121,257
91. Professor	Walter W Siganga	Faculty	\$120,851
92. Director	William R Wuller	Faculty	\$120,830

Exhibit 44 SIUE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
93. Dean, Ast	Mary C Mulcahy	Administrator	\$120,824
94. Professor	Dennis J Kitz	Faculty	\$120,616
95. Chair	Laura W Bernaix	Faculty	\$120,598
96. Asst Professor	Ramana Kumar Madupalli	Faculty	\$120,559
97. Professor	Marvin S Finkelstein	Faculty	\$120,432
98. Assoc Professor	Dennis J Bouvier	Faculty	\$120,342
99. Director, Executive	Roger G Maclean	Administrator	\$120,320
100. Asst Professor	Laura Lyn Perkins	Faculty	\$120,180
101. Assoc Professor	George W Watson	Faculty	\$119,756
102. Director	Susan Elaine Rieken	Faculty	\$119,666
103. Assoc Professor	Carol M Jessup	Faculty	\$119,452
104. Professor	Emmanuel S Eneyo	Faculty	\$119,188
105. Professor	Drew A Dolan	Faculty	\$119,152
106. Chair	Susan M Morgan	Faculty	\$119,070
107. Asst Professor	Andrew T Griffin	Faculty	\$118,777
108. Asst Professor	Timucin Ozcan	Faculty	\$118,349
109. Assoc Professor	Kevin M Hubbard	Faculty	\$117,938
110. Assoc Professor	Anne L Powell	Faculty	\$117,635
111. Director	Michael J Schultz	Administrator	\$117,500
112. Professor	Emily Jean Krohn	Faculty	\$116,276
113. Professor	Scott R Smith	Faculty	\$116,139
114. Dean, Asc	Wendy Shaw	Administrator	\$115,908
115. Professor	Majid Molki	Faculty	\$115,820
116. Assoc Professor	Susan E Yager	Faculty	\$115,722
117. Chair	Krzysztof M Jarosz	Faculty	\$115,347
118. Professor	Wayne A Nelson	Faculty	\$115,265
119. Director	David Allen Heth	Administrator	\$114,775
120. Asst Professor	Yuping Zeng	Faculty	\$113,524
121. Assoc Professor	Debra Ann Dixon	Faculty	\$113,419
122. Professor	Louise Hamlin Flick	Faculty	\$113,275
123. Professor	Cynthia Ann Schmidt	Faculty	\$113,241
124. Professor, Disting Research	Leah Christine O'Brien	Faculty	\$113,155
125. Assoc Professor	Mark Alan Belcher	Faculty	\$113,109
126. Director	Erin Marie Timp Behnen	Administrator	\$112,757
127. Professor	Chiang Lin	Faculty	\$112,678
128. Professor	George L Engel	Faculty	\$111,882
129. Professor, Clinical	Cynthia A Wuller	Faculty	\$111,780
130. Professor	Albert Chao-Jun Luo	Faculty	\$111,583
131. Asst Professor	Elio Reyes Rosales	Faculty	\$111,494
132. Director	Robert B Washburn	Administrator	\$111,232
133. Chair	Suzanne L Cataldi	Faculty	\$110,827
134. Director	Kevin Arthur Johnson	Faculty	\$110,725
135. General Counsel, Asc	Phyleccia Reed Cole	Administrator	\$110,586
136. Assoc Professor	Eric John Voss	Faculty	\$110,576
137. Professor	Terry Xiaojun Yan	Faculty	\$110,522
138. Assoc Professor	Jessica Kerr	Faculty	\$110,375
139. Director	Sharon Locke	Administrator	\$110,000

Exhibit 44 SIUE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
140. Professor	Carl P Springer	Faculty	\$109,971
141. Assoc Professor	Poonam Jain	Faculty	\$109,903
142. Assoc Professor	Tad J Steinhauer	Faculty	\$109,768
143. Professor	Nader Panahshahi	Faculty	\$109,704
144. Director	Randall S Pearson	Faculty	\$109,432
145. Assoc Professor	Richard Dale Bush	Faculty	\$109,296
146. Assoc Professor	G Pannirselvam	Faculty	\$108,903
147. Chair	T K Parthasarathy	Faculty	\$108,407
148. Director	Frank A Romano	Administrator	\$108,000
149. Professor	Wm Bradford Cross	Faculty	\$107,882
150. Asst Professor	Jingyi Jia	Faculty	\$107,248
151. Professor	Edwin W Vogler	Faculty	\$106,974
152. Director	Daniel Holaday Chace	Administrator	\$106,908
153. Asst Professor, Clinical	Charles Poeschl	Faculty	\$106,613
154. Professor	Bryon K Ehlmann	Faculty	\$106,518
155. Professor	Charles S Berger	Faculty	\$105,983
156. Assoc Professor	Bradley L Noble	Faculty	\$105,850
157. Asst Professor	Ariel R Belasen	Faculty	\$105,802
158. Asst Professor	Susan L Dustin	Faculty	\$105,562
159. Asst Professor, Clinical	Katherine Petkewicz	Faculty	\$105,216
160. Asst Professor	Huaguo Zhou	Faculty	\$104,535
161. Assoc Professor	Guim Kwon	Faculty	\$104,489
162. Assoc Professor	Ronald E Worthington	Faculty	\$104,489
163. Chair	Abdullatif Y Hamad	Faculty	\$104,482
164. Assoc Professor, Clinical	Keith A Hecht	Faculty	\$104,328
165. Assoc Professor, Clinical	Jingyang F Hecht	Faculty	\$104,328
166. Chancellor, Ast	Paul Pitts	Administrator	\$104,085
167. Assoc Professor	Timothy B McPherson	Faculty	\$104,022
168. Vice Chancellor, Asc	James W Klenke	Administrator	\$103,896
169. Professor	Randall Evan Smith	Faculty	\$103,831
170. Professor, Distng Research	Timothy B Patrick	Faculty	\$103,678
171. Director	Ronald P Schaefer	Faculty	\$103,594
172. Chair	S B Carstens-Wickham	Faculty	\$103,572
173. Asst Professor, Clinical	Bradley Alan Seyer	Faculty	\$103,508
174. Director	Regina M Hays	Administrator	\$103,262
175. Director	Franklin L Akers	Administrator	\$103,055
176. Chair	Curt Lawrence Lox	Faculty	\$103,020
177. Professor	William Warren White	Faculty	\$102,788
178. Professor	Curtis A Smith	Faculty	\$102,622
179. Professor	Linda Markowitz	Faculty	\$102,541
180. Provost, Ast	Victoria G Scott	Administrator	\$102,524
181. Dean, Asc	Mary K Weishaar	Administrator	\$102,272
182. Chair	Larry W Kreuger	Faculty	\$102,239
183. Dean, Ast	William A Retzlaff	Administrator	\$101,920
184. Professor	Chunqing Lu	Faculty	\$101,523
185. Professor	Eva D Ferguson	Faculty	\$101,436
186. Asst Professor, Clinical	Jeffrey C Banker	Faculty	\$101,285
187. Professor	Ralph R Donald	Faculty	\$101,282

Exhibit 44 SIUE COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
188. Chair	Carole C Frick	Faculty	\$101,117
189. Chair	Robert P Dixon	Faculty	\$101,033
190. Assoc Professor	Laura S Schoenecker	Faculty	\$101,015
191. Assoc Professor	Cathy R Santanello	Faculty	\$100,552
192. Assoc Professor, Clinical	William W Seaton	Faculty	\$100,217
193. Professor	Cynthia R Nordstrom	Faculty	\$100,017
Total			\$24,656,742
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: Southern Illinois University data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

***Report on
University of Illinois***

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities UNIVERSITY OF ILLINOIS

The University of Illinois is the State's largest university. It was founded in 1867 and currently has three campuses, Chicago, Springfield, and the main campus in Urbana-Champaign. Besides the three campuses the university provides educational opportunities around the State. The University of Illinois at Chicago (UIC) School of Medicine has regional campuses in Rockford and Peoria and the College of Nursing has branches in Moline, Rockford, and Peoria. The University of Illinois at Springfield (UIS) has a center in Peoria.

The Carnegie Classification for both the University of Illinois at Urbana-Champaign (UIUC) and UIC is "very high research activity". The research activity designation is based on research expenditures and degrees awarded in a number of different areas. UIS is classified in the "master's colleges and universities" (larger programs)." This means that UIS awards a high number of master's degrees but a small number of research doctorates.

SOURCE: ILLINOIS BLUE BOOK

The University of Illinois has an annual enrollment of more than 79,000 students and educates more students each year than any other college or university in the state. Students attend classes at three main campuses in Urbana-Champaign, Chicago and Springfield, as well as at branches of the Chicago-based College of Medicine in Peoria, Rockford and Urbana.

1. Board of Trustees

The University of Illinois is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 305). The Board is made up of the Governor of Illinois serving in an Ex-Officio capacity and 12 members. Nine members are appointed by the Governor and confirmed by the Illinois Senate. The other trustees are students elected by the student body with one student representing each campus. One student trustee is selected by the governor to have full voting powers. Appointed trustees serve a six year term while the student trustees serve a one year term.

Trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. Restrictions on serving on the Board are that no more than five members may be from any one political party, all the members have to be residents of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

The University of Illinois has a president based at the University of Illinois Administration Office and has three vice presidents, as shown in Exhibit 1. Each of the three campuses has a chancellor.

Of the 2,549 administrators, 1,059 are at University of Illinois at Urbana-Champaign, 1,087 are at University of Illinois at Chicago (includes university Hospital and Health Sciences System), 301 are at the University of Illinois Administration Office, and 102 are at University of Illinois at Springfield.

3. Enrollment

The University of Illinois had a total enrollment of 76,886: 65,478 were full-time students (85%) and 11,408 were part-time students (15%). Undergraduate students were 67 percent of the total enrollment at 51,543 and graduate students were 33 percent at 25,343, as shown in Exhibit 2.

Exhibit 1 UNIVERSITY OF ILLINOIS ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$620,000	\$620,000
2. Vice President	3	\$850,988	\$283,663
3. Associate Vice President	4	\$907,715	\$226,929
4. Senior Associate Vice Pres.	2	\$482,265	\$241,133
5. Assistant Vice President	12	\$1,883,389	\$156,949
6. Chancellor ¹	4	\$1,249,099	\$312,275
7. Vice Chancellor	10	\$2,564,118	\$256,412
8. Associate Chancellor	11	\$1,419,660	\$129,060
9. Assistant Chancellor	1	\$149,200	\$149,200
10. Associate Vice Chancellor	15	\$2,194,586	\$146,306
11. Assistant Vice Chancellor	5	\$567,486	\$113,497
12. Provost	1	\$265,000	\$265,000
13. Vice Provost	7	\$1,327,100	\$189,586
14. Associate Provost	7	\$1,079,340	\$154,191
15. Assistant Provost	4	\$340,543	\$85,136
16. Executive Director	38	\$5,369,833	\$141,311
17. Director	817	\$76,498,538	\$93,633
18. Dean	35	\$7,599,117	\$217,118
19. Other Management	1,572	\$118,621,216	\$75,459
Total	2,549	\$223,989,193	\$87,873
Note: ¹ UIS Chancellor retired and served as Chancellor emeritus.			
Source: OAG analysis of University of Illinois data.			

Exhibit 2 UNIVERSITY OF ILLINOIS ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	65,478
Part-time	11,408
Undergraduate	51,543
Graduate	25,343
Total Students	76,886
Full-Time Equivalent (FTE)	75,665
Source: University of Illinois data.	

4. Tuition and Fees

Tuition and fees for undergraduates were over \$13,500 for UIUC, over \$12,800 for UIC, and over \$10,300 for UIS. Room and Board was over \$9,000 for UIUC, \$9,600 for UIC, and \$8,500 for UIS. UIUC was more expensive for undergraduates than UIC by only \$70 per year. UIUC was the most expensive graduate school at nearly \$13,500, followed by UIC at \$13,400 and UIS at \$9,000, as shown in Exhibit 3.

Exhibit 3 UNIVERSITY OF ILLINOIS TUITION AND FEES Fiscal Year 2011			
Enrollment Status	UIUC	UIC	UIS
Undergraduate			
Tuition and Fees	\$13,508	\$12,858	\$10,366
Room and Board	\$9,086	\$9,668	\$8,500
Total	\$22,594	\$22,526	\$18,866
Graduate	\$13,498	\$13,438	\$8,941

Source: University of Illinois data.

5. Revenues and Expenditures

The University of Illinois had total revenues of over \$4.9 billion in fiscal year 2011. The State provided almost \$1.5 billion (30% of revenues), followed by tuition and fees at over \$900 million, federal funding at \$770 million, Sales & Service at over \$1.4 billion, and other sources at nearly \$350 million, as shown in Exhibit 4.

Exhibit 4 UNIVERSITY OF ILLINOIS REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition and Fees	\$905.7	18.4%
Federal	\$770.7	15.7%
State	\$1,459.9	29.7%
Sales and Service	\$1,428.2	29.1%
Other Revenue	\$348.5	7.0%
Total	\$4,912.8	100%

Totals may not add due to rounding.
Source: University of Illinois data and OAG calculation.

University of Illinois' largest expenditures were for other expenditures (\$1.4 billion) and instruction (\$1 billion). The only other expenditures that were greater than 10 percent were for research, as shown in Exhibit 5.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

Exhibit 5 UNIVERSITY OF ILLINOIS EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE
Instruction	\$1,006,190,000	22.5%	\$13,298
Research	\$680,651,000	15.2%	\$8,996
Public Service	\$387,461,000	8.7%	\$5,121
Academic Support	\$349,095,000	7.8%	\$4,614
Student Services	\$131,827,000	3.0%	\$1,742
Institutional Support	\$209,752,000	4.7%	\$2,772
O&M Physical Plant	\$287,825,000	6.4%	\$3,804
Other	\$1,412,570,000	31.6%	\$18,669
Total	\$4,465,371,000	100%	\$59,015

Source: University financial audit and OAG calculation.

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.

- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.
- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, child care, restaurants and the hospital.

6. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the president, chancellors, vice presidents, and provost. Below are the expenditures that the university provided for these positions for fiscal year 2011, as shown in Exhibit 6. Some expenses were paid by a University Related Organization (URO) and are not included. The salaries reported are the actual amounts paid to the administrators during the fiscal year and may be lower than the contracted salary if the administrator did not work the entire year. Additionally, salaries reported in our Data Collection Instrument #1 were for the academic year (August 16-August 15), and the salaries reported for administrative expenditures were for the fiscal year, so there may be some differences. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 6 UNIVERSITY OF ILLINOIS ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compen- sation ¹	Retire- ment ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
U of I President	\$620,000	\$0	\$349,828	\$70,693	\$477	\$7,102	\$139,757	\$57,458	\$1,245,316
U of I Vice President	\$258,750	\$0	\$0	\$0	Paid by URO	\$4,513	Paid by URO	\$0	\$263,263
U of I Vice President	\$71,296	\$0	\$0	\$1,356	Paid by URO	\$4,068	Paid by URO	\$33	\$76,752
U of I Vice President	\$95,292	\$0	\$0	\$0	\$0	\$0	\$294	\$0	\$95,586
U of I Vice President	\$260,000	\$0	\$0	\$7,805	Paid by URO	\$12,433	\$677	\$1,479	\$282,393
U of I Vice President	\$295,000	\$0	\$0	\$11,821	\$0	\$7,638	\$45	\$3,425	\$317,929
UIC Chancellor ⁵	\$431,575	\$0	\$53,450	\$6,783	\$646	\$737	\$76,364	\$0	\$569,554
UIC Provost	\$120,455	\$0	\$0	\$0	\$0	\$540	\$37,006	\$0	\$158,001

Exhibit 6 UNIVERSITY OF ILLINOIS ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
UIC Provost	\$228,854	\$0	\$0	\$0	\$0	\$6,088	\$16,831	\$49,407	\$301,180
UIC Vice Chancellor	\$204,167	\$0	\$0	\$0	\$0	\$0	\$21,197	\$0	\$225,364
UIC Vice Chancellor	\$213,690	\$0	\$0	\$0	\$75	\$6,086	\$4,960	\$1,900	\$226,711
UIC Vice Chancellor	\$231,030	\$0	\$0	\$0	\$150	\$2,057	\$15,134	\$0	\$248,372
UIC Vice Chancellor	\$210,375	\$0	\$0	\$0	\$0	\$3,499	\$20,963	\$0	\$234,837
UIC Vice Chancellor	\$253,980	\$0	\$0	\$0	\$0	\$173	\$4,517	\$0	\$258,670
UIC Vice Chancellor	\$246,000	\$0	\$0	\$0	\$0	\$0	\$4,517	\$0	\$250,517
UIS Interim Chancellor	\$132,453	\$0	\$0	\$0	\$305	\$6,881	\$21,734	\$260	\$161,633
UIS Provost	\$65,668	\$0	\$0	\$0	Paid by URO	\$1,842	\$4,373	\$1,370	\$73,253
UIS Interim Provost	\$65,000	\$0	\$0	\$0	Paid by URO	\$5,536	\$13,136	\$4,043	\$87,715
UIS Chancellor Emeritus ⁶	\$269,500	\$0	\$4,000	\$0	\$168	\$2,261	\$5,699	\$103	\$281,731
UIS Vice Chancellor	\$150,000	\$0	\$0	\$0	\$63	\$22,762	\$9,114	\$1,325	\$183,264
UIUC Chancellor	\$355,000	\$0	\$0	\$0	\$500	\$25,200	\$249,557	\$0	\$630,257
UIUC Provost	\$289,200	\$0	\$0	\$0	\$0	\$7,806	\$2,378	\$0	\$299,385
UIUC Vice Chancellor	\$314,015	\$0	\$0	\$0	\$0	\$14,174	\$25,397	\$0	\$353,585
UIUC Vice Chancellor	\$211,250	\$0	\$0	\$0	\$0	\$6,912	\$715	\$9,852	\$228,729
UIUC Vice Chancellor	\$270,000	\$0	\$0	\$0	\$0	\$0	\$4,967	\$1,140	\$276,107
UIUC Vice Chancellor	\$254,000	\$0	\$0	\$0	\$0	\$21,904	\$214	\$1,801	\$277,919
Total ⁴	\$6,116,548	\$0	\$407,278	\$98,458	\$2,383	\$170,213	\$679,546	\$133,596	\$7,608,022

Notes:

¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.

² These expenditures are in addition to the regular pension benefits paid to university employees.

³ Other expenditures included office supplies, regalia, moving expenses, bonus, cell phone service, campus parking, payment for unused compensated absences, business meetings, marketing items, registration fees, faculty awards, and internet.

⁴ Totals may not add due to rounding.

⁵ UIC Chancellor's salary includes \$56,575 in "Grant & Contracts activity".

⁶ For Administrative Expenditures the UIS Chancellor's housing allowance (\$4,000) was reported separately, in other areas of the report it is considered part of his salary.

Source: University of Illinois data and OAG calculation.

7. Salaries and Staffing

The University of Illinois had a total of 2,459 full-time administrators who were paid over \$218 million in fiscal year 2011 for an average of \$89,000. The University of Illinois had 4,301 full-time faculty members whose compensation was over \$425 million, for an average of \$99,000. The University of Illinois had a total of 2,415 part-time faculty/administrators who earned a total of nearly \$79 million, as shown in Exhibit 7.

Exhibit 7 UNIVERSITY OF ILLINOIS STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$218,258,329	2,459	\$88,759	30.8
Faculty ²	\$425,463,252	4,301	\$98,922	17.6
Total	\$643,721,582	6,760	\$95,225	11.2
<i>Totals may not add due to rounding</i>				
<u>Notes:</u>				
¹ Only includes full-time administrators. There were 90 part-time administrators with compensation totaling \$5,730,863 for a total of \$223,989,192 for 2,549 administrators.				
² Only includes full-time faculty. There were 2,325 part-time faculty with compensation totaling \$72,897,698.				
³ Students per faculty or administrator.				
Source: OAG analysis of University of Illinois data.				

A total of 2,262 faculty and administrators were paid at least \$100,000 in fiscal year 2011. These included 656 full-time administrators (27%) and 1,606 full-time faculty (37%), as shown in Exhibit 8.

Exhibit 8 UNIVERSITY OF ILLINOIS SALARIES OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	656
% of Administrators	27%
Faculty > \$100,000	1,606
% of Faculty	37%
Total Positions > \$100,000	2,262
% of Total Positions	33%
Number/percentage based on full-time faculty and administrators.	
Source: OAG analysis of University of Illinois data.	

UNIVERSITY OF ILLINOIS ADMINISTRATION

1. Management Structure

The University of Illinois is led by a president and each campus is led by a chancellor who also holds the title of vice president. University administration is divided into two levels. There are the offices that report directly to the president and the divisions that are led by vice presidents, as shown in Exhibit 10.

- The offices that report to the president are Internal Auditing, University Equal Opportunity, the University Counsel, University Relations, Governmental Relations, the University Ethics Officer, and the Secretary of the Board of Trustees and the University. Both the University

Exhibit 9 UNIVERSITY OF ILLINOIS ADMINISTRATION ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$620,000	\$620,000
2. Vice President	3	\$850,988	\$283,663
3. Associate Vice President	3	\$652,715	\$217,572
4. Senior Associate VP	2	\$482,265	\$241,133
5. Assistant Vice President	12	\$1,883,389	\$156,949
6. Associate Chancellor	1	\$121,663	\$121,663
7. Executive Director	11	\$1,822,047	\$165,641
8. Director	72	\$8,319,727	\$115,552
9. Other Management	196	\$17,144,007	\$87,469
Total	301	\$31,896,801	\$105,969

Source: OAG analysis of University of Illinois data.

Counsel and the Secretary of the University dual report to the President and the Board of Trustees. Additionally, there was an Executive Assistant to the President.

- The divisions that are headed by the vice presidents are the three campuses, Academic Affairs, Administration & Finance, Technology & Economic Development, and Health Affairs.

The Vice President for Academic Affairs is responsible for five offices. These are: Academic Programs and Services, the Institute of Government and Public Affairs, the University Press, University-wide Student Programs, and CARLI (Consortium of Academic and Research Libraries in Illinois). There is also an Assistant Vice President.

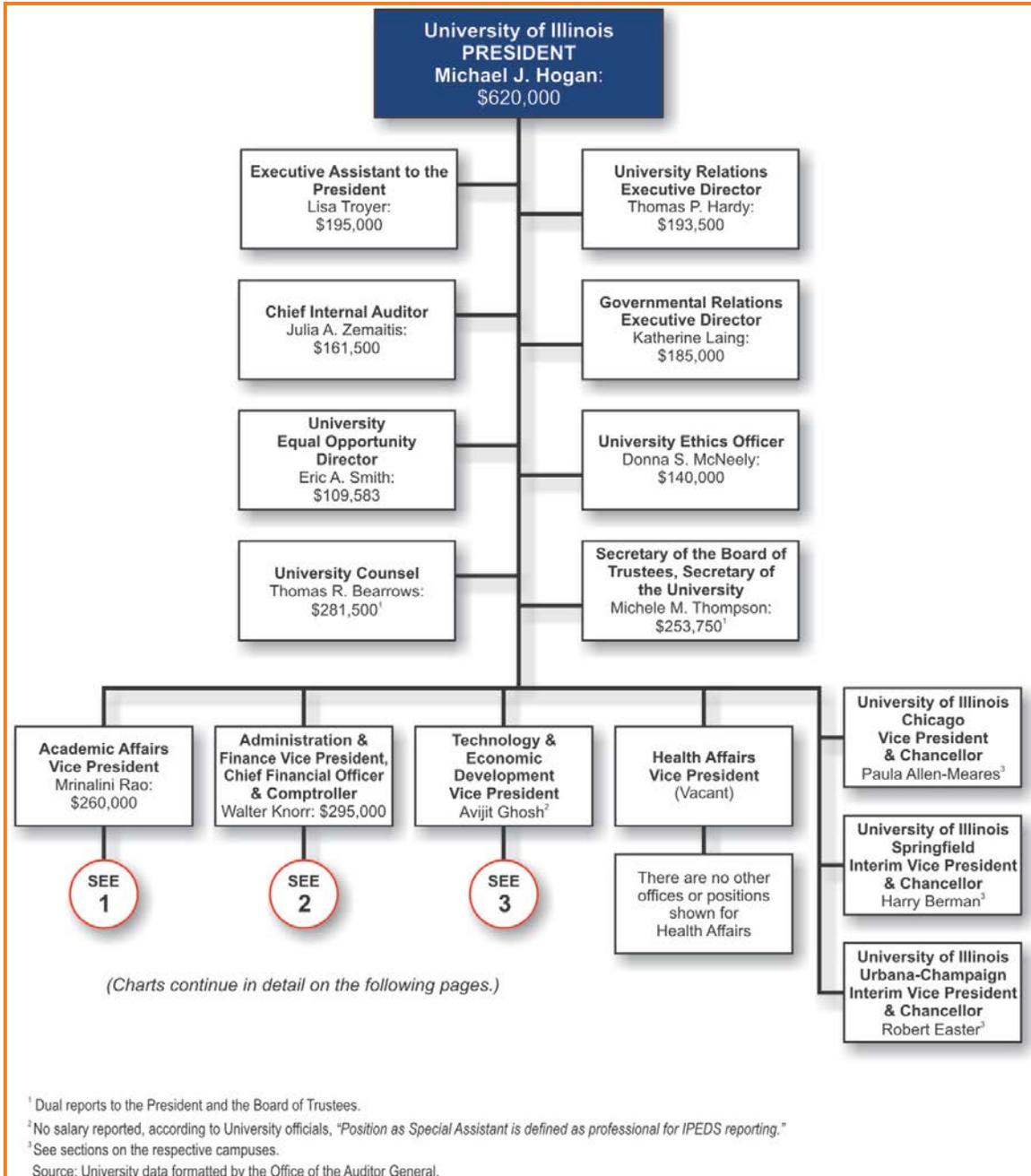
There are a variety of offices that are under Administration and Finance. Four offices are led by associate vice presidents: (1) Business and Financial Services, (2) Capital Programs and Real Estate Services, (3) University Office of Planning and Budgeting, and (4) Administrative Information Technology Services. University Human Resources is led by an assistant vice president while University Sourcing and Strategic Contracts is overseen by a director.

The Vice President for Technology and Economic Development is in charge of (1) Illinois VENTURES, LLC, and (2) the UIC and UIUC Offices of Technology

Management, and (3) the UIUC Research Park Complex and is assisted by the Assistant Vice President in charge of Administration and Finance.

The University of Illinois Administration had 301 administrators in fiscal year 2011 that were paid nearly \$32 million for an average of \$106,000.

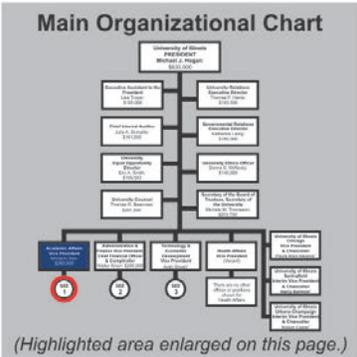
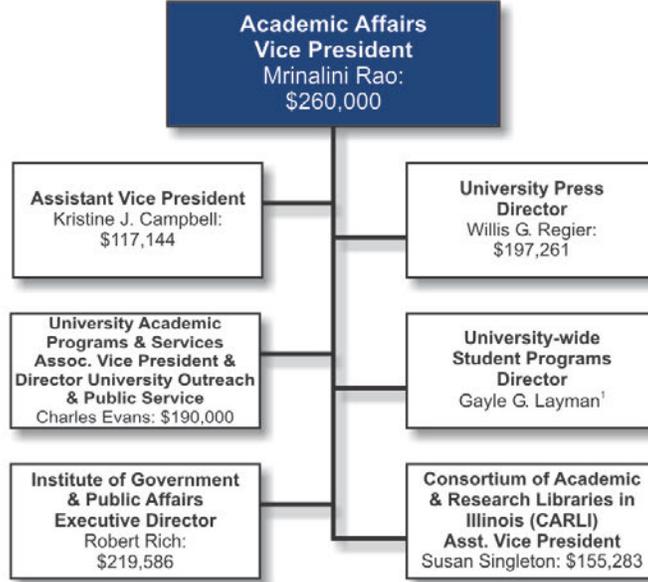
Exhibit 10
Organizational Chart
UNIVERSITY OF ILLINOIS
Fiscal Year 2011



DETAIL

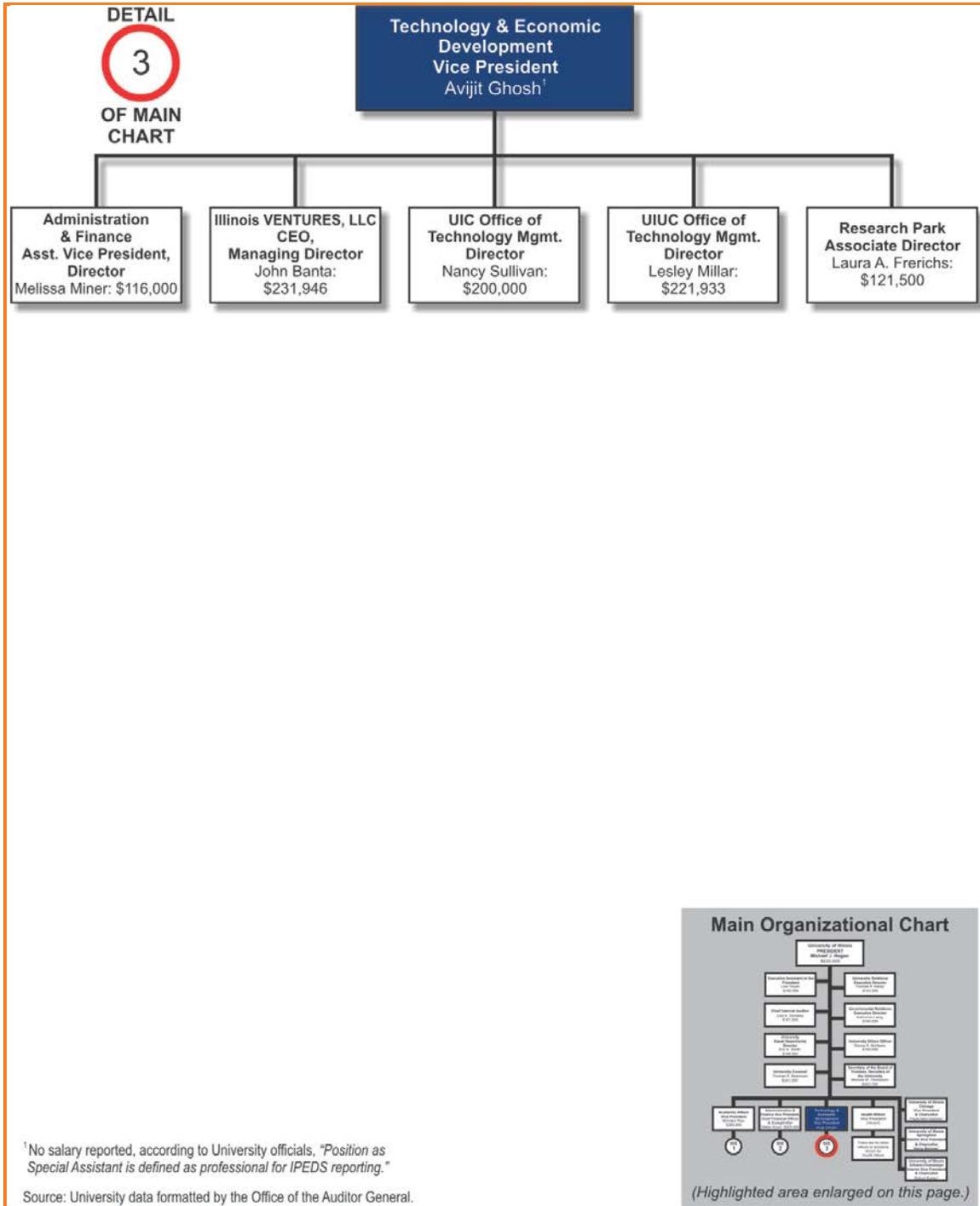
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OF MAIN CHART



¹No salary reported; retired April 30, 2011.

Source: University data formatted by the Office of the Auditor General.



2. University President

We reviewed the President's contract which contained the following provisions:

- **Salary.** Raises determined by the Board of Trustees.
- **Retirement.** Same retirement benefits as other university employees.
- **Housing.** Use of the official residence in Urbana and a condo in Chicago that is provided by the University of Illinois Foundation.
- **Automobile.** University car and driver provided for all university-related travel.
- **Memberships.** Memberships in the Chicago Club and the Champaign Country Club.
- **Termination.** If terminated without cause the President receives an amount equal to one year's salary as a severance package. If the President resigns he receives a faculty position and his salary will be equal to the average of the ten highest paid professors (excluding the College of Medicine and the Dental College). If he served at least five years the President is entitled to one year of paid sabbatical leave before joining the faculty.
- **Time Off.** All sick and vacation time will be determined by university policy.
- **Other Benefits.** Six tickets to University of Illinois events, reimbursed for all reasonable moving expenses, payment of \$45,000 when he started at University of Illinois for forgoing a retention incentive from his previous employer, established a deferred compensation plan that the university will put in a total of \$225,000 between 2011 and 2015.

Dr. Michael Hogan announced that he would resign as President on March 22, 2012 and Dr. Robert Easter was appointed by the Board of Trustees to take over effective July 1, 2012 at a salary of \$450,000 a year. After July 1, Dr. Hogan took a one year paid sabbatical at a salary of \$285,100 before starting his faculty position. He will have a teaching load appropriate to a full professor engaged in research. He will be entitled to \$10,000 per year in research funding, a graduate research assistant, and secretarial support.

3. Sabbaticals/Leaves of Absence

University of Illinois Administration did not report having any sabbaticals/leaves of absence during fiscal year 2011.

4. Administrators Who Taught Courses

University of Illinois Administration had a total of four administrators who also taught courses, but their pay for these courses was not available from the university, as shown in Exhibit 11.

Exhibit 11 UNIVERSITY OF ILLINOIS ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Assistant Director	\$94,095	N/A	1 course	N/A
2. Director	\$219,586	N/A	4 courses	N/A
3. Vice President	\$235,988	N/A	12 courses	N/A
4. Director	\$95,000	N/A	2 courses	N/A
Total	\$644,668			N/A
<i>Courses include freshman orientation and seminars.</i>			<i>Totals may not add due to rounding.</i>	
Source: University of Illinois data.				

5. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, such as the president, vice presidents, and provost. The compensation is the amount actually paid during fiscal year 2011 (some vice presidents served part of the year). The President’s housing expenses of nearly \$350,000 included staff (nearly \$132,000), building maintenance (almost \$62,000), grounds (\$59,000) and expenses associated with a condo in Chicago (\$26,000). The President had entertainment expenditures of nearly \$140,000 which included debt service funding for football suite (\$120,000), catering, floral arrangements, invitations, photography, basketball tickets, etc. See Chapter 5 of main report on Administrative Expenditures for additional details.

Exhibit 12 UNIVERSITY OF ILLINOIS ADMINISTRATION ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
President	\$620,000	\$0	\$349,828	\$70,693	\$477	\$7,102	\$139,757	\$57,458	\$1,245,316
Vice President	\$258,750	\$0	\$0	\$0	Paid by URO	\$4,513	Paid by URO	\$0	\$263,263
Vice President	\$71,296	\$0	\$0	\$1,356	Paid by URO	\$4,068	Paid by URO	\$33	\$76,752
Vice President	\$95,292	\$0	\$0	\$0	\$0	\$0	\$294	\$0	\$95,586
Vice President	\$260,000	\$0	\$0	\$7,805	Paid by URO	\$12,433	\$677	\$1,479	\$282,393
Vice President	\$295,000	\$0	\$0	\$11,821	\$0	\$7,638	\$45	\$3,425	\$317,929
Total⁴	\$1,600,338	\$0	\$349,828	\$91,675	\$477	\$35,754	\$140,773	\$62,394	\$2,281,239
Notes:									
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.									
² These expenditures are in addition to the regular pension benefits paid to university employees.									
³ Other benefits included office supplies, regalia, cell phones, campus parking, moving expenses and bonus									
⁴ Totals may not add due to rounding.									
Source: University of Illinois data and OAG calculation.									

6. Salaries and Staffing

The University of Illinois Administration had a total of 299 full-time administrators who were paid compensation totaling nearly \$32 million in fiscal year 2011 for an average of over \$106,000.

University of Illinois Administration had 2 full-time faculty members who were paid over \$238,000 for an average of \$119,000, as shown in Exhibit 13.

Exhibit 13 UNIVERSITY OF ILLINOIS ADMINISTRATION STAFF Fiscal Year 2011			
	Total Comp	# of Positions	Average Comp
Administration ¹	\$31,810,091	299	\$106,388
Faculty ²	\$238,799	2	\$119,400
Total	\$32,048,890	301	\$106,475
Notes: ¹ Only includes full-time administrators. There were 2 part-time administrators with compensation totaling \$86,710. ² Only includes full-time faculty. There were 5 part-time faculty with compensation totaling \$139,877.			
Source: OAG analysis of University of Illinois data.			

A total of 132 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 43 percent of the full-time administrators (130 administrators) and 100 percent of the full-time faculty members (2 faculty), as shown in Exhibit 14.

Exhibit 14 UNIVERSITY OF ILLINOIS ADMINISTRATION COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	130
% of Administrators	43%
Faculty > \$100,000	2
% of Faculty	100%
Total Positions > \$100,000	132
% of Total	44%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of University of Illinois data.	

The highest total compensation (e.g., salaries, other compensation) in the University of Illinois Administration was paid to the President (\$620,000), Vice President (\$295,988), and the Vice President/Chief Financial Officer (\$295,000), as shown in Exhibit 15.

Exhibit 15 UNIVERSITY OF ILLINOIS ADMINISTRATION COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. President	Michael J Hogan	Administrator	\$620,000
2. Int V Pres Res Designate	Lawrence B Schook	Administrator	\$295,988
3. Vpres & Chief Fin Ofcr	Walter Knorr	Administrator	\$295,000
4. Univ Couns	Thomas R Bearrows	Administrator	\$281,500
5. Sr Vice President Uif	James C Schroeder	Administrator	\$270,000
6. Assoc V Pres Aits	Michael Hubert Hites	Administrator	\$267,615
7. V Pres	Mrinalini Chatta Rao	Administrator	\$260,000
8. Secretary Of The Univ	Michele M Thompson	Administrator	\$253,750
9. Sr Assoc Vp Bus & Finance	Douglas E Beckmann	Administrator	\$246,015
10. Sr V Pres For Campus Devlp	Penelepe C Hunt	Administrator	\$246,000
11. Sr Assoc Vp Cap Prog &Real Est	Michael B Bass	Administrator	\$236,250
12. Ceo/Managing Dir Il Ventures,	John E. Banta	Administrator	\$231,946
13. Assoc Univ Couns	Chris J Mollet	Administrator	\$230,580
14. Dpty Univ Couns	Steven A Veazie	Administrator	\$228,810

Exhibit 15 UNIVERSITY OF ILLINOIS ADMINISTRATION COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
15. Dir Ofc Tech Mgmt	Lesley Millar	Administrator	\$221,933
16. Director	Robert F Rich	Administrator	\$219,586
17. Exec Asst Vice Pres	Heather J Haberaecker	Administrator	\$204,624
18. Sr Dir, Illinoisventures	Robert A Schultz	Administrator	\$201,110
19. Dir, Ofc Technol Mgmt	Nancy A Sullivan	Administrator	\$200,000
20. Assoc V Pres	Maureen M Parks	Administrator	\$198,100
21. Dir, U Of I Press	Willis Goth Regier	Administrator	\$197,261
22. Exec Asst To President	Lisa Lorraine Troyer	Administrator	\$195,000
23. Exec Dir For Univ Rel	Thomas P Hardy	Administrator	\$193,500
24. Dir Of Univ Outreach & Pub Ser	Charles V Evans	Administrator	\$190,000
25. Assoc Vpres Planning & Budget	W Randall Kangas	Administrator	\$187,000
26. Exec Dir Governmental Rel	Katherine Laing	Administrator	\$185,000
27. Dir Life Sci	Kathryn B Hyer	Administrator	\$181,283
28. Controller & Asst Vpres	Patrick M Patterson	Administrator	\$173,504
29. Asst Vp Treasury Oper	Peter J Newman	Administrator	\$173,400
30. Asst V Pres For Bus & Fin	Maxine E Sandretto	Administrator	\$170,000
31. Dir Fed Rel	Jonathan Simonds Pyatt	Administrator	\$165,000
32. Assoc Univ Couns-Campus Legal	Donna M Williamson	Administrator	\$164,425
33. Executive Dir Of Univ Audits	Julia Anne Zemaitis	Administrator	\$161,500
34. Exec Dir Stud Fin Svcs & Cash	Judith Nemerovski Flink	Administrator	\$160,476
35. Asst Vpres Util Mgmt	Eugene L Waas	Administrator	\$157,825
36. Asst Vp Admin Svcs Obfs	John W Tolar	Administrator	\$157,025
37. Asst Vice President Adsd	Richard S Harris	Administrator	\$156,825
38. Asst V Pres & Exec Dir	Susan Singleton	Administrator	\$155,283
39. Campus Legal/Assoc Univ Couns	Mark D Henss	Administrator	\$153,000
40. Asst Vc President Comp Oper	Michael William Lyon	Administrator	\$152,250
41. Vp Alumni Rel	Arlene F Norsym	Administrator	\$150,000
42. Campus Legal Counsel	Scott Edward Rice	Administrator	\$150,000
43. Asst Vice President	Joseph W Vitosky	Administrator	\$149,510
44. V Pres, Corporate Comnc	Vanessa K Faurie	Administrator	\$147,500
45. Exec Dir Grants&Contracts	Vanessa Peoples	Administrator	\$145,874
46. Exec Dir Risk Mgmt	Patricia J Kale	Administrator	\$140,000
47. University Ethics Officer	Donna S McNeely	Administrator	\$140,000
48. Intrim Exec Dir Pay & Benefits	James P Davito	Administrator	\$137,942
49. Dir Budget Oper & Analysis	Patrick H Hoey	Administrator	\$137,500
50. Exec Dir Bis	Gloria Keeley	Administrator	\$137,400
51. Senior Assoc Univ Counsel	John B Alsterda	Administrator	\$134,640
52. Exec Dir Bus & Fin	Ginger L Velazquez	Administrator	\$132,460
53. Dir, North Central Assoc	Susan Carlson Morrison	Administrator	\$132,300
54. Dir Contracts And Purchases	Michael J Devocelle	Administrator	\$132,000
55. Sr Dir Government Cost	Julie D Jarvis	Administrator	\$131,622
56. Exec Dir For Univ Payroll	Laurie Mueller Pitner	Administrator	\$131,477
57. Dir Bus Devlp Svcs	Francis P Jatco	Administrator	\$130,000
58. Dir G & C Post Award	Sandra Sue Moulton	Administrator	\$130,000
59. Dir Real Estate Plng&Svc	Bruce K Walden	Administrator	\$129,262
60. Assoc Dir, Otm	Delphine M Kranz	Administrator	\$126,549
61. Dir Of App Devlp Adsd	Nyle Bolliger	Administrator	\$125,000
62. Prof	Cedric O Herring	Faculty	\$125,000

Exhibit 15 UNIVERSITY OF ILLINOIS ADMINISTRATION COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
63. Vst Dir Of Res Oper	Kristy N Kuzmuk	Administrator	\$125,000
64. Dir Entrp Sys Assur & Info Sec	Kenneth E Rowe	Administrator	\$125,000
65. Exec Dir For Univ Payables	Sandra G Ehler	Administrator	\$124,815
66. Exec Dir Of Info Syst	John Andrew Evans	Administrator	\$124,000
67. Dir Budgets & Fin Anlys	Russell J Biskup	Administrator	\$121,864
68. Assoc Chanc For Devlp & V Pres	Vicki Sandra Megginson	Administrator	\$121,663
69. Assc Dir Res Pk & Incub Facil	Laura Appenzeller Frerichs	Administrator	\$121,500
70. Asst Dir Marketing & Tech Mgmt	Steven L Wille	Administrator	\$120,365
71. Dir Of University Investments	Dean Alan Hagan	Administrator	\$120,256
72. Director Technical Appl Mgmt	Stephanie Lynn Dable	Administrator	\$120,000
73. Dir Decision Support	Aaron J Walz	Administrator	\$120,000
74. Dir, Bus Info Unit	Mnc Nair	Administrator	\$119,597
75. Dir Of State Rel	Dianna K Barrows	Administrator	\$119,494
76. Chief Financial Ofcr	Connie D Walsh	Administrator	\$118,932
77. Dir Emp Rel & Human Res	Jami M Painter	Administrator	\$118,877
78. Vst Dir Payroll & Benefits	Kassandra Hester	Administrator	\$118,227
79. Asst Vpres Acad Affairs	Kristine Juhl Campbell	Administrator	\$117,144
80. Asst Vp For Technol & Econ Dev	Melissa A Walters	Administrator	\$116,000
81. Dir Diversity & Redev	Fred Coleman	Administrator	\$115,569
82. Dir Of Operations	Vickie L Anders	Administrator	\$115,000
83. Assoc Dir	Christopher Barton	Administrator	\$115,000
84. Assoc Dir Govtrl Rel	DeShana Louise Forney	Administrator	\$115,000
85. Associate Director	Amin M Kassem	Administrator	\$115,000
86. Assoc Univ Counsel	Shig William Yasunaga	Administrator	\$115,000
87. Asst Dir	J Martin McLain	Administrator	\$114,260
88. Assoc Prof	Elizabeth T Powers	Faculty	\$113,799
89. Dir Utility Admin	Teresa L Temples	Administrator	\$112,455
90. Assoc Univ Couns	Hsinghua Pam Chen	Administrator	\$112,200
91. Asst Dir Tam	Paul W Masters	Administrator	\$111,619
92. Asst Dir	Scott J Harden	Administrator	\$110,778
93. Assoc Univ Couns	Margaret F Woulfe	Administrator	\$110,550
94. Assoc Univ Couns	Rhonda Renee Perry	Administrator	\$110,012
95. Assoc Univ Counsel	Lisa M Power	Administrator	\$110,012
96. Director Business Services	Michael E. Bloechle	Administrator	\$110,000
97. Assoc Univ Couns	Michael F Harte	Administrator	\$110,000
98. Dir,Human Rsrc Mgmt Sys	Anthony S Kerber	Administrator	\$110,000
99. Dir Ctr Pub Safety & Justice	Laura L Kunard	Administrator	\$110,000
100. Director Univ Sourcing	Rosella Margaret Murton	Administrator	\$110,000
101. Director Of Resources	Robert Raymond Roman	Administrator	\$110,000
102. Dir Equal Opp & Hr	Eric Alexander Smith	Administrator	\$109,583
103. Assoc Dir Bia	Michael C Wonderlich	Administrator	\$109,238
104. Sr Assoc Dir Of Purchasing	Catherine J Reisner	Administrator	\$108,150
105. Director Of Bus Info Sys	Bruce N Hammerberg	Administrator	\$107,250
106. Dir Of Student Fin Services	Alisa M Abadinsky	Administrator	\$106,890
107. Dir, User Services	Kristine J Hammerstrand	Administrator	\$106,791
108. Asst Dir Enter Systems	Susan H Flanagan	Administrator	\$106,053
109. Sr Assoc Dir Univ Rel	Virginia G Hudak-David	Administrator	\$105,060
110. Assoc Univ Counsel	Laura D Clower	Administrator	\$105,015

Exhibit 15 UNIVERSITY OF ILLINOIS ADMINISTRATION COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
111. Director App Portfolio	Kelly J Block	Administrator	\$105,000
112. Dir Of Bus Info Syst	Berniece I Hilsenhoff	Administrator	\$105,000
113. Executive Director	Marietta Walton	Administrator	\$105,000
114. Dir Cash Mgmt & Ag Invst	Kevin L Noland	Administrator	\$104,761
115. Assoc Univ Couns	Stephen K Anderson	Administrator	\$104,665
116. Assoc Dir Govt Rel	Terrance B McLennand	Administrator	\$103,786
117. Assoc Univ Counsel	Karen Elizabeth Etheridge	Administrator	\$103,785
118. Dir Bsfm	Susan Nelson McLain	Administrator	\$103,681
119. Dir Of Audits	Darla J Hill	Administrator	\$103,400
120. Dir Of Audits	Neal Francis Crowley	Administrator	\$103,326
121. Dirctor Of Capital Financing	Robert L Plankenhorn	Administrator	\$102,900
122. Asst Dir	Brian T Metzger	Administrator	\$102,657
123. Asst Dir Data Archt	Mark A Cumbow	Administrator	\$101,791
124. Assoc Dir, Syst Serv	Brandon Gant	Administrator	\$101,538
125. Vst Dir Of Purchasing	Eugene J Suwanski	Administrator	\$101,250
126. Dir	Barbara J Welge	Administrator	\$100,516
127. Asst Dir Purch	Kevin T. Fair	Administrator	\$100,485
128. Asst Dir Of Software Eng	Marla Sue McKinney	Administrator	\$100,397
129. Assoc Dir Risk Mgmt	Steven J Schweitzer	Administrator	\$100,067
130. Assoc Univ Couns	Wesley Wayne Curtis	Administrator	\$100,000
131. Vst Asst Dir Bus Devlp	Jeremy L Hollis	Administrator	\$100,000
132. Assoc Dir Purch	Janet Kay Milbrandt	Administrator	\$100,000
Total			\$19,381,423
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: University of Illinois data.			

UNIVERSITY OF ILLINOIS AT CHICAGO

1. Management Structure

The University of Illinois at Chicago is led by a chancellor. There are three offices and eight main campus divisions that report to the chancellor. The three offices are (1) Access and Equity, (2) Alumni Relations, and (3) Great Cities Commitment. Access and Equity is led by a director and Alumni Relations and Great Cities by Associate Chancellors. There is also an additional Associate Chancellor that reports to the UIC Chancellor.

The seven divisions that are led by vice chancellors are (1) Academic Affairs, (2) Administrative Services, (3) Student Affairs, (4) Development, (5) External Affairs (6) Research, and (7) Human Resources, as shown later in Exhibit 17. The University of Illinois HealthCare System, led by a chief executive officer, also reports the UIC Chancellor.

- The Academic Affairs division oversees the 15 different colleges and the University Library, each of the colleges has a dean in charge. The School of Continuing Studies and Office of External Education are also overseen by Academic Affairs and are both led by Executive Directors. There are also five vice provosts (Academic and Enrollment Services, Faculty Affairs, Resource Planning & Management, Planning & Programs, and Undergraduate Affairs). The Vice Provost for Undergraduate Affairs also serves as the Dean of the Honors College. There is an Associate Vice Provost, an Associate Provost for International Affairs, the Registrar, and 10 offices led by directors or executive directors.
- Administrative Services is led by a vice chancellor and is responsible for five different offices and an assistant vice chancellor. These offices are Facilities Management and Capital Programs; Environmental Health and Safety; Facility and Space Planning; Sustainability; and the University Police. The Office of Sustainability is led by an associate chancellor and the University Police are led by a chief. Facilities Management & Capital Programs is led by the Administrative Services vice chancellor and the remaining two offices are led by some form of director.
- Student Affairs is overseen by a vice chancellor. There are four associate vice chancellors and nine different offices reporting to the vice chancellor. These are typically led by directors and include Counseling Services, Career Services, Student Financial Aid, and Intercollegiate Athletics.
- Development is led by a vice chancellor. Underneath the vice chancellors are two associate vice chancellors and the directors of the six units. These offices are Major Gifts, Corporate/Foundation Relations, Donor Programs, Annual Giving, Development Special Events, and Operations. Also, the directors of advancement

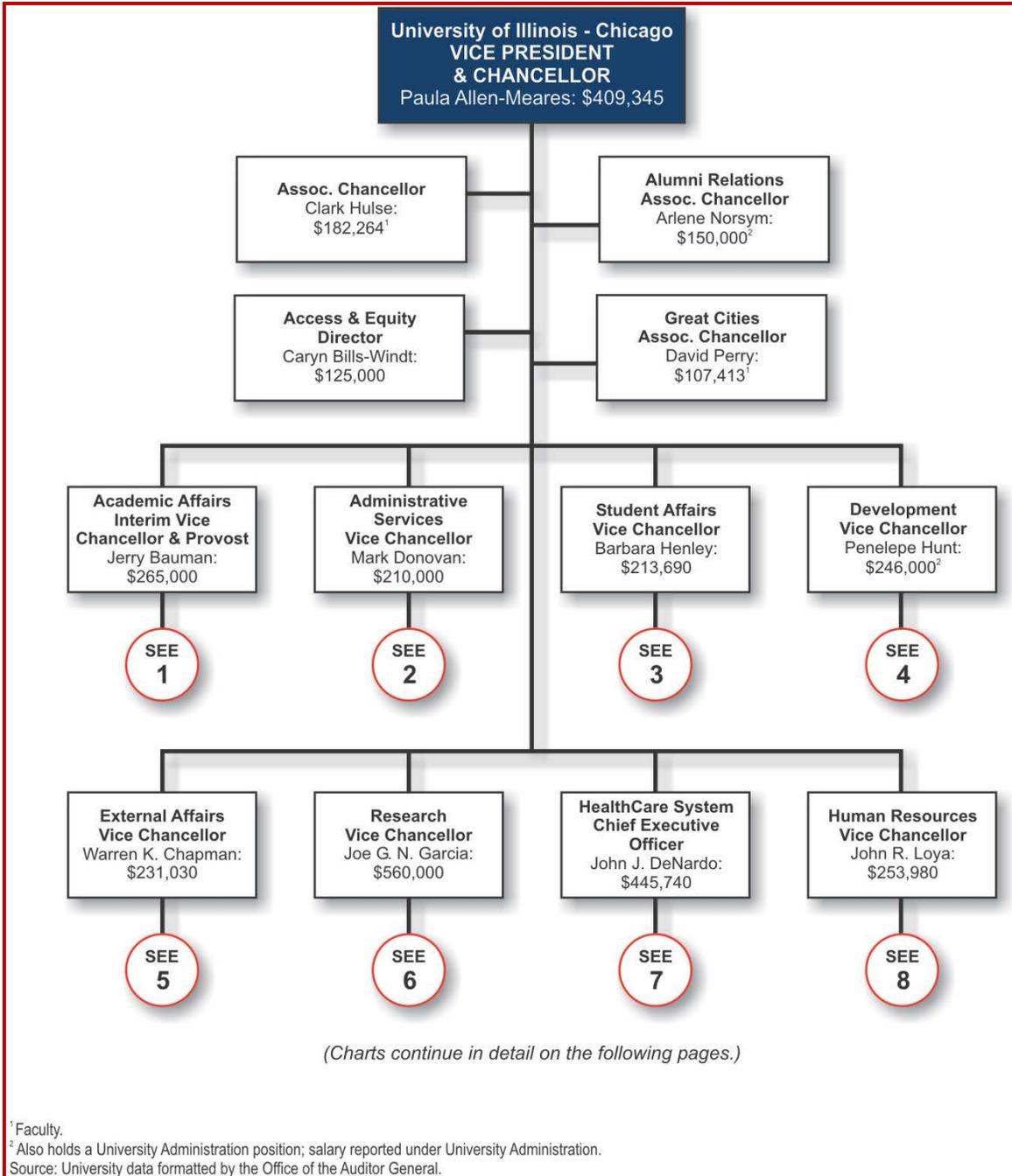
for the 17 university units (i.e., the different colleges or intercollegiate athletics) report to the vice chancellor.

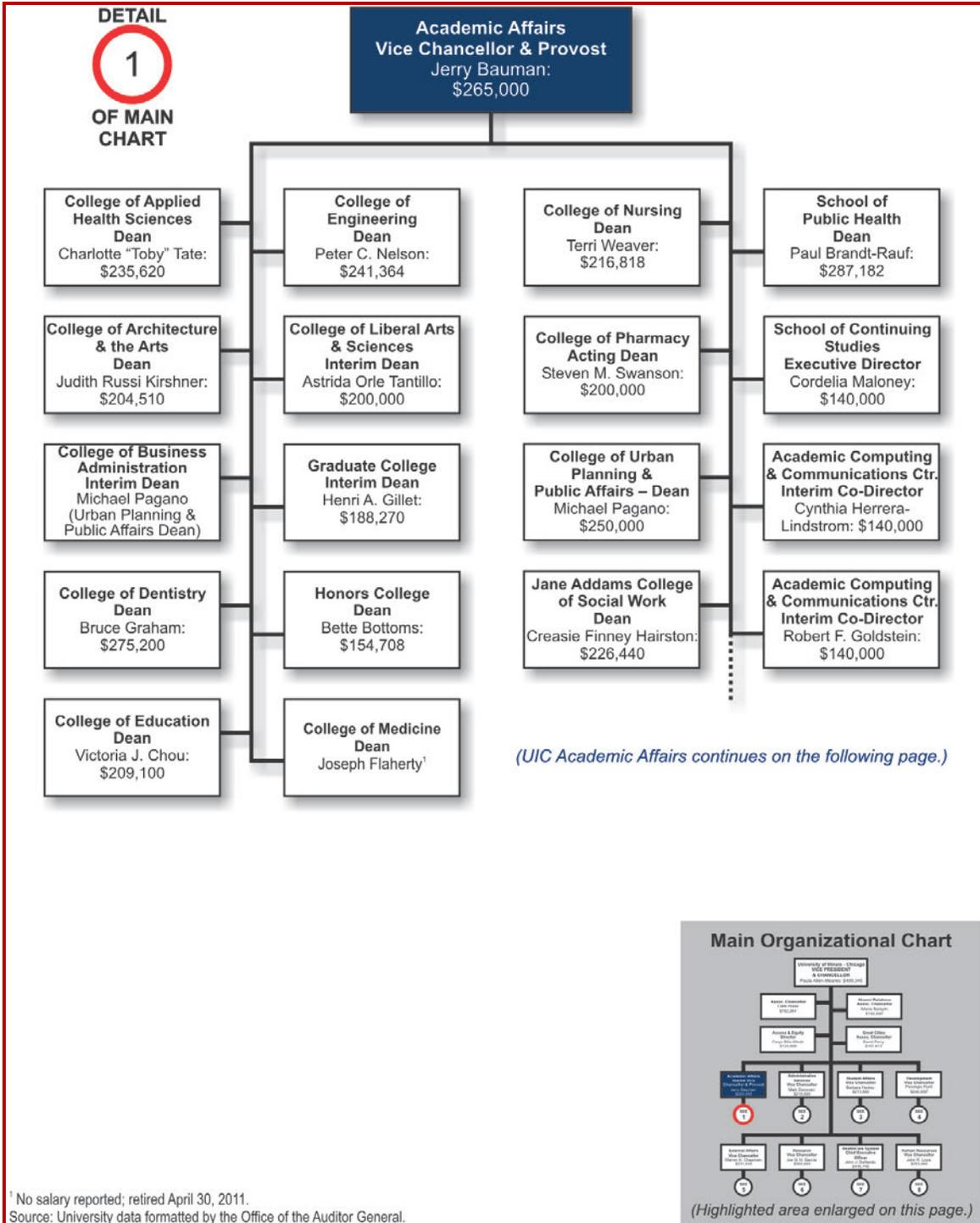
- External Affairs is one of the smallest campus divisions. Only five units report to the vice chancellor. These offices are Public Affairs, Civic and Corporate Relations, Marketing and Communications, Community Relations, and the Special Assistant for Campus Relations. Marketing and Communications is led by an executive director, Public Affairs is led by an associate chancellor, Civic and Corporate Relations by an Associate Vice Chancellor, and Community Relations by a director.
- The Research division consists of seven offices and six research centers. The seven offices are Communications, Finance, Biologic Resources Laboratory, Office for the Protection of Research Subjects, Office of Animal Care and Institutional Biosafety, Office of Research Services, and Institute for Environmental Science and Policy. The research centers are the Center for Advanced Design, Research, and Exploration; Center for Research on Women and Gender; Center for Structural Biology; Institute for Environmental Science and Policy; Research Resources Center, National Center for Data Mining; and Software Technologies Research Center.
- The CEO of the HealthCare System is responsible for overseeing the UIC Outpatient Care Centers, the Mile Square Health Center and the five executive officers. The officers are: (1) Chief Operating Officer; (2) Chief Medical Officer; (3) Chief Financial Officer; (4) Chief Nursing Officer; and (5) Chief Information Officer.
- The Vice Chancellor for Human Resources oversees six different offices. These offices are: (1) Compensation; (2) Employment; (3) Organizational Effectiveness; (4) Labor and Employee Relations; (5) HR Shared Services; and (6) Resource Management.

UIC had over 1,000 administrators in fiscal year 2011 that were paid over \$95 million for an average of \$88,000, as shown in Exhibit 16.

Exhibit 16 UIC ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. Associate Vice President	1	\$255,000	\$255,000
2. Chancellor	1	\$409,345	\$409,345
3. Vice Chancellor	5	\$1,468,700	\$293,740
4. Associate Chancellor	2	\$269,787	\$134,893
5. Associate Vice Chancellor	7	\$959,707	\$137,101
6. Assistant Vice Chancellor	2	\$274,856	\$137,428
7. Provost	1	\$265,000	\$265,000
8. Vice Provost	5	\$806,650	\$161,330
9. Executive Director	14	\$1,719,543	\$122,825
10. Director	371	\$35,580,192	\$95,903
11. Dean	13	\$2,889,212	\$222,247
12. Other Management	665	\$50,847,743	\$76,463
Total	1,087	\$95,745,735	\$88,083
<i>The University of Illinois Hospital is included.</i>			
Source: OAG analysis of University of Illinois data.			

Exhibit 17
Organizational Chart
UNIVERSITY OF ILLINOIS AT CHICAGO
Fiscal Year 2011

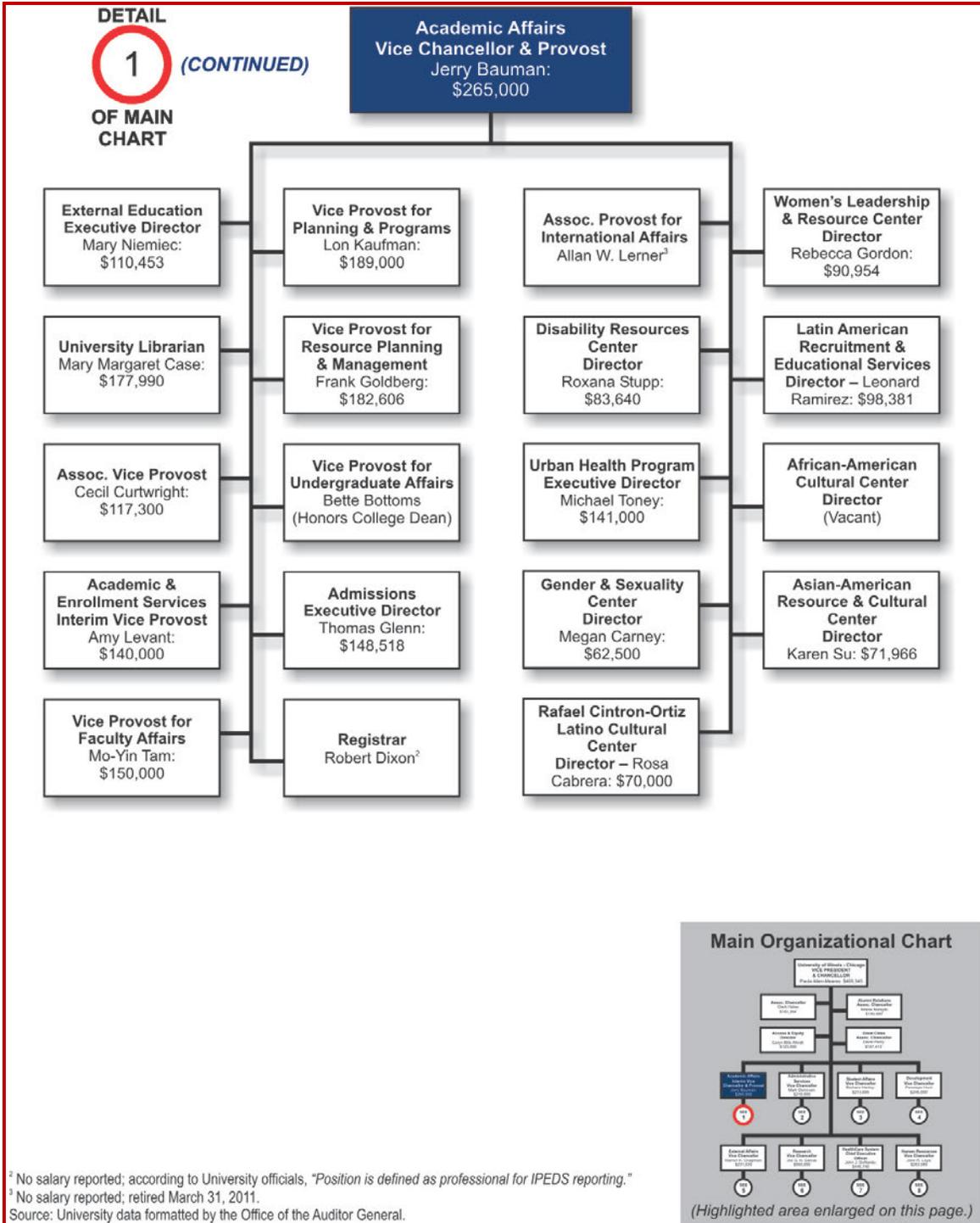


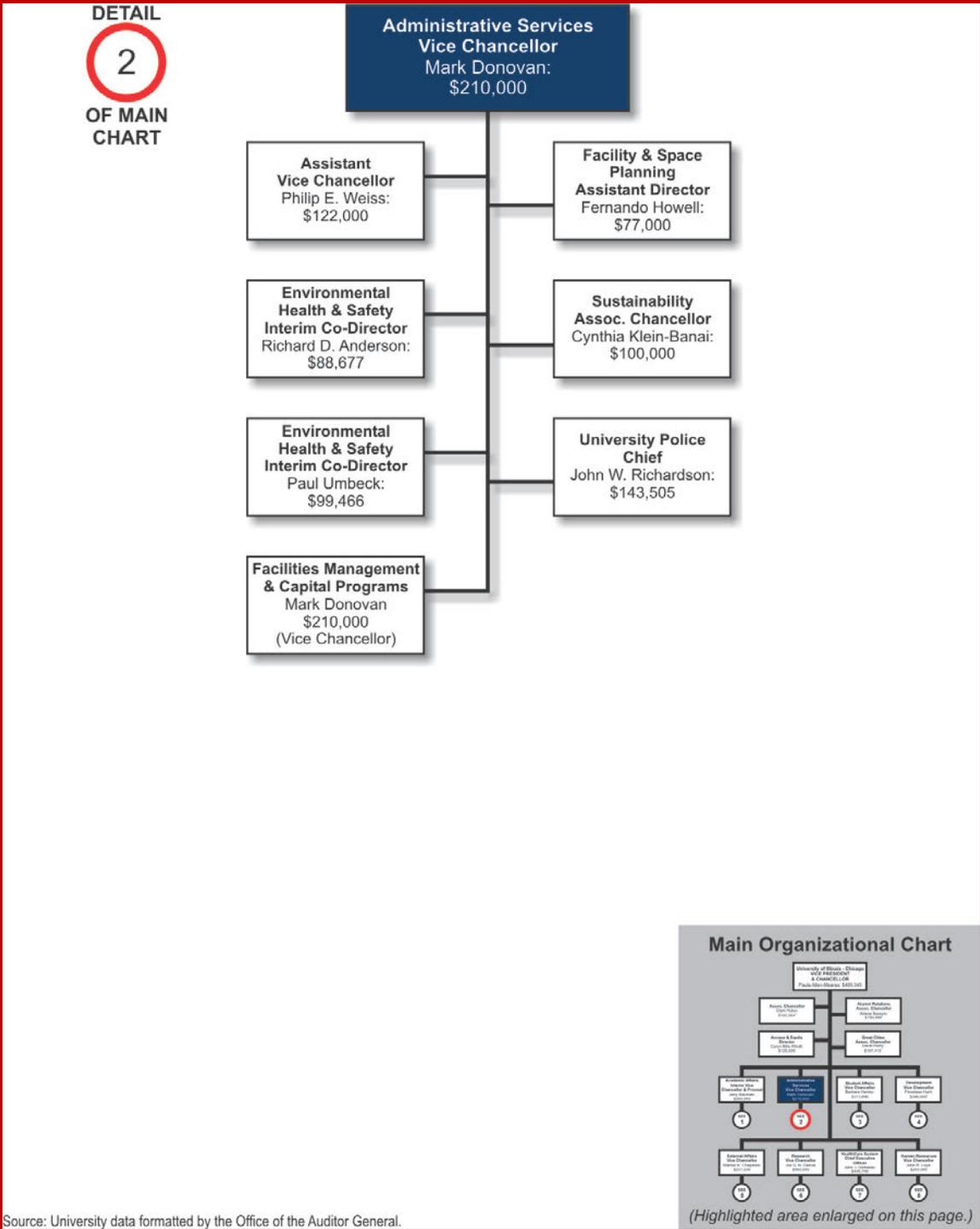


Main Organizational Chart

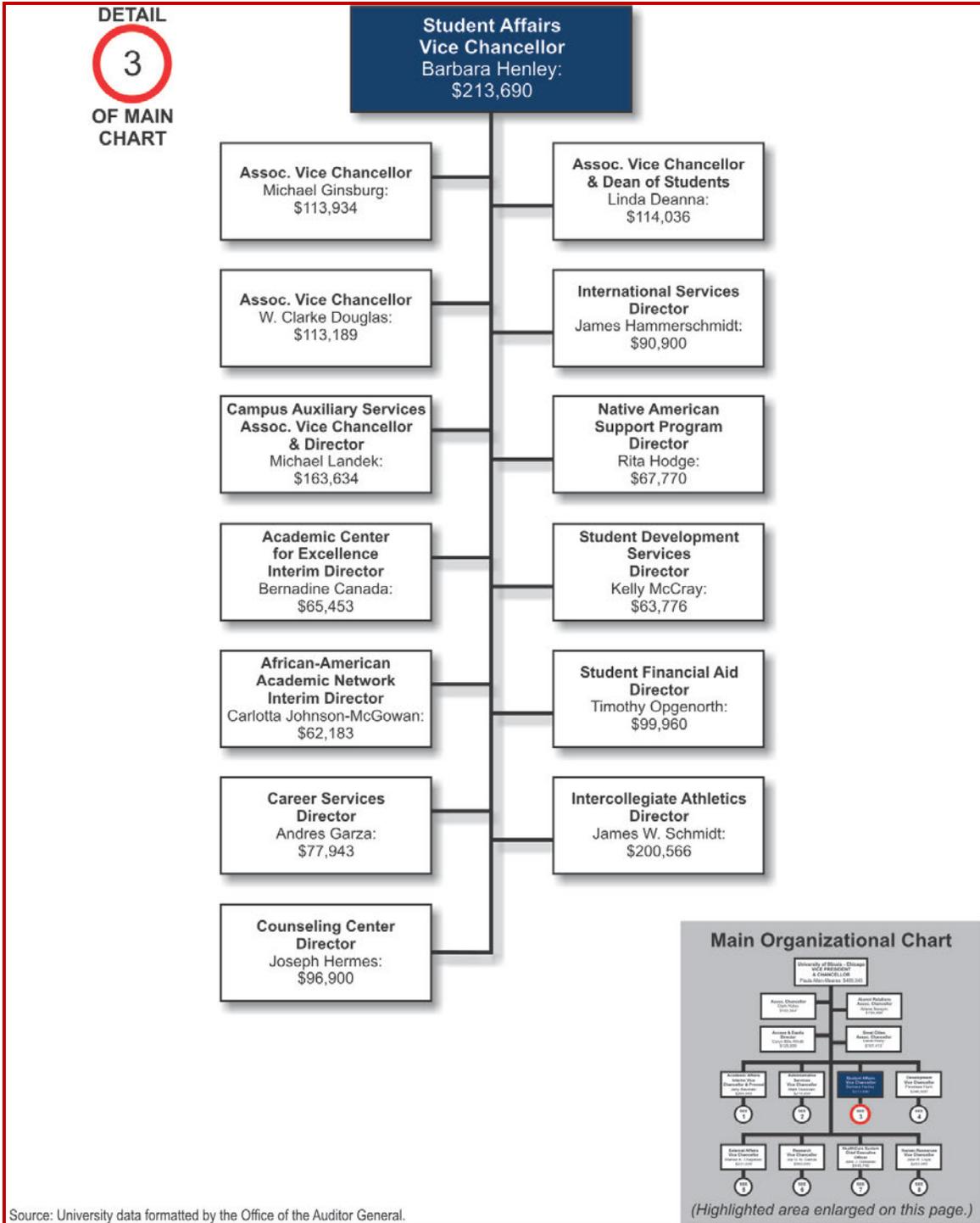
(Highlighted area enlarged on this page.)

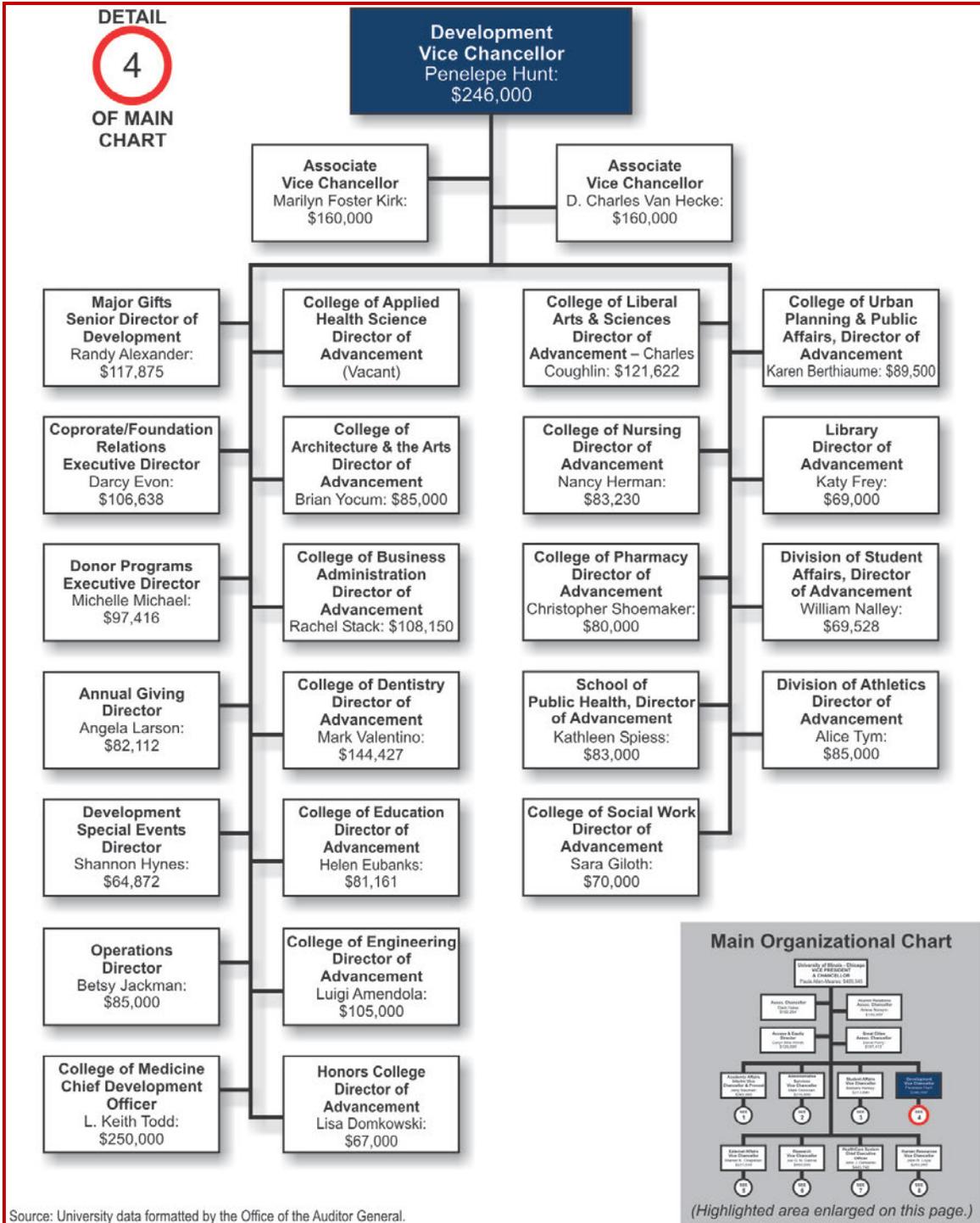
¹ No salary reported; retired April 30, 2011.
Source: University data formatted by the Office of the Auditor General.

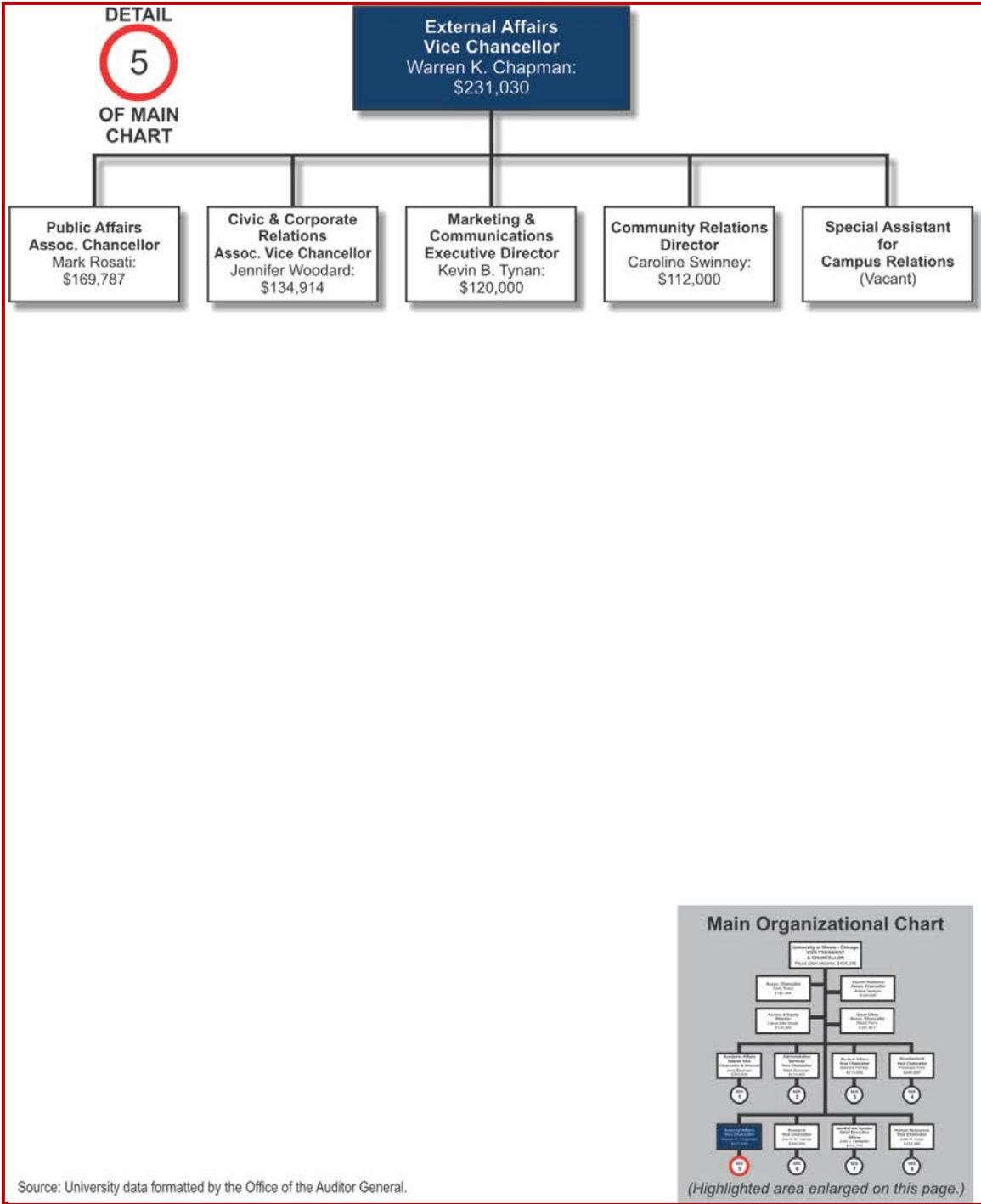


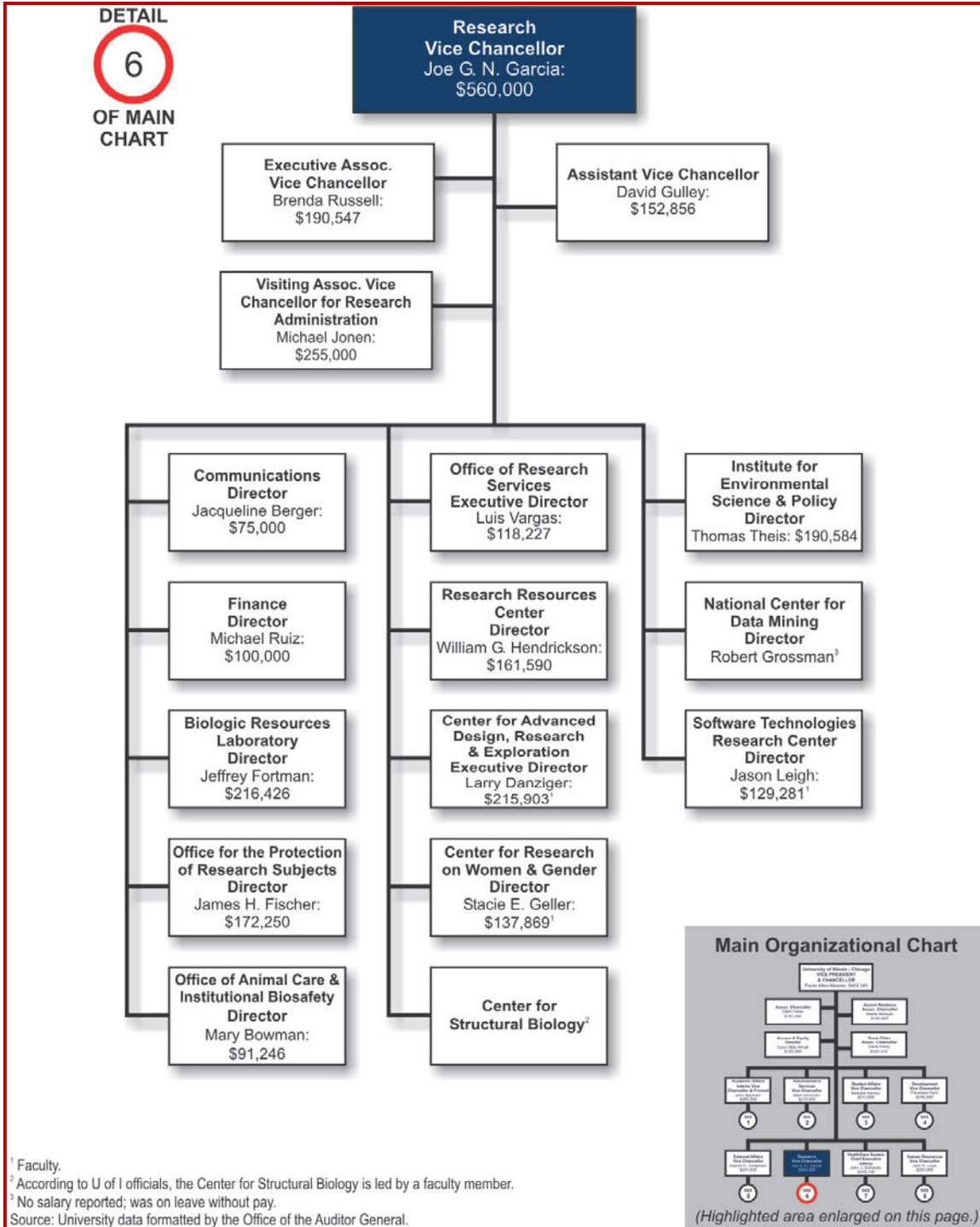


Source: University data formatted by the Office of the Auditor General.

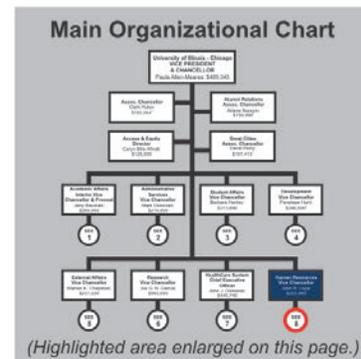
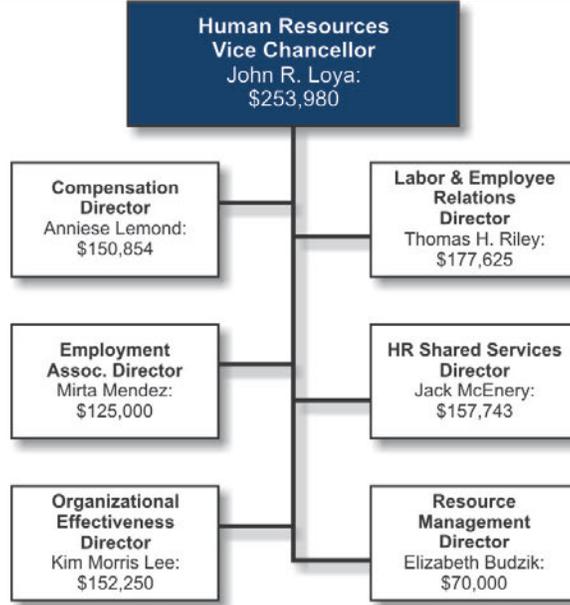








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Source: University data formatted by the Office of the Auditor General.

2. Enrollment

The University of Illinois at Chicago had a total enrollment of 27,850 students: 22,978 were full-time students (83%) while the remaining 4,872 were part-time students (17%). Undergraduate students were 60 percent and graduate students were 40 percent, as shown in Exhibit 18.

Exhibit 18 UIC ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	22,978
Part-time	4,872
Undergraduate	16,806
Graduate	11,044
Total Students	27,850
Full-time Equivalent (FTE)	26,983
Source: University of Illinois data.	

3. Tuition and Fees

Tuition and fees totaled \$12,858 for undergraduates and \$13,438 for graduate students. Room and board charges amounted to \$9,668 for a total undergraduate cost of \$22,526, as shown in Exhibit 19.

Exhibit 19 UIC TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$12,858
Room and Board	\$9,668
Total	\$22,526
Graduate	\$13,438
Source: University of Illinois data.	

4. Campus Chancellor

We reviewed the Chancellor’s contract which contained the following provisions:

- **Salary.** Raises determined by the Board of Trustees.
- **Retirement.** Standard retirement plan for university employees.
- **Housing.** Use of university residence.
- **Automobile.** University car and driver for all university-related travel.
- **Memberships.** University or Foundation pays for one membership. Upon the request of the Chancellor the President will consider including one or more additional memberships.
- **Termination.** If terminated without cause the Chancellor receives an amount equal to one year’s salary as a severance package. If the Chancellor joins the faculty the base salary will be \$285,000, plus a summer salary. Salary will be set at the time of appointment as Chancellor and “. . . increased by an amount equal to the average increase paid over the time period of her Chancellorship for full Professors in the Jane Addams School of Social Work.”
- **Time Off.** Standard time off according to university policies.
- **Other Benefits.** Paid \$20,000 for transition-related services requested by the university prior to starting at UIC, retention incentive of \$75,000/year payable after five years, reimbursement for moving expenses, and receives \$20,000/year for professional expenses related to her faculty appointment.

5. Sabbaticals/Leaves of Absence

UIC had 76 faculty and administrators who took sabbaticals/leaves of absence for fiscal year 2011: 26 took leaves of absence which includes administrative, military, and educational leave and 50 took sabbaticals for either 4, 6, or 8 months. Their total **annual** compensation was \$6,239,356, as shown in Exhibit 20.

Exhibit 20 UIC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
1. Instructor Comm Programer	\$36,339	Leave of Absence	N/A	N/A
2. Grad Acad Advr	\$27,524	Leave of Absence	N/A	N/A
3. Assoc Professor	\$28,400	Leave of Absence	N/A	N/A
4. Asst Professor	\$25,715	Leave of Absence	N/A	N/A
5. Department Information, Supervisor	\$51,597	Leave of Absence	N/A	N/A
6. Teaching Assoc	\$29,120	Leave of Absence	N/A	N/A
7. Technologist I, Medical	\$46,185	Leave of Absence	N/A	N/A
8. Officer II Admitting	\$38,201	Leave of Absence	N/A	N/A
9. Professor	\$63,498	Leave of Absence	N/A	N/A
10. Honors College Faculty	\$59,625	Leave of Absence	N/A	N/A
11. Forum Security Detail; Plc Offic	\$72,030	Leave of Absence	N/A	N/A
12. Lecturer	\$13,390	Leave of Absence	N/A	N/A
13. Pre Doc Fellow	\$21,180	Leave of Absence	N/A	N/A
14. Bldg Serv Wrkr	\$35,402	Leave of Absence	N/A	N/A
15. It Tech Assoc L2	\$49,521	Leave of Absence	N/A	N/A
16. CE Faculty; Clin Asst Prof; Postdoc Fellow	\$46,143	Leave of Absence	N/A	N/A
17. Phlebotomist 2	\$18,512	Leave of Absence	N/A	N/A
18. Storekeeper I	\$39,042	Leave of Absence	N/A	N/A
19. Dir Microphysics Lab; Honors College Faculty	\$60,024	Leave of Absence	N/A	N/A
20. Asst Professor	\$56,000	Leave of Absence	N/A	N/A
21. Cust Serv Spclst	\$45,377	Leave of Absence	N/A	N/A
22. Specialist I, Communications	\$33,964	Leave of Absence	N/A	N/A
23. Engineer, Plant Operating	\$86,986	Leave of Absence	N/A	N/A
24. Vst Cmty Engagmt Spec	\$60,000	Leave of Absence	N/A	N/A
25. Honors College Faculty; Prof	\$154,911	Leave of Absence	N/A	N/A
26. Nurse II Staff	\$104,458	Leave of Absence	N/A	N/A
27. Assoc Professor	\$70,700	Sabbatical	6	N/A
28. Professor	\$72,000	Sabbatical	6	N/A
29. Assoc Professor	\$40,920	Sabbatical	4	N/A
30. Assoc Professor	\$62,903	Sabbatical	8	N/A
31. Dependent Insurance Stipend; Othac 12mo Resdt Medcl	\$47,772	Sabbatical	6	N/A
32. Professor	\$133,734	Sabbatical	6	N/A
33. Assoc Professor	\$120,631	Sabbatical	6	N/A
34. Assoc Professor	\$84,714	Sabbatical	6	N/A
35. Professor	\$95,593	Sabbatical	6	N/A
36. Professor	\$100,000	Sabbatical	6	N/A
37. Assoc Professor; Program Coord	\$84,348	Sabbatical	6	N/A

Exhibit 20 UIC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
38. Assoc Prof; Ctr Affl; Dir Of Undergrad Stdy; Honors College	\$96,651	Sabbatical	6	N/A
39. Assoc Prof; Ctr Affl; Res Assoc Prof	\$100,129	Sabbatical	6	N/A
40. Professor	\$130,493	Sabbatical	6	N/A
41. Assoc Professor	\$104,571	Sabbatical	8	N/A
42. Dept Affl; Dir, Mobile Info Sys Ctr; Prof	\$166,968	Sabbatical	8	N/A
43. Honors College Faculty; Professor	\$101,963	Sabbatical	8	N/A
44. Ctr Affl; Honors College Faculty; Professor	\$136,000	Sabbatical	8	N/A
45. Honors College Faculty; Professor	\$97,566	Sabbatical	6	N/A
46. Assoc Prof; Honors College Faculty	\$72,000	Sabbatical	6	N/A
47. Honors College Faculty; Professor	\$97,768	Sabbatical	6	N/A
48. Assoc Prof; Center Affl; Honors College Faculty	\$76,070	Sabbatical	8	N/A
49. Professor	\$135,749	Sabbatical	6	N/A
50. Coord Of Gen Chem; Honors College Faculty; Professor	\$120,727	Sabbatical	8	N/A
51. Professor	\$112,586	Sabbatical	6	N/A
52. Assoc Prof; Honors College Faculty	\$69,000	Sabbatical	6	N/A
53. Las Dist Prof; Prof; Prof Of English	\$150,662	Sabbatical	6	N/A
54. Assoc Professor	\$74,800	Sabbatical	6	N/A
55. Assoc Prof; Honors College Faculty	\$61,160	Sabbatical	6	N/A
56. Assoc Professor	\$65,550	Sabbatical	8	N/A
57. Honors College Faculty; Prof; UIC Dist Prof	\$140,452	Sabbatical	6	N/A
58. Head; Professor	\$158,000	Sabbatical	6	N/A
59. Center Affl; Professor	\$104,000	Sabbatical	6	N/A
60. Professor	\$81,533	Sabbatical	6	N/A
61. Professor	\$80,014	Sabbatical	6	N/A
62. Professor	\$77,704	Sabbatical	6	N/A
63. Professor	\$77,140	Sabbatical	6	N/A
64. Professor	\$84,056	Sabbatical	4	N/A
65. Assoc Prof; Honors College Faculty	\$72,500	Sabbatical	6	N/A
66. Assoc Prof; Chair; Honors College Faculty	\$112,008	Sabbatical	6	N/A
67. Assoc Prof; Clin Asst Prof; Honors College Faculty	\$76,783	Sabbatical	6	N/A
68. Honors College Faculty; Professor	\$82,812	Sabbatical	6	N/A
69. Assoc Prof; Dept Affl; Honors College Faculty; Inst Affl	\$71,000	Sabbatical	8	N/A
70. Assoc Prog Dir; Physn Surg; Prof	\$167,751	Sabbatical	6	N/A
71. Assoc Prof; Asst Head; Honors College Faculty	\$103,000	Sabbatical	8	N/A
72. Dir, Pmad Res & Schol Inia; Prof	\$176,875	Sabbatical	6	N/A
73. Professor	\$104,025	Sabbatical	6	N/A
74. Assoc Dean For Res; Prof Of Epi; Res Prof	\$139,634	Sabbatical	8	N/A

Exhibit 20 UIC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
75. Assoc Prof Of Biostats	\$72,542	Sabbatical	6	N/A
76. Assoc Professor	\$70,655	Sabbatical	6	N/A
Total ²	\$6,239,356			
<u>Note:</u> ¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence. ² Totals may not add due to rounding.				
Source: University of Illinois data.				

6. Administrators Who Taught Courses

University of Illinois Chicago had a total of 107 administrators who also taught courses, but the additional pay for those courses was not available, as shown in Exhibit 21.

Exhibit 21 UIC ADMINISTRATORS WHO TAUGHT COURSES ¹ Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Compensation	Faculty Position	Course(s) Taught	Additional Comp.
1. Asst Dean	\$96,026	N/A	10	N/A
2. Regional Clin Dir	\$215,389	N/A	5	N/A
3. Asst Dir Of Composition	\$59,195	N/A	3	N/A
4. Dir, Commerce Placement	\$61,442	N/A	4	N/A
5. Assoc Proj Dir	\$54,106	N/A	1	N/A
6. Assoc Dean Div	\$100,000	N/A	3	N/A
7. Dir Sci Lrng Ctr	\$19,260	N/A	11	N/A
8. Vst Assoc Dean Fac Affairs	\$84,889	N/A	3	N/A
9. Interim VCAA & Provost	\$200,000	N/A	2	N/A
10. Dir, Coll Cmpnt Serv	\$68,676	N/A	1	N/A
11. Vst Asst Dir	\$40,000	N/A	1	N/A
12. Hr Mgr (LCP)	\$52,787	N/A	1	N/A
13. Asst Dir, Stdnt Serv	\$50,000	N/A	1	N/A
14. Dir Neuro Residency Prgm	\$35,000	N/A	1	N/A
15. Assoc Dir, Cure	\$74,358	N/A	3	N/A
16. Dean	\$136,089	N/A	20	N/A
17. Asst Dean For Stdnt Serv	\$90,757	N/A	1	N/A
18. Asst Dir	\$124,333	N/A	4	N/A
19. Asst Dir, Clin Pharm	\$122,864	N/A	3	N/A
20. Asst Dir, Career Ctr	\$43,800	N/A	1	N/A
21. Dir Of Recruit/Retention	\$67,625	N/A	1	N/A
22. Asst Dean, Stdnt Aff	\$61,500	N/A	1	N/A
23. Residency Prgm Dir	\$200,000	N/A	3	N/A
24. Assoc V Provost	\$117,300	N/A	1	N/A
25. Dir, Energy Rsrsc Ctr	\$156,180	N/A	1	N/A

Exhibit 21 UIC ADMINISTRATORS WHO TAUGHT COURSES ¹ Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Compensation	Faculty Position	Course(s) Taught	Additional Comp.
26. Co-Dir, Ofc Of Appl Psychol	\$60,115	N/A	5	N/A
27. Asst Dir Acad Serv	\$47,693	N/A	1	N/A
28. Assoc Dir Amb Pharm	\$136,733	N/A	2	N/A
29. Assoc Dean For Prev & Pub Hlth	\$198,672	N/A	4	N/A
30. Dir, Biologic Res Lab	\$198,426	N/A	5	N/A
31. Exec Dir, Info Tech	\$110,000	N/A	14	N/A
32. Dir Drug Info Educ Grp	\$131,966	N/A	1	N/A
33. Interim Dean	\$173,270	N/A	2	N/A
34. Assoc Dean Rural Hlth Prfn	\$111,290	N/A	1	N/A
35. Asst Head For Educ	\$116,096	N/A	39	N/A
36. Dir, Ofc Of Women's Affrs	\$90,954	N/A	1	N/A
37. Dir, Online & Blended Learning	\$89,000	N/A	1	N/A
38. Asst Dean	\$96,402	N/A	2	N/A
39. Dir Res Rsrsc Ctr	\$151,590	N/A	4	N/A
40. Asst Dean & Dir Of MBA Prgm	\$92,380	N/A	9	N/A
41. Dir	\$130,427	N/A	5	N/A
42. Head	\$123,451	N/A	1	N/A
43. Proj Dir	\$109,200	N/A	1	N/A
44. Assoc Curr Dir, M-2 Path	\$129,967	N/A	4	N/A
45. Act Dir, Gci	\$154,368	N/A	6	N/A
46. Dir Of The Engr Career Ctr	\$59,136	N/A	3	N/A
47. Dir Career Serv	\$68,952	N/A	3	N/A
48. Exec Asst Dean	\$74,250	N/A	3	N/A
49. Assoc Dir, Acad Rsrsc Ctr	\$47,558	N/A	2	N/A
50. Vst Dir Grad Stdnt Serv	\$72,000	N/A	5	N/A
51. Dir Of Jahh Museum	\$87,500	N/A	1	N/A
52. Vst Dir, DRPH Prgm	\$71,500	N/A	7	N/A
53. Irb Asst Facilitator	\$10,000	N/A	2	N/A
54. Vst Assoc Dean Curr	\$236,541	N/A	3	N/A
55. Asst Dir For Curr Devlp	\$83,190	N/A	1	N/A
56. Exec Assoc Dean For Plng	\$105,207	N/A	7	N/A
57. Assoc Dean For Clin Aff	\$120,000	N/A	1	N/A
58. Dir Of HR Shared Serv	\$151,743	N/A	2	N/A
59. Assoc Dir - Acad Serv-Emba	\$67,788	N/A	6	N/A
60. Asst Dean For Preclin Curr	\$166,153	N/A	8	N/A
61. Assoc Dean For Doc Stdy	\$94,061	N/A	4	N/A
62. Assoc Exec Dir	\$114,240	N/A	1	N/A
63. Assoc Dir	\$59,090	N/A	2	N/A
64. Dean	\$195,000	N/A	2	N/A
65. Dir, Acad Serv	\$64,151	N/A	5	N/A
66. Prgm Dir Med/Peds	\$175,189	N/A	4	N/A
67. Head	\$386,000	N/A	1	N/A
68. Dir Of Spec Scholarships Prgms	\$98,228	N/A	1	N/A
69. Asst Dean, Acad Affrs	\$115,000	N/A	1	N/A
70. Dir	\$165,751	N/A	3	N/A
71. Co-Dir Ofc Of Appl Psych	\$60,299	N/A	10	N/A
72. Vst Asst Dir For Spec Curr	\$30,000	N/A	2	N/A

Exhibit 21 UIC ADMINISTRATORS WHO TAUGHT COURSES ¹ Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Compensation	Faculty Position	Course(s) Taught	Additional Comp.
73. Assoc Dean Grad Med Educ	\$232,372	N/A	3	N/A
74. Exec Dir, UTC	\$157,500	N/A	1	N/A
75. Dir, Rockford Exp Educ	\$103,000	N/A	3	N/A
76. Exec Dir	\$110,271	N/A	2	N/A
77. Assoc Dean Acad Aff	\$122,222	N/A	9	N/A
78. Assoc Dir	\$50,000	N/A	24	N/A
79. Dir Microphysics Lab	\$60,024	N/A	18	N/A
80. Vst Dir Of Cont Med Educ	\$104,000	N/A	6	N/A
81. Dir	\$86,400	N/A	2	N/A
82. Dir, Gallery Four-Hundred	\$56,100	N/A	1	N/A
83. Exec Dir, Fam Med Fel Prgm	\$18,319	N/A	1	N/A
84. Act Dean	\$166,833	N/A	8	N/A
85. V Provost	\$125,000	N/A	1	N/A
86. Interim Dean	\$147,312	N/A	3	N/A
87. Dir, Ist For Env Sci & Pol	\$160,405	N/A	8	N/A
88. Supvr Pharm, Mtm Oper Clinic	\$114,600	N/A	3	N/A
89. Asst Dir	\$122,797	N/A	1	N/A
90. Asst Dir	\$54,259	N/A	1	N/A
91. Peds Surg Clin Dir	\$87,000	N/A	2	N/A
92. Asst Dir Of Adm	\$40,000	N/A	2	N/A
93. Sr Dir, Bus Career Ctr	\$77,000	N/A	1	N/A
94. Dir	\$67,238	N/A	9	N/A
95. Vst Dir Res	\$85,000	N/A	2	N/A
96. Asst Dean For Stdnt Serv	\$62,698	N/A	16	N/A
97. Asst Dean Of Stdnt Aff	\$94,928	N/A	4	N/A
98. Co-Director	\$81,358	N/A	1	N/A
99. Asst Dir, Hosp Pharm Serv	\$123,483	N/A	1	N/A
100. CEO, Healthcare Syst	\$445,740	N/A	1	N/A
101. Chief Fin Ofc	\$284,413	N/A	2	N/A
102. Dir, Hosp Pharm Serv	\$182,945	N/A	1	N/A
103. Asst Dir, Hosp Pharm Serv	\$127,515	N/A	1	N/A
104. Asst Dir, Hosp Pharm Serv	\$131,405	N/A	1	N/A
105. Assoc Dir, Pharm ITS	\$136,189	N/A	1	N/A
106. Dir of Food & Nutrition Serv	\$86,342	N/A	2	N/A
107. Dir Patient Logistics	\$127,500	N/A	1	N/A
Total²	\$11,994,269			N/A
Notes:				
¹ The University of Illinois Hospital is included.				
² Totals may not add due to rounding.				
Source: University of Illinois data.				

7. Medical School

The college of medicine is led by a dean (like other colleges, such as arts and sciences, business, engineering) and reports to the UIC Vice Chancellor for Academic Affairs/Provost. During follow up, University of Illinois provided the following details:

- Enrollment: 1,619 students (1,464 full-time and 155 part-time).
- FTE: 2,452 students (medical school students are the equivalent of graduate students for whom 12 hours of course work is considered full-time). University of Illinois said most medical school students take 18 hours a semester; therefore, each such student would be considered 1.5 FTE (18 hours/semester ÷ 12 = 1.5 FTE).
- Administrators: 150 full-time (paid \$14 million) and 15 part-time (paid \$1.25 million).
- Faculty: 649 full-time (paid \$86 million) and 507 part-time (paid \$21 million).
- Tuition and Fees: Urbana \$35,392; Chicago \$35,822; and Peoria/Rockford \$35,604.

8. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the chancellor, vice chancellors, and provost. Below are the expenditures that UIC provided for these positions for fiscal year 2011, as shown in Exhibit 22. The salaries reported are the actual amounts paid to the administrators during the fiscal year and may be lower than the contracted salary if the administrator did not work the entire year. The chancellor, both provosts, and three vice chancellor had entertainment expenditures of over \$10,000 which included catering, meals, musical services, and tickets. The largest amount spent was \$11,000 for a room reservation for a UIC co-hosted Chicago Public Library Foundation event. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 22 UIC ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
Chancellor ⁵	\$431,575	\$0	\$53,450	\$6,783	\$646	\$737	\$76,364	\$0	\$569,554
Provost	\$120,455	\$0	\$0	\$0	\$0	\$540	\$37,006	\$0	\$158,001
Provost	\$228,854	\$0	\$0	\$0	\$0	\$6,088	\$16,831	\$49,407	\$301,180
Vice Chan.	\$204,167	\$0	\$0	\$0	\$0	\$0	\$21,197	\$0	\$225,364
Vice Chan.	\$213,690	\$0	\$0	\$0	\$75	\$6,086	\$4,960	\$1,900	\$226,711
Vice Chan.	\$231,030	\$0	\$0	\$0	\$150	\$2,057	\$15,134	\$0	\$248,372
Vice Chan.	\$210,375	\$0	\$0	\$0	\$0	\$3,499	\$20,963	\$0	\$234,837
Vice Chan.	\$253,980	\$0	\$0	\$0	\$0	\$173	\$4,517	\$0	\$258,670
Vice Chan.	\$246,000	\$0	\$0	\$0	\$0	\$0	\$4,517	\$0	\$250,517
Total⁴	\$2,140,126	\$0	\$53,450	\$6,783	\$871	\$19,180	\$201,489	\$51,307	\$2,473,206
Notes:									
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.									
² These expenditures are in addition to the regular pension benefits paid to university employees.									
³ Other benefits included payment for unused compensated absences and cell phone allowance.									
⁴ Totals may not add due to rounding.									
⁵ Salary includes \$56,575 in "Grant & Contracts activity".									
Source: University of Illinois data and OAG calculation.									

9. Salaries and Staffing

The University of Illinois at Chicago had a total of 1,036 full-time administrators who were paid compensation totaling \$92 million in fiscal year 2011 for an average of over \$89,000. UIC had 1,923 full-time faculty members whose compensation totaled over \$200 million for an average of over \$104,500, as shown in Exhibit 23.

A total of 1,056 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 26 percent of the full-time administrators (272 administrators) and 41 percent of the full-time faculty members (784 faculty), as shown in Exhibit 24.

The highest compensation at UIC was paid to the Vice Chancellor for Research (\$560,000), a Professor (\$526,250), and another Professor (\$510,625), as shown in Exhibit 25.

Exhibit 23 UIC STAFFING ¹ Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ⁴
Administration ²	\$92,312,751	1,036	\$89,105	26.0
Faculty ³	\$201,126,569	1,923	\$104,590	14.0
Total	\$293,439,320	2,959	\$99,168	9.1
Notes: ¹ The University of Illinois Hospital is included. ² Only includes full-time administrators. There were 51 part-time administrators with compensation totaling \$3,432,984. ³ Only includes full-time faculty. There were 1,117 part-time faculty with compensation totaling \$37,937,611. ⁴ Students per faculty or administrator. Source: OAG analysis of University of Illinois data.				

Exhibit 24 UIC COMPENSATION OVER \$100,000 ² Fiscal Year 2011	
Administrators > \$100,000/year	272
% of Administrators ¹	26%
Faculty > \$100,000	784
% of Faculty ¹	41%
Total Positions > \$100,000	1,056
% of Total	36%
Notes: ¹ The number and percentages are based on full-time faculty and administrators only. ² The University of Illinois Hospital is included. Source: OAG analysis of University of Illinois data.	

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
1. V Chanc For Res	Joe G N Garcia	Administrator	\$560,000
2. Prof (Ct)	Enrico Benedetti	Faculty	\$526,250
3. Prof (Rt)	Dimitri T Azar	Faculty	\$510,625
4. Prof (Rt)	Jasti Sambasiva Rao	Faculty	\$492,146
5. Ceo, Healthcare Syst	John J Denardo	Administrator	\$445,740
6. Prof (Ct)	J Regan Thomas	Faculty	\$431,109
7. Prof of Clin Radiol	Masoud Hemmati	Faculty	\$430,075
8. V Pres UI & Chanc Chicago	Paula Allen-Meares	Administrator	\$409,345
9. Vst Heidrick Prof (Ct)	Howard Ozer	Faculty	\$409,200
10. Prof of Clin Neurosurg	Victor A Aletich	Faculty	\$400,000
11. Vst Assoc Prof of Clin Surg	Martin Borhani	Faculty	\$400,000
12. Head	Uretz J Oliphant	Administrator	\$386,000
13. Prof (Ct)	Anand Kumar	Faculty	\$385,000
14. Prof (Ct)	Verna L Baughman	Faculty	\$360,000
15. Prof (Ct)	Fady T Charbel	Faculty	\$359,558
16. Chief Safety And Risk Ofcr	Timothy B McDonald	Administrator	\$358,850
17. Prof (Rt)	Usha Raj	Faculty	\$340,000
18. Assoc Prof of Clin Anesth	Bernard H Pygon	Faculty	\$338,000
19. Prof	Isabelle A Wilkins	Faculty	\$335,002
20. Assoc Prof (Ct)	James T Bui	Faculty	\$333,000
21. Prof (Ct)	Stephen D Campbell	Faculty	\$330,206
22. Assoc Prof of Clin Anesth	Guy J Edelman	Faculty	\$327,228
23. Prof (Rt)	Theodore Mazzone	Faculty	\$326,327
24. Asst Prof (Ct)	Edgar George Chedrawy	Faculty	\$326,000
25. Vst Dir Ctr For Global Hlth	Timothy B Erickson	Administrator	\$325,000
26. Prof (Ct)	Dean M Toriumi	Faculty	\$325,000
27. Asst Prof of Clin Radiol	Michael Evan Bresler	Faculty	\$320,000
28. Asst Prof of Clin Radiol	Ejaz Shamim	Faculty	\$320,000
29. Dent Surg	Leslie Benjamin Heffez	Faculty	\$313,039
30. Assoc Prof of Clin Anesth	Rosalie F Tassone	Faculty	\$313,000
31. Prof	Alan P Kozikowski	Faculty	\$312,181
32. Prof (Ct)	Indru Punwani	Faculty	\$305,605
33. Assoc Prof (Ct)	Charles A Owens	Faculty	\$301,000
34. Assoc Prof (Ct)	Sepideh Amin-Hanjani	Faculty	\$300,000
35. Vst Sr Assoc Dean For Clin Aff	Bryan Becker	Administrator	\$300,000
36. Prof(Ct)	Tzong Guang Peter Tsay	Faculty	\$300,000
37. Prof of Clin Med	Sara L Rusch	Faculty	\$299,999
38. Vst Assoc Dean For Grad Med Ed	Henry W Dove	Administrator	\$298,044
39. Chief Info Ofcr	Rose Ann Laureto	Administrator	\$296,255
40. Prof (Ct)	Craig S Niederberger	Faculty	\$292,411
41. Prof (Rt)	Asrar B Malik	Faculty	\$291,229
42. Prof (Rt)	Ross J Solaro	Faculty	\$289,229
43. Dean	Paul Brandt-Rauf	Administrator	\$287,182
44. Prof of Clin Psychiat	Ryan Finkenbine	Faculty	\$287,000
45. Asst Prof (Ct)	Mehmet Sertac Ozcan	Faculty	\$285,000
46. Chief Fin Ofcr	William L. Devoney	Administrator	\$284,413
47. Chief Med Officer	William H Chamberlin	Administrator	\$282,147

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
48. Asst Prof (Ct)	Anuja K Antony	Faculty	\$280,000
49. Asst Prof (Ct)	Chanannait Paisansathan	Faculty	\$280,000
50. Prof (Ct)	Pedro A. de Alarcon	Faculty	\$277,095
51. Prof of Med	Larry Tobacman	Faculty	\$275,780
52. Dean	Bruce S Graham	Administrator	\$275,200
53. Vst Prof of Clin Surg	William J Ennis	Faculty	\$275,000
54. Asst Prof (Ct)	Ron Gaba	Faculty	\$275,000
55. Prof (Ct)	Scott Cotler	Faculty	\$274,500
56. Prof (Ct)	Phillip T Marucha	Faculty	\$268,030
57. Thomas & Ellen Foster Prof	John G Halvorsen	Faculty	\$267,766
58. Asst Prof (Ct)	Grace Knuttinen	Faculty	\$266,500
59. Sr Assoc Hosp Dir	David H Loffing	Administrator	\$265,427
60. Interim VCAA & Provost	Jerry L Bauman	Administrator	\$265,000
61. Prof	Judith U Hibbard	Faculty	\$264,002
62. Prof (Rt)	Judith A Cook	Faculty	\$262,948
63. Prof of Pharm (Rt)	Ghanshyam N Pandey	Faculty	\$262,122
64. Asst Prof of Clin Radiol	Niti Saran	Faculty	\$260,752
65. Prof (Ct)	Michael Miloro	Faculty	\$260,337
66. Prof	Thomas Hart	Faculty	\$260,000
67. Prof (Rt)	John Christman	Faculty	\$259,669
68. Asst Prof of Clin Radiol	Brian Donald Mulligan	Faculty	\$256,250
69. Vice Dean For Admn	Arnim E Dontes	Administrator	\$255,000
70. Vst Assoc V Pres Hlth Aff	Michael S Jonen	Administrator	\$255,000
71. Asst Prof (Ct)	Ramona Nicolau	Faculty	\$255,000
72. Prof (Rt)	Bellur S Prabhakar	Faculty	\$254,170
73. V Chanc HR	John R Loya	Administrator	\$253,980
74. Vst Assoc Dean Curr	Gary Liston Loy	Administrator	\$251,541
75. Prof (Ct)	Martin Lipsky	Faculty	\$250,975
76. Prof (Rt)	Gregory G Freund	Faculty	\$250,780
77. Assoc Prof (Ct)	Michael A Warso	Faculty	\$250,001
78. Assoc Prof (Ct)	Tanya R Anderson	Faculty	\$250,000
79. Prof	Jennifer I Lim	Faculty	\$250,000
80. Vst Assoc Prof (Rt)	Akhil Maheshwari	Faculty	\$250,000
81. Vst Asst Prof	Ajay V Maker	Faculty	\$250,000
82. Dean	Michael Anthony Pagano	Administrator	\$250,000
83. Vst Prof (Rt)	Sekhar M Pothireddy	Faculty	\$250,000
84. Asst Prof (Ct)	Thomas Dean Stamos	Faculty	\$250,000
85. Chief Devlp Ofcr, Med Ctr	Larry Keith Todd	Administrator	\$250,000
86. Prof (Rt)	Beatrice Y Yue	Faculty	\$249,221
87. Prof (Ct)	Jorge C Kattah	Faculty	\$248,037
88. Prof	Jerry Bona	Faculty	\$247,793
89. Chief Nurs Ofcr	Janet Marie Spunt	Administrator	\$246,645
90. Exec Assoc Dean	George William Knight	Administrator	\$246,000
91. Dean	Peter C Nelson	Administrator	\$241,364
92. Assoc Prof of Clin Psychiat	Michael W Naylor	Faculty	\$235,790
93. Dean	Charlotte A Tate	Administrator	\$235,620
94. Prof (Rt)	David R Pepperberg	Faculty	\$235,000

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
95. Assoc Prof (Ct)	Adalberto Torres	Faculty	\$234,604
96. Goldberg Prof (Rt)	Jack H. Kaplan	Faculty	\$233,630
97. Assoc Dean Grad Med Educ	Thomas J. Santoro	Administrator	\$232,372
98. Prof (Ct)	Andre A. Kajdacsy-Balla	Faculty	\$231,191
99. V Chanc For External Aff	Warren King Chapman	Administrator	\$231,030
100. Prof	Rodney C Shrader	Faculty	\$230,572
101. Prof (Rt)	John A Sweeney	Faculty	\$230,375
102. Assoc Prof (Ct)	E Bradshaw Bunney	Faculty	\$230,000
103. Assoc Prof of Clin Med	Divyesh Mehta	Faculty	\$230,000
104. Vst Prof	Viswanathan Natarajan	Faculty	\$230,000
105. Prof (Ct)	Edwin Cook	Faculty	\$227,350
106. Dean	Creasie F Hairston	Administrator	\$226,440
107. Prof (Ct)	Konstantin Slavin	Faculty	\$226,000
108. Prof (Ct)	Humberto Scoccia	Faculty	\$225,475
109. Asst Prof of Clin Otol	Rakhi Wadhwa Thambi	Faculty	\$225,015
110. Asst Prof of Clin Peds	Juanita Aguila-Corrales	Faculty	\$225,000
111. Asst Prof of Clin Peds	Muhammad Jawad Javed	Faculty	\$225,000
112. Asst Prof (Ct)	Leslie Allan Deane	Faculty	\$224,994
113. Prof	Robert S. Chirinko	Faculty	\$222,290
114. Assoc Prof of Clin Ophth	Elmer Y Tu	Faculty	\$222,000
115. Prof (Rt)	Stephen W Porges	Faculty	\$221,450
116. Assoc Prof of Clin Med	John E Tulley	Faculty	\$220,919
117. Prof of Pharm	William T Beck	Faculty	\$220,597
118. Vst Prof of Clin Peds	Issam M Elhalabi	Faculty	\$220,000
119. Prof	Mark Stein	Faculty	\$219,700
120. Prof (Ct)	Carlotta A. Evans	Faculty	\$217,454
121. Dean	Terri E Weaver	Administrator	\$216,818
122. Dir, Biologic Res Lab	Jeffrey D Fortman	Administrator	\$216,426
123. Prof	Larry H Danziger	Faculty	\$215,903
124. Regional Clin Dir	Peter Alahi	Administrator	\$215,389
125. Prof	Robin J Mermelstein	Faculty	\$214,000
126. Assoc Prof (Ct)	Nagamani Kilaru Pavuluri	Faculty	\$213,968
127. Vice Chanc For Stdnt Aff	Barbara Henley	Administrator	\$213,690
128. Assoc Prof	Alan Joseph Malter	Faculty	\$213,000
129. Prof of Clin Ob/Gyne	Mark Vajaranant	Faculty	\$212,929
130. Prof (Rt)	Edward Douglas Lewandowski	Faculty	\$211,333
131. Clin Prof	Bernard J Turnock	Faculty	\$210,830
132. Prof (Ct)	Edward P Sloan	Faculty	\$210,000
133. V Chanc Admn Serv	Mark Donovan	Administrator	\$210,000
134. Prof (Rt)	Peter Howard Gann	Faculty	\$209,876
135. Assoc Prof (Ct)	Kent L Knoernschild	Faculty	\$209,654
136. Dean	Victoria J Chou	Administrator	\$209,100
137. Prof (Ct)	Roger William Geiss	Faculty	\$209,002
138. Prof (Ct)	James F. Graumlich	Faculty	\$208,571
139. Prof (Rt)	Carol Sue Carter Porges	Faculty	\$206,941
140. Prof (Ct)	Eunice John	Faculty	\$205,000
141. Dir, Cade	Colleen Monahan	Administrator	\$204,600

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
142. Dean	Judith Russi Kirshner	Administrator	\$204,510
143. Prof (Ct)	Kay Linn Saving	Faculty	\$203,914
144. Prof (Rt)	Lester F Lau	Faculty	\$202,683
145. Prof (Ct)	Joel Epstein	Faculty	\$202,264
146. Prof	Clark Hulse	Faculty	\$202,093
147. Assoc Prof	H Steven Sims	Faculty	\$201,250
148. Athl Dir	James W Schmidt	Administrator	\$200,566
149. Ctr Affl	Xiaohong Joe Zhou	Faculty	\$200,000
150. Assoc Prof (Ct)	Heather M Prendergast	Faculty	\$200,000
151. Prof (Ct)	Marc S Atkins	Faculty	\$200,000
152. Asst Prof	Subhashini Manjula Ayloo	Faculty	\$200,000
153. Vst Asst Prof of Clin Neurosur	Oasim Bashir	Faculty	\$200,000
154. Asst Prof Of Clin Peds	Sue E Clark	Faculty	\$200,000
155. Asst Prof (Ct)	Enrique F Elli	Faculty	\$200,000
156. Prof	Janet P Engle	Faculty	\$200,000
157. Asst Prof of Clin Peds	James R Hocker	Faculty	\$200,000
158. Prof	Christina Hui-Chan	Faculty	\$200,000
159. Assoc Prof of Clin Fam Med	Mitchell S King	Faculty	\$200,000
160. Asst Prof (Ct)	Antonia Kolokythas	Faculty	\$200,000
161. Asst Prof (Ct)	Agnieszka Kulikowska	Faculty	\$200,000
162. Asst Prof of Clin Neurosur	Roger Lichtenbaum	Faculty	\$200,000
163. Asst Prof of Clin Peds	Kamlesh S Macwan	Faculty	\$200,000
164. Vst Asst Prof Clin Neurosur	Sergey Neckrysh	Faculty	\$200,000
165. Asst Prof of Clin Peds	Susan B Ramiro	Faculty	\$200,000
166. Assoc Prof (Ct)	Mary Lou Schmidt	Faculty	\$200,000
167. Asst Prof (Ct)	Soma Sinha Roy	Faculty	\$200,000
168. Act Dean	Steven M Swanson	Administrator	\$200,000
169. Interim Dean	Astrida Orle Tantillo	Administrator	\$200,000
170. Asst Prof (Ct)	Ivo G Tzvetanov	Faculty	\$200,000
171. Prof	Peter Weiden	Faculty	\$200,000
172. Prof	Deirdre N McCloskey	Faculty	\$199,995
173. Prof	James W. Pellegrino	Faculty	\$199,743
174. Chief Operation Ofcr	Allyson Hansen	Administrator	\$198,990
175. Assoc Dean For Prev & Pub Hlth	Caswell Evans	Administrator	\$198,672
176. Clin Assoc Prof	Richard Monahan	Faculty	\$197,925
177. Prof (Ct)	Stephen Dale Smith	Faculty	\$197,925
178. Prof	Mark T. Jennings	Faculty	\$197,671
179. Prof	Somnath Das	Faculty	\$197,290
180. Assoc Dean For Clin Affairs	David M Clark	Administrator	\$197,204
181. Prof(Ct)	Ergun Onal	Faculty	\$195,187
182. Vst Asst Prof Clin Peds	Chandra Rekha Bandepalli	Faculty	\$195,000
183. Vst Prof	Jason X J Yuan	Faculty	\$195,000
184. Prof (Rt)	Ilene B Harris	Faculty	\$194,820
185. Asst Prof of Clin Ortho	Alfonso Mejia	Faculty	\$194,122
186. Prof (Ct)	Stevan M Weine	Faculty	\$193,725
187. Asst Prof (Ct)	Eric Robert Kallwitz	Faculty	\$193,200
188. Assoc Prof of Clin Ob/Gyne	Gloria L Elam	Faculty	\$192,657

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
189. Prof	Scott T Brady	Faculty	\$191,331
190. Res Prof	Gary Slutkin	Faculty	\$190,920
191. Dir, Ist For Env Sci & Pol	Thomas L Theis	Administrator	\$190,584
192. Prof (Rt)	Brenda Russell	Faculty	\$190,547
193. Prof	Philip S Yu	Faculty	\$190,497
194. Assoc Prof	Sean Ruland	Faculty	\$190,002
195. Assoc Prof (Ct)	John L Zautcke	Faculty	\$190,000
196. Asst Prof (Ct)	Penelope A Sandiford	Faculty	\$190,000
197. Asst Prof (Ct)	Rahul Kumar Chawla	Faculty	\$190,000
198. Vst Asst Prof	Ajay Dhadwal	Faculty	\$190,000
199. Assoc Prof (Ct)	Bryna Harwood	Faculty	\$190,000
200. Vst Asst Prof Clin Peds	Helen Kusi	Faculty	\$190,000
201. Prof	Sandra Jean Wayne	Faculty	\$190,000
202. Prof of Clin Fam Prac	Thomas B Golemon	Faculty	\$189,999
203. V Provost For Plng & PR	Lon Seth Kaufman	Administrator	\$189,000
204. Sr Assoc Dean Stdnts	Kathleen J Kashima	Administrator	\$188,682
205. Interim Dean	Henri Antoine Gillet	Administrator	\$188,270
206. Asst Prof of Clin Obgyn	Jennifer Ahn	Faculty	\$187,775
207. Assoc Prof (Ct)	Matthew L. Hunsaker	Faculty	\$187,367
208. Prof of Civil Engr	Farhad Ansari	Faculty	\$186,961
209. Assoc Prof (Ct)	Damiano Rondelli	Faculty	\$186,000
210. Prof (Ct)	Joseph Vincent Califano	Faculty	\$185,817
211. Prof (Rt)	Thomas Gustav Heinrich Diekwisch	Faculty	\$185,753
212. Prof of Cell & Struct Bio (Rt)	Martha L Gillette	Faculty	\$185,308
213. Prof	Mi Ja Kim	Faculty	\$185,000
214. Asst Prof (Ct)	Michelle A. Kominiarek	Faculty	\$185,000
215. Prof of Biochem (Rt)	Alessandro Guidotti	Faculty	\$183,965
216. Prof of Clin Psych	Geraldine S Fox	Faculty	\$183,283
217. Prof (Rt)	James L Cook	Faculty	\$183,098
218. Dir Of Hosp Pharm Serv	Andrew J Donnelly	Administrator	\$182,945
219. V Provost For Resrc Plng & Man	Frank Goldberg	Administrator	\$182,606
220. Prof (Ct)	Debra A Goldstein	Faculty	\$182,420
221. Prof	June D Wencel-Drake	Faculty	\$181,883
222. Prof	Steven E Tozer	Faculty	\$181,640
223. Prof (Rt)	Christine Da-Ruh Wu	Faculty	\$180,415
224. Res Assoc Prof	Aleksander V Lyubimov	Faculty	\$180,303
225. Prof of Human Devlp	Tamar Heller	Faculty	\$180,286
226. Assoc Prof of Clin Peds	Girish G. Deshpande	Faculty	\$180,240
227. Prof of Physics (Rt)	Mahnaz Shahidi	Faculty	\$180,234
228. Vst Asst Prof of Clin Surg	Murtuza Habeeb	Faculty	\$180,000
229. Vice Dean For Rockford Prgms	David William Bartels	Administrator	\$180,000
230. Prof (Rt)	Ananda Mohan Chakrabarty	Faculty	\$180,000
231. Asst Prof (Ct)	Ali R Djallilian	Faculty	\$180,000
232. Prof	Linda S Forst	Faculty	\$180,000
233. Asst Prof of Clin Fam Med	Vivek S Kantayya	Faculty	\$180,000
234. Assoc Dean Mult Ctl Stdnt Af	Darryl D Pendleton	Administrator	\$179,163
235. Albrt Michelson Prof	Charles Kirkham Rhodes	Faculty	\$178,000

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
236. Prof & Univ Librn	Mary Case	Administrator	\$177,990
237. Prof	Georgios Karras	Faculty	\$177,796
238. Dir	Beth E Richie	Administrator	\$177,751
239. Dir Labor, Emp Rel	Thomas H Riley	Administrator	\$177,625
240. Prof	Bruce L Lambert	Faculty	\$176,875
241. Asst Prof (Ct)	Janet Yueh-Yun Lin	Faculty	\$176,604
242. Prof	Walter Benn Michaels	Faculty	\$176,500
243. Assoc Prof (Ct)	Bradford Ray Johnson	Faculty	\$176,391
244. Dir Managed Care & Bus Devlp	Kevin A. Dorsey	Administrator	\$176,031
245. Prof (Rt)	Zheng Wei Chen	Faculty	\$176,000
246. Prof	Subhash C Kukreja	Faculty	\$176,000
247. Prof (Rt)	Luisa A DiPietro	Faculty	\$175,953
248. Prgm Dir Med/Peds	Christina B Nulty	Administrator	\$175,189
249. Clin Asst Prof	Rand F Harlow	Faculty	\$175,141
250. Assoc Prof (Ct)	Julie Rowin	Faculty	\$175,002
251. Assoc Prof (Ct)	Venkatesh Aiyagari	Faculty	\$175,000
252. Vst Clin Prof	William F Hohlt	Faculty	\$175,000
253. Prof	Robert C Liden	Faculty	\$175,000
254. Assoc Prof (Ct)	Matthew N. Merigglioli	Faculty	\$175,000
255. Exec Dir, Fisc Aff/CFO	Arthur Nicholas Straub	Administrator	\$175,000
256. Asst Prof (Ct)	Carissa J. Tyo	Faculty	\$175,000
257. Prof	Nicholas Gabriel Popovich	Faculty	\$174,752
258. Prof	Mitra Dutta	Faculty	\$174,409
259. Prof	Gerald Graff	Faculty	\$174,404
260. Prof	Maarten C. Bosland	Faculty	\$174,199
261. Prof	Mark Shanley	Faculty	\$174,092
262. Assoc Prof (Ct)	Sally Ann Campbell-Lee	Faculty	\$173,947
263. Asst Prof of Clin Peds	Blas M Zelaya	Faculty	\$173,743
264. Prof	Jack Zwanziger	Faculty	\$173,343
265. Prof (Rt)	Songya Pang	Faculty	\$173,007
266. Prof of Clin Peds	Andrew Michael Morgan	Faculty	\$172,655
267. Assoc Prof (Ct)	Christopher Wenckus	Faculty	\$172,406
268. Prof	Rosemary C White-Traut	Faculty	\$172,273
269. Asst Head Res&Grad Ed	James H Fischer	Administrator	\$172,250
270. Prof of Pharm (Rt)	Hari Manev	Faculty	\$171,600
271. Assoc Dir of Nurs For Med Ctr	Beena S Peters	Administrator	\$171,134
272. Prof (Rt)	Mark Mitchell Rasenick	Faculty	\$170,835
273. Assoc Prof of Clin Psychiat	Sucheta D Connolly	Faculty	\$170,450
274. Vst Assoc Prof	Steven M Dudek	Faculty	\$170,200
275. Vst Assoc Prof (Rt)	Rick Kittles	Faculty	\$170,200
276. Vst Assoc Prof	Roberto Machado	Faculty	\$170,200
277. Assoc Prof of Clin Med	Meenakshy Aiyer	Faculty	\$170,000
278. Dir, Physn Prac & Bus Dvlp	Ellen Dooley	Administrator	\$170,000
279. Vst Asst Prof	Claudine Geronimo Sinsioco	Faculty	\$170,000
280. Asst Prof (Ct)	Trevonne Marcelle Thompson	Faculty	\$170,000
281. Prof	Lan Zhang	Faculty	\$170,000
282. Prof of Med Chem	Judy L Bolton	Faculty	\$169,984

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
283. Prof (Rt)	Alan Mark Diamond	Faculty	\$169,950
284. Assoc Chanc, Pub Aff	Mark S Rosati	Administrator	\$169,787
285. Res Prof of Pharmacog	Norman R Farnsworth	Faculty	\$169,592
286. Prof of Epi (Rt)	Judith Richman	Faculty	\$169,580
287. Dir of Fin	Victoria M. Levitske	Administrator	\$169,561
288. Dir of Extramural Educ	Aljernon J. Bolden	Administrator	\$169,350
289. Prof (Rt)	Giuseppina Nucifora	Faculty	\$169,147
290. Prof	Vladimir Gevorgyan	Faculty	\$168,000
291. Prof	Arkalgud Ramaprasad	Faculty	\$167,903
292. Prof (Rt)	Rajiv Pandit Sharma	Faculty	\$167,751
293. Prof	Martin E. Newcomb	Faculty	\$167,550
294. Prof	John T Ramsey	Faculty	\$167,500
295. Prof (Rt)	Angela L Tyner	Faculty	\$167,333
296. Vst Dir, Med Serv Plan	Brian Rasmus	Administrator	\$167,000
297. Prof	Ouri Wolfson	Faculty	\$166,968
298. Prof	Albert L Page	Faculty	\$166,290
299. Asst Dean For Preclin Curr	Glenn D Miller	Administrator	\$166,153
300. Prof of Clin Ped Dent (Ct)	Shahrbanoo Fadavi	Faculty	\$165,978
301. Prof	Leslie Thomas Stayner	Faculty	\$165,600
302. Prof (Ct)	Richard M Novak	Faculty	\$165,600
303. Prof	Susan R. Goldman	Faculty	\$165,456
304. Prof	Frank Joseph Chaloupka	Faculty	\$165,000
305. Assoc Prof of Clin Neuro	Yevgenya Jane Kaydanova	Faculty	\$165,000
306. Asst Prof (Ct)	Sandeep Jain	Faculty	\$165,000
307. Vst Asst Prof of Clin Med	Arnold F Turner	Faculty	\$165,000
308. Assoc Hosp Dir	David Miller	Administrator	\$165,000
309. Dir of Hosp Fin	Patrick W O'Leary	Administrator	\$165,000
310. Prof of Med Chem	Richard B Van Breemen	Faculty	\$164,856
311. Assoc Dir of Nurs For Med Ctr	Catherine O'Neill	Administrator	\$164,427
312. Assoc Dir of Nurs For Med Ctr	Barbara Jean Washington	Administrator	\$164,427
313. Assoc Dir of Nurs For Med Ctr	Alisa M Murchek	Administrator	\$164,395
314. Prof	Peter Chalos	Faculty	\$164,390
315. Dir, Div of Spec Care Children	Thomas Fabian Jerkovitz	Administrator	\$164,000
316. Asst Prof of Clin Psychiat	Elizabeth Ann Charney	Faculty	\$163,960
317. Prof (Ct)	Barry M. Gray	Faculty	\$163,859
318. Prof	Farid M L Amirouche	Faculty	\$163,647
319. Assoc V Chanc & Dir Aux Ser	Michael Matthew Landek	Administrator	\$163,634
320. Act Dir, Gci	Dennis R. Judd	Administrator	\$163,368
321. Prof	Sohail Murad	Faculty	\$163,254
322. Prof	Mark Dean Grabiner	Faculty	\$163,147
323. Dir, Energy Rsrsc Ctr	John J. Cuttica	Administrator	\$162,847
324. Assoc Dir Nurs Med Ctr	Kathleen J. Pyne	Administrator	\$162,753
325. Prof	Roger Paul Weissberg	Faculty	\$162,696
326. Prof of Clin Psychiat	Neil H Pliskin	Faculty	\$162,551
327. Dir Res Rsrsc Ctr	William G Hendrickson	Administrator	\$161,590
328. Vst Assoc Prof	Jeffrey Jacobson	Faculty	\$161,000
329. Prof	Alexander Mankin	Faculty	\$160,967

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
330. Assoc Prof of Clin Psychiat	Robert W Marvin	Faculty	\$160,878
331. Asst Prof of Clin Med	Ghaly R Kerolus	Faculty	\$160,850
332. Assoc Prof (Ct)	Sara C Gordon	Faculty	\$160,047
333. Asst Prof of Clin Med	Benito M Camacho	Faculty	\$160,000
334. Vst Assoc Prof (Rt)	Nathan Ellis	Faculty	\$160,000
335. Assoc Prof Clin Neurosurg	Herbert H Engelhard	Faculty	\$160,000
336. Vst Asst Prof	Anantha Krishnan Harijith	Faculty	\$160,000
337. Asst Prof (Ct)	Claudia Hernandez	Faculty	\$160,000
338. Prof	Steven G Jones	Faculty	\$160,000
339. Assoc V Chanc	Marilyn Kay Kirk	Administrator	\$160,000
340. Prof	Farzad Mashayek	Faculty	\$160,000
341. Asst Prof of Clin Fam Med	Michael J. Polizzotto	Faculty	\$160,000
342. Vst Assoc Prof of Clin Peds	Fenglin Shi	Faculty	\$160,000
343. Assoc V Chanc	D Charles Van Hecke	Administrator	\$160,000
344. Assoc Prof (Ct)	Odile David	Faculty	\$159,846
345. Assoc Dean For Acad Affrs	Marieke Dekker Schoen	Administrator	\$159,700
346. Prof	Dennis P Rosenbaum	Faculty	\$159,000
347. Assoc Prof (Ct)	Grace Guzman-Hartman	Faculty	\$158,875
348. Sr Assoc Dean	Emanuel D Pollack	Administrator	\$158,760
349. Res Asst Prof	Jorge Alberto Girotti	Faculty	\$158,350
350. Prof	David Ellis Marker	Faculty	\$158,000
351. Prof	Robert Hal Sloan	Faculty	\$158,000
352. Assoc Prof of Clin Med	Vijaya Somaraju	Faculty	\$158,000
353. Dir of HR Shared Serv	John Joseph McEnery	Administrator	\$157,743
354. Prof	Elizabeth A. Calhoun	Faculty	\$157,723
355. Assoc Prof	Michael Kirschenheiter	Faculty	\$157,713
356. Assoc Prof (Rt)	Melinda R. Stolley	Faculty	\$157,557
357. Asst Prof of Clin Fam Med	Kenton Lee	Faculty	\$157,000
358. Assoc Prof of Epi	Ronald C Hershow	Faculty	\$156,945
359. Assoc Dir of Electronic Visual	Maxine D. Brown	Administrator	\$156,713
360. Assoc Prof of Clin Med	David C Slagle	Faculty	\$156,600
361. Assoc Prof of Clin Med	Dennis Hong	Faculty	\$156,599
362. Admin Dir Path Labs	Peter A Gashkoff	Administrator	\$156,550
363. Prof	Peter William Hylton	Faculty	\$156,000
364. Prof	Abigail McWilliams	Faculty	\$155,912
365. Assoc Prof of Clin Med	Jacqueline L Fischer	Faculty	\$155,500
366. Dir	Timothy P Johnson	Administrator	\$155,427
367. Assoc Prof	Joseph Cherian	Faculty	\$155,164
368. Prof (Rt)	Geri Donenberg	Faculty	\$155,014
369. Assoc Dean For Admin	Dean Richard Justmann	Administrator	\$155,000
370. Asst Prof	Nitish Sinha	Faculty	\$155,000
371. Prof (Ct)	Mark R Hutchinson	Faculty	\$154,795
372. Dean	Bette L. Bottoms	Administrator	\$154,708
373. Assoc Dean Bus Devlp & Admn	James D Bono	Administrator	\$154,632
374. Prof (Rt)	Primal De Lanerolle	Faculty	\$154,090
375. Prof	Richard L Magin	Faculty	\$153,500
376. Prof	Sol Mark Shatz	Faculty	\$153,486

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
377. Head	Janet Arlene Jokela	Administrator	\$153,451
378. Prof	Kenneth Brezinsky	Faculty	\$153,424
379. Assoc Med Dir	Miriam A Kalichman	Administrator	\$153,269
380. Prof	Stanley L Sclove	Faculty	\$153,124
381. Vst Clin Instr	Johara Hassan	Faculty	\$153,000
382. Prof	Michal Pawel Markowski	Faculty	\$153,000
383. Prof	James H. Rimmer	Faculty	\$152,935
384. Asst V Chanc	David Lee Gully	Administrator	\$152,856
385. Prof (Rt)	Steven J Ackerman	Faculty	\$152,524
386. Assoc Prof (Ct)	Steven U Brint	Faculty	\$152,467
387. Dir of Org Effectiveness	Kim Theresa Morris Lee	Administrator	\$152,250
388. Prof	James Christopher Westland	Faculty	\$152,250
389. Clin Prof	Judith I Storfjell	Faculty	\$152,228
390. Prof	Dibyen Majumdar	Faculty	\$152,000
391. Prof	Scott Gary Franzblau	Faculty	\$151,801
392. Dir Tech Advcmnt	Audrius Polikaitis	Administrator	\$151,619
393. Assoc Prof of Clin Med	James J Herdegen	Faculty	\$151,616
394. Prof	Keith A Rodvold	Faculty	\$151,357
395. Prof	P L Uslenghi	Faculty	\$151,312
396. Sr Dir Revenue Cycle	William Marc DeVar	Administrator	\$151,200
397. Prof	Ahmed Shabana	Faculty	\$151,058
398. Prof	Lawrence H Officer	Faculty	\$151,000
399. Vst Assoc Prof	Samuel Dorevitch	Faculty	\$150,900
400. Dir, IS Oper	Karen A Engelhardt	Administrator	\$150,886
401. Prof (Rt)	Martin Harrow	Faculty	\$150,880
402. Dir of Comp	Annieste C Lemond	Administrator	\$150,854
403. Prof	Lennard J Davis	Faculty	\$150,662
404. Asst Prof (Ct)	Swapna Chalasani	Faculty	\$150,500
405. Asst Prof (Ct)	Thembi A Conner-Garcia	Faculty	\$150,500
406. Prof	Ram T S Ramakrishnan	Faculty	\$150,300
407. Prof	Edna Erez	Faculty	\$150,000
408. Asst Prof	Saad Alvi	Faculty	\$150,000
409. Prof Human Devlp	Fabricio E Balcazar	Faculty	\$150,000
410. Dir of Admn Oper	Julius Wesley Becton	Administrator	\$150,000
411. Asst Prof (Ct)	Matthew Trovillion Bramlet	Faculty	\$150,000
412. Vst Prof (Ct)	David Chan	Faculty	\$150,000
413. Res Prof	Joseph Desimone	Faculty	\$150,000
414. Asst Prof	Feng Gao	Faculty	\$150,000
415. Prof of Clin Neurosurg	Yoon S Hahn	Faculty	\$150,000
416. Asst Prof of Clin Peds	Ty Elliot Hasselman	Faculty	\$150,000
417. Asst Prof (Ct)	Nikhil Kalva	Faculty	\$150,000
418. Asst Prof (Ct)	Ervin Kocjancic	Faculty	\$150,000
419. Asst Prof	Raj Mashruwala	Faculty	\$150,000
420. Prof (Rt)	William Mieler	Faculty	\$150,000
421. Asst Prof of Clin Rehab	Sriranjini Muthukrishnan	Faculty	\$150,000
422. Assoc Prof of Clin Fam Med	Vasil Nika	Faculty	\$150,000
423. Asst Prof	Shailendra Pandit	Faculty	\$150,000

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
424. Asst Prof of Clin Peds	Priti M Patel	Faculty	\$150,000
425. Vst Asst Prof of Clin Surg	Malgorzata Plummer	Faculty	\$150,000
426. Vst Asst Prof of Clin Peds	Krystal Revai	Faculty	\$150,000
427. Vst Prof of Clin Peds	Jitendra J Shah	Faculty	\$150,000
428. V Provost	Mo-Yin S Tam	Administrator	\$150,000
429. Vst Asst Prof	Wesley N Valdes	Faculty	\$150,000
430. Asst Prof (Ct)	Elsa L. Vazquez-Melendez	Faculty	\$150,000
431. Assoc Hosp Dir	Joel F Karman	Administrator	\$150,000
432. Prof	Anthony T. LoSasso	Faculty	\$149,166
433. Prof	Leon Fink	Faculty	\$148,782
434. Exec Dir of Adm	Thomas E Glenn	Administrator	\$148,518
435. Assoc Prof (Rt)	Rachel P Yudkowsky	Faculty	\$148,497
436. Prof (Rt)	Nissim Hay	Faculty	\$148,407
437. Asst Prof (Rt)	Susan Sam	Faculty	\$148,400
438. Prof	Barbara Ransby	Faculty	\$148,255
439. Prof	Yolanda Suarez-Balcazar	Faculty	\$148,182
440. Prof	Daniel M Corcos	Faculty	\$148,070
441. Asst Prof (Ct)	Mary Elizabeth Ross	Faculty	\$148,000
442. Prof of Med Chem	Gregory Rj Thatcher	Faculty	\$148,000
443. Prof	Lawrence Man Hou Ein	Faculty	\$147,662
444. Exec Dir	Henry Taylor	Administrator	\$147,451
445. Asst Prof (Ct)	Dan Valentin Mihailescu	Faculty	\$147,200
446. Prof of Microbiology (Rt)	Abigail A Salyers	Faculty	\$147,132
447. Assoc Prof	Richard E Potter	Faculty	\$146,917
448. Prof	Robert Kaestner	Faculty	\$146,680
449. Prof	Stephen S T Yau	Faculty	\$146,629
450. Prof	Annette L Valenta	Faculty	\$146,544
451. Med Dir	Samuel N Grief	Administrator	\$146,500
452. Prof (Rt)	Karen J Colley	Faculty	\$146,459
453. Prof	Michael Strocio	Faculty	\$146,339
454. Prof	Tonda L Hughes	Faculty	\$145,800
455. Gilman Prof (Rt)	John Marcell Davis	Faculty	\$145,643
456. Asst Prof (Ct)	Rodney Joseph Vergotine	Faculty	\$145,400
457. Assoc V Prov Plng & Prgms	Patricia A. Gill	Administrator	\$145,044
458. Asst Prof of Clin Med	Reed Berger	Faculty	\$145,000
459. Vst Asst Prof of Clin Peds	Munirah Curtis	Faculty	\$145,000
460. Asst Prof (Ct)	Jose De La Cruz	Faculty	\$145,000
461. Vst Dir, Admin Operations	Kathleen Kujawa	Administrator	\$145,000
462. Asst Prof	Siyi Li	Faculty	\$145,000
463. Prof	Carol J Ferrans	Faculty	\$144,880
464. Prof (Ct)	John Miles Crawford	Faculty	\$144,611
465. Dir of Advcmnt	Mark J Valentino	Administrator	\$144,427
466. Prof	Zozo-Angeliki Papacharisi	Faculty	\$144,000
467. Assoc Prof	Daniel Swartzman	Faculty	\$143,842
468. Chief of Police	John W Richardson	Administrator	\$143,505
469. Asst Prof of Clin Ophthal	Michael Grassi	Faculty	\$143,500
470. Prof of Epi	Victoria Weyler Persky	Faculty	\$143,260

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
471. Prof	Cheryl C Nakata	Faculty	\$143,055
472. Dir Managed Care	Roger P Carlson	Administrator	\$142,992
473. Prof	Robert J Gordon	Faculty	\$142,915
474. Admn Dir, Diag Imaging	Joseph V Abraham	Administrator	\$142,898
475. Prof (Rt)	Joel L Schwartz	Faculty	\$142,513
476. Res Asst Prof	Marcia I Edison	Faculty	\$142,500
477. Assoc Prof (Ct)	Charlotte Enns Joslin	Faculty	\$142,372
478. Prof	Charles B Walter	Faculty	\$142,273
479. Dir Cytogen Lab	Valerie Lindgren	Administrator	\$142,255
480. Res Prof	Louis V DiBello	Faculty	\$142,100
481. Asst Prof of Clin Ob/Gyn	Tracy Irwin	Faculty	\$142,100
482. Asst Prof Clin Obgyn	Valerie Swiatkowski	Faculty	\$142,100
483. Asst Prof (Ct)	Alexandra L Aguilar	Faculty	\$142,000
484. Asst Prof (Ct)	Mauricio E Flores	Faculty	\$142,000
485. Dir Drug Info Educ Grp	Michael P Gabay	Administrator	\$141,966
486. Assoc Prof of Epi	Vincent L Freeman	Faculty	\$141,869
487. Prof	John A D'Emilio	Faculty	\$141,787
488. Prof	Susan W Liebman	Faculty	\$141,700
489. Exec Dir, Facilts Mgmt	Clarence E Bridges	Administrator	\$141,514
490. Clin Assoc Prof	Larry Salzmann	Faculty	\$141,492
491. Prof	Wonhwa Cho	Faculty	\$141,350
492. Prof	John W Huntington	Faculty	\$141,250
493. Prof	Anthony Orum	Faculty	\$141,250
494. Prof	Constantine M Megaridis	Faculty	\$141,000
495. Exec Dir	Michael Toney	Administrator	\$141,000
496. Prof	Diana Wilkie	Faculty	\$140,955
497. Prof	Samad Hedayat	Faculty	\$140,452
498. Prof (Rt)	Pradip Raychaudhuri	Faculty	\$140,432
499. Prof	Robert Dantzer	Faculty	\$140,199
500. Asst Prof (Ct)	Octavia Kincaid	Faculty	\$140,008
501. Assoc Prof of Clin Derm	Sophie M Worobec	Faculty	\$140,000
502. Assoc Dean	Richard A Alpern	Administrator	\$140,000
503. Asst Dir	Robert F Goldstein	Administrator	\$140,000
504. Asst Dir	Cynthia E Herrera Lindstrom	Administrator	\$140,000
505. Asst Prof (Ct)	Suma Jacob	Faculty	\$140,000
506. Asst Prof	Aslam Khaja	Faculty	\$140,000
507. Prof	Kevin K Kumashiro	Faculty	\$140,000
508. Interim V Prov Aca & Enrl Serv	Amy L Levant	Administrator	\$140,000
509. Asst Prof (Ct)	Amy Yamei Lin	Faculty	\$140,000
510. Assoc Prof of Clin Urol	Stewart Lipson	Faculty	\$140,000
511. Exec Dir, Scs	Cordelia Anne Maloney	Administrator	\$140,000
512. Vst Asst Prof of Clin Psych	Sonali Deepika Nanayakkara	Faculty	\$140,000
513. Clin Assoc Prof	Lawrence M. Pawola	Faculty	\$140,000
514. Asst Prof (Ct)	Fernando Daniel Testai	Faculty	\$140,000
515. Prof	Susan L Hughes	Faculty	\$139,759
516. Prof	Ellen Taylor Baird	Faculty	\$139,687
517. Prof	Renee R Taylor	Faculty	\$139,682

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
518. Prof of Psych (Ct)	Eileen M Martin	Faculty	\$139,663
519. Prof of Epi	Faith G Davis	Faculty	\$139,634
520. Asst Prof	Dale W.R. Rosenthal	Faculty	\$139,400
521. Prof	Papasani Subbaiah	Faculty	\$139,191
522. Dir Hlth Info Mgmt/Privacy	Margaret Anna Pajak	Administrator	\$139,125
523. Prof	David F Merriman	Faculty	\$138,975
524. Prof (Rt)	Yasuko Nakajima	Faculty	\$138,911
525. Prof	Alexander Yarin	Faculty	\$138,648
526. Prof	Christos G Takoudis	Faculty	\$138,473
527. Prof	Clement T Yu	Faculty	\$138,417
528. Prof (Rt)	Xiaoping Du	Faculty	\$138,130
529. Asst Prof (Ct)	Olusola Alade Ajilore	Faculty	\$138,000
530. Prof	Stacie E Geller	Faculty	\$137,869
531. Prof	Edison J. Trickett	Faculty	\$137,783
532. Prof	Chun-Tao Che	Faculty	\$137,500
533. Asst Prof	Sung-Han Lee	Faculty	\$137,363
534. Asst Prof of Clin Peds	Mohamad Al-Rahawan	Faculty	\$137,340
535. Prof	Alan Hay-Ming Lau	Faculty	\$137,247
536. Asst Prof of Physio	Daniel Adolfo Llano	Faculty	\$136,970
537. Assoc Dir Amb Pharm	Sandra F Durley	Administrator	\$136,733
538. Prof (Rt)	William Edward Walden	Faculty	\$136,425
539. Prof (Rt)	David Lee Crowe	Faculty	\$136,306
540. Assoc Prof of Epi	Mark Steven Dworkin	Faculty	\$136,288
541. Assoc Dir Pharm Its	John Mark McBride	Administrator	\$136,189
542. Prof	James H Morrissey	Faculty	\$136,108
543. Dir Bdgt & Prgm Anlys	Todd Van Neck	Administrator	\$136,070
544. Assoc Prof	Hsiu-Lang Chen	Faculty	\$135,909
545. Prof	Timothy A Keiderling	Faculty	\$135,749
546. Assoc Prof Human Devlp	Glenn Tsutomu Fujiura	Faculty	\$135,582
547. Prof of Clin Psych	Timothy J Bruce	Faculty	\$135,249
548. Prof	W D Hart	Faculty	\$135,248
549. Prof	Andreas A Linninger	Faculty	\$135,215
550. Asst Prof of Clin Fam Med	Leslie A Dean	Faculty	\$135,000
551. Asst Prof (Ct)	Karen Sofia Fernandez	Faculty	\$135,000
552. Assoc Prof	Re-Jin Jennifer Guo	Faculty	\$135,000
553. Vst Assoc Dir, Labor Empl Rel	Daniel Joseph Harper	Administrator	\$135,000
554. Prof	Jie Liang	Faculty	\$135,000
555. Prof	Dhruv Mubayi	Faculty	\$135,000
556. Assoc Prof of Clin Med	Paul E Reith	Faculty	\$135,000
557. Asst Prof of Clin Fam Med	Atisak Sapying	Faculty	\$135,000
558. Asst Prof	Xiaoyan Wen	Faculty	\$135,000
559. Assoc Dir, Labor & Emp Rel	Stephen Joachim Holz	Administrator	\$134,995
560. Prof	Barbara J Risman	Faculty	\$134,966
561. Assoc V Chanc For Civic & Corp	Jennifer L Woodard	Administrator	\$134,914
562. Prof of Pharmacog	Djaja Djendoel Soejarto	Faculty	\$134,849
563. Prof	Suresh K Aggarwal	Faculty	\$134,369
564. Vst Assoc Dir, Labor Empl Rel	Stephen G Katz	Administrator	\$134,000

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
565. Asst Prof	Hefei Wang	Faculty	\$133,955
566. Assoc Prof	Siddhartha Bhattacharyya	Faculty	\$133,877
567. Prof	John Monaghan	Faculty	\$133,875
568. Assoc Dir Clin Serv	John Garofalo	Administrator	\$133,822
569. Prof	James Kar-Yew Ho	Faculty	\$133,734
570. Assoc Prof of Clin Peds	Karen W Phelan	Faculty	\$133,457
571. Asst Prof (Rt)	Jennifer Layden	Faculty	\$133,400
572. Prof of Physio (Rt)	Gail S Prins	Faculty	\$133,355
573. Assoc Dean Acad Aff	Cynthia R. Shanahan	Administrator	\$133,333
574. Prof	Ziaul Hasan	Faculty	\$133,177
575. Prof	Sabri Cetinkunt	Faculty	\$133,101
576. Prof (Rt)	Georges Bordage	Faculty	\$132,832
577. Assoc Prof (Rt)	Yee-Kin Ho	Faculty	\$132,655
578. Prof	Peter Brock Shalen	Faculty	\$132,648
579. Lecturer	Abel Galvan	Faculty	\$132,540
580. Asst Dir	Clifford Nelson	Administrator	\$132,427
581. Prof	Bing Liu	Faculty	\$132,246
582. Prof	David W Carley	Faculty	\$132,171
583. Prof	Barbara L Dancy	Faculty	\$132,000
584. Asst Dir, Hosp Pharm Serv	Connie Marie Larson	Administrator	\$131,405
585. Prof	Houston H Stokes	Faculty	\$131,359
586. Prof	Leslie Wo-Mei Fung	Faculty	\$131,125
587. Prof of Fornsc Sci	Robert E Gaensslen	Faculty	\$131,035
588. Vst Asst Prof of Clin Peds	Amanda DeMet Osta	Faculty	\$131,000
589. Vst Asst Prof of Clin Peds	Michelle Barnes	Faculty	\$131,000
590. Asst Prof (Ct)	Rachel N Caskey	Faculty	\$131,000
591. Prof of Molecular Neurosurg	Dennis R Grayson	Faculty	\$131,000
592. Asst Prof of Clin Peds	Jordan Hupert	Faculty	\$131,000
593. Prof	Luke Hanley	Faculty	\$130,950
594. Assoc Prof	Srilata Bagchi	Faculty	\$130,800
595. Prof	Jessica S Williams	Faculty	\$130,700
596. Dir Patient Care Serv	Mary A. Gollinger	Administrator	\$130,616
597. Prof	Aravinda Prasad Sistla	Faculty	\$130,493
598. Clin Assoc Prof	James B Ricker	Faculty	\$130,372
599. Assoc Prof (Ct)	Suman Setty	Faculty	\$130,360
600. Prof	Keely Stauter-Halsted	Faculty	\$130,000
601. Prof	Kevin G Barnhurst	Faculty	\$130,000
602. Prof	Sarah E Ullman	Faculty	\$130,000
603. Asst Prof (Rt)	Lisa Sharp	Faculty	\$130,000
604. Prof	Madhu Dubey	Faculty	\$130,000
605. Prof	Alexander Furman	Faculty	\$130,000
606. Asst Prof (Ct)	Steven A Garzon	Faculty	\$130,000
607. Prof	Marcia E Lausen	Faculty	\$130,000
608. Prof	Clive Yi-Chung Pai	Faculty	\$130,000
609. Vst Assoc Prof	Shiva Shahrara	Faculty	\$130,000
610. Assoc Prof	Oleg P Bondarenko	Faculty	\$129,854
611. Exec Assoc Dir of Admn	William W Baldyga	Administrator	\$129,436

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
612. Prof	Glen Thomas Schumock	Faculty	\$129,348
613. Prof	Jason Leigh	Faculty	\$129,281
614. Res Assoc Prof	Christopher P. Fall	Faculty	\$129,200
615. Prof of Med (Rt)	Richard V Benya	Faculty	\$129,196
616. Clin Assoc Prof	Cheryl D Schraeder	Faculty	\$129,172
617. Prof (Rt)	Edward P Cohen	Faculty	\$129,000
618. Asst Prof (Ct)	Nidhi Aggarwal	Faculty	\$128,800
619. Asst Prof (Ct)	Mahesh C Patel	Faculty	\$128,800
620. Dir of Educ	Nina M Olesinski	Administrator	\$128,688
621. Prof	Michael J McNallan	Faculty	\$128,645
622. Assoc Prof	Irena Levitan	Faculty	\$128,544
623. Assoc Prof	Lenore D Zuck	Faculty	\$128,544
624. Prof Cell & Struc Bio (R)	Jonathan Joseph Henry	Faculty	\$128,500
625. Prof of Epi	Robert C Bailey	Faculty	\$128,383
626. Asst Dir Ambulatory Care Pharm	Sami Labib	Administrator	\$128,125
627. Prof	Thomas J. Royston	Faculty	\$128,054
628. Vst Asst Prof of Peds	Arzu Soybilgic	Faculty	\$128,000
629. Prof (Rt)	Anne George	Faculty	\$127,966
630. Asst Dir, Hosp Pharm Serv	Linda Marie Grider	Administrator	\$127,515
631. Vst Instr	Michel Gowhari	Faculty	\$127,500
632. Dir Patient Logistics	Crystal P Vasquez	Administrator	\$127,500
633. Assoc Dir, Evl	Dana M Plepys	Administrator	\$127,352
634. Asst Prof of Clin Peds	Channing S. Petrak	Faculty	\$127,145
635. Prof	Alexander S. Aruin	Faculty	\$127,000
636. Assoc Prof (Rt)	Deepak Shukla	Faculty	\$126,950
637. Res Asst Prof	Andrew Boyd	Faculty	\$126,875
638. Assoc Prof	David L Nyenhuis	Faculty	\$126,668
639. Assoc Prof (Ct)	Tibor G. Valyi-Nagy	Faculty	\$126,588
640. Prof	Taffy E Raphael	Faculty	\$126,434
641. Assoc Exec Dir	Rhonda Joy Mundhenk	Administrator	\$126,362
642. Res Asst Prof	Janet Marie Riddle	Faculty	\$126,327
643. Asst Prof of Clin Med	Robert T Rosman	Faculty	\$126,120
644. Prof	Thomas R Prohaska	Faculty	\$126,019
645. Prof	Louis Rowitz	Faculty	\$125,935
646. Asst Prof	Xiaoqing Hu	Faculty	\$125,743
647. Asst Dir	Kit Y Moy	Administrator	\$125,641
648. Asst Prof (Rt)	Nadim B Mahmud	Faculty	\$125,534
649. Vst Dir	James Joseph Lynn	Administrator	\$125,238
650. Prof (Rf)	Byron Wilfred Kemper	Faculty	\$125,091
651. Dir, Stdnt Syst Supp	Michael G Kamowski	Administrator	\$125,064
652. Vst Clin Asst Prof	James S Kaszuba	Faculty	\$125,000
653. Dir	Caryn A Bills-Windt	Administrator	\$125,000
654. Asst Dean	Mary Corbitt Clark	Administrator	\$125,000
655. Asst Prof of Clin Neurosurg	Tamir Hersonskey	Faculty	\$125,000
656. Prof	Ramaswamy Kalyanasundaram	Faculty	\$125,000
657. Prof (Rt)	Arnon Lavie	Faculty	\$125,000
658. Dir, UIC Employment Servs	Mirta Mendez	Administrator	\$125,000

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
659. Assoc Prof	Dilip K Pandey	Faculty	\$125,000
660. Vst Asst Prof Clin Peds	Loren Del Mar Pena	Faculty	\$125,000
661. Asst Prof of Clin Fam Med	David George Pocock	Faculty	\$125,000
662. Exec Assoc Dir Cas	Robert M. Rouzer	Administrator	\$125,000
663. Vst Dir of Opers, Ipse	Becky Steward	Administrator	\$125,000
664. Prof	Neil Colrick Sturchio	Faculty	\$124,943
665. Prof	Rashid Ansari	Faculty	\$124,882
666. Asst Prof	Keejae P Hong	Faculty	\$124,848
667. Dir, Patient Care Serv	Alexander Guyan	Administrator	\$124,659
668. Prof	Isabel Cruz	Faculty	\$124,504
669. Assoc Prof (Ct)	Linda Kaste	Faculty	\$124,504
670. Asst Dir	Margaret Hae Young Byun	Administrator	\$124,333
671. Asst Prof (Ct)	Sanjeev Akkina	Faculty	\$124,200
672. Exec Dir of Devlp	Kimberly Gosell	Administrator	\$124,200
673. Asst Prof (Ct)	Jeremy D Young	Faculty	\$124,200
674. Prof	Michael Cho	Faculty	\$124,147
675. Prof of Pharmcts	Hayat Onyuksel	Faculty	\$124,100
676. Dir Prof Dev	Kathleen Joan Walrath	Administrator	\$124,000
677. Dir Solid Organ Transplant	Mai Nacht	Administrator	\$123,600
678. Asst Dir, Hosp Pharm Serv	Peggy Susan Bickham	Administrator	\$123,483
679. Asst Dir of Hosp Pharm Serv	Patricia A Balow	Administrator	\$123,335
680. Prof (Rt)	Ken-ichiro Fukuchi	Faculty	\$123,327
681. Prof	Robert E Somol	Faculty	\$123,300
682. Prof	Michael Perman	Faculty	\$123,102
683. Assoc Dean For Acad Aff	Susan Mary Kies	Administrator	\$122,993
684. Dir, Patient Care Serv	Edna Johnson Hill	Administrator	\$122,875
685. Asst Dir, Clin Pharm	Juliana Chan	Administrator	\$122,864
686. Asst Dir	Raymond S Traficante	Administrator	\$122,797
687. Asst Prof	John Quigley	Faculty	\$122,590
688. Assoc Prof	Ranganathan Chandrasekaran	Faculty	\$122,312
689. Prof	Ashfaq Khokhar	Faculty	\$122,300
690. Prof	Patricia Harkin	Faculty	\$122,100
691. Prof	Linda J Skitka	Faculty	\$122,100
692. Asst V Chanc For Admn	Philip Edward Weiss	Administrator	\$122,000
693. Assoc Prof	Edward K Mensah	Faculty	\$121,786
694. Clin Asst Prof	Kathryn E Christiansen	Faculty	\$121,700
695. Prof (Rt)	Dulal Bhaumik	Faculty	\$121,657
696. Prof	Stephanie Riger	Faculty	\$121,636
697. Dir of Advcmt	Charles E. Coughlin	Administrator	\$121,622
698. Dir of Proj Mgmt	Vytenis Anth Milunas	Administrator	\$121,380
699. Assoc Prof	Carol J Gill	Faculty	\$121,320
700. Prof	Dan Schonfeld	Faculty	\$121,291
701. Prof	Maria de los Angeles Torres	Faculty	\$121,179
702. Asst Prof (Rt)	Zhijian Qian	Faculty	\$121,000
703. Assoc Prof (Rt)	Philip A Patston	Faculty	\$120,793
704. Prof	Donald J Wink	Faculty	\$120,727
705. Asst Dir Is Plng	Effie F Economopoulos	Administrator	\$120,720

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
706. Assoc Prof	Jennifer Marie Hoobler	Faculty	\$120,631
707. Prof	Mariann R Piano	Faculty	\$120,607
708. Dir-Mgmt Info Serv	Jay Gary Dean	Administrator	\$120,600
709. Prof (Rt)	Bruce R Schatz	Faculty	\$120,548
710. Clin Assoc Prof	Julie Golembiewski	Faculty	\$120,495
711. Prof	Sydney Ann Halpern	Faculty	\$120,300
712. Asst Dir	Katherine Sun Mosio	Administrator	\$120,265
713. Assoc Prof (Ct)	Budi Kusnoto	Faculty	\$120,226
714. Asst Prof of Clin Peds	Roberto Gordillo Perez	Faculty	\$120,000
715. Asst Prof (Rt)	Lei Xiao	Faculty	\$120,000
716. Vst Dir of Admn Oper	Jane Claire Fischer	Administrator	\$120,000
717. Vst Asst Prof of Clin Peds	Laura Hans	Faculty	\$120,000
718. Asst Prof	Kanokporn Mongkolrattanothai	Faculty	\$120,000
719. Exec Dir	Nikolaus Pelka	Administrator	\$120,000
720. Vst Assoc Prof	Lisa Sanchez-Johnsen	Faculty	\$120,000
721. Exec Dir Mktg Commnc	Kevin Barrie Tynan	Administrator	\$120,000
722. Dir, Fac Aff HR	Angela L Yudt	Administrator	\$120,000
723. Dir Patient Care Serv	Sarah G Alba	Administrator	\$120,000
724. Prof	Julie A Zerwic	Faculty	\$119,991
725. Prof of Clin Psych	Susan M Labott-Stewart	Faculty	\$119,957
726. Assoc Prof (Ct)	Herve Y Sroussi	Faculty	\$119,625
727. Asst Head For Educ	Kristen L Goliak	Administrator	\$119,596
728. Assoc Dean For Doc Stdy	Christopher G Mitchell	Administrator	\$119,523
729. Res Prof of Pharmac	Stephen Michael Lasley	Faculty	\$119,401
730. Assoc Prof (Rt)	Keiko Watanabe	Faculty	\$119,361
731. Prof	G. Ali Mansoori	Faculty	\$119,268
732. Dir, Ofc of Facility Plng & Sp	Darlene Mae Ebel	Administrator	\$118,641
733. Clin Asst Prof	Courtney C Lamb	Faculty	\$118,446
734. Prof	Dianna Niebylski	Faculty	\$118,367
735. Assoc Prof	Anthony M Pagano	Faculty	\$118,299
736. Exec Dir Ors	Luis R Vargas	Administrator	\$118,227
737. Prof	Michael Trenary	Faculty	\$118,225
738. Asst Dir Labor & Empl Rel	Marilyn LaBlais	Administrator	\$118,000
739. Assoc Prof (Rt)	Michael S Caffrey	Faculty	\$117,930
740. Sr Dir	Randolph A Alexander	Administrator	\$117,875
741. Prof	Alan McLachlan	Faculty	\$117,700
742. Asst Dir, Amb Pharm Svcs	John Andrew Crawford	Administrator	\$117,500
743. Prof	Derong Liu	Faculty	\$117,474
744. Prof	Steven E Hurder	Faculty	\$117,401
745. Assoc V Provost	Cecil V Curtwright	Administrator	\$117,300
746. Prof of Elec Engr	James C Lin	Faculty	\$117,284
747. Prof	Kathryn Nagy	Faculty	\$117,273
748. Dir	David M Taeyaerts	Administrator	\$117,159
749. Asst Prof	Shaojie Cui	Faculty	\$117,000
750. Dir of Risk Mgmt	Nikki M Centomani	Administrator	\$116,869
751. Dir, Quality Mgmt	Maureen T Perry	Administrator	\$116,869
752. Dir Technol Change Mgmt	Andre Pavkovic	Administrator	\$116,725

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
753. Dir UICNI	Cynthia A Barnes-Boyd	Administrator	\$116,416
754. Assoc Prof	Shelley Brickson	Faculty	\$116,133
755. Clin Asst Prof	Susan A Rowan	Faculty	\$116,038
756. Clin Asst Prof	Michael Louis Santucci	Faculty	\$116,038
757. Prof	Nathan Lawrence Linsk	Faculty	\$115,999
758. Prof	E J Ernesto Indacochea	Faculty	\$115,741
759. Prof	William H Schubert	Faculty	\$115,735
760. Prof	Jezekiel Ben-Arie	Faculty	\$115,699
761. Prof	Philip D Wagreich	Faculty	\$115,691
762. Asst Dir	James P Oleary	Administrator	\$115,683
763. Supvr Pharm	Christina Marie Godwin	Administrator	\$115,589
764. Prof (Ct)	Allen L Horwitz	Faculty	\$115,346
765. Prof	Vitali V Melushko	Faculty	\$115,189
766. Res Prof of Epi	Lawrence J Ouellet	Faculty	\$115,119
767. Prof	Mohsen Issa	Faculty	\$115,092
768. Assoc Prof (Ct)	Michael J Potts	Faculty	\$115,001
769. Asst Prof	Charlotte Briggs	Faculty	\$115,000
770. Dir, Admin Oper	Philip A Clark	Administrator	\$115,000
771. Dir, Mktg & Comnc	Paul Cobia	Administrator	\$115,000
772. Dir, Fin & Admin	Joanne Malinowski	Administrator	\$115,000
773. Exec Dir, Rsrsc Mgt	James S Pierce	Administrator	\$115,000
774. Asst Dean, Acad Affrs	Suzanne Marie Rabi	Administrator	\$115,000
775. Dir, Admn Oper	Suresh Sharma	Administrator	\$115,000
776. Asst Dir	John D. Hiltcher	Administrator	\$115,000
777. Dir Anesth	Mary Elizabeth Fitzgerald	Administrator	\$115,000
778. Vst Asst Dir	Carmela Gonzalez	Administrator	\$115,000
779. Dir Physl Med & Rehab	Keir L. Ringquist	Administrator	\$115,000
780. Prof	Timothy E Shanahan	Faculty	\$114,755
781. Prof	W J Minkowycz	Faculty	\$114,683
782. Prof of Epi	Stuart Jay Olshansky	Faculty	\$114,617
783. Supvr Pharm	Anitha F Nagelli	Administrator	\$114,601
784. Supvr Pharm, Mtm Oper Clinic	Jessica J. Tilton	Administrator	\$114,600
785. Assoc Prof	Sankarshan Acharya	Faculty	\$114,591
786. Assoc Dean For Fin & Rsrscs Pln	Curtisteen Steward	Administrator	\$114,461
787. Assoc Dir, Electronic Visualiz	Alan Verlo	Administrator	\$114,446
788. Asst Prof (Ct)	Marilia Juca Montero-Fayad	Faculty	\$114,188
789. Prof of Micro (Rt)	James Mc Clurg Slauch	Faculty	\$114,165
790. Prof	Marcia Finlayson	Faculty	\$114,091
791. Asc Dir of Hosp Fin-Gen Acct	Donald Moy	Administrator	\$114,091
792. Assoc Prof (Rt)	Pauline Maki	Faculty	\$114,055
793. Dir of Institutional Res	Mary Lelik	Administrator	\$114,038
794. Assoc VC Stdnt Aff/Dean of Std	Linda Deanna	Administrator	\$114,036
795. Assoc Prof	Aris M Ouksel	Faculty	\$114,004
796. Assoc V Chanc For Stdnt Aff	Michael H Ginsburg	Administrator	\$113,934
797. Assoc Dir For Admn	Joanne Sylvester	Administrator	\$113,929
798. Clin Assoc Prof	Frank P Paloucek	Faculty	\$113,896
799. Prof (Rt)	Thomas Morgan Guenther	Faculty	\$113,847

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
800. Asst Prof (Ct)	Min J. Joo	Faculty	\$113,685
801. Prof	William H Teale	Faculty	\$113,624
802. Prof	Kevin M. Whyte	Faculty	\$113,360
803. Assoc Prof (Ct)	Anne Koerber	Faculty	\$113,307
804. Assoc V Chanc	W. Clarke Douglas	Administrator	\$113,189
805. Prof	Robert V Kenyon	Faculty	\$113,104
806. Assoc Dir Hosp Fin Reim	Cynthia Schmiegelt	Administrator	\$113,072
807. Prof	Simon T Alford	Faculty	\$113,000
808. Prof (Rt)	Randal A Skidgel	Faculty	\$112,975
809. Prof	Sally Sedgwick	Faculty	\$112,709
810. Asst Prof	Jelena Spanjol	Faculty	\$112,692
811. Prof	Ourania Nanno Marinatos	Faculty	\$112,586
812. Assoc Prof (Rt)	Oscar R Colamonic	Faculty	\$112,508
813. Instr	Claudia Mercedes Lora	Faculty	\$112,500
814. Prof	John R Regalbuto	Faculty	\$112,463
815. Dir, IPSP	Robert P Boehmer	Administrator	\$112,441
816. Asst Dean/Dir Instr Info T	Tod A Jebe	Administrator	\$112,336
817. Clin Assoc Prof	Mary R Brown	Faculty	\$112,228
818. Assoc Dir Quality Assurance	Waleed M D'Keidek	Administrator	\$112,200
819. Assoc Prof	Mary Beth Watson Manheim	Faculty	\$112,182
820. Prof	Maria Varelas	Faculty	\$112,116
821. Assoc Prof	Gary E. Raney	Faculty	\$112,008
822. Assoc Prof	Memoona Hasnain	Faculty	\$112,000
823. Dir, Cmty Rel	Caroline Theus Swinney	Administrator	\$112,000
824. Dir Physn Prac	Kathleen M Sliter	Administrator	\$112,000
825. Assoc Prof	Jennifer Brier	Faculty	\$111,850
826. Assoc Dean For Acad Aff	Babette J Neuberger	Administrator	\$111,657
827. Prof	Mary Beth Rose	Faculty	\$111,650
828. Prof	Dagmar C G Lorenz	Faculty	\$111,544
829. Asst Prof (Ct)	Bharati Prasad	Faculty	\$111,393
830. Res Prof	Dale A Pelligrino	Faculty	\$111,336
831. Assoc Dean Rural Hlth Prfn	Michael Lloyd Glasser	Administrator	\$111,290
832. Clin Asst Prof	Ann Marie Kuchta	Faculty	\$111,193
833. Assoc Prof of Epi	Sylvia E Furner	Faculty	\$111,078
834. Prof(Rt)	Nalin Mohan Kumar	Faculty	\$111,034
835. Assoc Dir, Admin & Cmty Rel	Marilyn Adderley Willis	Administrator	\$111,022
836. Assoc Prof	Stephanie Y Crawford	Faculty	\$110,917
837. Asst Dean For Hlth Syst Res	Joel B Cowen	Administrator	\$110,831
838. Assoc Prof of Clin Psych	Christine V Davidson	Faculty	\$110,818
839. Assoc Dir Admn	Marion S Ostrega	Administrator	\$110,704
840. Assoc Dean For Stdnt Aff	Thomas Tenhoeve	Administrator	\$110,700
841. Prof	Darold Barnum	Faculty	\$110,570
842. Exec Dir - External Educ	Mary P Niemiec	Administrator	\$110,453
843. Exec Dir	Michele Sexton Dorvil	Administrator	\$110,271
844. Assoc Prof of Pharm Prac	Donna Marie Kraus	Faculty	\$110,219
845. Asst Prof	Julie Susan Darnell	Faculty	\$110,160
846. Prof (Rt)	Linda J. Kenney	Faculty	\$110,100

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
847. Prof	Ralph Keen	Faculty	\$110,000
848. Exec Dir of Devlp	Arnaud Buttin	Administrator	\$110,000
849. Assoc Prof (Rt)	Shao-yu Chen	Faculty	\$110,000
850. Cli N Assoc Prof	Robert Druzinsky	Faculty	\$110,000
851. Assoc Prof (Ct)	Sherry Falsetti	Faculty	\$110,000
852. Exec Dir, Info Tech	John Fyfe	Administrator	\$110,000
853. Assoc Dean For Admin	Nicholas Gambardella	Administrator	\$110,000
854. Prof	Matthew Ross Lippman	Faculty	\$110,000
855. Assoc Dir of Admin Oper	Martin L McDermott	Administrator	\$110,000
856. Assoc Prof	David Edward Vaillancourt	Faculty	\$110,000
857. Assoc Dir, Infect Control	Maryann J Gierloff	Administrator	\$110,000
858. Vst Dir Patient Care Serv GI	Sibyl Yau	Administrator	\$110,000
859. Prof	Doris A Graber	Faculty	\$109,985
860. Asst Dir For Fiscal Aff	Richard Allen Carr	Administrator	\$109,660
861. Dir, IHRP Fin Oper	Ahlam Al-Kodmany	Administrator	\$109,250
862. Asst Prof (Ct)	Dena J. Fischer	Faculty	\$109,239
863. Proj Dir	Robin Ann Jones	Administrator	\$109,200
864. Clin Assoc Prof	Faith Johnson Bonecutter	Faculty	\$109,039
865. Assoc Dean	Albert J Schorsch	Administrator	\$109,033
866. Clin Asst Prof	Blake E Max	Faculty	\$109,000
867. Prof	Kathleen F Norr	Faculty	\$108,882
868. Prof	Mark A Smylie	Faculty	\$108,500
869. Asst Dir For Info Syst	Timothy J Havey	Administrator	\$108,260
870. Assoc Dir	Henry C. Kurth	Administrator	\$108,174
871. Dir of Advcmnt	Rachel Carlton Stack	Administrator	\$108,150
872. Prof	Marc Edward Culler	Faculty	\$108,000
873. Assoc Prof	Alicia K Matthews	Faculty	\$108,000
874. Assoc Prof	Chiayeng Wang	Faculty	\$107,986
875. Assoc Prof	Larisa H Cavallari	Faculty	\$107,895
876. Assoc Prof (Rt)	Ara S Tekian	Faculty	\$107,671
877. Prof	Jon D Kassel	Faculty	\$107,647
878. Assoc Dir	Pablo Acevedo	Administrator	\$107,608
879. Dir of Devlp, Corp & Fndtn	David Eaton	Administrator	\$107,590
880. Clin Asst Prof	Robert C Glowacki	Faculty	\$107,500
881. Clin Assoc Prof	Gail S Itokazu	Faculty	\$107,500
882. Prof of Clin Psych	Cheryl N Carmin	Faculty	\$107,478
883. Assoc Prof	John J Binder	Faculty	\$107,467
884. Prof	David C Perry	Faculty	\$107,413
885. Prof	Mark E Canuel	Faculty	\$107,370
886. Assoc Prof	Danny Bernard Martin	Faculty	\$107,356
887. Prof (Ct)	William Martin Janda	Faculty	\$107,231
888. Assoc Prof (Rt)	Richard D Minshall	Faculty	\$107,214
889. Clin Asst Prof	Bradley C Cannon	Faculty	\$107,184
890. Prof (Rt)	Lin Tao	Faculty	\$107,183
891. Dir Physn Prac	Sunita Prabhakar	Administrator	\$107,151
892. Asst Prof	Jeffrey Robert Bishop	Faculty	\$107,100
893. Asst Prof	Anna Maija Renko	Faculty	\$107,100

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
894. Assoc Prof (Rt)	Yogesh Dwivedi	Faculty	\$106,832
895. Prof	Steven L Forman	Faculty	\$106,778
896. Prof (Rt)	Janet Mildred Reis	Faculty	\$106,682
897. Prof (Rt)	Anna Lysakowski	Faculty	\$106,677
898. Asst Prof (Rt)	Changwon Park	Faculty	\$106,667
899. Exec Dir, Corp Fndtn Rel	Darcy Lynn Evon	Administrator	\$106,638
900. Asst Head For Admn	Colleen E Piersen	Administrator	\$106,586
901. Assoc Prof	Mihnea Popa	Faculty	\$106,575
902. Prof (Rt)	Alfonse Thomas Masi	Faculty	\$106,568
903. Prof	Kimberly A Lawless	Faculty	\$106,500
904. Prof	Christine Louise Salisbury	Faculty	\$106,464
905. Dir of Res Serv Facility	Alan W Nicholls	Administrator	\$106,363
906. Assoc Dir For Prgm Serv	Geraldine E Clark	Administrator	\$106,355
907. Prof	Susan B Levine	Faculty	\$106,277
908. Res Asst Prof	Ian Charles Atkinson	Faculty	\$106,113
909. Prof	Peter B Hales	Faculty	\$106,103
910. Asst Dir, Prior Auth Group	Bradley R Berberet	Administrator	\$106,000
911. Assoc Prof	Andrei L Gartel	Faculty	\$105,884
912. Prof (Rt)	Ruth Andrea Seeler	Faculty	\$105,735
913. Sr Dir of Police Serv	David E Peters	Administrator	\$105,687
914. Assoc Prof	Lewis E Wedgewood	Faculty	\$105,666
915. Assoc Prof (Rt)	John R Larson	Faculty	\$105,575
916. Prof	Alice K. Butterfield	Faculty	\$105,450
917. Prof	Frederick J Kviz	Faculty	\$105,370
918. Assoc Dir, Ambulatory Serv	Katherine Soto	Administrator	\$105,343
919. Prof	Louis H Kauffman	Faculty	\$105,289
920. Assoc Dir Managed Care	Michelle L. Parchem	Administrator	\$105,217
921. Assoc Prof (Rt)	Beata Maria Wolska	Faculty	\$105,211
922. Exec Assoc Dean For Plng	Janet I Madia	Administrator	\$105,207
923. Clin Asst Prof	Matthew Liotine	Faculty	\$105,143
924. Assoc Dir Mktg	Camille Baxter	Administrator	\$105,120
925. Dir Bus Plng Decision Support	Sheetal J. Ghayal	Administrator	\$105,120
926. Asst Prof of Clin Med	Joseph Philip Goldberg	Faculty	\$105,040
927. Asst Prof (Rt)	Marcelo Bonini	Faculty	\$105,000
928. Dir of Advcmt	Luigi Bruno Amendola	Administrator	\$105,000
929. Assoc Dean Div	Clara Awe	Administrator	\$105,000
930. Asst Prof	Shane Phillips	Faculty	\$105,000
931. Prof	Anthony Gerard Tasset	Faculty	\$105,000
932. Prof (Rt)	Shigehiro Nakajima	Faculty	\$104,767
933. Prof	Ajay D Kshemkalyani	Faculty	\$104,739
934. Assoc Prof	Ugo A Buy	Faculty	\$104,704
935. Assoc Prof	Jon A Solworth	Faculty	\$104,571
936. Clin Assoc Prof	Glenn Hedman	Faculty	\$104,509
937. Prof	Nicholas Huggett	Faculty	\$104,500
938. Assoc Prof	John Arvydas Tauras	Faculty	\$104,500
939. Assoc Prof	Laura Grace DeMarco	Faculty	\$104,393
940. Prof	Dick W Simpson	Faculty	\$104,332

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
941. Dir, Mat Mgmt	Michael J Fitzgerald	Administrator	\$104,267
942. Clin Asst Prof	Pamela Jurgens-Toepke	Faculty	\$104,038
943. Prof (Ct)	Linda S Grossman	Faculty	\$104,038
944. Prof	Laurie Ruggiero	Faculty	\$104,025
945. Director, Utility Operations	Jeffrey R Barrie	Administrator	\$104,009
946. Prof	Evelyn L Lehrer	Faculty	\$104,000
947. Prof	Gyorgy Turan	Faculty	\$104,000
948. Asst Prof of Clin Med	Olga Garcia	Faculty	\$104,000
949. Prof	Judith K Gardiner	Faculty	\$104,000
950. Asst Prof (Rt)	Jaleh Malakooti	Faculty	\$104,000
951. Vst Dir of Cont Med Educ	Kelly M Smith	Administrator	\$104,000
952. Prof	Krishna R Reddy	Faculty	\$103,911
953. Prof	Henrik Aratyn	Faculty	\$103,900
954. Clin Asst Prof	Linda Feng Chang	Faculty	\$103,873
955. Res Asst Prof	Thomas Stratford	Faculty	\$103,872
956. Asst Prof (Rt)	Anakarina B. Bedran-Russo	Faculty	\$103,835
957. Assoc Prof	Venkatakrisnan Venkatesan Natarajan	Faculty	\$103,670
958. Prof of Biostat	Donald R Hedeker	Faculty	\$103,660
959. Dir Physn Prac	Patricia Murphy Smith	Administrator	\$103,521
960. Prof	Samuel Fleischacker	Faculty	\$103,520
961. Assoc Prof (Ct)	Shrihari S. Kadkol	Faculty	\$103,475
962. Dir, Acad Assmt	Ranfen Li	Administrator	\$103,409
963. Assoc Prof	Piotr Gmytrasiewicz	Faculty	\$103,315
964. Assoc Prof	Robert D. Johnston	Faculty	\$103,280
965. Assoc Prof	Richard A. Gemeinhart	Faculty	\$103,000
966. Vst Fac Main Rep & Const Dir	Anthony H McClellan	Administrator	\$103,000
967. Dir, Rockford Exp Educ	Allison E Schriever	Administrator	\$103,000
968. Assoc Dir	Irene D Stasula	Administrator	\$103,000
969. Asst Dir	Edward A Garay	Administrator	\$102,915
970. Assoc Dir	Bradley W Appier	Administrator	\$102,883
971. Assoc Dir	Gregory Philip Quinn	Administrator	\$102,836
972. Prof	David H. Wise	Faculty	\$102,763
973. Prof	Lorraine M Conroy	Faculty	\$102,721
974. Clin Assoc Prof	Farhad Fayz	Faculty	\$102,675
975. Prof	Charles John Hoch	Faculty	\$102,544
976. Assoc Prof	Karl John Rockne	Faculty	\$102,513
977. Assoc Prof	Tohru Fukai	Faculty	\$102,500
978. Vst Clin Instr	Julia Harrison	Faculty	\$102,462
979. Assoc Prof	Debra Tonetti	Faculty	\$102,455
980. Assoc Prof	Nicholas Mainey Brown	Faculty	\$102,405
981. Prof (Rt)	David S Ucker	Faculty	\$102,396
982. Exec Asst To tThe V Chanc	Donna J Knutson	Administrator	\$102,382
983. Assoc Dir	Marquerite Teresa Harris	Administrator	\$102,252
984. Assoc Dean For Educ Plng	Loreen A Troy	Administrator	\$102,198
985. Assoc Dean Administration	Dedra Mooday Williams	Administrator	\$102,160
986. Assoc Prof	John R Hetling	Faculty	\$102,143

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
987. Clin Assoc Prof	Edward E Savers	Faculty	\$102,121
988. Assoc Prof	Alan Simon Pickard	Faculty	\$102,066
989. Assoc Prof of Elec Engr	Sharadbabu Laxpati	Faculty	\$102,041
990. Assoc Prof	Andrew E Johnson	Faculty	\$102,011
991. Res Asst Prof	Philip G Bashook	Faculty	\$101,989
992. Prof	Shantanu S Dutt	Faculty	\$101,963
993. Clin Asst Prof	Terry L Parsons	Faculty	\$101,941
994. Dir, Cas Fin Serv	Lawrence A Pinkelton	Administrator	\$101,908
995. Clin Assoc Prof	Seema Shahid Ashrafi	Faculty	\$101,901
996. Assoc Prof of Pharmcts	Ronald L Koch	Faculty	\$101,837
997. Assoc Prof	Tanya Yonit Berger-Wolf	Faculty	\$101,772
998. Clin Assoc Prof	Barbara Camune	Faculty	\$101,700
999. Asst Dir For Fin Serv	Michael C. Hallman	Administrator	\$101,656
1000. Prof	James F Searing	Faculty	\$101,616
1001. Clin Asst Prof	Sheila Mary Allen	Faculty	\$101,500
1002. Prof	Roberta M Feldman	Faculty	\$101,500
1003. Asst Prof of Clin Psych	Samuel B McIntyre	Faculty	\$101,500
1004. Clin Asst Prof	Renata O Smith	Faculty	\$101,500
1005. Prof	Karen Ann Mossberger	Faculty	\$101,436
1006. Vst Asst Prof of Clin Med	Sharmilee Marie Nyenhuis	Faculty	\$101,200
1007. Clin Asst Prof	Isaac H Cha	Faculty	\$101,123
1008. Prof	Karen Kavanaugh	Faculty	\$101,111
1009. Assoc Prof	Bhaskar DasGupta	Faculty	\$101,003
1010. Clin Asst Prof	Rodrigo Mauricio Burgos	Faculty	\$101,000
1011. Prof	Joseph Jacob Persky	Faculty	\$101,000
1012. Assoc Dir, Fisc Aff	Robert Taylor	Administrator	\$101,000
1013. Asst Prof	Chyvette T Williams	Faculty	\$100,980
1014. Prof	Brooke E. Shipley	Faculty	\$100,973
1015. Assoc Prof	Giamila Fantuzzi	Faculty	\$100,871
1016. Asst Prof (Ct)	Sahar M Alranyes	Faculty	\$100,793
1017. Asst Prof (Rt)	Wancai Yang	Faculty	\$100,783
1018. Prof (Rt)	Edward J Roy	Faculty	\$100,713
1019. Dir HR, Coll of Med	Marci J. Fanti	Administrator	\$100,700
1020. Assoc Dir of Physl Plant	Kary Raines	Administrator	\$100,637
1021. Assoc Prof	Carol Kamin	Faculty	\$100,500
1022. Assoc Prof	Surrey M Walton	Faculty	\$100,483
1023. Assoc Prof (Rt)	Lijun Rong	Faculty	\$100,400
1024. Dir	P.S. Sriraj	Administrator	\$100,400
1025. Dir of Police Servs	Frank J Cappitelli	Administrator	\$100,386
1026. Dir of Police Servs	Kathryn L Kajari	Administrator	\$100,386
1027. Res Prof	Douglas L Feinstein	Faculty	\$100,284
1028. Assoc Prof	Jie Lin	Faculty	\$100,129
1029. Dir Of Behav Hlth-Cqi & Serv O	Cherise Rosen	Administrator	\$100,116
1030. Prof	Henry Franklin Howe	Faculty	\$100,089
1031. Assoc Prof	Thomas George Hornby	Faculty	\$100,000
1032. Assoc Prof (Rt)	Maxim Frolov	Faculty	\$100,000
1033. Assoc Prof (Rt)	Toru Nakamura	Faculty	\$100,000

Exhibit 25 UIC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
C/t = Clinical Training		R/t = Research Training	
Position (titles provided by university)	Name	Classification	Compensation
1034. Vst Clin Assoc Prof	Young I Cho	Faculty	\$100,000
1035. Assoc Prof (Rt)	Bradley J Merrill	Faculty	\$100,000
1036. Assoc Prof	Jennifer Wiley	Faculty	\$100,000
1037. Clin Asst Prof	Melissa Badowski	Faculty	\$100,000
1038. Asst Dir Physn Prac	Patricia A Golden	Administrator	\$100,000
1039. Prof	Artin Goncu	Faculty	\$100,000
1040. Vst Res Prof	Prasad V.S. Kanteti	Faculty	\$100,000
1041. Vst Clin Asst Prof	Saba M Khan	Faculty	\$100,000
1042. Assoc Chanc, Sustainability	Cynthia Lee Klein-Banai	Administrator	\$100,000
1043. Clin Asst Prof	William C Kling	Faculty	\$100,000
1044. Exec Dir, Campus Aux Serv HR	Susan E Kovacs	Administrator	\$100,000
1045. Vst Assoc Prof (Ct)	Melissa Lamar	Faculty	\$100,000
1046. Vst Prof of Clin Peds	Ronald L Lindsay	Faculty	\$100,000
1047. Assoc Prof Of Clin Ob/Gyne	Salvatore J. LoCoco	Faculty	\$100,000
1048. Prof	Inigo Manglano-Ovalle	Faculty	\$100,000
1049. Assoc Prof Of Clin Med	Glenn D Netto	Faculty	\$100,000
1050. Vst Prof	William Davis Parker	Faculty	\$100,000
1051. Asst Prof (Ct)	John Pula	Faculty	\$100,000
1052. Dir Of Fin	Michael T Ruiz	Administrator	\$100,000
1053. Asst Prof Of Clin Peds	Christiane Ellen Stahl	Faculty	\$100,000
1054. Assoc Prof (Rt)	Carlos O Stocco	Faculty	\$100,000
1055. Asst Prof (Ct)	Jaime-Dawn Eileen Twanow	Faculty	\$100,000
1056. Assoc Dir Occup Hlth Outreach	Jean M Eichenberger	Administrator	\$100,000
Total			\$163,389,498
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: University of Illinois data.			

UNIVERSITY OF ILLINOIS AT SPRINGFIELD

1. Management Structure

The University of Illinois at Springfield is led by a chancellor who reports to the President of the University of Illinois. Two divisions and 13 offices report to the Chancellor. These offices are: (1) Access and Equal Opportunity; (2) Administration; (3) Athletics; (4) Campus/Creative Services; (5) Police Department; (6) Community Relations; (7) Constituent Relations; (8) Development; (9) Human Resources; (10) Marketing; (11) Web Services; (12) Public Relations; and (13) Conference Services.

The two divisions are Academic Affairs and Student Affairs. Academic Affairs is led by the Vice Chancellor/Provost. Underneath the provost are two associate vice chancellors: undergraduate education and graduate education and research. The deans who are responsible for the four colleges and university library are under the provost:

- (1) Business and Management
- (2) Education and Human Services
- (3) Liberal Arts and Sciences
- (4) Public Affairs and Administration

Finally, eight offices report to the provost: (1) Academic Human Resources; (2) Budget and Financial Analysis; (3) Information Technology; (4) Institutional Research; (5) Office of International Programs; (6) the Center for State Policy and Leadership; (7) the Ombudsperson Office; and (8) Sangamon Auditorium.

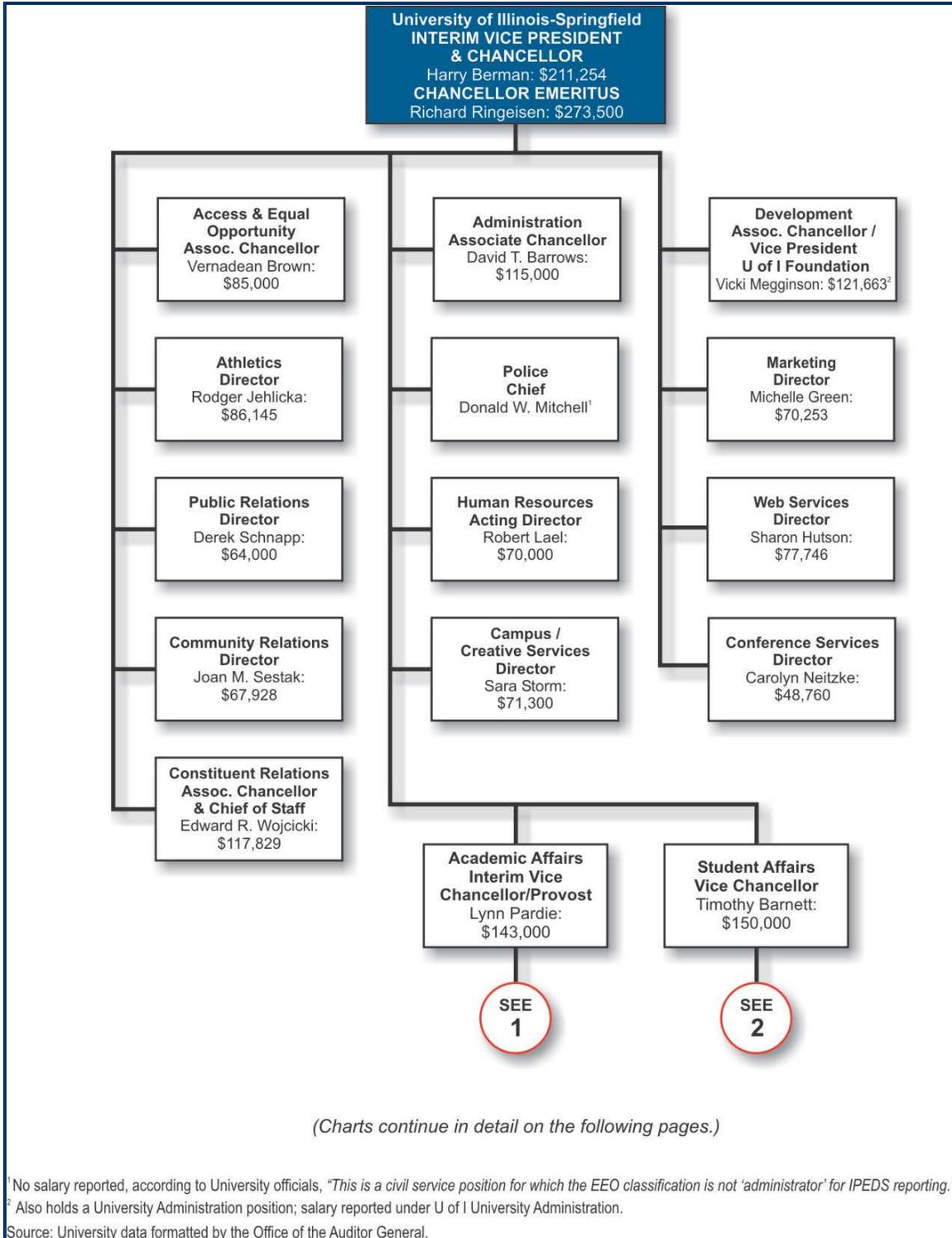
The next division is Student Affairs. Reporting to the vice chancellor are the offices of Admissions, Career Development Center, Counseling Center, Health Services, Records and Registration, and Student Financial Assistance. There is also the Associate Dean of Student Services, the Associate Dean of Students, and the Assistant Vice Chancellor for Student Affairs.

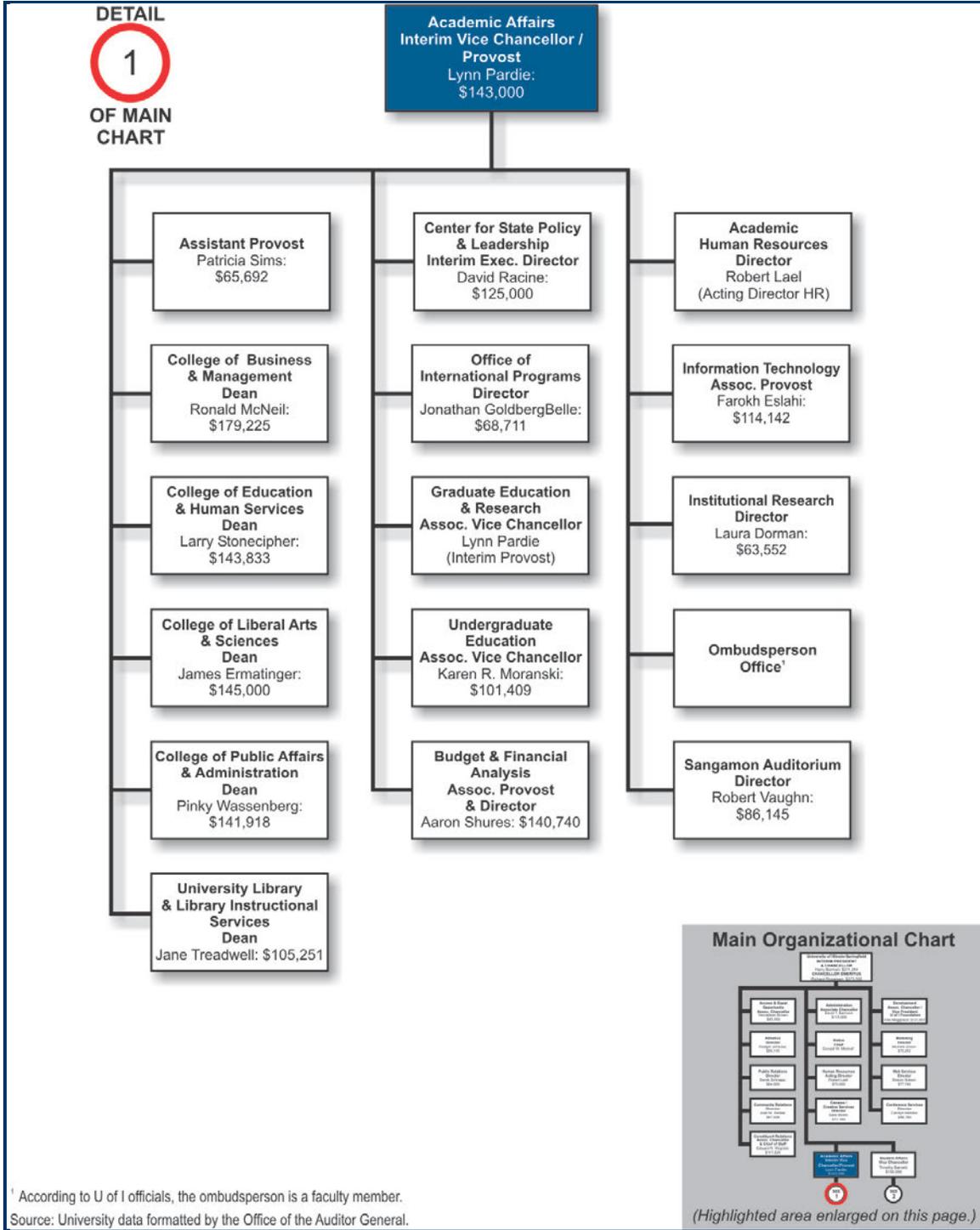
Exhibit 26 UIS ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. Chancellor	2	\$484,754	\$242,377
2. Vice Chancellor	2	\$293,000	\$146,500
3. Associate Chancellor	3	\$266,829	\$88,943
4. Associate Vice Chancellor	1	\$101,409	\$101,409
5. Associate Provost	2	\$254,882	\$127,441
6. Assistant Provost	1	\$65,692	\$65,692
7. Executive Director	3	\$326,145	\$108,715
8. Director	47	\$2,926,514	\$62,266
9. Dean	6	\$793,851	\$132,309
10. Other	35	\$1,903,480	\$54,385
Total	102	\$7,416,556	\$72,711

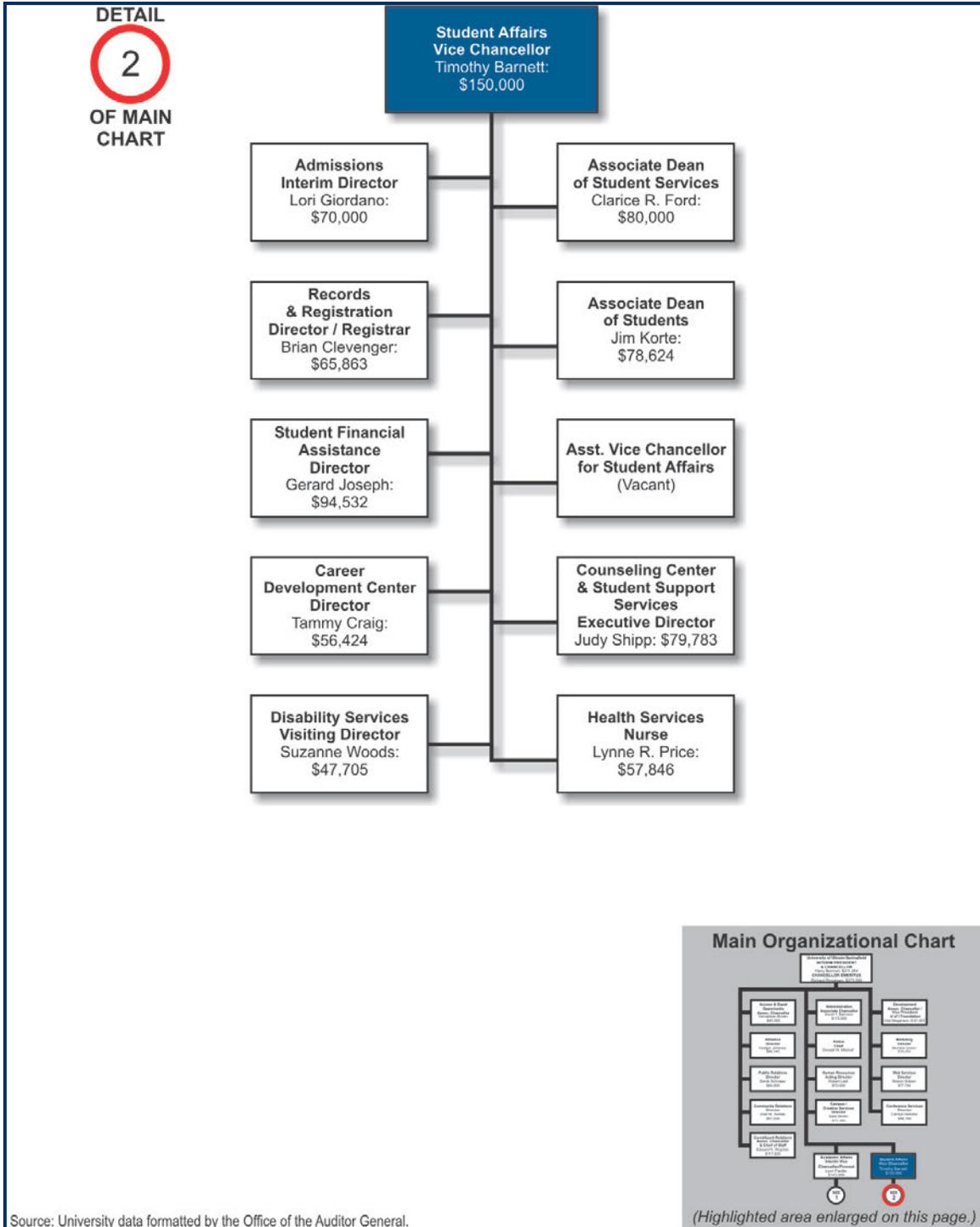
Source: OAG analysis of University of Illinois data.

UIS had over 100 administrators who were paid \$7.4 million in fiscal year 2011 for an average of over \$72,500, as shown in Exhibit 26.

**Exhibit 27
Organizational Chart
UNIVERSITY OF ILLINOIS AT SPRINGFIELD
Fiscal Year 2011**







Source: University data formatted by the Office of the Auditor General.

2. Enrollment

The University of Illinois at Springfield had a total enrollment of 5,174 students: 2,633 were full-time students (51%) and 2,541 were part-time students (49%). Undergraduate students were 62 percent at 3,197 and graduate students were 38 percent at 1,977, as shown in Exhibit 28.

Exhibit 28 UIS ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	2,633
Part-time	2,541
Undergraduate	3,197
Graduate	1,977
Total Students	5,174
Full-time Equivalent (FTE)	3,620
Source: University of Illinois data.	

3. Tuition and Fees

Tuition and fees totaled \$10,366 for undergraduates and \$8,941 for graduate students. UIS charged \$8,500 for room and board, with a total cost to undergraduates of \$18,866, as shown in Exhibit 29.

Exhibit 29 UIS TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$10,366
Room and Board	\$8,500
Total	\$18,866
Graduate	\$8,941
Source: University of Illinois data.	

4. Campus Chancellor

The UIS Chancellor served until October 2010 and University of Illinois was unable to provide his full employment contract, only the initial employment offer letter, which may not have detailed all the benefits received. The employment offer letter detailed the following benefits:

- **Memberships.** The university would support and facilitate memberships at the Sangamo Club, Island Bay Yacht Club, and the Illini Country Club.
- **Termination.** The Chancellor was granted tenure when joining UIS. After leaving the Chancellor position he was entitled to one year of administrative leave with a salary equal to the Chancellor’s salary for the final year. If the Chancellor decided to join the faculty his salary would be 9/11th of his current salary.
- **Other Benefits.** The Chancellor and his wife were reimbursed for trips made to Springfield prior to becoming Chancellor. Additionally, he was reimbursed for all moving expenses associated with moving to Springfield.

The UIS Chancellor resigned effective October 31, 2010. His retirement agreement granted him Chancellor Emeritus status effective November 1, 2010 and gave him a one year administrative leave. His salary during the administrative leave would be \$273,500 which was equal to that of his last year as Chancellor. At the end of the year the Chancellor relinquished all rights of employment, including his status as a tenured Professor.

5. Sabbaticals/Leaves of Absence

UIS had six faculty members who took sabbaticals during fiscal year 2011. All of them took sabbaticals for six months. Their total **annual** compensation was \$407,247, as shown in Exhibit 30.

Exhibit 30 UIS SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
1. Assoc Professor	\$51,230	Sabbatical	6	N/A
2. Assoc Professor	\$50,800	Sabbatical	6	N/A
3. Assoc Professor	\$57,814	Sabbatical	6	N/A
4. Assoc Professor	\$59,878	Sabbatical	6	N/A
5. Assoc Professor	\$77,893	Sabbatical	6	N/A
6. Professor	\$109,632	Sabbatical	6	N/A
Total	\$407,247			
<u>Note:</u> ¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence.				
Source: University of Illinois data.				

6. Administrators Who Taught Courses

University of Illinois Springfield had a total of 25 administrators who also taught courses, but their pay for those courses is not available, as shown in Exhibit 31.

Exhibit 31 UIS ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Dir First Yr Prgm	\$44,000	N/A	4	N/A
2. Interim Assoc Dean	\$51,445	N/A	2	N/A
3. Dvsty Ctr Prog Mgr	\$40,600	N/A	1	N/A
4. Dir Of Career Svcs	\$56,424	N/A	1	N/A
5. Assoc Dean	\$120,998	N/A	4	N/A
6. Assoc Dean Of Student Serv	\$80,000	N/A	1	N/A
7. Dir	\$64,483	N/A	7	N/A
8. Vst Legal Dir	\$110,000	N/A	1	N/A
9. Vst Asst Dir/Ast/Placement Dev	\$38,000	N/A	6	N/A
10. Asst Dir Stud Life	\$40,000	N/A	1	N/A
11. Dir Of Cap Scholars Prog	\$100,000	N/A	5	N/A
12. Asst Dir Otel	\$40,000	N/A	3	N/A
13. Dir Of Educ Technol	\$77,363	N/A	2	N/A
14. Dean	\$175,241	N/A	3	N/A
15. Dir, Mss Proj	\$57,600	N/A	4	N/A

Exhibit 31 UIS ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
16. Assoc Vchancforundgraded	\$101,409	N/A	1	N/A
17. Asst Dir Cap Scholars Hrs Prg	\$42,500	N/A	2	N/A
18. Vst Dir Of Clin Prac	\$24,800	N/A	8	N/A
19. Dir	\$75,530	N/A	2	N/A
20. Dir	\$73,783	N/A	2	N/A
21. Assoc Provost	\$134,740	N/A	6	N/A
22. Dir Of Internshps & Advoc Prog	\$52,250	N/A	1	N/A
23. Dean	\$132,547	N/A	5	N/A
24. Dir Of Ann Giving/Major Gift D	\$60,359	N/A	1	N/A
25. Assoc Chanc For Constituent Re	\$117,829	N/A	3	N/A
Total	\$1,911,901		Total	N/A

Source: University of Illinois data.

7. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the chancellor, vice chancellors, and provost. Below are the expenditures that UIS provided for these positions, as shown in Exhibit 32. One UIS Chancellor retired in October and became Chancellor Emeritus. The salaries listed are the actual amounts paid to the administrators for the year and include payments for only working part of the year. Both the interim Chancellor and the Provost had entertainment expenses over \$10,000 which included receptions, meetings, rental fees, and tickets. See Chapter 5 of the main report on Administrative Expenditures for additional details.

Exhibit 32 UIS ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
Interim Chancellor	\$132,453	\$0	\$0	\$0	\$305	\$6,881	\$21,734	\$260	\$161,633
Provost	\$65,668	\$0	\$0	\$0	Paid by URO ⁵	\$1,842	\$4,373	\$1,370	\$73,253
Interim Provost	\$65,000	\$0	\$0	\$0	Paid by URO ⁵	\$5,536	\$13,136	\$4,043	\$87,715
Chancellor Emeritus ⁶	\$269,500	\$0	\$4,000	\$0	\$168	\$2,261	\$5,699	\$103	\$281,731
Vice Chancellor	\$150,000	\$0	\$0	\$0	\$63	\$22,762	\$9,114	\$1,325	\$183,264
Total ⁴	\$682,620	\$0	\$4,000	\$0	\$536	\$39,283	\$54,055	\$7,101	\$787,596

Notes:

¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.

² These expenditures are in addition to the regular pension benefits paid to university employees.

³ Other benefits included business meetings, marketing items, gifts, Academic Leadership Retreat, shipping, registration fees, faculty awards, and internet.

⁴ Totals may not add due to rounding.

⁵ Some expenses may be paid either in part or in total by a University Related Organization (URO), such as the Foundation.

⁶ For Administrative Expenditures the Chancellor's housing allowance (\$4,000) was reported separately, in other areas of the report it is included with his salary.

Source: University of Illinois data and OAG calculation.

8. Salaries and Staffing

The University of Illinois at Springfield had a total of 99 full-time administrators who were paid over \$7 million in fiscal year 2011 for an average of over \$73,000. UIS had 187 full-time faculty members who were paid over \$12 million for an average of \$64,000, as shown in Exhibit 33.

A total of 37 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 18 percent of the full-time administrators (18 administrators) and 10 percent of the full-time faculty members (19 faculty), as shown in Exhibit 34.

The highest compensation at UIS was paid to the Chancellor Emeritus (\$273,500), Interim Chancellor (\$211,254), and a Dean (\$179,225), as shown in Exhibit 35.

Exhibit 33 UIS STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$7,258,626	99	\$73,319	36.6
Faculty ²	\$12,017,296	187	\$64,264	19.4
Total	\$19,275,922	286	\$67,398	12.7
Notes:				
¹ Only includes full-time administrators. There were 3 part-time administrators with compensation totaling \$157,930.				
² Only includes full-time faculty. There were 166 part-time faculty with compensation totaling \$1,287,885.				
³ Students per faculty or administrator.				
Source: OAG analysis of University of Illinois data.				

Exhibit 34 UIS COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	18
% of Administrators	18%
Faculty > \$100,000	19
% of Faculty	10%
Total Positions > \$100,000	37
% of Total	13%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of University of Illinois data.	

Exhibit 35 UIS COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. Chanc Emeritus	Richard D Ringeisen	Administrator	\$273,500
2. Interim Vpres Ui & Chanc Spi	Harry J Berman	Administrator	\$211,254
3. Dean	Ronald D McNeil	Administrator	\$179,225
4. Vchanc Stdnt Aff	Timothy Barnett	Administrator	\$150,000
5. Dean	James Ermatinger	Administrator	\$145,000
6. Dean	Larry D Stonecipher	Administrator	\$143,833
7. Interim Vchan Acad Aff & Prov	Patricia L Pardie	Administrator	\$143,000
8. Dean	Pinky S Wassenberg	Administrator	\$141,918
9. Assoc Provost	Aaron G Shures	Administrator	\$140,740
10. Interim Exec Dir	David P Racine	Administrator	\$125,000
11. Assoc Prof	Ranjan V Karri	Faculty	\$121,618
12. Assoc Prof	James Patrick Hall	Faculty	\$121,139
13. Assoc Dean	Dyanne J Ferk	Administrator	\$120,998
14. Prof	Leonard Branson	Faculty	\$120,000
15. Assoc Prof	Donald Morris	Faculty	\$119,981
16. Assoc Prof	Jeffrey Decker	Faculty	\$119,500

Exhibit 35 UIS COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
17. Assoc Chanc For Constituent Re	Edward R Wojcicki	Administrator	\$117,829
18. Assoc Prof	Stephen Owusu-Ansah	Faculty	\$117,000
19. Asst Prof	Darla Dawn Honn	Faculty	\$116,350
20. Prof	Rassule Hadidi	Faculty	\$116,000
21. Exec Dir	David T Barrows	Administrator	\$115,000
22. Lecturer	Lisa Lichen Chen	Faculty	\$115,000
23. Vst Legal Dir	John J. Hanlon	Administrator	\$115,000
24. Assoc Provost/Info Tech	Farokh Eslahi	Administrator	\$114,142
25. Prof	Karl A McDermott	Faculty	\$112,500
26. Prof	Matthew Holden	Faculty	\$110,000
27. Prof	Christopher Z Mooney	Faculty	\$109,632
28. Assoc Prof	Kamyar Dezhgosha	Faculty	\$106,392
29. Assoc Prof	David K Larson	Faculty	\$106,372
30. Univ Librn & Dean, Lib Instrn	Jane B. Treadwell	Administrator	\$105,251
31. Prof	Keith W Miller	Faculty	\$105,131
32. Prof	Merrill T Mims	Faculty	\$104,963
33. Asst Prof	Yifeng Zhang	Faculty	\$102,471
34. Assoc Vchancforundgraded	Karen R Moranski	Administrator	\$101,409
35. Assoc Prof	Atul Agarwal	Faculty	\$100,500
36. Prof	Michael Burlingame	Faculty	\$100,000
37. Dir Of Cap Scholars Prog	Karen L Kirkendall	Administrator	\$100,000
Total			\$4,667,648
<i>Position titles shown above may be slightly different than the organizational chart.</i>			
Source: University of Illinois data.			

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

1. Management Structure

The campus at Urbana-Champaign is the main campus of the University of Illinois. The offices that report directly to the chancellor for UIUC include Equal Opportunity and Access, Intercollegiate Athletics, Public Affairs, Special Events, Alumni Relations, Facilities and Services, Public Safety, I-STEM, and University of Illinois (Willard) Airport.

There are five campus divisions that are led by vice chancellors. These divisions make up the second layer in the management structure. The divisions are Academic Affairs, Student Affairs, Institutional Advancement, Public Engagement, and Research. The chancellor also has four associate chancellors who work directly for the chancellor.

- Academic Affairs is led by the Vice Chancellor/Provost. The Provost is responsible for 15 colleges (led by deans) and over 20 different offices. These offices include Enrollment Management, the Fire Service Institute, the Police Training Institute, the University Library, and University High School among others. The 15 colleges are: (1) Agricultural, Consumer and Environmental Sciences; (2) Applied Health Sciences; (3) Business; (4) Education; (5) Engineering; (6) Fine and Applied Arts; (7) Graduate College; (8) Graduate School of Library and Information Sciences; (9) School of Labor and Employment Relations; (10) Law; (11) Liberal Arts and Sciences; (12) Media; (13) School of Social Work; (14) Veterinary Medicine; and (15) Medicine at Urbana-Champaign (who also joint reports to the dean of medicine at UIC).
- Vice Chancellor for Students Affairs is responsible for 13 units. These offices are: Auxiliary Services, the Assembly Hall, Career Center, Counseling Center, Division of Campus Recreation, Illini Union, McKinley Health Center, Minority Student Affairs, Office of the Dean of Students, Office of Inclusion and Intercultural Relations, Student Affairs Advancement, Student Conflict Resolution, and University Housing.
- Vice Chancellor for Institutional Advancement has six different units that report to the vice chancellor. These units are Annual Giving Programs; Budget and Resource Planning; Foundation Relations; Illini Center West-California; Illini Center-Chicago; and Principal Gifts. There also are two associate vice chancellors. The vice chancellor serves as a senior vice president for the University of Illinois Foundation and the two associate vice chancellors serve as associate vice presidents of the foundation. Finally, an assistant vice chancellor and the unit chief advancement officers report to the vice chancellor.
- Vice Chancellor for Public Engagement is responsible for “*policy development and oversight responsibility for public engagement...at Illinois.*” In fulfilling this mission

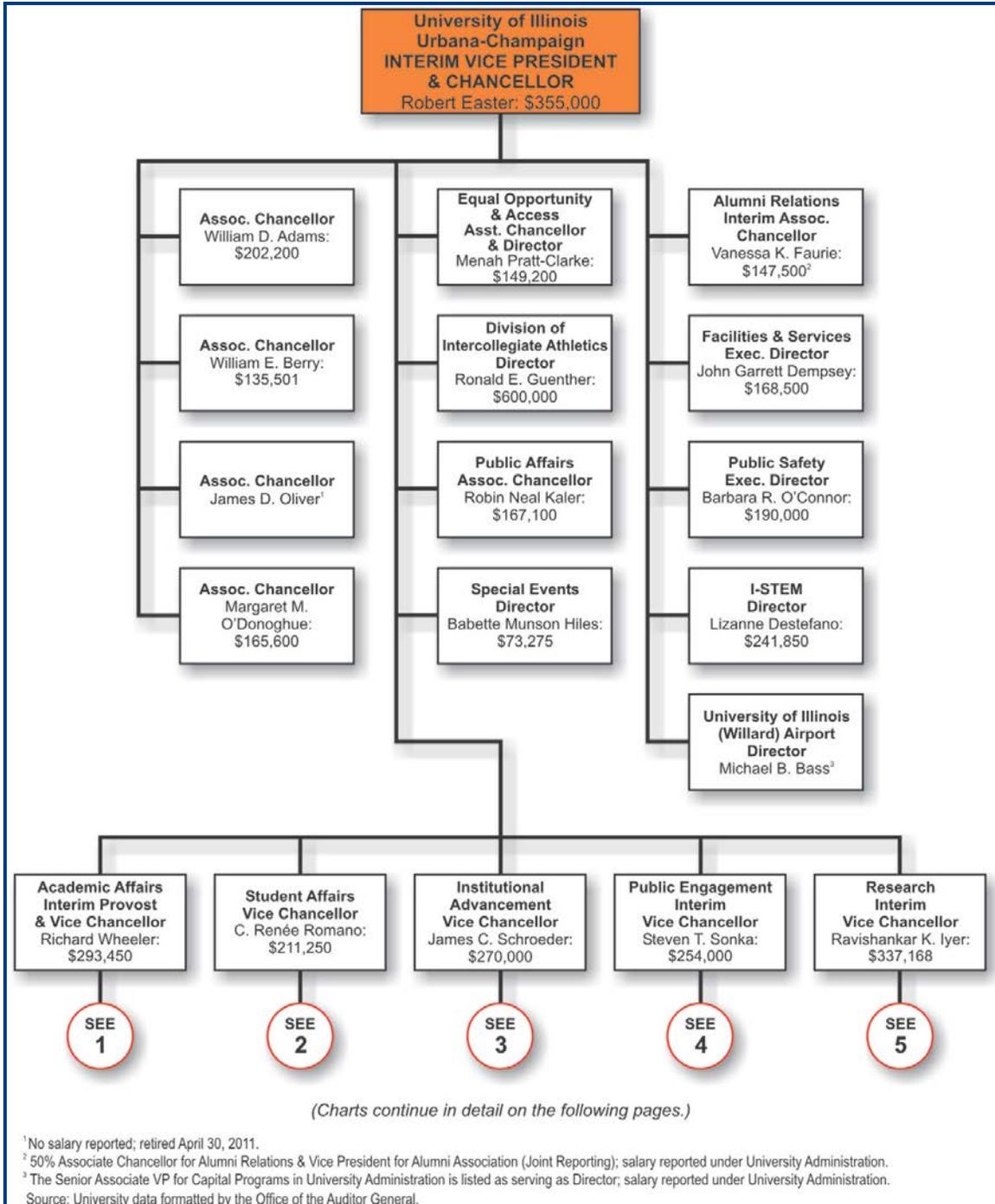
the division is in charge of three different offices: Campus Community Interface Initiatives; Corporate Relations; and Office of Sustainability.

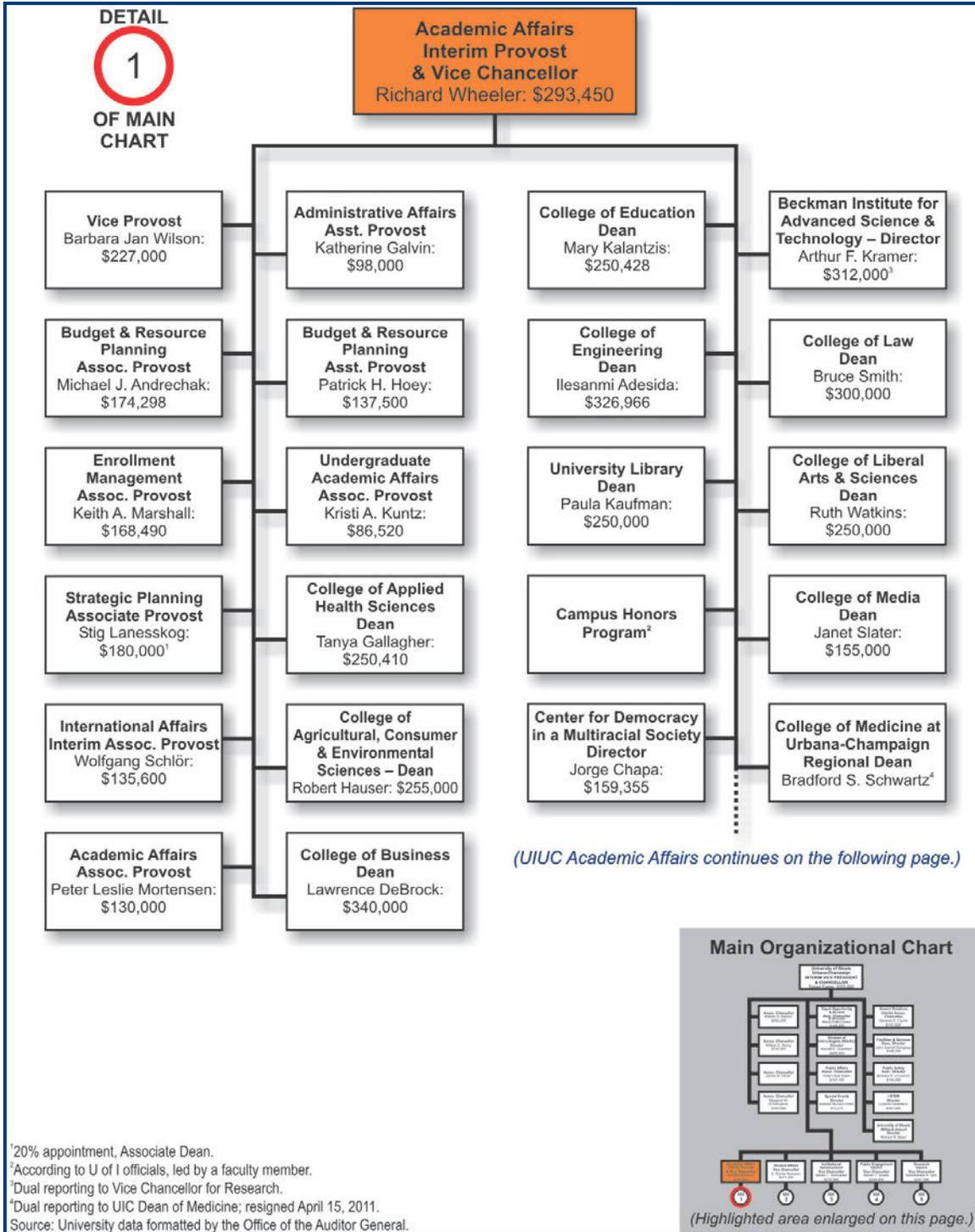
- Vice Chancellor for Research is responsible for the 15 units that are involved with research on the UIUC campus. These units include the Beckman Institute for Advanced Science and Technology, the Biotechnology Center, the Institutional Review Board, and the Division of Research Safety.

UIUC had over 1,050 administrators that were paid approximately \$89 million in fiscal year 2011 for an average of \$84,000 each, as shown in Exhibit 36.

Exhibit 36 UIUC ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. Chancellor	1	\$355,000	\$355,000
2. Vice Chancellor	3	\$802,418	\$267,473
3. Associate Chancellor	5	\$761,381	\$152,276
4. Assistant Chancellor	1	\$149,200	\$149,200
5. Associate Vice Chancellor	7	\$1,133,470	\$161,924
6. Assistant Vice Chancellor	3	\$292,630	\$97,543
7. Vice Provost	2	\$520,450	\$260,225
8. Associate Provost	5	\$824,458	\$164,892
9. Assistant Provost	3	\$274,851	\$91,617
10. Executive Director	10	\$1,502,098	\$150,210
11. Director	327	\$29,672,105	\$90,740
12. Dean	16	\$3,916,053	\$244,753
13. Other	676	\$48,725,986	\$72,080
Total	1,059	\$88,930,101	\$83,976
<i>Totals may not add due to rounding</i>			
Source: OAG analysis of University of Illinois data.			

Exhibit 37
Organizational Chart
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
Fiscal Year 2011

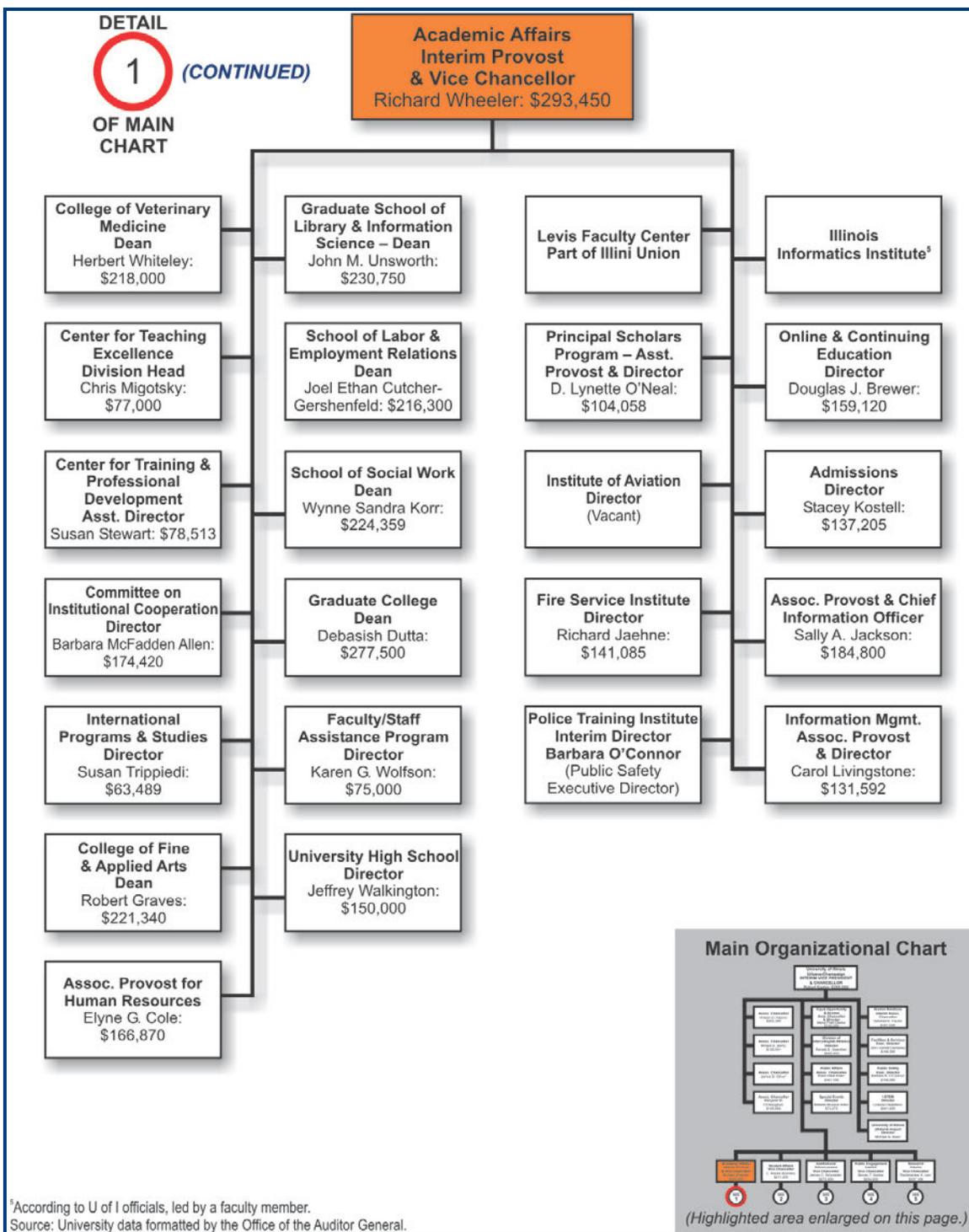


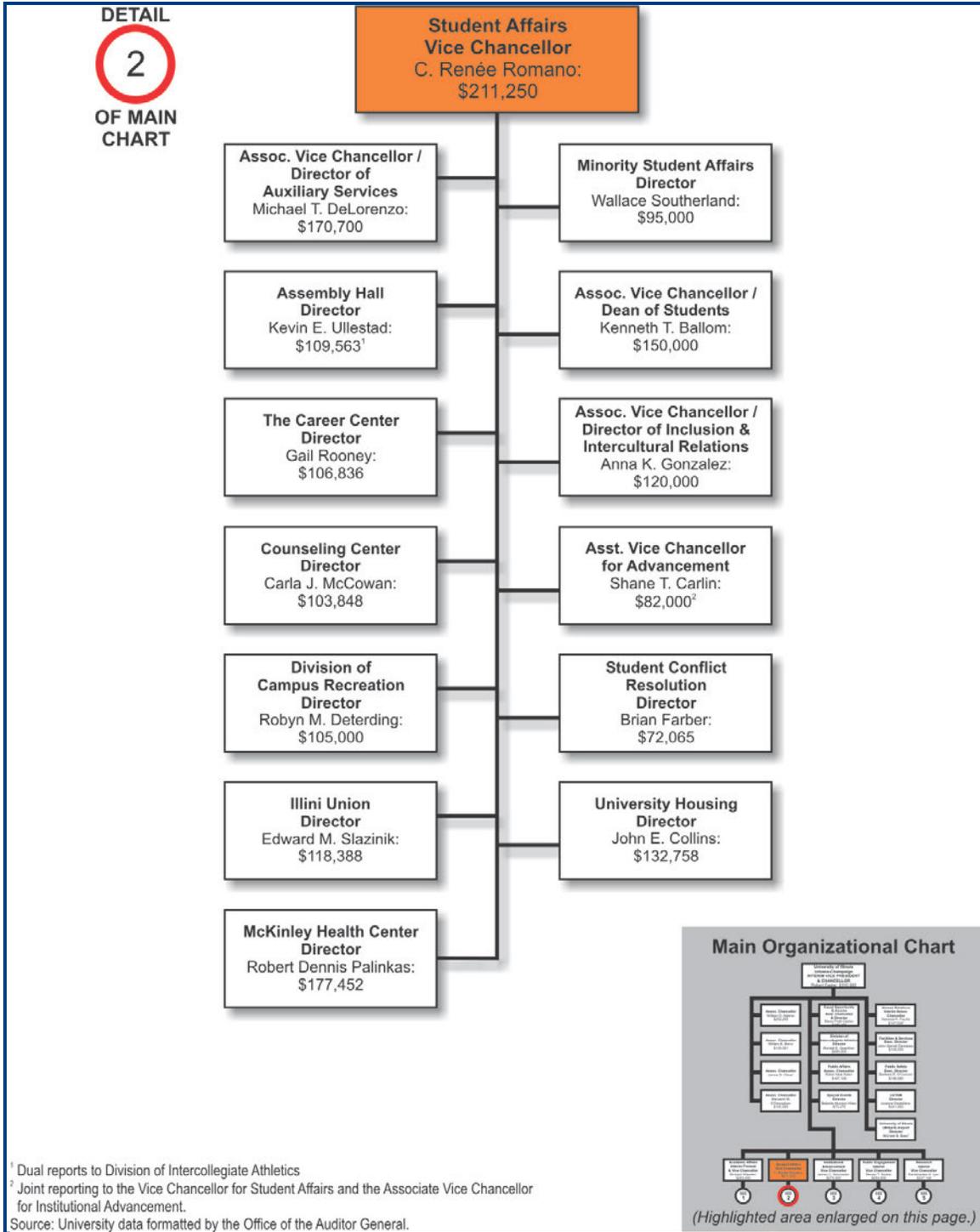


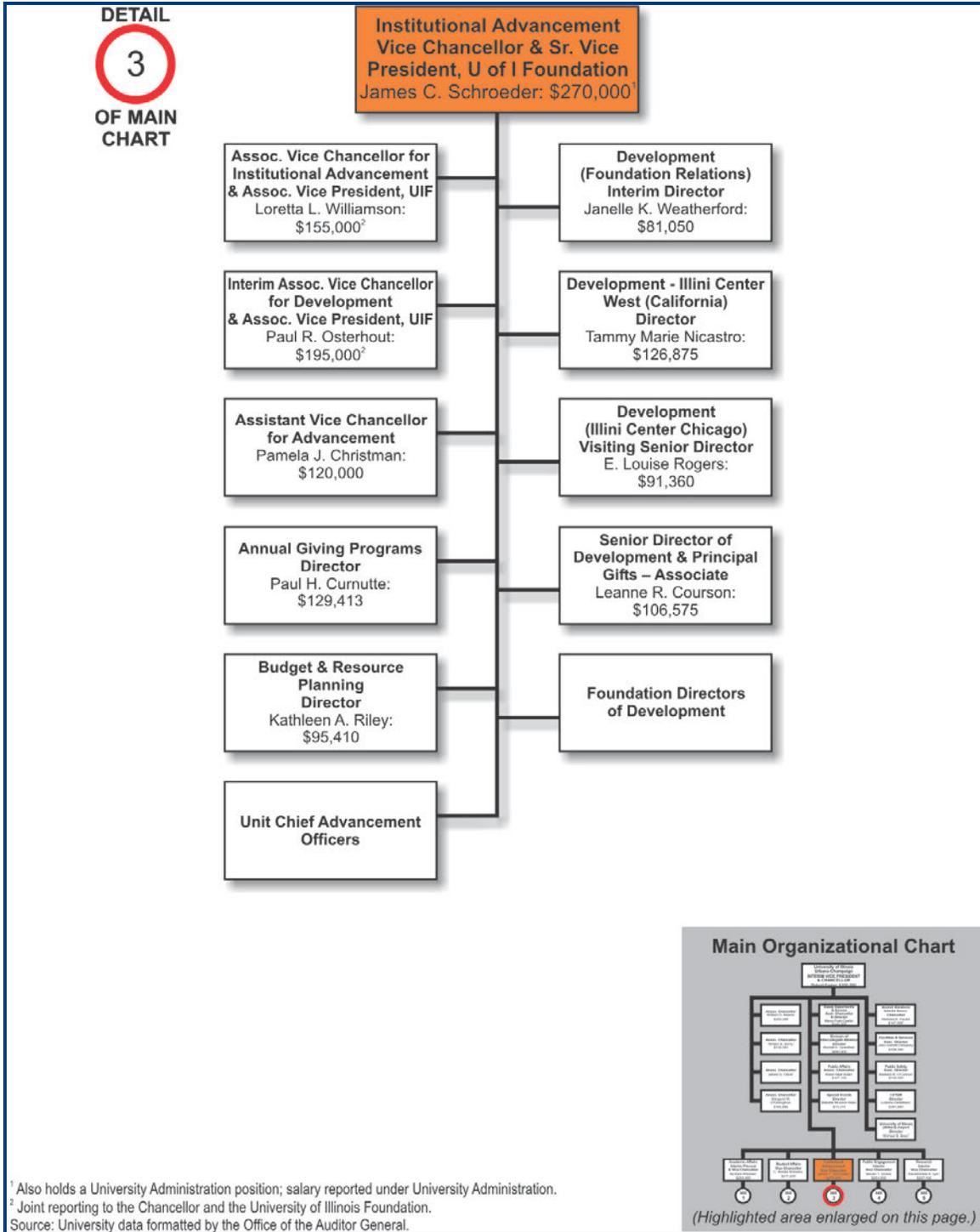
Main Organizational Chart

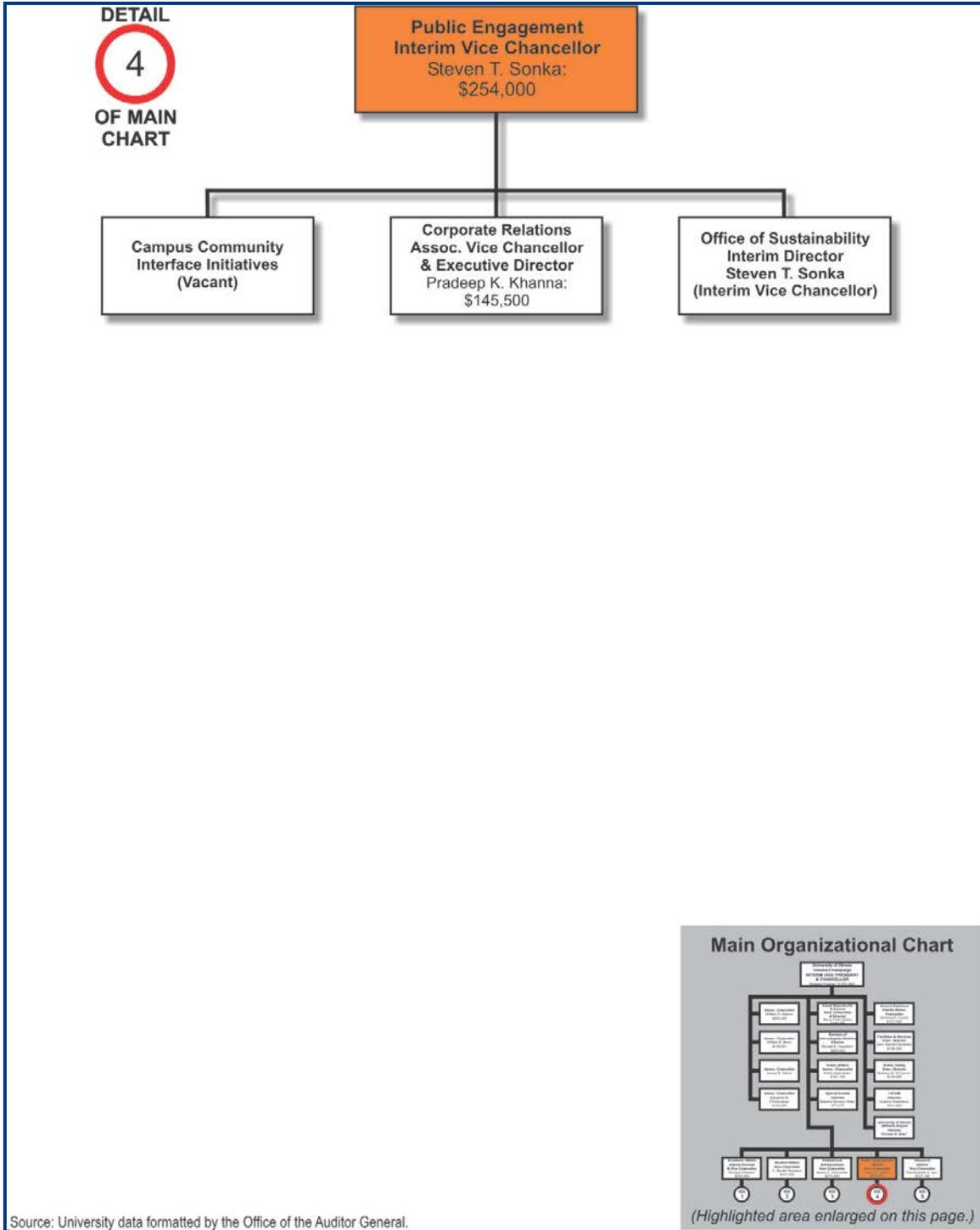
(Highlighted area enlarged on this page.)

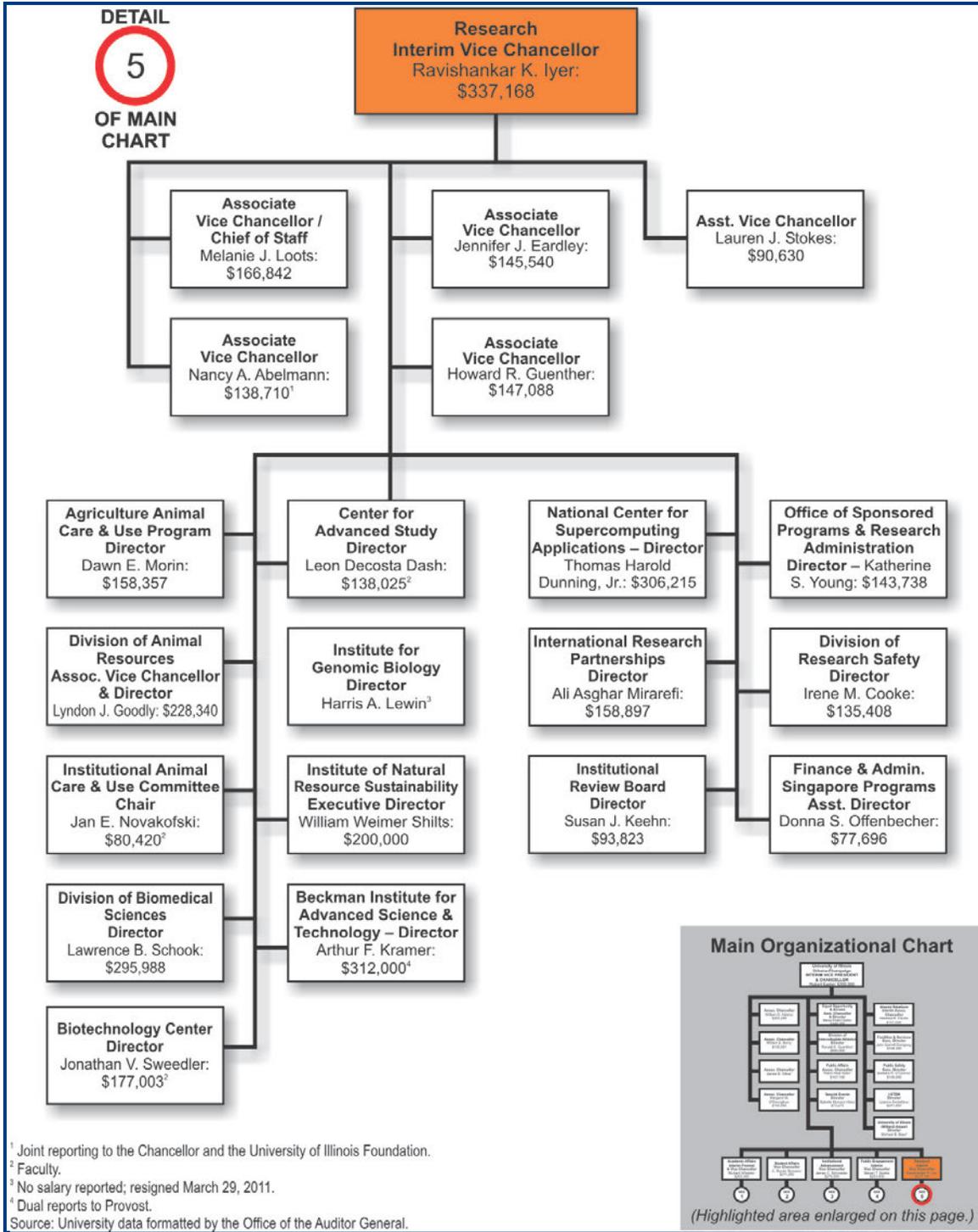
¹20% appointment, Associate Dean.
²According to U of I officials, led by a faculty member.
³Dual reporting to Vice Chancellor for Research.
⁴Dual reporting to UIC Dean of Medicine; resigned April 15, 2011.
 Source: University data formatted by the Office of the Auditor General.











2. Enrollment

The University of Illinois at Urbana-Champaign had a total enrollment of 43,862 students. Nearly 40,000 were full-time students (91%) and 4,000 were part-time students. Undergraduate students were 31,540 (72%) and graduate students were 12,322 (28%), as shown in Exhibit 38.

Exhibit 38 UIUC ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	39,867
Part-time	3,995
Undergraduate	31,540
Graduate	12,322
Total Students	43,862
Full-time Equivalent (FTE)	45,062
Source: University of Illinois data.	

3. Tuition and Fees

During fiscal year 2011, tuition and fees totaled \$13,508 for undergraduates and \$13,498 for graduate students. Room and board charges amounted to \$9,086 leading to an undergraduate total cost of \$22,594, as shown in Exhibit 39.

Exhibit 39 UIUC TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$13,508
Room and Board	\$9,086
Total	\$22,594
Graduate	\$13,498
Source: University of Illinois data.	

4. Campus Chancellor

The Chancellor for UIUC was an interim position and did not have a contract for us to review.

5. Sabbaticals/Leaves of Absence

UIUC had 125 faculty and administrators who took sabbaticals/leaves of absence for fiscal year 2011: 18 took leaves of absence which includes administrative, military, and educational leave and 107 took sabbaticals of 3 to 9 months. Their total **annual** compensation was nearly \$12 million, as shown in Exhibit 40.

Exhibit 40 UIUC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
1. Dir Math Placement Prgm; Instr	\$61,805	Leave of Absence	N/A	N/A
2. Asst Prof	\$60,360	Leave of Absence	N/A	N/A
3. Sr Res Sci	\$53,350	Leave of Absence	N/A	N/A
4. Bastian Prof; Prof	\$141,055	Leave of Absence	N/A	N/A
5. Asst Prof	\$10,400	Leave of Absence	N/A	N/A
6. Assoc Prof	\$ 3,653	Leave of Absence	N/A	N/A
7. Asst Prof	\$57,550	Leave of Absence	N/A	N/A
8. Prof	\$90,036	Leave of Absence	N/A	N/A
9. Asst Prof	\$25,025	Leave of Absence	N/A	N/A

Exhibit 40 UIUC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
10. Assoc Prof	\$34,500	Leave of Absence	N/A	N/A
11. Postdoc Res Fellow	\$37,500	Leave of Absence	N/A	N/A
12. Asst Prof	\$21,963	Leave of Absence	N/A	N/A
13. Adj Lecturer; Sr Res Sci; Sr Research Sci	\$ - ²	Leave of Absence	N/A	N/A
14. Assoc Syst/Network Admin &Head	\$74,056	Leave of Absence	N/A	N/A
15. Asst Prof	\$ - ²	Leave of Absence	N/A	N/A
16. Assoc Professional Scientist	\$43,884	Leave of Absence	N/A	N/A
17. Prof	\$68,988	Leave of Absence	N/A	N/A
18. Dept Affl; J & W Lycan Prof; Prof; Res Prof	\$50,400	Leave of Absence	N/A	N/A
19. Assoc Prof	\$82,055	Sabbatical	6	N/A
20. Dept Affl; Prof; Prof, IGB	\$111,524	Sabbatical	8	N/A
21. Assoc Prof	\$82,775	Sabbatical	6	N/A
22. Affiliate, Igb; Assoc Prof	\$73,790	Sabbatical	6	N/A
23. Assoc Prof, Nematology	\$72,208	Sabbatical	6	N/A
24. Assoc Prof	\$70,500	Sabbatical	6	N/A
25. Assoc Prof	\$70,500	Sabbatical	6	N/A
26. Adj Assoc Prof; Assoc Prof; Assoc Prof Of Fam Std	\$77,000	Sabbatical	6	N/A
27. Assoc Prof	\$71,778	Sabbatical	6	N/A
28. Assoc Prof	\$71,891	Sabbatical	6	N/A
29. Assoc Prof	\$76,159	Sabbatical	6	N/A
30. Assoc Head; Prof	\$106,348	Sabbatical	6	N/A
31. Prof	\$151,954	Sabbatical	6	N/A
32. Prof	\$117,793	Sabbatical	6	N/A
33. Prof	\$100,000	Sabbatical	8	N/A
34. Inst Affl, Beckman; Prof	\$120,007	Sabbatical	6	N/A
35. Assoc Prof	\$79,909	Sabbatical	6	N/A
36. Assoc Dean, Grad & Prof Educ; Prof; Res Prof, Info Trust Inst	\$137,500	Sabbatical	6	N/A
37. Assoc Prof	\$96,970	Sabbatical	8	N/A
38. Assoc Prof	\$91,552	Sabbatical	6	N/A
39. Assoc Prof	\$96,004	Sabbatical	6	N/A
40. Dept Affl; Prof; W. H. Johnson Prof	\$182,016	Sabbatical	6	N/A
41. Prof; Racheff Prof	\$146,350	Sabbatical	6	N/A
42. Assoc Prof; Dept Affl; Res Assoc Prof, Info Trst Inst	\$118,649	Sabbatical	6	N/A
43. Prof	\$117,590	Sabbatical	6	N/A
44. Assoc Prof; Inst Affl, Beckman; Res Assoc Prof, Info Trst Inst	\$101,119	Sabbatical	8	N/A
45. Center Affiliate; Prof; Beckman Inst	\$148,875	Sabbatical	8	N/A
46. Dir Of II Bioeng Grad Prgm; Inst Affl, Beckman; Prof; Prof, Ig	\$120,000	Sabbatical	6	N/A
47. Prof; Prof, Beckman Inst; Res Prof	\$123,640	Sabbatical	8	N/A
48. Prof; Prof, Beckman Inst; Res Prof; Willett Prof	\$144,530	Sabbatical	6	N/A
49. Prof; Prof, Beckman Inst; Res Prof	\$110,070	Sabbatical	6	N/A

Exhibit 40 UIUC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
50. Morris Prof; Prof; Res Prof	\$180,707	Sabbatical	6	N/A
51. Assoc Dean For Research; Prof; R & C Fisher Prof; Res Prof	\$156,114	Sabbatical	6	N/A
52. Prof	\$115,770	Sabbatical	6	N/A
53. Affiliate Prof; Assoc Prof; Dept Affl	\$108,415	Sabbatical	6	N/A
54. Prof; Prof, Beckman Inst	\$129,830	Sabbatical	6	N/A
55. Prof	\$104,237	Sabbatical	6	N/A
56. Prof	\$100,000	Sabbatical	8	N/A
57. Prof	\$79,918	Sabbatical	8	N/A
58. Assoc Prof; Assoc Prof Of Art; Assoc Prof, Beckman Inst	\$71,564	Sabbatical	6	N/A
59. Executive Assoc Dir; Prof	\$92,705	Sabbatical	6	N/A
60. Assoc Prof	\$72,645	Sabbatical	8	N/A
61. Assoc Dir, Curriculum Dev; Campus Honors Faculty; Division Leader	\$102,040	Sabbatical	6	N/A
62. Prof	\$106,646	Sabbatical	6	N/A
63. Prof	\$90,514	Sabbatical	6	N/A
64. Assoc Prof; Sinfonia Musician	\$72,538	Sabbatical	6	N/A
65. Prof	\$91,386	Sabbatical	6	N/A
66. Prof	\$70,000	Sabbatical	6	N/A
67. Assoc Prof	\$61,941	Sabbatical	6	N/A
68. Assoc Prof Of Biostat	\$77,209	Sabbatical	6	N/A
69. Assoc Prof	\$81,200	Sabbatical	6	N/A
70. Assoc Dean For Fac & Research; Mildred Van Voorhis Chair; Prof	\$258,753	Sabbatical	6	N/A
71. Prof	\$165,000	Sabbatical	6	N/A
72. Assoc Prof	\$96,123	Sabbatical	6	N/A
73. Assoc Head; Assoc Prof; Assoc Prof Of Law	\$64,604	Sabbatical	6	N/A
74. Adj Prof; Assoc Prof	\$75,000	Sabbatical	6	N/A
75. Assoc Prof; Asst Prof, Igb	\$76,000	Sabbatical	6	N/A
76. Assoc Prof	\$68,000	Sabbatical	6	N/A
77. Chair; Prof	\$127,295	Sabbatical	8	N/A
78. Prof	\$98,315	Sabbatical	6	N/A
79. Assoc Prof; Dept Affl	\$82,838	Sabbatical	6	N/A
80. Dept Affl; Prof; Prof, Beckman Inst; Prof, Igb; Res Prof	\$112,500	Sabbatical	8	N/A
81. Assoc Prof	\$87,954	Sabbatical	6	N/A
82. Dept Affl; Int Head; Prof	\$135,825	Sabbatical	6	N/A
83. Prof; William Kinhead Dist Prof Of E	\$199,053	Sabbatical	4	N/A
84. Prof	\$138,853	Sabbatical	6	N/A
85. Assoc Head; Assoc Prof	\$68,667	Sabbatical	6	N/A
86. Int Head; Prof	\$146,367	Sabbatical	8	N/A
87. Assoc Prof	\$65,317	Sabbatical	8	N/A
88. Assoc Prof	\$73,976	Sabbatical	6	N/A
89. Benson Prof In Engl; Dept Affl; Prof	\$100,000	Sabbatical	6	N/A
90. Assoc Prof	\$78,000	Sabbatical	6	N/A
91. Assoc Prof	\$64,135	Sabbatical	6	N/A

Exhibit 40 UIUC SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position (titles provided by university)	Annual Salary ¹	Type of Leave	Length of Leave (Months)	Funding Source
92. Assoc Prof	\$84,979	Sabbatical	6	N/A
93. Prof; Trowbridge Prof	\$145,941	Sabbatical	6	N/A
94. Dept Affl; Prof; Swanlund Endowed Chair	\$169,502	Sabbatical	6	N/A
95. Assoc Prof	\$74,712	Sabbatical	6	N/A
96. Prof	\$95,538	Sabbatical	6	N/A
97. Dir, Prgm Of Comparative & Wor; Prof; Prof Of Crit & Inter Theory	\$143,110	Sabbatical	6	N/A
98. Assoc Prof; Assoc Prof, Beckman Inst; Dept Affl	\$74,974	Sabbatical	6	N/A
99. Assoc Prof	\$66,186	Sabbatical	6	N/A
100. Assoc Prof	\$82,194	Sabbatical	6	N/A
101. Assoc Prof	\$72,000	Sabbatical	6	N/A
102. Chair; Prof	\$189,375	Sabbatical	6	N/A
103. Assoc Prof	\$77,500	Sabbatical	3	N/A
104. Assoc Prof	\$76,000	Sabbatical	6	N/A
105. Assoc Prof	\$80,500	Sabbatical	6	N/A
106. Assoc Prof	\$77,500	Sabbatical	6	N/A
107. Assoc Prof	\$72,525	Sabbatical	8	N/A
108. Prof	\$172,627	Sabbatical	6	N/A
109. Prof	\$91,000	Sabbatical	6	N/A
110. Assoc Prof; Inst Affl, Beckman	\$70,000	Sabbatical	6	N/A
111. Assoc Prof; Dir	\$91,225	Sabbatical	6	N/A
112. Assoc Prof	\$88,000	Sabbatical	6	N/A
113. Prof; T Mackie Scholar In Inter Rel	\$165,200	Sabbatical	6	N/A
114. Assoc Head; Prof; Prof, Beckman Inst	\$111,000	Sabbatical	6	N/A
115. Head; Inst Affl, Beckman; Prof	\$184,590	Sabbatical	6	N/A
116. Prof; Prof, Beckman Inst	\$155,916	Sabbatical	6	N/A
117. Prof; Res Prof, Info Trust Inst	\$129,724	Sabbatical	6	N/A
118. Assoc Prof; Dir Of Graduate Studies; Int Head	\$92,939	Sabbatical	6	N/A
119. Assoc Prof	\$81,743	Sabbatical	6	N/A
120. Assoc Prof / Asst Gov Inf Lib	\$64,500	Sabbatical	9	N/A
121. Assoc Prof/Women & Gender Libr	\$71,900	Sabbatical	9	N/A
122. Head, Undergrad Librn	\$89,000	Sabbatical	6	N/A
123. Assoc Prof/Archvst Mus&Fine Ar; Div Coord, Special Collections	\$80,916	Sabbatical	6	N/A
124. Adj Assoc Prof; Assoc Prof /Lib & Info Sci Lib	\$79,952	Sabbatical	3	N/A
125. Assoc Prof /Commerce Info Libr	\$63,500	Sabbatical	9	N/A
Total ³	\$11,919,803			
Notes:				
¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence.				
² Annual salary includes only the amount received while on leave of absence.				
³ Total may not add due to rounding.				
Source: University of Illinois data.				

6. Administrators Who Taught Courses

UIUC had a total of 167 administrators who also taught courses, but their additional compensation for those courses was not available, as shown in Exhibit 41.

Exhibit 41 UIUC ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Salary	Faculty Position	Course(s) Taught	Additional Compensation
1. Dir Of Advanced Spanish Lang	\$57,855	N/A	7	N/A
2. Assoc Dean For Acad Affairs	\$97,778	N/A	3	N/A
3. Prgm Dir Merit Workshop	\$60,200	N/A	22	N/A
4. Dir Math Placement Prgm	\$30,903	N/A	8	N/A
5. Asst Director - Dvm	\$107,351	N/A	3	N/A
6. Assoc Dean Ugrad Aff	\$113,220	N/A	3	N/A
7. Asst Dir Hsg Rl Sup Staff	\$56,993	N/A	10	N/A
8. Asst Dir, Adm Honors & Schol	\$52,910	N/A	2	N/A
9. Assoc Dir	\$51,750	N/A	2	N/A
10. Asst Dir Soc Trust Init, Iti	\$85,050	N/A	2	N/A
11. Dir Trial Advocacy	\$102,803	N/A	20	N/A
12. Asst Dir	\$77,520	N/A	1	N/A
13. Assoc Chanc	\$116,501	N/A	11	N/A
14. Assoc Dir--lbc	\$60,000	N/A	2	N/A
15. Executive Assoc Dean	\$191,970	N/A	6	N/A
16. Asst Dir	\$41,000	N/A	20	N/A
17. Dir Of The Ctr On Democracy	\$153,022	N/A	1	N/A
18. Asst Dean	\$157,500	N/A	4	N/A
19. Program Dir	\$70,000	N/A	7	N/A
20. Dir Basic Language Prog	\$53,100	N/A	5	N/A
21. Director Speech Lang Clinic	\$61,983	N/A	11	N/A
22. Asst Director - Dvm	\$122,461	N/A	3	N/A
23. Dir Of Student Svcs	\$56,625	N/A	5	N/A
24. Dean	\$191,300	N/A	2	N/A
25. Dir, Registration & Advising	\$71,400	N/A	1	N/A
26. Assoc Dir Creative Writing	\$49,187	N/A	3	N/A
27. Asst Dir	\$38,880	N/A	2	N/A
28. Dean	\$280,000	N/A	1	N/A
29. Asst Dir	\$38,880	N/A	1	N/A
30. Asst Dir Of Honors	\$39,272	N/A	17	N/A
31. Dir, I-Stem	\$217,250	N/A	3	N/A
32. Dir	\$105,000	N/A	2	N/A
33. Vst Assoc Dir liw	\$58,082	N/A	4	N/A
34. Head	\$166,100	N/A	3	N/A
35. Assistant Chair	\$63,000	N/A	2	N/A
36. Dir, Ncsa	\$271,215	N/A	8	N/A
37. Dir, Ext Aff And Spec Proj	\$90,000	N/A	1	N/A
38. Dir Of Acad Affairs	\$66,090	N/A	2	N/A
39. Asst Head	\$77,431	N/A	8	N/A
40. Dir, Prog In Prof Writing	\$57,000	N/A	5	N/A
41. Asst Dn&Dir, Morrill Eng Prog	\$85,000	N/A	3	N/A
42. Asst Head, Prog & Services	\$64,000	N/A	1	N/A

Exhibit 41 UIUC ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Salary	Faculty Position	Course(s) Taught	Additional Compensation
43. Dir Of Intl Prgms In Engr	\$68,000	N/A	6	N/A
44. Assoc Dean For Acad & Std Af	\$135,292	N/A	18	N/A
45. Director Of Core Facilities	\$86,299	N/A	2	N/A
46. Sr Assoc Dir Bus Career Serv	\$69,500	N/A	1	N/A
47. Dir Orchard Downs Prgm	\$87,800	N/A	1	N/A
48. Sr Asst Dir Of Res Life	\$55,630	N/A	10	N/A
49. Asst Dean, International Prog	\$54,000	N/A	4	N/A
50. Dir, Civic Leadership Prgm	\$71,050	N/A	5	N/A
51. Director Of Korean Lang Prgm	\$42,893	N/A	6	N/A
52. Asst Dean	\$69,270	N/A	1	N/A
53. Assoc Dean	\$130,902	N/A	10	N/A
54. Assoc Dir	\$61,200	N/A	1	N/A
55. Asst Dean	\$100,000	N/A	4	N/A
56. Dir	\$127,467	N/A	1	N/A
57. Dir Foreign Lang Tchr Educ	\$56,180	N/A	5	N/A
58. Dir Of Basic Lang Inst Italian	\$46,690	N/A	6	N/A
59. Dir Undergrad Studies	\$70,020	N/A	2	N/A
60. Asst Dean	\$112,000	N/A	2	N/A
61. Assoc Dir Las Lrng Communities	\$47,300	N/A	78	N/A
62. Int Exec Assoc Dean	\$70,520	N/A	3	N/A
63. Head	\$155,180	N/A	3	N/A
64. Assoc Dir Of Ifoundry	\$70,000	N/A	21	N/A
65. Assoc Athletic Dir	\$122,000	N/A	1	N/A
66. Int V Chanc For Res	\$298,168	N/A	6	N/A
67. Assoc Provost	\$184,800	N/A	1	N/A
68. Dir, Bnaacc	\$54,000	N/A	1	N/A
69. Dir Undergrad Prgms	\$87,500	N/A	5	N/A
70. Assoc Dean Education	\$143,000	N/A	5	N/A
71. Asst Dir, La Casa Cultural Lat	\$45,000	N/A	2	N/A
72. Dir Brdcst Journ Resources	\$63,240	N/A	6	N/A
73. Asst Dir	\$45,000	N/A	2	N/A
74. Asst Dean For Acad Aff	\$56,000	N/A	4	N/A
75. Assoc Dir	\$50,000	N/A	2	N/A
76. Assoc Dean, Res	\$163,750	N/A	4	N/A
77. Dir, Ctr For Global Studies	\$48,000	N/A	1	N/A
78. Asst Dean	\$69,988	N/A	7	N/A
79. Tech Dir	\$54,347	N/A	9	N/A
80. Dean	\$199,359	N/A	1	N/A
81. Dir, Beckman Inst	\$272,000	N/A	17	N/A
82. Vst Dir, Msfe	\$183,000	N/A	1	N/A
83. Assoc Dean -- Mba Program	\$180,000	N/A	8	N/A
84. Manager, Laboratory	\$51,045	N/A	2	N/A
85. Asst Dean/Dir, Women In Engr	\$85,406	N/A	75	N/A
86. Head, Acad Outreach	\$89,045	N/A	2	N/A
87. Int Dir Ups	\$33,143	N/A	4	N/A
88. Asst Dean	\$119,442	N/A	45	N/A

Exhibit 41 UIUC ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Salary	Faculty Position	Course(s) Taught	Additional Compensation
89. Deputy Director, Ebi	\$190,000	N/A	6	N/A
90. Sr Director--Acad Entr Lead	\$107,750	N/A	15	N/A
91. Vst Assoc Dir	\$65,000	N/A	2	N/A
92. Dir, Ofc Of Clinical Experienc	\$65,000	N/A	2	N/A
93. Asst Dean Ac Affairs & Curr	\$123,357	N/A	7	N/A
94. Dir, Child Devlp Lab	\$127,500	N/A	8	N/A
95. Sr Assoc Dir	\$123,350	N/A	1	N/A
96. Dir Cntr Translation Studi	\$105,000	N/A	4	N/A
97. Assoc Dir	\$51,000	N/A	1	N/A
98. Dir Of The Merit Workshop	\$48,440	N/A	19	N/A
99. Asst Dir For Undergrad Instrn	\$66,792	N/A	5	N/A
100. Asst Dean For Student Affairs	\$83,000	N/A	9	N/A
101. Asst Dean Of Stdnts	\$60,296	N/A	5	N/A
102. Dir Of Legal Writing	\$86,078	N/A	3	N/A
103. Dir Writers' Workshop	\$55,140	N/A	3	N/A
104. Dir Lgbt Resources	\$54,000	N/A	1	N/A
105. Dir Math Ta Mentoring Prgm	\$69,781	N/A	2	N/A
106. Assoc Provost Acad Aff	\$130,000	N/A	4	N/A
107. Assoc Dean-Undergrad St Aff	\$170,000	N/A	29	N/A
108. Dir Cline Ctr For Democracy	\$151,885	N/A	3	N/A
109. Asst Dean-Registration & Adv	\$100,000	N/A	1	N/A
110. Asst Head, Acad Prgms	\$60,000	N/A	11	N/A
111. Dir, Nmr Lab	\$82,000	N/A	1	N/A
112. Asst Provost & Dir	\$90,331	N/A	1	N/A
113. Assoc Dir	\$46,227	N/A	4	N/A
114. Dir, Ofc Of Ed Tech	\$93,051	N/A	12	N/A
115. Asst Chanc & Dir, Oeoa	\$142,000	N/A	4	N/A
116. Asst Dir For Production	\$76,772	N/A	26	N/A
117. Assoc Dean	\$140,000	N/A	1	N/A
118. Sr Asst Dean For Ug Programs	\$127,000	N/A	10	N/A
119. Assoc Dean For Research	\$150,000	N/A	5	N/A
120. Executive Asst Dean	\$78,780	N/A	1	N/A
121. Asst Dir	\$52,000	N/A	3	N/A
122. Supervisor Of Stdnt Teach, Chi	\$8,890	N/A	6	N/A
123. Asst Director	\$46,000	N/A	2	N/A
124. Dir Of Educ Abroad Prgm	\$67,000	N/A	3	N/A
125. Dir Of Educ	\$56,756	N/A	3	N/A
126. Dir, Psych Servs Ctr	\$88,871	N/A	6	N/A
127. Residence Hall Dir	\$32,100	N/A	2	N/A
128. Vst Dir Professional Sci Maste	\$112,750	N/A	5	N/A
129. Asst Dean, Acad Prgms	\$105,100	N/A	28	N/A
130. Dir Acad Advs & Career Couns	\$57,000	N/A	7	N/A
131. Prof & Int Dean	\$120,000	N/A	1	N/A
132. Dean	\$255,000	N/A	3	N/A
133. Assoc Dean	\$153,311	N/A	23	N/A
134. Asst Dean	\$68,182	N/A	17	N/A
135. Cont Prof Dev Prog Dir	\$56,039	N/A	4	N/A

Exhibit 41 UIUC ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position (titles provided by university)	Annual Salary	Faculty Position	Course(s) Taught	Additional Compensation
136. Asst Dir, Engr Career Serv	\$49,803	N/A	1	N/A
137. Asst Dean Ug Acad Affairs	\$57,103	N/A	16	N/A
138. Dir, Women & Gndr In Global	\$79,865	N/A	4	N/A
139. Assoc Dir	\$52,198	N/A	1	N/A
140. Dir Of Pre-Law Services	\$51,000	N/A	5	N/A
141. Asst Dean, Acad Prgm	\$85,873	N/A	1	N/A
142. Assoc Dir	\$65,739	N/A	5	N/A
143. Asst Dir (Cirss)	\$70,000	N/A	3	N/A
144. Assoc Dean, Undergrad Prgms	\$171,000	N/A	3	N/A
145. Dir Of Student Services Center	\$50,000	N/A	1	N/A
146. Dir News Bur, Dep Assoc Chan	\$90,981	N/A	1	N/A
147. Dean	\$210,750	N/A	1	N/A
148. Assoc Dir, lbc	\$90,000	N/A	1	N/A
149. Assoc Dean For Admin	\$191,860	N/A	5	N/A
150. Field Station Dir	\$97,011	N/A	9	N/A
151. Admnr Ugrad Stdnt Servs	\$85,000	N/A	1	N/A
152. Asst Dir Of Oiir	\$52,000	N/A	5	N/A
153. Dir Of Secondary Education	\$50,000	N/A	1	N/A
154. Dir Of Intro Spanish Lang	\$46,971	N/A	8	N/A
155. Int Asst Dean, Bus Car Svc	\$128,000	N/A	4	N/A
156. Dean	\$220,000	N/A	2	N/A
157. Assoc Dir/Assoc Registrar	\$68,550	N/A	4	N/A
158. Asst Dir	\$38,880	N/A	2	N/A
159. Asst Dir Acad Achieve Prgm	\$52,910	N/A	2	N/A
160. Dean	\$197,435	N/A	6	N/A
161. Assoc Dir Educ Ec&M	\$73,248	N/A	9	N/A
162. Residence Hall Director	\$31,000	N/A	1	N/A
163. Vice Provost	\$207,000	N/A	3	N/A
164. Asst Dir	\$90,000	N/A	2	N/A
165. Asst Registrar	\$62,746	N/A	5	N/A
166. Dir Of Netmath Prgm	\$67,375	N/A	32	N/A
167. Asst Dean & Dir, Engr Car Svc	\$103,000	N/A	12	N/A
Total	\$15,877,835			N/A

Source: University of Illinois data.

7. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely a chancellor, vice chancellors, and provost (in our Data Collection Instrument #2).

Exhibit 42 shows the expenditures that UIUC provided for these positions for fiscal year 2011. The Chancellor had entertainment expenditures over \$10,000. These expenses included tickets, marketing materials, events and suites at football games. The Chancellor spent over \$160,000 on the football suites during the fiscal year. Salaries

reported in our Data Collection Instrument #1 (DCI #1) are for the academic year (August 16-August 15), and the salaries reported for administrative expenditures are for the fiscal year, so there may be differences. See Chapter 5 of the main report on Administrative Expenditures for additional details on the exhibit below.

Exhibit 42 UIUC ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
Chancellor	\$355,000	\$0	\$0	\$0	\$500	\$25,200	\$249,557	\$0	\$630,257
Provost	\$289,200	\$0	\$0	\$0	\$0	\$7,806	\$2,378	\$0	\$299,385
Vice Chancellor	\$314,015	\$0	\$0	\$0	\$0	\$14,174	\$25,397	\$0	\$353,585
Vice Chancellor	\$211,250	\$0	\$0	\$0	\$0	\$6,912	\$715	\$9,852	\$228,729
Vice Chancellor	\$270,000	\$0	\$0	\$0	\$0	\$0	\$4,967	\$1,140	\$276,107
Vice Chancellor	\$254,000	\$0	\$0	\$0	\$0	\$21,904	\$214	\$1,801	\$277,919
Total⁴	\$1,693,465	\$0	\$0	\$0	\$500	\$75,995	\$283,229	\$12,793	\$2,065,981

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other benefits included cell phone allowance, meetings, retreats, and subscriptions.
⁴ Totals may not add due to rounding.

Source: University of Illinois data and OAG calculation.

8. Salaries and Staffing

The University of Illinois at Urbana-Champaign had a total of 1,025 full-time administrators who were paid over \$86 million in fiscal year 2011 for an average of nearly \$85,000. UIUC had 2,189 full-time faculty members who were paid \$212 million for an average of nearly \$97,000, as shown in Exhibit 43.

A total of 1,037 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 23 percent of the full-time administrators (236 administrators) and 37 percent of full-time faculty members (801 faculty), as shown in Exhibit 44.

Exhibit 43 UIUC STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$86,876,862	1,025	\$84,758	44.0
Faculty ²	\$212,080,588	2,189	\$96,885	20.6
Total	\$298,957,450	3,214	\$93,017	14.0

Notes:
¹ Only includes full-time administrators. There were 34 part-time administrators with compensation totaling \$2,053,239.
² Only includes full-time faculty. There were 977 part-time faculty with compensation totaling \$33,532,325.
³ Students per faculty or administrator.

Source: OAG analysis of University of Illinois data.

Exhibit 44 UIUC COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	236
% of Administrators	23%
Faculty > \$100,000	801
% of Faculty	37%
Total Positions > \$100,000	1,037
% of Total	32%

Number/percentage based on full-time faculty and administrators.
 Source: OAG analysis of University of Illinois data.

The highest total compensation (e.g., salary, other compensation) at UIUC was paid to the Director of Intercollegiate Athletics (\$600,000), a Professor (\$375,832), and the Chancellor (\$355,000), as shown in Exhibit 45.

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. Dir Of The Div Of Intercollegi	Ronald E Guenther	Administrator	\$600,000
2. Prof	Ira Solomon	Faculty	\$375,832
3. Int V Pres UI & Chanc Urbana	Robert A Easter	Administrator	\$355,000
4. Dean	Lawrence M DeBrock	Administrator	\$340,000
5. Int V Chanc For Res	Ravishankar K Iyer	Administrator	\$337,168
6. Dean	Ilesanmi Adesida	Administrator	\$326,966
7. Dir, Beckman Inst	Arthur F Kramer	Administrator	\$312,000
8. Ikenberry Endwd Chair	Carl R Woese	Faculty	\$311,250
9. Dir, NCSA	Thomas Harold Dunning	Administrator	\$306,215
10. Dean	Bruce Smith	Administrator	\$300,000
11. Vice Provost	Richard P Wheeler	Administrator	\$293,450
12. Prof	Michael Moore	Faculty	\$292,642
13. Prof	B Joseph White	Faculty	\$288,700
14. Prof	Gene E Robinson	Faculty	\$288,248
15. Prof	Ian McLean Robertson	Faculty	\$278,295
16. Dean, Grad College	Debasish Dutta	Administrator	\$277,500
17. Prof	Lawrence Byard Solum	Faculty	\$270,000
18. Prof	Charles M Kahn	Faculty	\$268,889
19. Prof	Murillo Campello	Faculty	\$265,135
20. Prof	Jeffrey R Brown	Faculty	\$261,349
21. Prof	Peter B Maggs	Faculty	\$260,036
22. Prof	Heidi M Hurd	Faculty	\$259,331
23. Prof	Larry E Ribstein	Faculty	\$258,753
24. Prof	Don Fullerton	Faculty	\$257,213
25. Macarthur Prof Of Phys	Anthony J Leggett	Faculty	\$255,204
26. Dean	Robert J Hauser	Administrator	\$255,000
27. Int Vice Chanc For Pub Engage	Steven T Sonka	Administrator	\$254,000
28. Cas Prof Of Ece	Nick Holonyak	Faculty	\$253,062
29. Prof	May R Berenbaum	Faculty	\$251,905
30. Prof	Matthew W Finkin	Faculty	\$251,459
31. Dean	Mary Kalantzis	Administrator	\$250,428
32. Dean	Tanya Montaleone Gallagher	Administrator	\$250,410
33. Univ Librn&Dean Of Librs	Paula T Kaufman	Administrator	\$250,000
34. Prof	Ahmed Rashad Abdel-Khalik	Faculty	\$250,000
35. Prof	Kurt T Lash	Faculty	\$250,000
36. Dean	Ruth V Watkins	Administrator	\$250,000
37. Prof	Neil D Pearson	Faculty	\$248,955
38. Dir	Michael D Ross	Administrator	\$248,500
39. Prof	Heitor Almeida	Faculty	\$248,448
40. Prof	Stephen G Sligar	Faculty	\$246,960
41. Prof	Charles J Tabb	Faculty	\$243,474
42. Dir, I-Stem	Lizanne Destefano	Administrator	\$241,850
43. Prof	Mark Everett Peecher	Faculty	\$241,500
44. Prof	Kuo Chi Chan	Faculty	\$240,696

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
45. Prof	Klaus J Schulten	Faculty	\$240,000
46. Prof	George G Pennacchi	Faculty	\$237,053
47. Prof	Nolan H Miller	Faculty	\$236,724
48. Prof	M Tamer Basar	Faculty	\$235,969
49. Exec Dir	Danny Powell	Administrator	\$235,280
50. Prof	Marc Snir	Faculty	\$232,387
51. Assoc Prof	Scott J Weisbenner	Faculty	\$231,648
52. Dean	John M Unsworth	Administrator	\$230,750
53. Prof	Richard E Blahut	Faculty	\$229,436
54. Assoc Prof	Timothy C Johnson	Faculty	\$229,248
55. Prof	Theodore Sougiannis	Faculty	\$228,700
56. Assoc Vcr/Director Div Ani Res	Lyndon J Goodly	Administrator	\$228,340
57. Prof	Thomas S Huang	Faculty	\$228,000
58. Prof	Clifton E Brown	Faculty	\$227,000
59. Vice Provost	Barbara Jan Wilson	Administrator	\$227,000
60. Prof	Robert H Dodds	Faculty	\$226,730
61. Prof	Susan Kieffer	Faculty	\$225,922
62. Prof	Eric T Freyfogle	Faculty	\$225,439
63. Prof	Richard H Herman	Faculty	\$225,000
64. Sr Assoc Dir	William T Kramer	Administrator	\$224,500
65. Deputy Director	Robert Lee Pennington	Administrator	\$224,500
66. Dean	Wynne Sandra Korr	Administrator	\$224,359
67. Prof	John D Colombo	Faculty	\$223,231
68. Prof	Gregory Allen Miller	Faculty	\$222,905
69. Prof	Stephen G Bishop	Faculty	\$222,604
70. Prof	Gregory B Northcraft	Faculty	\$221,975
71. Dean Faa	Robert B Graves	Administrator	\$221,340
72. Deputy Director, Ebi	Stephen P Long	Administrator	\$220,000
73. Prof	John Alan Gerlt	Faculty	\$218,334
74. Dean	Herbert E Whiteley	Administrator	\$218,000
75. Prof	Roger W Koenker	Faculty	\$217,958
76. Prof	Ralph Edwin Brubaker	Faculty	\$217,799
77. Prof	Dale J Van Harlingen	Faculty	\$217,683
78. Prof	Amr S Elnashai	Faculty	\$217,500
79. Prof	Paul J Beck	Faculty	\$217,000
80. Dean	Joel Ethan Cutcher-Gershenfeld	Administrator	\$216,300
81. Prof	Michael T Heath	Faculty	\$215,325
82. Assoc Prof	Dirk Hackbarth	Faculty	\$215,235
83. Prof	Jong-Shi Pang	Faculty	\$215,063
84. Prof	Craig Allen Olson	Faculty	\$212,531
85. Prof	Richard L Kaplan	Faculty	\$212,023
86. Prof	Nicholas Yannelis	Faculty	\$211,503
87. V Chanc For Stdnt Af	C Renee Romano	Administrator	\$211,250
88. Prof	Firouz Gahvari	Faculty	\$211,000
89. Prof	John E Cronan	Faculty	\$210,840
90. Prof	Huseyin Sehitoglu	Faculty	\$210,808
91. Prof	Laura A Reynolds	Faculty	\$210,502
92. Prof	Sharon Shavitt	Faculty	\$206,500

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
93. Prof	Jay P Kesan	Faculty	\$206,427
94. Prof	P R Kumar	Faculty	\$205,732
95. Prof	Peter W Sauer	Faculty	\$205,467
96. Prof	Michael Jeng-Ping Shaw	Faculty	\$204,877
97. Prof	William H Sanders	Faculty	\$204,500
98. Executive Director - Cprbs	Gretchen A Winter	Administrator	\$204,000
99. Prof	James J Coleman	Faculty	\$203,285
100. Prof	Robin A Rutenbar	Faculty	\$202,500
101. Assoc Chanc	William D Adams	Administrator	\$202,200
102. Prof	Dennis R Campion	Faculty	\$201,700
103. Prof	J Craig Dutton	Faculty	\$201,680
104. Prof	Charles G Miller	Faculty	\$201,062
105. Assoc Prof	W Brooke Elliott	Faculty	\$200,805
106. Prof	Bruce Hajek	Faculty	\$200,326
107. Prof	John F Hartwig	Faculty	\$200,000
108. Prof	Andrew D Leipold	Faculty	\$200,000
109. Prof	Ralph G Nuzzo	Faculty	\$200,000
110. Executive Dir	William Weimer Shilts	Administrator	\$200,000
111. Prof	In-Koo Cho	Faculty	\$199,053
112. Prof	David A Hyman	Faculty	\$198,755
113. Prof	Steven C Zimmerman	Faculty	\$198,725
114. Lyle H Lanier Prof	Lawrence J Hubert	Faculty	\$197,878
115. Prof	B F Spencer	Faculty	\$196,557
116. Prof	Thomas B Rauchfuss	Faculty	\$196,140
117. Assoc Dean For Advancement	Paul R Osterhout	Administrator	\$195,000
118. Prof	John H Weaver	Faculty	\$194,950
119. Asst Prof	Lars O Bengtsson	Faculty	\$194,746
120. Prof	Stephen Allen Boppart	Faculty	\$193,788
121. Prof	Nigel D Goldenfeld	Faculty	\$193,200
122. Prof	Laura H Greene	Faculty	\$192,600
123. Prof Of Ind Eng	Placid Mathew Ferreira	Faculty	\$192,500
124. Executive Assoc Dean	Michael B Bragg	Administrator	\$191,970
125. Assoc Dean For Admin	Bruce A Vojak	Administrator	\$191,860
126. Prof	Paul F Diehl	Faculty	\$191,430
127. Asst Prof	Jaewon Choi	Faculty	\$190,000
128. Prof	Robert M Lawless	Faculty	\$190,000
129. Prof	Jeffrey S Moore	Faculty	\$190,000
130. Exec Dir Of Pub Safety	Barbara R O'Connor	Administrator	\$190,000
131. Prof	Huseyin Leblebici	Faculty	\$189,800
132. Prof	John A Rogers	Faculty	\$189,542
133. Prof	Jonathan V Sweedler	Faculty	\$189,503
134. Prof	Sheldon Katz	Faculty	\$189,375
135. Prof	Milton Feng	Faculty	\$188,834
136. Prof	Joseph T Mahoney	Faculty	\$188,640
137. Prof	Cynthia A Williams	Faculty	\$188,500
138. Dir	Karl Kramer	Administrator	\$188,001
139. Prof	Raymond Lewis Price	Faculty	\$187,829
140. Prof	Wen-Mei W Hwu	Faculty	\$187,500

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
141. Prof	Nuno Manuel Soares De Oliveira Da Rosa Garoupa	Faculty	\$187,100
142. Prof	James H Kuklinski	Faculty	\$187,000
143. Prof	John A Katzenellenbogen	Faculty	\$186,600
144. Prof	Marcelo Horacio Garcia	Faculty	\$186,255
145. Prof	Scott E Denmark	Faculty	\$185,745
146. Asst Prof	Raghunathan Venugopalan	Faculty	\$185,500
147. Prof	Kenneth S Suslick	Faculty	\$185,001
148. Vst Clin Prof	Mark C Vonnahme	Faculty	\$185,000
149. Assoc Prof	Martin G Wu	Faculty	\$185,000
150. Asst Prof	Mao Ye	Faculty	\$185,000
151. Assoc Provost	Sally A Jackson	Administrator	\$184,800
152. Prof	William D Gropp	Faculty	\$184,750
153. Assoc Dean, Res	Jozef L Kokini	Administrator	\$184,750
154. Prof	David E Irwin	Faculty	\$184,590
155. Prof	Imad L Al-Qadi	Faculty	\$184,000
156. Asst Prof	Kevin Jackson	Faculty	\$184,000
157. Prof	Daniel Mark Bernhardt	Faculty	\$183,963
158. Asst Prof	Prachi Ajay Deuskar	Faculty	\$183,891
159. Prof	Evan H Delucia	Faculty	\$183,650
160. Vst Dir, Msfe	Morton N Lane	Administrator	\$183,000
161. Asst Prof	Petro Lisowsky	Faculty	\$182,900
162. Prof	Andreas C Cangellaris	Faculty	\$182,500
163. Asst Prof	Steven Smith	Faculty	\$182,500
164. Asst Prof	Jasmijn C Bol	Faculty	\$182,400
165. Prof	Gary Parker	Faculty	\$182,016
166. Asst Prof	Yue Li	Faculty	\$181,727
167. Prof	Jennifer A Lewis	Faculty	\$181,440
168. Asst Prof	Zhi Jay Wang	Faculty	\$181,357
169. Prof	William J Qualls	Faculty	\$181,348
170. Prof	Suja A Thomas	Faculty	\$181,000
171. Prof	Dilip Chhajed	Faculty	\$180,880
172. Exec Dir, Bis	Mary Rose Hennessy	Administrator	\$180,775
173. Prof	Kenneth S Schweizer	Faculty	\$180,707
174. Prof	David A Williams	Faculty	\$180,622
175. Prof Of Soil Fertility Ext	Robert G Hoeft	Faculty	\$180,170
176. Assoc Dean -- Mba Program	Stig Lanesskog	Administrator	\$180,000
177. Int Exec Asst Dean	Gregory J Miarecki	Administrator	\$180,000
178. Res Prof	Marianne S Winslett	Faculty	\$180,000
179. Prof	Cornelia C Otnes	Faculty	\$179,960
180. Prof	Shiv Gopal Kapoor	Faculty	\$179,150
181. Assoc Dean, Undergrad Programs	Charles L Tucker	Administrator	\$178,500
182. Prof	Kanti Jain	Faculty	\$177,917
183. Dir	Robert Dennis Palinkas	Administrator	\$177,452
184. Prof	Weng Cho Chew	Faculty	\$177,407
185. Prof	Kathleen F Conlin	Faculty	\$176,973
186. Prof	Narendra Ahuja	Faculty	\$176,444
187. Prof	Edward McAuley	Faculty	\$175,932

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
188. Prof	David M Ceperley	Faculty	\$175,500
189. Prof	Anne Villamil	Faculty	\$175,324
190. Prof	Michael Insana	Faculty	\$175,000
191. Asst Prof	Xiaoling Chen	Faculty	\$174,727
192. Dir, Cic	Barbara McFadden Allen	Administrator	\$174,420
193. Asst Prof	Bradley M Pomeroy	Faculty	\$174,400
194. Asst Prof	Anne M Farrell	Faculty	\$174,373
195. Assoc Prov Budgt & Rsrc Plng	Michael J Andrechak	Administrator	\$174,298
196. Asst Prof Of Accy	Rajib K Doogar	Faculty	\$174,130
197. Asst Prof	Jessen L Hobson	Faculty	\$173,900
198. Prof	Wojciech Chodzko-Zajko	Faculty	\$173,478
199. Prof	David A Padua	Faculty	\$173,453
200. Prof	Robert W McChesney	Faculty	\$173,400
201. Prof Of Art	Jonathan D Fineberg	Faculty	\$173,223
202. Prof	Marshall Scott Poole	Faculty	\$173,139
203. Prof	Amitai Aviram	Faculty	\$172,969
204. Prof	David A Lange	Faculty	\$172,900
205. Asst Prof	Ganapathi S Narayanamoorthy	Faculty	\$172,727
206. Prof	Joseph M Rosenblatt	Faculty	\$172,627
207. Prof	David G Cahill	Faculty	\$172,500
208. Prof	Antonia Darder	Faculty	\$172,270
209. Assoc Prof	Ruth Aguilera Vaques	Faculty	\$172,240
210. Prof	Donald J Wuebbles	Faculty	\$172,100
211. Prof	Daniel P Abrams	Faculty	\$172,100
212. Asst Prof	Wei Li	Faculty	\$172,000
213. Prof	Lui Raymond Sha	Faculty	\$171,930
214. Asst Prof	Hailan Zhou	Faculty	\$171,727
215. Prof	Deborah L Thurston	Faculty	\$171,100
216. Prof	Richard J Ross	Faculty	\$170,948
217. Assoc Prof	Rajagopal Echambadi	Faculty	\$170,862
218. Assoc VC Chanc/Dir Aux Serv	Michael T DeLorenzo	Administrator	\$170,700
219. Prof	Rashid Bashir	Faculty	\$170,502
220. Prof	Val Richard Beasley	Faculty	\$170,406
221. Head	Faye L Dong	Administrator	\$170,100
222. Asst Prof	Romana L Autrey	Faculty	\$170,000
223. Assoc Prof	Janet E L Bercovitz	Faculty	\$170,000
224. Prof	Stafford Hood	Faculty	\$170,000
225. Assoc Dean-Undergrad St Aff	Victor Mullins	Administrator	\$170,000
226. Assoc Dean For Advancement	Molly M Tracy	Administrator	\$170,000
227. Prof	R H Campbell	Faculty	\$169,652
228. Prof	Frederick E Hoxie	Faculty	\$169,502
229. Prof	Madhubalan Viswanathan	Faculty	\$169,300
230. Head	Neal R Merchen	Administrator	\$169,100
231. Prof	James F Stubbins	Faculty	\$169,090
232. Prof	Steve Granick	Faculty	\$168,793
233. Prof	Hans Jurgen Bohnert	Faculty	\$168,644
234. Exec Dir Of Facilities & Serv	John Garrett Dempsey	Administrator	\$168,500
235. Asst Prof	Er Fang	Faculty	\$168,500

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
236. Assoc Prov For Enrol Mgmt	Keith A Marshall	Administrator	\$168,490
237. Prof	James Gary Eden	Faculty	\$167,722
238. Prof	David Malcolm Nicol	Faculty	\$167,666
239. Executive Dir	Panit P Lisy	Administrator	\$167,475
240. Assoc Chanc & Dir Public Affrs	Robin Neal Kaler	Administrator	\$167,100
241. Assoc Provost For HR	Elyne G Cole	Administrator	\$166,870
242. Assoc V Chanc For Res	Melanie J Loots	Administrator	\$166,842
243. Assoc Prof	Glenn Hoetker	Faculty	\$166,700
244. Prof	Donald Scott Stewart	Faculty	\$166,138
245. Prof	Edmund G Seebauer	Faculty	\$165,855
246. Assoc Chancellor	Margaret M O'Donoghue	Administrator	\$165,600
247. Prof	John A Vasquez	Faculty	\$165,200
248. Dir	Kathleen Harleman	Administrator	\$165,060
249. Prof	Margareth Etienne	Faculty	\$165,000
250. Prof	Fritz Drasgow	Faculty	\$165,000
251. Prof	Angela Christine Hurt	Faculty	\$165,000
252. Prof	Robin B Kar	Faculty	\$165,000
253. Prof	Moshe Matalon	Faculty	\$165,000
254. Assoc Dean	Deanna M Raineri	Administrator	\$165,000
255. Prof	Jennifer Kirkpatrick Robbenolt	Faculty	\$165,000
256. Prof	Mark A Shannon	Faculty	\$164,831
257. Assoc Prof	Tiffany Barnett White	Faculty	\$164,500
258. Prof	Robert S Averback	Faculty	\$164,260
259. Prof	Martin Hw Gruebele	Faculty	\$164,129
260. Prof	Nancy Makri	Faculty	\$164,129
261. Prof	Scott R White	Faculty	\$163,500
262. Prof	Benito Jose Marinas	Faculty	\$163,280
263. Writer-In-Residence	Richard S Powers	Faculty	\$163,000
264. Prof	Nina W Tarr	Faculty	\$162,760
265. Prof	Jianming Jin	Faculty	\$162,500
266. Prof	Renee L Baillargeon	Faculty	\$162,400
267. Prof	Jiawei Han	Faculty	\$161,766
268. Assoc Dir	Van Allen Anderson	Administrator	\$161,494
269. Assoc Prof	Nicholas C Petruzzi	Faculty	\$160,950
270. Prof	Robert Charles Cummins	Faculty	\$160,610
271. Prof	Steven R Williams	Faculty	\$160,544
272. Prof	James D Anderson	Faculty	\$160,354
273. Prof	Joseph W Lyding	Faculty	\$160,327
274. Prof	David Chasco	Faculty	\$160,157
275. Assoc Executive Dir	Gary D Miller	Administrator	\$160,000
276. Assoc Dir Res & Ext Affrs	Jennifer M Quirk	Administrator	\$159,879
277. Assoc Dean, Acad Prgm	Laurie F Kramer	Administrator	\$159,500
278. Dir Of The Ctr On Democracy	Jorge Chapa	Administrator	\$159,355
279. Head	Robert Hughes	Administrator	\$159,180
280. Int Dir Cont Ed	Douglas J Brewer	Administrator	\$159,120
281. Prof	Philip T Krein	Faculty	\$159,005
282. Dir Intl Research Partnerships	Ali Asghar Mirarefi	Administrator	\$158,897
283. Prof	Jean-Pierre Leburton	Faculty	\$158,572

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
284. Prof	Paul R Selvin	Faculty	\$158,500
285. Asst Prof	Jianxin Gong	Faculty	\$158,400
286. Asst Dean Ac Affairs & Curr	Dawn Elaine Marick	Administrator	\$158,357
287. Dir	E Donald McKay	Administrator	\$158,100
288. Prof	Jay D Bass	Faculty	\$158,000
289. Prof	Scott H Irwin	Faculty	\$157,865
290. Prof	Jose Meseguer	Faculty	\$157,833
291. Prof	Jose Mestre	Faculty	\$157,517
292. Asst Dean	John F Clarke	Administrator	\$157,500
293. Prof	Glaucio Hermogenes Paulino	Faculty	\$157,500
294. Deputy CIO	Mona B Heath	Administrator	\$157,325
295. Prof	Frederick K Lamb	Faculty	\$157,200
296. Prof	Constance H Shapiro	Faculty	\$157,186
297. Prof	Joseph J Martocchio	Faculty	\$157,033
298. Prof	Jacqueline E Ross	Faculty	\$157,000
299. Prof	Bruce M Chassy	Faculty	\$156,407
300. Prof	Michael Adrian Peters	Faculty	\$156,276
301. Executive Asst Dean	John M Rossi	Administrator	\$156,250
302. Prof	Andrew G Alleyne	Faculty	\$156,114
303. Sr Assoc Dir	John W Towns	Administrator	\$155,946
304. Prof	Brian H Ross	Faculty	\$155,916
305. Prof	Colin P Flynn	Faculty	\$155,600
306. Asst Prof	Joel E Pike	Faculty	\$155,600
307. Dir	Brian D Anderson	Administrator	\$155,000
308. Director, Isws	Misganaw Demissie	Administrator	\$155,000
309. Prof	Anurudha Udeni Dhammika Dharmapala	Faculty	\$155,000
310. Dir	Robert J Finley	Administrator	\$155,000
311. Dir	Manohar R Kulkarni	Administrator	\$155,000
312. Prof	Steven R Leigh	Faculty	\$155,000
313. Prof	Carole Palmer	Faculty	\$155,000
314. Dir Utilit & Energy Svcs	Kent V Reifsteck	Administrator	\$155,000
315. Prof & Int Dean	Janet S Slater	Administrator	\$155,000
316. Assoc Vice Chan For Adv	Loretta L Williamson	Administrator	\$155,000
317. Prof	Richard Engelbrecht-Wiggans	Faculty	\$154,840
318. Prof	Gul A Agha	Faculty	\$154,250
319. Prof	Susan A Fowler	Faculty	\$154,138
320. Prof	Lawrence A Bergman	Faculty	\$153,560
321. Prof, Human Devlp & Fam Study	Barbara Fiese	Faculty	\$153,500
322. Assoc Dean	Linda C Smith	Administrator	\$153,311
323. Prof	Michael H Leroy	Faculty	\$153,065
324. Prof	Werner Baer	Faculty	\$152,903
325. Executive Director	William Allen Dick	Administrator	\$152,900
326. Prof	William T Trent	Faculty	\$152,559
327. Prof	Patrick J Keenan	Faculty	\$152,500
328. Prof	Paul G Kwiat	Faculty	\$152,500
329. Prof	Daniel Wilson Hamilton	Faculty	\$152,500
330. Prof	Catherine Jones Murphy	Faculty	\$152,500

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
331. Prof	Alexander F Vakakis	Faculty	\$152,500
332. Prof	Nancy R Sottos	Faculty	\$152,316
333. Prof	Robert B Gennis	Faculty	\$152,287
334. Prof	Paul Ernest Gold	Faculty	\$152,251
335. Prof	Joseph L Cheng	Faculty	\$151,954
336. Prof	Steven C Michael	Faculty	\$151,860
337. Prof	Stuart Louis Shapiro	Faculty	\$151,800
338. Prof	Hadi S Esfahani	Faculty	\$151,565
339. Prof	Thomas A Schwandt	Faculty	\$151,463
340. Prof	William T Bernhard	Faculty	\$151,385
341. Prof	Dale Bauer	Faculty	\$150,970
342. Clin Prof	Michael LeRoy Biehl	Faculty	\$150,854
343. Prof	David Alexander Forsyth	Faculty	\$150,698
344. Prof	Murugesu Sivapalan	Faculty	\$150,697
345. Prof	Barclay G Jones	Faculty	\$150,186
346. Prof	Shun Lien Chuang	Faculty	\$150,065
347. Assoc Prof	Thomas K Graves	Faculty	\$150,051
348. Prof	Bryan A White	Faculty	\$150,000
349. Dean Of Stdnts	Kenneth T Ballom	Administrator	\$150,000
350. Prof	David M Buchner	Faculty	\$150,000
351. Assoc Prof	Joseph A Clougherty	Faculty	\$150,000
352. Prof	Dana D Dlott	Faculty	\$150,000
353. Prof	Walter George Harrington	Faculty	\$150,000
354. Prof	Eric Alan Johnson	Faculty	\$150,000
355. Prof	Daniel P McMillen	Faculty	\$150,000
356. Assoc Dean For Research	Allen H Renear	Administrator	\$150,000
357. Prof	Jon Solomon	Faculty	\$150,000
358. Dir	Jeffrey W Walkington	Administrator	\$150,000
359. Assoc Dir Of Athletics-Bus Afs	Susan Lynn Young	Administrator	\$150,000
360. Prof	Wendy K Tam Cho	Faculty	\$149,325
361. Asst Chanc & Dir, OEOA	Menah Pratt-Clarke	Administrator	\$149,200
362. Prof	Lawrence R Schehr	Faculty	\$149,044
363. Prof	Roy A Axford	Faculty	\$148,920
364. Prof	Laxmikant V Kale	Faculty	\$148,875
365. Prof	Anton G Endress	Faculty	\$148,627
366. Prof	Hans-Peter M Blaschek	Faculty	\$148,500
367. Prof	Leon Decosta Dash	Faculty	\$148,025
368. Prof	David N Ruzic	Faculty	\$148,018
369. Assoc Dir Of Athletics	Terry W Cole	Administrator	\$148,000
370. Prof	Alex Kirlik	Faculty	\$147,993
371. Assoc Prof	Matthew S Kraatz	Faculty	\$147,940
372. Prof	David R Roediger	Faculty	\$147,753
373. Prof	Francis A Boyle	Faculty	\$147,603
374. Prof	Dan Roth	Faculty	\$147,146
375. Assoc V Chanc For Res	Howard R Guenther	Administrator	\$147,088
376. Prof Of Molecular Genetics	Schuyler S Korban	Faculty	\$146,400
377. Prof	Martin Camargo	Faculty	\$146,367
378. Prof	Mark J Rood	Faculty	\$146,350

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
379. Prof	Xuming He	Faculty	\$146,015
380. Assoc Dean Education	Scott D Johnson	Administrator	\$146,000
381. Prof	Jeffery J Mondak	Faculty	\$146,000
382. Prof	Robert T O'Brien	Faculty	\$146,000
383. Prof	Kuan Chong Ting	Faculty	\$146,000
384. Prof	Klara Nahrstedt	Faculty	\$145,973
385. Prof	Peter A Fritzsche	Faculty	\$145,941
386. Prof	Keith W Kelley	Faculty	\$145,700
387. Prof	Deborah E Leckband	Faculty	\$145,652
388. Assoc Dir, Div Biomed Science	Jennifer J Eardley	Administrator	\$145,540
389. Prof	Thomas J Overbye	Faculty	\$145,538
390. Assoc Vchan Pe & Exec Dir Corp	Pradeep K Khanna	Administrator	\$145,500
391. Prof Of Mech Eng	M Quinn Brewster	Faculty	\$145,435
392. Prof	Andrew A Gewirth	Faculty	\$145,405
393. Assoc Dean For Acad & Stdnt Af	Jonathan H Foreman	Administrator	\$145,292
394. Prof	Nicholas C Burbules	Faculty	\$145,262
395. Prof	Jose Antonio Cheibub	Faculty	\$145,000
396. Prof	Sheldon Howard Jacobson	Faculty	\$145,000
397. Assoc Prof	Aparna Joshi	Faculty	\$145,000
398. Clin Prof	Fataneh Taghaboni-Dutta	Faculty	\$145,000
399. Assoc Prof	Lesley M Wexler	Faculty	\$145,000
400. Prof	J Kathryn Bock	Faculty	\$144,870
401. Prof	Martin D F Wong	Faculty	\$144,776
402. Prof	William D O'Brien	Faculty	\$144,530
403. Asst Prof	Douglas J Miller	Faculty	\$144,298
404. Prof	Michael C Loui	Faculty	\$144,114
405. Asst Prof	Deepak Somaya	Faculty	\$144,000
406. Prof	Neal J Cohen	Faculty	\$143,803
407. Exec Asst Dean For Admin	Alison B Schmulbach	Administrator	\$143,800
408. Director, Ospra	Katherine S Young	Administrator	\$143,738
409. Prof	John R Tucker	Faculty	\$143,521
410. Prof	Gary S Dell	Faculty	\$143,164
411. Prof	Jean-Philippe R Mathy	Faculty	\$143,110
412. Prof	Maria N Todorova	Faculty	\$143,093
413. Prof	Jon J Thaler	Faculty	\$143,000
414. Prof	Nancy A Abelmann	Faculty	\$142,710
415. Prof	Anthony M Jacobi	Faculty	\$142,550
416. Prof	Vicki Mahaffey	Faculty	\$142,500
417. Prof	Anil K Bera	Faculty	\$142,210
418. Prof	Gregory S Girolami	Faculty	\$142,100
419. Prof	Yi Lu	Faculty	\$142,000
420. Asst Dean-Ext & Alumni Affairs	Tracy G McCabe	Administrator	\$142,000
421. Asst Dean Of Ac Admin & Dean	Virginia M Vermillion-Hennessey	Administrator	\$141,750
422. Prof	Pamela A Wilkins	Faculty	\$141,500
423. Prof	Kyekyoon Kim	Faculty	\$141,453
424. Prof	Paul N Ellinger	Faculty	\$141,200
425. Dir Constr Mgmt	Clark E Wise	Administrator	\$141,184
426. Prof	Robert M Clegg	Faculty	\$141,100

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
427. Dir	Richard L Jaehne	Administrator	\$141,085
428. Assoc Dir Of Athletics	Dana M Brenner	Administrator	\$141,000
429. Prof	Kent D Choquette	Faculty	\$140,923
430. Prof	Philippe H Geubelle	Faculty	\$140,170
431. Assoc Dean For Admin	Matthew Andrew Tomaszewski	Administrator	\$140,004
432. Prof	Jeffrey D Brawn	Faculty	\$140,000
433. Assoc Dean	Karen M Carney	Administrator	\$140,000
434. Asst Dean Of Development	Tina A Howard	Administrator	\$140,000
435. Prof	Eric Oldfield	Faculty	\$140,000
436. Prof	Josep Torrellas	Faculty	\$140,000
437. Asst Prof	Gopesh Jankinath Anand	Faculty	\$139,332
438. Prof	Samuel Kern Alexander	Faculty	\$139,277
439. Prof	Michael E Gray	Faculty	\$139,249
440. Asst Prof	Yunchuan Liu	Faculty	\$139,054
441. Prof	Karen L Campbell	Faculty	\$139,042
442. Prof	Dennis D French	Faculty	\$139,000
443. Prof	Dennis E Baron	Faculty	\$138,853
444. Prof	Kenneth Lloyd Watkin	Faculty	\$138,760
445. Prof	Brian G Thomas	Faculty	\$138,650
446. Assoc Prof	Udatta S Palekar	Faculty	\$138,560
447. Prof	Cameron R McCarthy	Faculty	\$138,398
448. Sr Assoc Dir	John Melchi	Administrator	\$138,325
449. Prof	Naira Hovakimyan	Faculty	\$138,000
450. Prof	Bruce Carlan Levine	Faculty	\$137,508
451. Prof	Victoria Lynn Coverstone	Faculty	\$137,500
452. Asst Prof	Naomi B Rothman	Faculty	\$137,400
453. Dir Of Admissions	Stacey Kostell	Administrator	\$137,205
454. Prof	John Lambros	Faculty	\$137,075
455. Prof	Elabbas Benmamoun	Faculty	\$137,000
456. Asst Prof	E Geoffrey Love	Faculty	\$137,000
457. Assoc Prof	Matthew C Stewart	Faculty	\$137,000
458. Prof	Albert J Valocchi	Faculty	\$136,950
459. Clin Assoc Prof	Richard Lincoln Fredrickson	Faculty	\$136,880
460. Prof	Steven J Franke	Faculty	\$136,821
461. Prof	Narayana R Aluru	Faculty	\$136,780
462. Sr Assoc Dir	Randal L Butler	Administrator	\$136,694
463. Prof	N Sri Namachchivaya	Faculty	\$136,670
464. Prof	Waltraud M Kriven	Faculty	\$136,638
465. Prof	Lou Van Den Dries	Faculty	\$136,626
466. Prof	John G Georgiadis	Faculty	\$136,580
467. Director, Sea Grant	Brian Keith Miller	Administrator	\$136,175
468. Prof	Ian R Hobson	Faculty	\$136,148
469. Prof	Geoffrey J D Hewings	Faculty	\$135,825
470. Assoc Dir	Wolfgang F Schloer	Administrator	\$135,600
471. Prof	Douglas G Simpson	Faculty	\$135,525
472. Assoc Chanc	William E Berry	Administrator	\$135,501
473. Asst Prof	Eric J Neuman	Faculty	\$135,500
474. Director	Irene M Cooke	Administrator	\$135,408

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
475. Prof	Margaret R Grossman	Faculty	\$135,373
476. Prof	Anne Haas Dyson	Faculty	\$135,311
477. Prof	Philip Garcia	Faculty	\$135,255
478. Prof	Lisa J Stubbs	Faculty	\$135,167
479. Prof	Duncan Craig Ferguson	Faculty	\$135,148
480. Prof	Robert Anthony Bruno	Faculty	\$135,051
481. Prof	Asef Bayat	Faculty	\$135,000
482. Prof	Margarethe Hoenig	Faculty	\$135,000
483. Prof	Robert W Rumbelow	Faculty	\$135,000
484. Prof	Huimin Zhao	Faculty	\$135,000
485. Prof	Naresh R Shanbhag	Faculty	\$134,843
486. Prof	Colin A Wraight	Faculty	\$134,520
487. Prof Of Crop Molecular Biol	Lila O Vodkin	Faculty	\$134,509
488. Asst Prof	Jamelle C Sharpe	Faculty	\$134,500
489. Asst Prof	Nicola Faith Sharpe	Faculty	\$134,500
490. Asst Prof	Paul J Stancil	Faculty	\$134,500
491. Prof	Chantal Nadeau	Faculty	\$134,400
492. Prof	Peter James Garlick	Faculty	\$134,250
493. Assoc Dean	Violet J Harris	Administrator	\$133,902
494. Asst Prof	Michael Kay Bednar	Faculty	\$133,900
495. Prof	J Fred Giertz	Faculty	\$133,575
496. Prof	Stephen Marshak	Faculty	\$133,360
497. Dir Of Budget & Rsrc Plng	Carol D Wakefield	Administrator	\$133,350
498. Police Major	Jeffrey Thomas Christensen	Administrator	\$133,301
499. Prof	David M Kranz	Faculty	\$133,211
500. Prof	Petros Sofronis	Faculty	\$133,198
501. Assoc Prof	George Deltas	Faculty	\$133,170
502. Prof	James Leonard Best	Faculty	\$133,114
503. Assoc Dir, Infrm Trust Inst	Scott Pickard	Administrator	\$133,094
504. Prof	Robert David Pahre	Faculty	\$133,000
505. Prof	M Taher A Saif	Faculty	\$132,949
506. Prof	Sandra Manfra Marretta	Faculty	\$132,864
507. Clin Prof	David M Sinow	Faculty	\$132,800
508. Prof	William G Heflerich	Faculty	\$132,760
509. Dir	John E Collins	Administrator	\$132,758
510. Res Prof	John C Nerone	Faculty	\$132,659
511. Prof	Mark Mitchell	Faculty	\$132,649
512. Prof	Carolyn Muriel Shields	Faculty	\$132,517
513. Dir, Child Devlp Lab	Brent A McBride	Administrator	\$132,500
514. Asst Prof	Anupam Agrawal	Faculty	\$132,500
515. Asst Prof	Hyok-Jon Dharma Kwon	Faculty	\$132,500
516. Asst Prof	Michael Kim Lim	Faculty	\$132,500
517. Asst Prof	Hayden Neville Noel	Faculty	\$132,500
518. Prof	James M Lisy	Faculty	\$132,487
519. Prof	John B Braden	Faculty	\$132,442
520. Prof	Robert M Rauber	Faculty	\$132,400
521. Prof	Gay Y Miller	Faculty	\$132,366
522. Prof	Dolores Albarracin	Faculty	\$132,000

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
523. Prof	Richard S Gates	Faculty	\$132,000
524. Prof	Nan Elizabeth Goggin	Faculty	\$131,879
525. Dir	Carol J Livingstone	Administrator	\$131,592
526. Dir Of Networking	Michael K Smeltzer	Administrator	\$131,560
527. Asst Prof	Ravi Shanker Gajendran	Faculty	\$131,500
528. Prof	Andrew S Belmont	Faculty	\$131,443
529. Prof	Sarita V Adve	Faculty	\$131,368
530. Prof	Allan J Paul	Faculty	\$131,338
531. Dir, Plng & Rsrc Devlp	Richard Alan Vogen	Administrator	\$131,230
532. Assoc Prof	Allison A Stewart	Faculty	\$131,000
533. Prof	Gustavo Caetano-Anolles	Faculty	\$130,980
534. Prof	Joseph Pleck	Faculty	\$130,908
535. Prof	Daniel L Rock	Faculty	\$130,613
536. Prof	Lois L Hoyer	Faculty	\$130,500
537. Prof	James R Barrett	Faculty	\$130,448
538. Prof	Reginald J Alston	Faculty	\$130,237
539. Prof	Yuanhui Zhang	Faculty	\$130,000
540. Prof	Daniel A Tortorelli	Faculty	\$130,000
541. Assoc Prof	John S Chandler	Faculty	\$130,000
542. Prof	William W Metcalf	Faculty	\$130,000
543. Assoc Provost Acad Aff	Peter Leslie Mortensen	Administrator	\$130,000
544. Asst Prof	Kristen Arden Rowell	Faculty	\$130,000
545. Assoc Dir Network Facility	Elizabeth Ann Scheid	Administrator	\$130,000
546. Dir Hoeft Technol & Mgmt	Darcy Ann Sementi	Administrator	\$130,000
547. Asst Dir	Lee Bradlee Sheafe	Administrator	\$130,000
548. Asst Prof	Verity Winship	Faculty	\$130,000
549. Prof	Bruce J Sherrick	Faculty	\$129,924
550. Prof	Gordon Hutner	Faculty	\$129,862
551. Prof	Ronald Lee Jackson	Faculty	\$129,855
552. Prof	Martin Ostoja Starzewski	Faculty	\$129,830
553. Prof	Cheryl L Cole	Faculty	\$129,724
554. Prof	Norman K Denzin	Faculty	\$129,639
555. Prof	Daniel Toby Schiller	Faculty	\$129,597
556. Prof	Paul A Garber	Faculty	\$129,500
557. Asst Prof	Ali Tafti	Faculty	\$129,500
558. Prof	Robert Markley	Faculty	\$129,416
559. Dir, Annual Giving Prgm	Paul H Curnutte	Administrator	\$129,413
560. Prof	Patrick J Weatherhead	Faculty	\$129,187
561. Prof	William Paul King	Faculty	\$129,048
562. Dir Of Student Financial Aid	Daniel R Mann	Administrator	\$128,702
563. Prof	Matthew A Wallig	Faculty	\$128,572
564. Prof	Peggy J Miller	Faculty	\$128,526
565. Prof	Nathan Gunn	Faculty	\$128,500
566. Asst Prof	Hong Yuan	Faculty	\$128,374
567. Prof	James W Phillips	Faculty	\$128,360
568. Prof	Virginia Rosa Dominguez	Faculty	\$128,229
569. Asst Prof	Ramanath Subramanyam	Faculty	\$128,192
570. Prof	Bruce C Berndt	Faculty	\$128,100

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
571. Prof	Pierre Moulin	Faculty	\$128,031
572. Prof	Kent A Ono	Faculty	\$128,000
573. Prof	Robert Warrior	Faculty	\$128,000
574. Int Asst Dean, Bus Car Srvc	Ronald S Watkins	Administrator	\$128,000
575. Prof	Roger Avery Bennett	Faculty	\$127,875
576. Prof	George Gross	Faculty	\$127,634
577. Prof	Iwona M Jasiuk	Faculty	\$127,625
578. Prof	Angharad N Valdivia	Faculty	\$127,601
579. Prof	Danuta R Shanzer	Faculty	\$127,571
580. Prof	Harriet Lisa Murav	Faculty	\$127,545
581. Dir	Bradley Noble Hedrick	Administrator	\$127,467
582. Prof	Gerald F Dejong	Faculty	\$127,383
583. Prof	You-Hua Chu	Faculty	\$127,295
584. Prof	James A Imlay	Faculty	\$127,283
585. Assoc Prof	Deborah Rupp	Faculty	\$127,273
586. Clinical Professor	Kathleen A Kearney	Faculty	\$127,100
587. Prof	Rizwan Uddin	Faculty	\$127,088
588. Prof	Ning Wang	Faculty	\$127,082
589. Prof	James N Eckstein	Faculty	\$127,000
590. Sr Asst Dean For Ug Programs	Umberto Ravaioli	Administrator	\$127,000
591. Asst Dean For Admin & Technol	William G Goodman	Administrator	\$126,920
592. Assoc Dir	Kevin Franklin	Administrator	\$126,875
593. Dir Of Advancement	Tammy Marie Nicastro	Administrator	\$126,875
594. Assoc Prof	Darren Howard Lubotsky	Faculty	\$126,304
595. Asst Dean Intl & Grad Stud	Charlotte Ku	Administrator	\$126,000
596. Asst Dean Of Adm & Fin Aid	Paul D Pless	Administrator	\$125,957
597. Prof Of Spanish	John C Wilcox	Faculty	\$125,851
598. Prof	Robert J McKim	Faculty	\$125,765
599. Prof	Gabriele Gratton	Faculty	\$125,659
600. Prof	Venugopal Varadachari Veeravalli	Faculty	\$125,559
601. Dir Dalkey Arch Press	John Thomas O'Brien	Administrator	\$125,454
602. Prof	Feng Sheng Hu	Faculty	\$125,200
603. Prof, Biometry	German A Bollero	Faculty	\$125,000
604. Asst Dean For Admin	Vicky L Gress	Administrator	\$125,000
605. Assoc Prof	Craig Gundersen	Faculty	\$125,000
606. Assoc Athletic Dir/External Af	Warren P Hood	Administrator	\$125,000
607. Dir Energy & Sustnbl Bus P	Timothy C Lindsey	Administrator	\$125,000
608. Int Dir, Mgmt And Planning	Paul B Lucas	Administrator	\$125,000
609. Prof	Zaida Ann Luthy-Schulten	Faculty	\$125,000
610. Deputy Dir, Sharps	Antonios Michalos	Administrator	\$125,000
611. Prof	Barry Robert Pittendrigh	Faculty	\$125,000
612. Dir, Ofc For Info Mgmt	Zvi Ritz	Administrator	\$125,000
613. Exec Dir, Upcrc	Mark K Smith	Administrator	\$125,000
614. Asst Dean Of Librs For Adv	Vicki L Trimble	Administrator	\$125,000
615. Sr Dir Of Devlp Oper	Joan Marie Volkmann	Administrator	\$125,000
616. Prof	Eduardo H Fradkin	Faculty	\$125,000
617. Prof	Nitin H Vaidya	Faculty	\$124,998

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
618. Prof	Rodney W Johnson	Faculty	\$124,500
619. Clin Prof	Michael J Kinsel	Faculty	\$124,440
620. Prof	Tai-Chang Chiang	Faculty	\$124,400
621. Prof	Stefan Krasa	Faculty	\$124,275
622. Dir Of Brdcast&Gen Mgr Will	Mark Leonard	Administrator	\$124,230
623. Prof	K Jimmy Hsia	Faculty	\$124,139
624. Prof	Andrew Carl Singer	Faculty	\$124,007
625. Clin Assoc Prof	Ralph E Hamor	Faculty	\$123,756
626. Prof	Georgia E Garcia	Faculty	\$123,732
627. Prof	Douglas L Jones	Faculty	\$123,640
628. Sr Assoc Dir	Rebecca McBride	Administrator	\$123,350
629. Regional Director	Ryan D Hobson	Administrator	\$123,150
630. Prof	Michael Jacob Plewa	Faculty	\$123,099
631. Dir, Prgm Plng & Assmt	Penelope K Crinion	Administrator	\$123,000
632. Prof	Elyse Rosenbaum	Faculty	\$123,000
633. Dir Of Oper And Facilities	Timothy P Kerestes	Administrator	\$122,868
634. Prof	Jennifer Caroline Greene	Faculty	\$122,687
635. Asst Director - Dvm	Jennifer Marie Criley Freeland	Administrator	\$122,461
636. Prof	Tschangho John Kim	Faculty	\$122,395
637. Prof	Brian K Johnson	Faculty	\$122,185
638. Prof	Gregory S Elliott	Faculty	\$122,135
639. Prof	Curtis Perry	Faculty	\$122,100
640. Assoc Athletic Dir	Vincent G Ille	Administrator	\$122,000
641. Prof	Edward Feser	Faculty	\$121,989
642. Prof	Yoram Bresler	Faculty	\$121,841
643. Prof Of Nutrition	Sharon M Donovan	Faculty	\$121,830
644. Assoc Prof	Maureen McMichael	Faculty	\$121,725
645. Prof	Gerald McWorter	Faculty	\$121,394
646. Prof	Ken N Paige	Faculty	\$121,270
647. Assoc Dir Corp Rel	Karen L Bender	Administrator	\$121,200
648. Prof	Jonathan Freund	Faculty	\$121,195
649. Prof	Adrienne Lynn Perlman	Faculty	\$121,075
650. Assoc Prof	Richard Gorvett	Faculty	\$121,030
651. Prof	Douglas H Beck	Faculty	\$121,000
652. Prof	S Lance Cooper	Faculty	\$121,000
653. Prof	Tony M Liss	Faculty	\$121,000
654. Clin Assoc Prof	Anne M Barger	Faculty	\$120,721
655. Assoc Prof	Lawrence D Firkins	Faculty	\$120,641
656. Prof	Mark S Kuhlenschmidt	Faculty	\$120,583
657. Prof	Geir E Dullerud	Faculty	\$120,490
658. Prof	Robert B Haber	Faculty	\$120,470
659. Prof	Erhan Kudeki	Faculty	\$120,420
660. Dir Of Maintenance	Carl Victor Wegel	Administrator	\$120,395
661. Dir Planning	Helen J Coleman	Administrator	\$120,382
662. Prof	Barbara S Minsker	Faculty	\$120,350
663. Prof	Constantine Polychronopoulos	Faculty	\$120,347
664. Prof Of Agron Ext	Emerson D Nafziger	Faculty	\$120,271
665. Prof	David J Shapiro	Faculty	\$120,269

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
666. Prof	Monica Fabiani	Faculty	\$120,250
667. Assoc Director Of Hsg Din Serv	F Donald Block	Administrator	\$120,227
668. Prof	Matthew B Wheeler	Faculty	\$120,140
669. Prof Of Plant Physiol	Donald P Briskin	Faculty	\$120,130
670. Prof	Susan L Schantz	Faculty	\$120,124
671. Prof	Debra D Bragg	Faculty	\$120,098
672. County Ext Director III	Willene Buffett	Administrator	\$120,055
673. Prof	Michelle Perry	Faculty	\$120,007
674. Dir Of Devlp	J Steven Greene	Administrator	\$120,000
675. Prof	Jennifer Truman Bernhard	Faculty	\$120,000
676. Prof	Alistair Matthew Black	Faculty	\$120,000
677. Asst Vc For Advancement	Pamela J Christman	Administrator	\$120,000
678. Prof	Brian T Cunningham	Faculty	\$120,000
679. Assoc V Chanc/Dir Intrcultural	Anna K Gonzalez	Administrator	\$120,000
680. Regional Dir	Dale Allen Law	Administrator	\$120,000
681. Asst Dean & Dir, 4-H Youth Dev	Denise L Legvold	Administrator	\$120,000
682. Assoc Prof	Rita Hogan Mumm	Faculty	\$120,000
683. Prof	Philip W Phillips	Faculty	\$120,000
684. Prof	Brent W Roberts	Faculty	\$120,000
685. Lecturer	Rachel Schwartz	Faculty	\$120,000
686. Dir Of Engr & Campus Servs	Pamela James Voitik	Administrator	\$120,000
687. Lecturer	William F Wright	Faculty	\$120,000
688. Prof	Janet Dixon Keller	Faculty	\$119,815
689. Assoc Prof	Mehdi T Harandi	Faculty	\$119,770
690. Assoc Dir Of Corp Rel	Mark Nolan	Administrator	\$119,643
691. Asst Prof	Timothy M Fan	Faculty	\$119,602
692. Prof	Marilyn Anita Parsons	Faculty	\$119,595
693. Prof	Paul V Braun	Faculty	\$119,510
694. Prof	Wang-Ping Chen	Faculty	\$119,500
695. Prof	James K Drackley	Faculty	\$119,500
696. Prof Of Family Ecology	Reed W Larson	Faculty	\$119,500
697. Assoc Prof	Carol W Maddox	Faculty	\$119,454
698. Asst Dean	J Bruce Litchfield	Administrator	\$119,442
699. Prof	Bo Fernhall	Faculty	\$119,200
700. Prof	Hugh M Robertson	Faculty	\$119,040
701. Prof	Dongwan Yoo	Faculty	\$119,001
702. Asst Dean Of Admin	Arlene Susan Elliott	Administrator	\$119,000
703. Prof	Michael Ellis	Faculty	\$118,800
704. Prof	John D Stack	Faculty	\$118,800
705. Prof	David F Clayton	Faculty	\$118,784
706. Clin Prof	Srinivasan Kannan	Faculty	\$118,650
707. Assoc Prof	Tarek Abdelzaher	Faculty	\$118,649
708. Prof	Praveen Kumar	Faculty	\$118,530
709. Prof	Gary E Gladding	Faculty	\$118,500
710. Prof	William Laegreid	Faculty	\$118,500
711. Prof	Steven M Lavalle	Faculty	\$118,451
712. Prof	Arthur L Devries	Faculty	\$118,449
713. Asst Dir, Campus Rel	Radha Nandkumar	Administrator	\$118,433

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
714. Dir	Edward M Slazinik	Administrator	\$118,388
715. Assoc Prof	Mattias K Polborn	Faculty	\$118,300
716. Prof	Andreas A Polycarpou	Faculty	\$118,155
717. Prof	John P D'Angelo	Faculty	\$118,000
718. Asst Dean Admin And Finance	Barbara J Geissler	Administrator	\$117,913
719. Prof	Charles Forbes Gammie	Faculty	\$117,858
720. Prof Of Family Econ	Andrea H Beller	Faculty	\$117,812
721. Prof Of Environ Biology	Edwin E Herricks	Faculty	\$117,810
722. Dir Utility Oper	Michael James Larson	Administrator	\$117,740
723. Prof	Michaelene Ostrosky	Faculty	\$117,709
724. Clin Assoc Prof	John Arthur Herrmann	Faculty	\$117,658
725. Prof	Jeff G Erickson	Faculty	\$117,590
726. Prof	Mats A Selen	Faculty	\$117,500
727. Assoc Prof	John Charles Dencker	Faculty	\$117,190
728. Prof	Telemachos Ch Mouschovias	Faculty	\$117,134
729. Assoc Dir, Cnst	Irfan S Ahmad	Administrator	\$117,000
730. Asst Dean Advancement	Christopher T Higgins	Administrator	\$117,000
731. Prof	Richard L Weaver	Faculty	\$116,900
732. Assoc Prof	Nathan M Dunfield	Faculty	\$116,750
733. Asst Dir	Merle E Giles	Administrator	\$116,725
734. Prof	Leslie G Gasser	Faculty	\$116,657
735. Prof	James Eugene Pettigrew	Faculty	\$116,565
736. Prof	Dorothy L Espelage	Faculty	\$116,559
737. Prof	Christopher Paul Lyman Barkan	Faculty	\$116,382
738. Prof	Stephen E Levinson	Faculty	\$116,343
739. Prof	Ralph W Mathisen	Faculty	\$116,014
740. Asst Prof	Maria Teresa Cardador	Faculty	\$116,000
741. Asst Dean Strat Initi	Carolyn Turner	Administrator	\$116,000
742. Prof	Steven J Helle	Faculty	\$115,963
743. Assoc Dir Utilities & Ener	Keith R Erickson	Administrator	\$115,926
744. Prof	Armand Joseph Beaudoin	Faculty	\$115,770
745. Assoc Dean Ugrad Aff	Michael J Andrejasich	Administrator	\$115,720
746. Assoc Dean For Advancement	Joan V Tousey	Administrator	\$115,690
747. Prof	Marcela Raffaelli	Faculty	\$115,650
748. Prof Of Plant Genetics	John A Juvik	Faculty	\$115,580
749. Assoc Prof	Stephen Lawrence Parente	Faculty	\$115,330
750. Prof	Sean P Meyn	Faculty	\$115,200
751. Prof	Wayne T Pitard	Faculty	\$115,125
752. Assoc Dean, Devlp	Margaret Ann Cline	Administrator	\$115,000
753. Vst Asst Prof	Jovan Grahovac	Faculty	\$115,000
754. Vst Asst Prof	Adel Nematallah Naguib Ibrahim	Faculty	\$115,000
755. Assoc Prof Of Ital	Diane Musumeci	Faculty	\$115,000
756. Asst Dir Bus Ops	Jeffrey A Oberg	Administrator	\$115,000
757. Lecturer	Paul William Polinski	Faculty	\$115,000
758. Assoc Dir, Ent Infra	Anthony S Rimovsky	Administrator	\$115,000
759. Vst Asst Prof	Alexander Sleptsov	Faculty	\$115,000
760. Assoc Dean	William P Stewart	Administrator	\$115,000
761. Lecturer	Cynthia W Turner	Faculty	\$115,000

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
762. Prof	Alette I Willis	Faculty	\$114,918
763. Prof	John R Abelson	Faculty	\$114,775
764. Prof	John C Hart	Faculty	\$114,695
765. Prof	Leonard B Pitt	Faculty	\$114,492
766. Prof	Bruce L Rhoads	Faculty	\$114,400
767. Assoc Dir, Biotech Ctr	Mark A Mikel	Administrator	\$114,231
768. Prof	Susan A Martinis	Faculty	\$114,030
769. Assoc Prof	Chandra Sekhar Chekuri	Faculty	\$113,978
770. Prof	Indrani C Bagchi	Faculty	\$113,964
771. Prof	Jodi A Flaws	Faculty	\$113,802
772. Assoc Prof	Sascha Hilgenfeldt	Faculty	\$113,750
773. Assoc Prof	Daniela Puzzello	Faculty	\$113,610
774. Registrar	Carol E Malmgren	Administrator	\$113,588
775. Prof	Alan Christopher Hansen	Faculty	\$113,538
776. Prof	Seth Andrew Hutchinson	Faculty	\$113,532
777. Prof Of Spanish	Jose Ignacio Hualde	Faculty	\$113,526
778. Prof	Gholamreza Mesri	Faculty	\$113,300
779. Prof	Aimo H J Hinkkanen	Faculty	\$113,250
780. Dir Of Info Services	Scott Vanwingerden	Administrator	\$113,000
781. Assoc Dean For Acad Affairs	Barry James Ackerson	Administrator	\$112,778
782. Vst Dir Professional Sci Maste	Kevin W Sightler	Administrator	\$112,750
783. Asst Prof	Ariel Chanan Avgar	Faculty	\$112,750
784. Prof	Charles James Werth	Faculty	\$112,530
785. Assoc Prof	Ioannis Chasiotis	Faculty	\$112,520
786. Prof	Paul J A Kenis	Faculty	\$112,500
787. Dir Of Bdgt & Res Plng	John S Lockmiller	Administrator	\$112,500
788. Dir, Academic Human Resources	Deborah S Stone	Administrator	\$112,468
789. Asst Dir	Bart David Semeraro	Administrator	\$112,398
790. Prof	Jeffrey A Woods	Faculty	\$112,200
791. Dir, Cent For Watersh Sci	George Frank Czapar	Administrator	\$112,000
792. Asst Dean	Michael C Hirschi	Administrator	\$112,000
793. Prof	Andrzej Wieckowski	Faculty	\$112,000
794. Dir Of Web Servs	James Robert Wilson	Administrator	\$111,905
795. Asst Dn & Dir, Ois	Charles Thompson	Administrator	\$111,838
796. Prof	Mark E Roszkowski	Faculty	\$111,690
797. Vst Asst Prof	Stephen Richard Peters	Faculty	\$111,650
798. Clin Assoc Prof	Clifford F Shipley	Faculty	\$111,598
799. Prof	Madhu Khanna	Faculty	\$111,524
800. Assoc Prof	Larry Di Girolamo	Faculty	\$111,510
801. Prof	Alexandr V Kostochka	Faculty	\$111,500
802. Prof	Zhong-Jin Ruan	Faculty	\$111,500
803. Prof	Bruce F Michelson	Faculty	\$111,284
804. Sr Lecturer	Elsa Gunter	Faculty	\$111,143
805. Prof	Nick G Glumac	Faculty	\$111,140
806. Prof	Joseph Brantley Houston	Faculty	\$111,100
807. Asst Dean, Acad Prgms	F William Simmons	Administrator	\$111,100
808. Prof	Wendy Heller	Faculty	\$111,000
809. Prof	H Rex Gaskins	Faculty	\$111,000

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
810. Prof	Arif Masud	Faculty	\$111,000
811. Prof	Clifford E Singer	Faculty	\$110,888
812. Prof	Elizabeth H Jeffery	Faculty	\$110,605
813. Prof	Petros G Voulgaris	Faculty	\$110,580
814. Prof	Gail Scherba	Faculty	\$110,574
815. Dir, Proteomics	Peter M Yau	Administrator	\$110,494
816. Clin Prof	Steven Ashby	Faculty	\$110,468
817. Dir Of Shared Admin Svcs	David Curtis Taylor	Administrator	\$110,456
818. Assoc Prof	Vikram Sadanand Adve	Faculty	\$110,236
819. Prof	Pascal Bellon	Faculty	\$110,119
820. Prof	Angus Alexander Rockett	Faculty	\$110,070
821. Prof	Timothy D Stark	Faculty	\$110,058
822. Prof	Botond Bogнар	Faculty	\$110,010
823. Asst Prof	Daniel Dias	Faculty	\$110,000
824. Prof	So Hirata	Faculty	\$110,000
825. Prof	Janice M Juraska	Faculty	\$110,000
826. Asst Prof	Amit Kramer	Faculty	\$110,000
827. Assoc Prof	Wen-Tso Liu	Faculty	\$110,000
828. Prof	Randy McCarthy	Faculty	\$110,000
829. Asst Prof	Taekjin Shin	Faculty	\$110,000
830. Prof	Fred M Gottheil	Faculty	\$109,876
831. Assoc Dir, Fin & Admn	Michael C Rudzinski	Administrator	\$109,860
832. Prof	Mary A Schuler	Faculty	\$109,860
833. Prof	Milan K Bagchi	Faculty	\$109,754
834. Prof Of Spanish	Silvina Andrea Montrul	Faculty	\$109,700
835. Prof	Jerome L Packard	Faculty	\$109,600
836. Dir	Kevin E Ullestad	Administrator	\$109,563
837. Executive Director	Chris Roegge	Administrator	\$109,467
838. Prof	Dianne S Harris	Faculty	\$109,418
839. Prof	Elizabeth A L Stine-Morrow	Faculty	\$109,291
840. Assoc Prof	Brent J Heuser	Faculty	\$109,259
841. Prof	Jeffrey F Gardner	Faculty	\$109,239
842. Prof	William S Hammack	Faculty	\$109,206
843. Prof	Carl M Parsons	Faculty	\$109,000
844. Lecturer	Thomas Finnegan	Faculty	\$109,000
845. Prof	Elizabeth H Pleck	Faculty	\$108,972
846. Prof	Yoshitsugu Oono	Faculty	\$108,900
847. Prof	Bruce A Reznick	Faculty	\$108,851
848. Assoc Prof	Shaowen Wang	Faculty	\$108,801
849. Prof Of Vet Clin Immunol	Federico A Zuckermann	Faculty	\$108,712
850. Prof	Steven M Errede	Faculty	\$108,700
851. Prof	Eric R Vimr	Faculty	\$108,500
852. Asst Dir	Michael R Pflugmacher	Administrator	\$108,449
853. Prof	Jian-Min Zuo	Faculty	\$108,441
854. Prof	Ronald M Weigel	Faculty	\$108,419
855. Assoc Prof	Kenneth T Christensen	Faculty	\$108,415
856. Prof	James Rounds	Faculty	\$108,349
857. Prof	Floyd K McKeith	Faculty	\$108,250

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
858. Asst Dean For Advcmt	Roger Lee Laramée	Administrator	\$108,212
859. Assoc Dir	Karen M Partlow	Administrator	\$108,155
860. Assoc Prof	Chengxiang Zhai	Faculty	\$107,994
861. Grad Prgms Dir	Elizabeth H Stovall	Administrator	\$107,850
862. Prof	David J Williams	Faculty	\$107,720
863. Assoc Prof	Harley T Johnson	Faculty	\$107,706
864. Asst Prof	Yvette Joyce Johnson-Walker	Faculty	\$107,666
865. Assoc Prof	Thomas J Rudolph	Faculty	\$107,637
866. Asst Prof	Stuart Charles Clark-Price	Faculty	\$107,595
867. Assoc Prof	Scott Althaus	Faculty	\$107,576
868. Assoc Prof	Harry Dankowicz	Faculty	\$107,532
869. Prof	Futing Liao	Faculty	\$107,500
870. Asst Director - Dvm	Sarah O Allison	Administrator	\$107,351
871. Prof	Jang-Mei Gloria Wu	Faculty	\$107,122
872. Asst Dean For Advance	Brenda Kay Betts	Administrator	\$107,122
873. Assoc Prof	Robin Hillary Kravets	Faculty	\$107,116
874. Prof	Bruce E Branham	Faculty	\$107,080
875. Prof Of Physiol	Rhanor Gillette	Faculty	\$107,002
876. Prof	Howard Berenbaum	Faculty	\$107,000
877. Vst Asst Prof	Vishal Sachdev	Faculty	\$107,000
878. Prof	Ronald Romm	Faculty	\$106,929
879. Prof Of Small Grain Breeding	Frederic L Kolb	Faculty	\$106,911
880. Dir	Gail Rooney	Administrator	\$106,836
881. Prof	Mark B David	Faculty	\$106,791
882. Prof	Ann M Nardulli	Faculty	\$106,774
883. Prof	Salim Rashid	Faculty	\$106,765
884. Prof	Stephen K Farrand	Faculty	\$106,685
885. Prof	Eduardo Diazmunoz	Faculty	\$106,646
886. Prof	William M Calder	Faculty	\$106,611
887. Assoc Prof	Samuel N Kamin	Faculty	\$106,575
888. Prof	Joseph B Miles	Faculty	\$106,575
889. Sr Dir Of Development	Leanne R Courson	Administrator	\$106,575
890. Res Assoc Prof	Jon Patrick Gant	Faculty	\$106,575
891. Prof	Rahim F Benekohal	Faculty	\$106,500
892. Prof	Kimberly J Shiness	Faculty	\$106,348
893. Prof	Lisa Nakamura	Faculty	\$106,330
894. Prof	Jose E Schutt-Aine	Faculty	\$106,277
895. Prof	Prasanta Kumar Kalita	Faculty	\$106,152
896. Prof	Paul Lansing	Faculty	\$106,080
897. Prof	Zoltan Furedi	Faculty	\$106,075
898. Assoc Dir Corp Rel	Roger Vanhoy	Administrator	\$106,050
899. Assoc Prof	Ramavarapu S Sreenivas	Faculty	\$106,004
900. Prof	Scott S Willenbrock	Faculty	\$106,000
901. Prof	Kelly Anne Tappenden	Faculty	\$106,000
902. Prof	Roderick Ian Mackie	Faculty	\$105,900
903. Prof	Kevin Ford	Faculty	\$105,650
904. Prof	John Dee	Faculty	\$105,588
905. Assoc Prof	Jont Allen	Faculty	\$105,580

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
906. Assoc Prof	Sariel Har-Peled	Faculty	\$105,533
907. Prof	Matti Bunzl	Faculty	\$105,500
908. Lecturer	Michael Joseph Sandretto	Faculty	\$105,400
909. Prof	Henrique M Reis	Faculty	\$105,359
910. Clin Assoc Prof	Laura Diane Garrett	Faculty	\$105,352
911. Prof	John E Hummel	Faculty	\$105,311
912. Prof	Matthew C Ehrlich	Faculty	\$105,177
913. Prof	Ronald P Toby	Faculty	\$105,102
914. Prof	Youssef M A Hashash	Faculty	\$105,060
915. Prof	Sergei V Ivanov	Faculty	\$105,025
916. Prof	Naomi C R Makins	Faculty	\$105,000
917. Prof	Michael Stone	Faculty	\$105,000
918. Lecturer	Maria T Alexandre	Faculty	\$105,000
919. Dir	Robyn M Deterding	Administrator	\$105,000
920. Dir, Application Serv	Joseph G Gulick	Administrator	\$105,000
921. Asst Dean For Infrastruct	Erik L Hege	Administrator	\$105,000
922. Int Dir Of Fin & Rsrc Plng	Robert D Kessler	Administrator	\$105,000
923. Prof	Laura Ann McCloskey	Faculty	\$105,000
924. Dir Cntr Translation Studi	Elizabeth Lowe McCoy	Administrator	\$105,000
925. Dir, College Human Rsrc	Kathryn Irene Seybert	Administrator	\$105,000
926. Vst Clin Asst Prof	Kenneth R Welle	Faculty	\$105,000
927. Prof	Leon C Chai	Faculty	\$104,823
928. Prof	Richard A Weinzierl	Faculty	\$104,819
929. Prof	Fouad Abd El Khalick	Faculty	\$104,785
930. Sr Dir Of Devlp	Timothy P Durst	Administrator	\$104,500
931. Asst Prof	Rohit Bhargava	Faculty	\$104,458
932. Prof	William C Sullivan	Faculty	\$104,440
933. Assoc Prof	Xinyuan Dai	Faculty	\$104,315
934. Prof	William G Buttlar	Faculty	\$104,244
935. Prof	Russell W Giannetta	Faculty	\$104,237
936. Prof	Liora Bresler	Faculty	\$104,115
937. Prof	Daniel Wayne Pack	Faculty	\$104,108
938. Dir	D Lynette O'Neal	Administrator	\$104,058
939. Prof	John W Kindt	Faculty	\$104,040
940. Prof	Nancy Blake	Faculty	\$104,000
941. Prof	Marius Junge	Faculty	\$104,000
942. Prof	John Killefer	Faculty	\$104,000
943. Assoc Dir	Timothy A Gress	Administrator	\$104,000
944. Prof	Michel Regenwetter	Faculty	\$104,000
945. Prof	James E Wiss	Faculty	\$104,000
946. Director, Counseling Center	Carla J McCowan	Administrator	\$103,848
947. Prof	Helen A Neville	Faculty	\$103,768
948. Prof	J Douglas McDonald	Faculty	\$103,620
949. Prof	D Fairchild Ruggles	Faculty	\$103,611
950. Prof	Richard B Sowers	Faculty	\$103,500
951. Asst Dean For Advcmnt	Michelle Renee Wellens	Administrator	\$103,500
952. Assoc Prof	Kevin Chen-Chuan Chang	Faculty	\$103,485
953. Dir Of Advancement	Lizbeth Anne Katsinas	Administrator	\$103,300

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
954. Prof	Robin L Jarrett	Faculty	\$103,205
955. Clin Assoc Prof	Karen Terio	Faculty	\$103,170
956. Assoc Prof	Grigore Rosu	Faculty	\$103,087
957. Prof	Gary Donald Schnitkey	Faculty	\$103,059
958. Prof	Kevin T Pitts	Faculty	\$103,000
959. Asst Prof	Kara M Lascola	Faculty	\$103,000
960. Clin Asst Prof	Mauria A O'Brien	Faculty	\$103,000
961. Asst Prof	Jacqueline M Wypij	Faculty	\$103,000
962. Asst Dean & Dir, Engr Car Svc	Sarah Marie Zehr	Administrator	\$103,000
963. Prof	Carol K Augspurger	Faculty	\$102,863
964. Dir Trial Advocacy	J Steven Beckett	Administrator	\$102,803
965. Prof	Susan Gray Davis	Faculty	\$102,713
966. Prof Of Food Chem	Keith R Cadwallader	Faculty	\$102,630
967. Assoc Prof	Steven Sam Lumetta	Faculty	\$102,630
968. Prof	Mark E Nelson	Faculty	\$102,601
969. Assoc Prof	Dimitrios C Kyritsis	Faculty	\$102,532
970. Assoc Dir For Applied Research	Nandakishore Rajagopalan	Administrator	\$102,485
971. Prof	Timothy G McCarthy	Faculty	\$102,454
972. Dir Bdgt Rsrsc Plng	Mike Marquissee	Administrator	\$102,360
973. Prof	Paul Hergenrother	Faculty	\$102,350
974. Prof	Louis S Bergonzi	Faculty	\$102,295
975. Prof	Daniel J Sullivan	Faculty	\$102,204
976. Prof	Joseph C Squier	Faculty	\$102,040
977. Assoc Dir	Elizabeth G Dennison	Administrator	\$102,000
978. Prof	Daniel J Simons	Faculty	\$102,000
979. Prof	Alex E Winter-Nelson	Faculty	\$101,924
980. Prof	George D Gollin	Faculty	\$101,900
981. Prof	Steven Robert Blanke	Faculty	\$101,643
982. Prof	Douglas B West	Faculty	\$101,628
983. Prof Of Soybean Cyst Nematode	Terry L Niblack	Faculty	\$101,622
984. Prof Of Soybean Breeding	Brian W Diers	Faculty	\$101,600
985. Prof	Robert A Aherin	Faculty	\$101,580
986. Prof	David Price	Faculty	\$101,500
987. Assoc Prof	Paul E McNamara	Faculty	\$101,500
988. Sr Asst Dir Info Serv	James Paul Quisenberry	Administrator	\$101,500
989. Prof	Peter A Orlean	Faculty	\$101,453
990. Prof	David S Bullock	Faculty	\$101,425
991. Prof	Hayri Onal	Faculty	\$101,425
992. Prof	Jie Chen	Faculty	\$101,375
993. Prof	Scott Alan Wyatt	Faculty	\$101,278
994. Prof	Bruce A Conway	Faculty	\$101,210
995. Asst Prof	Richard S Akresh	Faculty	\$101,152
996. Assoc Prof	Min-Feng Yu	Faculty	\$101,123
997. Assoc Prof	Indranil Gupta	Faculty	\$101,119
998. Prof Of Food Chemistry	Shelly J Schmidt	Faculty	\$101,000
999. Prof	Susan Tolman	Faculty	\$101,000
1000. Prof	Margaret Elen Deming	Faculty	\$101,000
1001. Prof	Slawomir Solecki	Faculty	\$101,000

Exhibit 45 UIUC COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1002. Prof	David Ian Weightman	Faculty	\$101,000
1003. Prof	Dan B Faulkner	Faculty	\$100,850
1004. Prof	David Seigler	Faculty	\$100,747
1005. Asst Prof	Seung-Hyun Hong	Faculty	\$100,735
1006. Prof	Leslie J Struble	Faculty	\$100,500
1007. Prof	Hye Suk James Yoon	Faculty	\$100,489
1008. Assoc Dir Proj Management	Frank Schwarz	Administrator	\$100,285
1009. Asst Dean For Advancement	Sara M Kelley	Administrator	\$100,202
1010. Assoc Prof	Marco Caccamo	Faculty	\$100,184
1011. Prof	Sarah Jane McCarthy	Faculty	\$100,138
1012. Assoc Prof	Mark Allan Hasegawa-Johnson	Faculty	\$100,127
1013. Assoc Prof	Paul Scott Carney	Faculty	\$100,110
1014. Prof	Robert B Olshansky	Faculty	\$100,042
1015. Prof	Sandra Luisa Rodriguez-Zas	Faculty	\$100,000
1016. Prof	Robert G Leigh	Faculty	\$100,000
1017. Prof	Walter L Hurley	Faculty	\$100,000
1018. Prof	Romana Angelika Nowak	Faculty	\$100,000
1019. Prof	Carolyn Jane Anderson	Faculty	\$100,000
1020. Assoc Prof	Anne Baranger	Faculty	\$100,000
1021. Vst Assoc Prof	Richard Warner Clark	Faculty	\$100,000
1022. Prof	Dov Cohen	Faculty	\$100,000
1023. Sr Dir Of Devlp	Barry Dickerson	Administrator	\$100,000
1024. Clin Asst Prof	Santiago Daniel Gutierrez Nibeyro	Faculty	\$100,000
1025. Assoc Dir Engr Svcs	Fred Hahn	Administrator	\$100,000
1026. Prof	Gaines B Hall	Faculty	\$100,000
1027. Asst Dean	John Howard Hedeman	Administrator	\$100,000
1028. Prof	Arthur Melnick	Faculty	\$100,000
1029. Lecturer	Frank Nekrasz	Faculty	\$100,000
1030. Asst Dean-Registration & Adv	Collette M Niland	Administrator	\$100,000
1031. Prof	Robert Dale Parker	Faculty	\$100,000
1032. Prof	Eva Marie Pomerantz	Faculty	\$100,000
1033. Prof	Karen D Rudolph	Faculty	\$100,000
1034. Int Deputy Dir	Andrea L Ruedi	Administrator	\$100,000
1035. Assoc Prof	Philip F Solter	Faculty	\$100,000
1036. Senior Director Bus Car Svcs	Pnina Gottlieb Steiner	Administrator	\$100,000
1037. Asst Dean	Jewell White	Administrator	\$100,000
Total			\$152,481,293
<i>Position titles above may be slightly different than the organizational chart. Total may not add due to rounding.</i>			
Source: University of Illinois data.			

**OFFICE OF THE AUDITOR GENERAL
Management Audit of Public Universities**

*Report on
Western Illinois University*

**Legislative Audit Commission Resolution No. 143
Fiscal Year 2011**

Management Audit of Public Universities WESTERN ILLINOIS UNIVERSITY

Western Illinois University (WIU) was established in 1899 as Western Illinois Normal and Training School and opened its doors in 1902 in Macomb. Today, WIU also operates a satellite campus in the Quad Cities. The Carnegie Classification for WIU is “*master’s colleges and universities (larger programs)*,” which means that WIU awards a high number of master’s degrees but a small number of research doctorates.

SOURCE: ILLINOIS BLUE BOOK

Western Illinois University serves more than 13,000 students through its traditional campus in Macomb and its Quad Cities campus in Moline. Both campuses offer state-of-the-art technology and facilities, accomplished faculty, and a wide range of academic and extracurricular opportunities. At the heart of the university are four core values of academic excellence, educational opportunity, personal growth and social responsibility.

1. Board of Trustees

Western Illinois University is governed by a Board of Trustees that is established by Illinois statute (110 ILCS 690). The Board is made up of eight members. Seven members are appointed by the Governor and confirmed by the Illinois Senate. The other trustee is a student, elected by the student body. Appointed trustees serve a six year term while the student trustee serves a one year term.

Trustees are not compensated for serving on the Board but receive reimbursement for expenses incurred while on university business. Restrictions on serving on the Board are that no more than four members may be from any one political party; all the members must be residents of Illinois; and members cannot work for the State of Illinois or any entity overseen by the Board of Trustees nor have any interest in any contracts made by the Board.

2. Management Structure

Western Illinois University is led by the President, who reports to the Board of Trustees. The organization is structured into two main areas, the offices who report directly to the president and the divisions that are led by vice presidents. There are six direct reporting offices and five divisions. Each of the offices are led by a director, except for Governmental Relations, which is led by an assistant to the president. The six offices are:

- (i) Internal Auditing;
- (ii) Equal Opportunity and Access;
- (iii) Budget;
- (iv) Alumni Programs;
- (v) Institutional Research and Planning; and
- (vi) Governmental Relations.

The five divisions are Academic Affairs; Administrative Services; Student Services; Advancement and Public Services; and Quad Cities, Planning and Technology.

- Academic Affairs is led by the Provost and Vice President. Academic Affairs is in charge of “*intellectual standards; academic planning and budgeting; and the recruitment, retention, and development of faculty. Other responsibilities include program development, review, and assessment; academic policies and procedures; and personnel actions involving faculty and academic support professionals.*” Under the Provost are two associate vice presidents, an assistant vice president, the five deans in charge of the colleges and the library and the offices of: (i) the Institute of Rural Affairs; (ii) the Centennial Honors College; (iii) the Center for Innovation in Teaching Research; and (iv) Distance Learning, International Studies and Outreach. Each of the offices is led by a director.

- The next division is Administrative Services. Administrative Services is responsible for conducting the business operations of WIU, providing auxiliary services, providing human resource services, maintaining and improving university facilities, ensure safety for the campus and procuring all necessary goods and services. Under the vice president is an assistant vice president and the offices led by directors:
 - (i) Business Services;
 - (ii) Purchasing;
 - (iii) Human Resources;
 - (iv) Public Safety;
 - (v) Administrative Information Management Systems;
 - (vi) Physical Plant; and
 - (vii) Document and Publication Services.

- The division of Student Services is led by the vice president. This division is responsible for providing “. . . *activities and programs that enhance the academic mission of Western Illinois University.*” Reporting to the vice president are:
 - (i) the assistant to the vice president/director of community relations;
 - (ii) the assistant vice president/athletics director;
 - (iii) three associate vice presidents (one only served part of the year);
 - (iv) Electronic Student Services;
 - (v) University Counseling Center;
 - (vi) the Beu Health Center; and
 - (vii) Admissions.

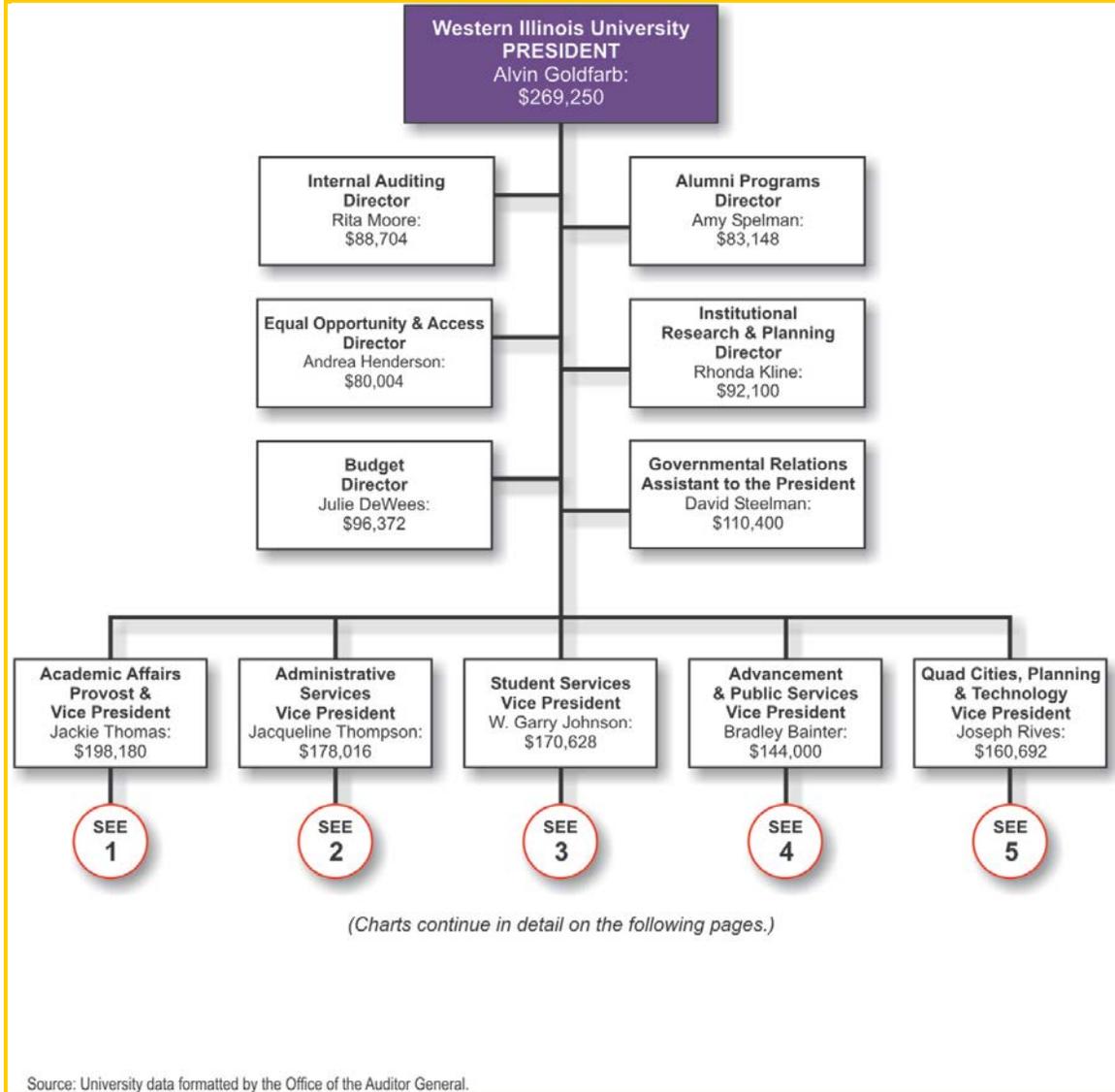
- The fourth division is Advancement and Public Services. “*The mission of the Division of Advancement and Public Services at Western Illinois University is to share information about the achievements of the University, its students, faculty, alumni and programs; and to articulate the institution's needs in the form of budgetary, philanthropic and programmatic support.*” Reporting to the vice president are:
 - (i) University Marketing;
 - (ii) University Relations;
 - (iii) Development/Foundation, and
 - (iv) University Scholarship Activities.

- The final division is called Quad Cities, Planning and Technology. This division “. . . oversees the Western Illinois University-Quad Cities Campus, as well as University Planning for the two campuses of Western Illinois University . . . University Planning coordinates institutional planning, including the University’s Higher Values in Higher Education 2008-2018 Strategic Plan, campus master and technology plans for both Western Illinois University campuses (Macomb and Quad Cities), and institutional accreditation reporting for the Higher Learning Commission-North Central Association of Colleges and Schools.”
 - Under the vice president is an assistant vice president, the directors responsible for the offices at WIU’s Quad Cities campus, and the directors in charge of the technology offices. The Quad Cities directors are responsible for:
 - (a) Marketing;
 - (b) Development;
 - (c) Academic and Student Services; and
 - (d) WQPT.
 - There is: (i) an assistant vice president for University Technology; (ii) a director of University Technology; (iii) a Chief Technology Security Officer; and (iv) the executive director of Technology User Support Services.

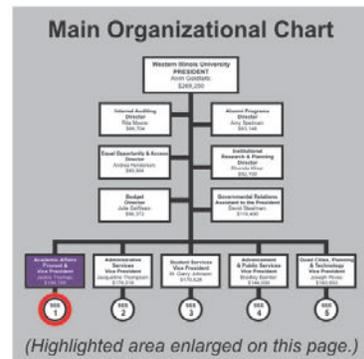
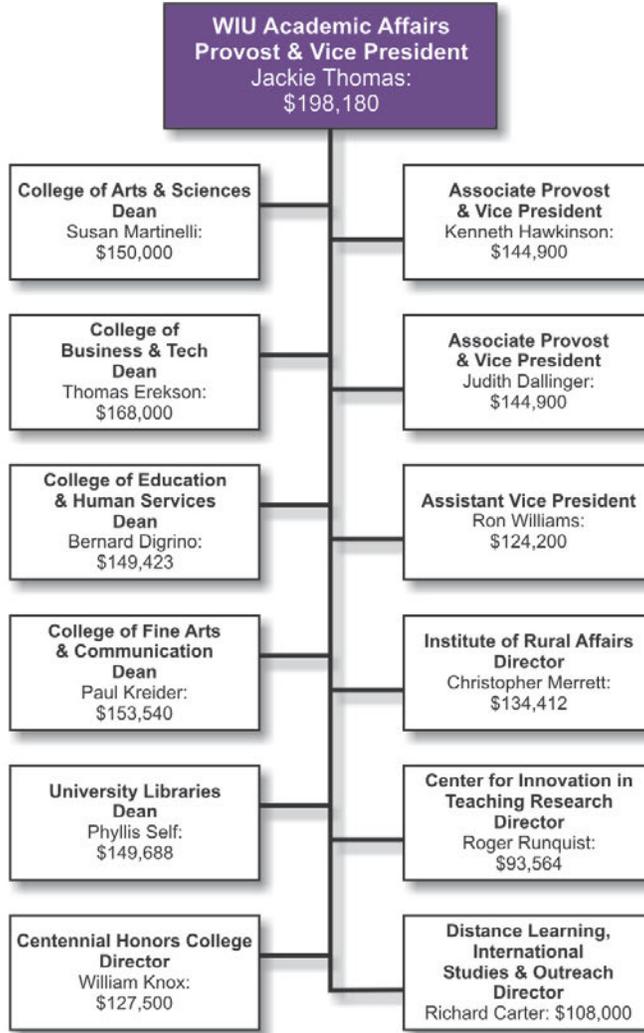
WIU had over 150 administrators in fiscal year 2011 that were paid nearly \$12.5 million for an average of \$78,000, as shown in Exhibit 1.

Exhibit 1 WIU ADMINISTRATORS Fiscal Year 2011			
Positions	Number of Positions	Total Amount	Average Amount
1. President	1	\$269,250	\$269,250
2. Vice President	4	\$653,336	\$163,334
3. Associate Vice President	3	\$301,878	\$100,626
4. Assistant Vice President	5	\$525,463	\$105,093
5. Provost	1	\$198,180	\$198,180
6. Associate Provost	2	\$289,800	\$144,900
7. Executive Director	1	\$101,556	\$101,556
8. Director	77	\$5,609,564	\$72,851
9. Dean	5	\$770,651	\$154,130
10. Other	60	\$3,744,835	\$62,414
Total	159	\$12,464,514	\$78,393
<i>Totals may not add due to rounding</i>			
Source: OAG analysis of Western Illinois University data.			

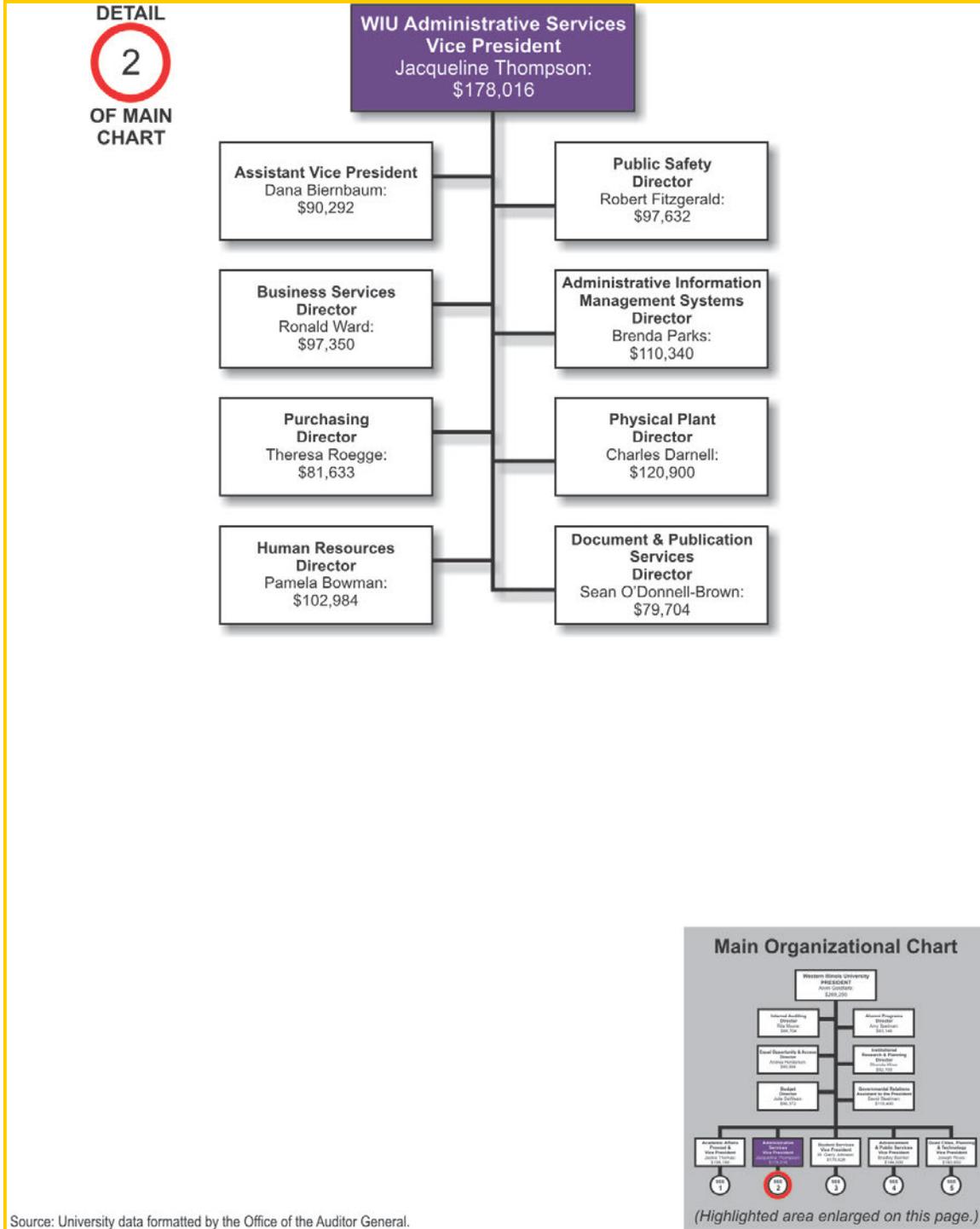
**Exhibit 2
Organizational Chart
WESTERN ILLINOIS UNIVERSITY
Fiscal Year 2011**



DETAIL
1
 OF MAIN
 CHART



Source: University data formatted by the Office of the Auditor General.

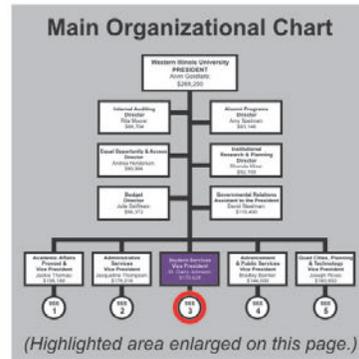
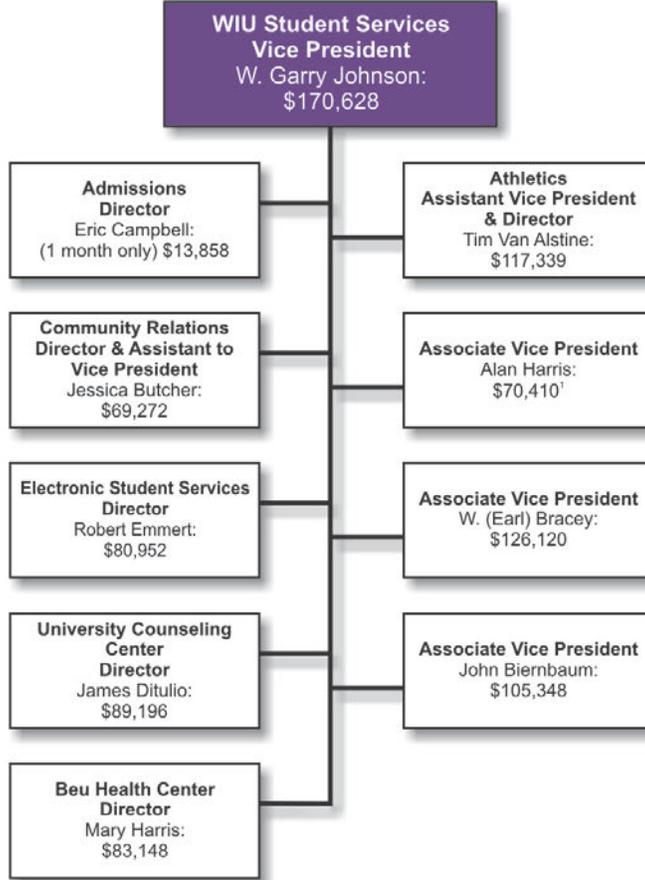


Source: University data formatted by the Office of the Auditor General.

DETAIL

3

OF MAIN CHART



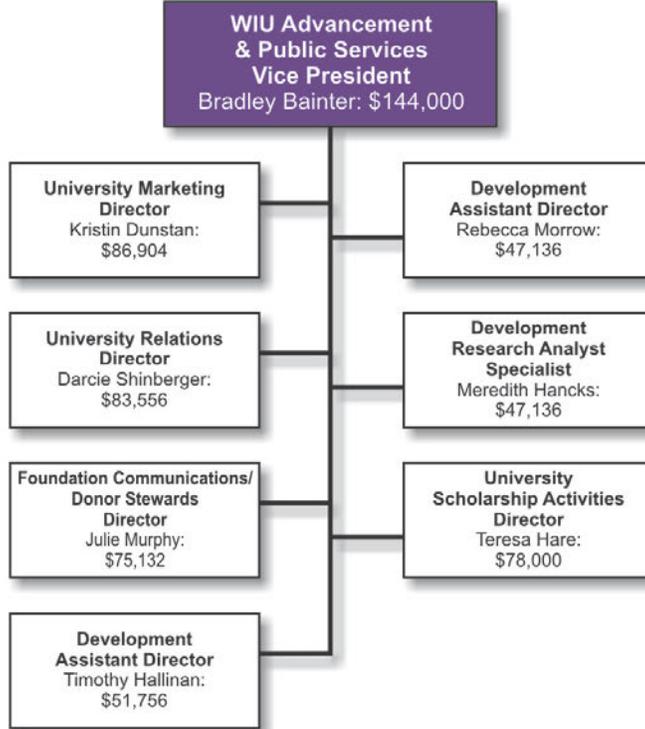
¹ Served only part of the year.

Source: University data formatted by the Office of the Auditor General.

DETAIL

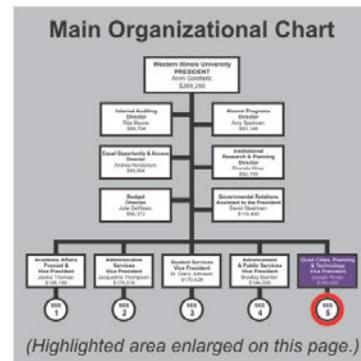
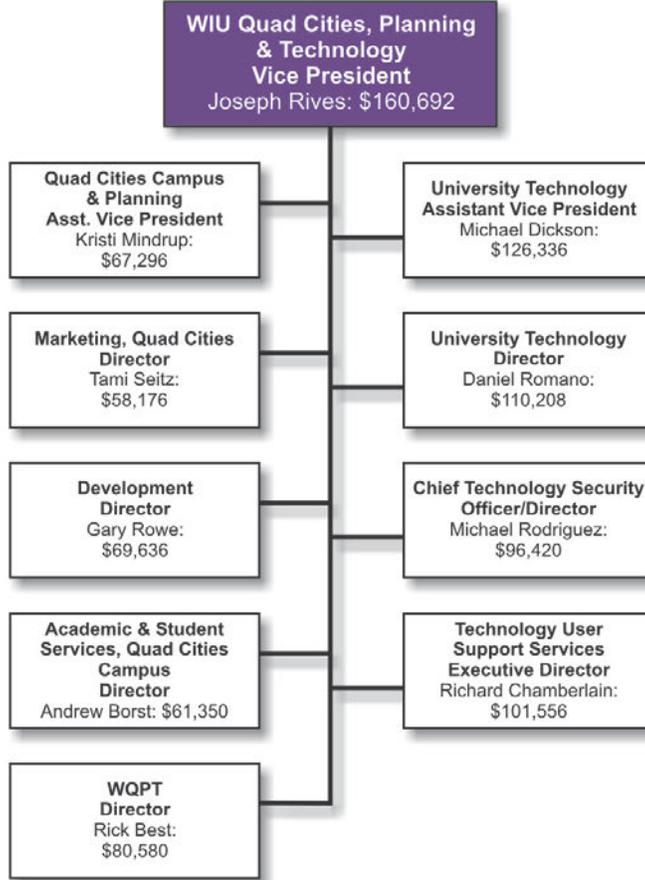
4

OF MAIN CHART



Source: University data formatted by the Office of the Auditor General.

DETAIL
5
 OF MAIN
 CHART



Source: University data formatted by the Office of the Auditor General.

3. Enrollment

Western Illinois University had a total enrollment of 12,585 students: 10,392 were full-time students (83%) and 2,193 were part-time students (17%). Undergraduate students were 83 percent at 10,474 and graduate students were 17 percent at 2,111, as shown in Exhibit 3.

Exhibit 3 WIU ENROLLMENT Fiscal Year 2011	
Enrollment Status	Students in Fall 2010
Full-time	10,392
Part-time	2,193
Undergraduate	10,474
Graduate	2,111
Total Students	12,585
Full-time Equivalent (FTE)	11,019
Source: Western Illinois University data.	

4. Tuition and Fees

Tuition and fees totaled \$10,149 for undergraduates and \$8,845 for graduate students. Room and board for undergraduates cost \$8,138, as shown in Exhibit 4.

Exhibit 4 WIU TUITION AND FEES Fiscal Year 2011	
Enrollment Status	Amount
Undergraduate	
Tuition and Fees	\$10,149
Room and Board	\$8,138
Total	\$18,287
Graduate	\$8,845
Source: Western Illinois University data.	

5. Revenues and Expenditures

Western Illinois received \$126 million (44% of total revenues) in fiscal year 2011 from State appropriations. Tuition and fees provided \$76 million and sales and service, which includes money raised by the operation of auxiliary enterprises, for example residence halls and food services, raised \$56 million, as shown in Exhibit 5.

Exhibit 5 WIU REVENUE BY SOURCE Fiscal Year 2011 (\$ in millions)		
Revenue Source	Amount	%
Tuition and Fees	\$76.0	26.4%
Federal	\$25.5	8.9%
State	\$125.6	43.6%
Sales and Service	\$55.7	19.3%
Other Revenue	\$5.5	1.9%
Total	\$288.2	100%
<i>Totals may not add due to rounding.</i>		
Source: Western Illinois University data and OAG calculation.		

WIU’s largest expenditures were “other” expenditures at over \$120 million (46%), instruction at over \$60 million (23%), and student services at \$20 million (7.5%), as shown in Exhibit 6.

The expenditures below are defined by the Illinois Board of Higher Education (IBHE) as follows:

- **Instruction** covers all activities related to “. . . eliciting some measure of ‘educational change’ in a learner or group of learners.”
- **Research** relates to the research activities carried out by universities.
- **Public service** refers to working with the community at large – e.g., community education, extension services, and public broadcasting.

- **Academic support** consists of support of the three main functions of the university (instruction, research and public service).
- **Student services** are services for the students – e.g., intramural sports, counseling and career services, intercollegiate athletics, and financial aid.
- **Institutional support** is the main administrative function and includes executive management, public relations/development, and financial management and operations.
- **Operation and maintenance** of the physical plant covers the upkeep of the buildings and grounds.
- **Other expenditures** cover the items not already included, such as dining and residence hall services, or child care.

Exhibit 6 WIU EXPENDITURES BY FUNCTION Fiscal Year 2011			
Expenditure	Amount	%	Per FTE Student
Instruction	\$61,150,804	23.3%	\$5,550
Research	\$3,142,658	1.2%	\$285
Public Service	\$10,557,238	4.0%	\$958
Academic Support	\$17,268,784	6.6%	\$1,567
Student Services	\$20,013,208	7.6%	\$1,816
Institutional Support	\$12,814,727	4.9%	\$1,163
O &M Physical Plant	\$15,463,334	5.9%	\$1,403
Other	\$121,638,036	46.4%	\$11,039
Total	\$262,048,789	100%	\$23,782

Source: University financial audit and OAG calculation.

6. University President

We reviewed the president’s contract which contained the following provisions:

- **Salary.** WIU’s President’s salary is set annually by the Board of Trustees.
- **Retirement.** There are no specific provisions outlining any retirement provisions for the President.
- **Housing.** The President has use of the university owned residence and will be reimbursed for official entertainment expenses, both at the residence and elsewhere.
- **Automobile.** The President was given an automobile for business and personal use that is maintained by the university as well as fuel for business use is paid for by the university. He is also reimbursed for any reasonable travel expenses, including for his wife, on no more than two out of state professional business trips annually.
- **Memberships.** Professional or civic organization membership fees are covered by the university.
- **Termination.** There is extensive language in the presidential contract about the process of arbitration that might occur if the President is terminated.
- **Time Off.** The President receives the standard 1.5 sick days/month and 2 vacation days a month that can be accrued to the maximum allowable. Additionally, the President has the standard amount of non-cumulative sick days. The President is also granted three paid personal days a year.

7. Sabbaticals/Leaves of Absence

WIU had 27 faculty take sabbaticals/leaves of absence during fiscal year 2011: 23 were faculty members who took sabbaticals for one semester and 4 took sabbaticals for the entire academic year at half year’s pay. Their total **annual** compensation was \$2,120,625 and the amount paid for the sabbaticals was \$1,128,785, as shown in Exhibit 7.

Exhibit 7 WIU SABBATICALS/LEAVES OF ABSENCE Fiscal Year 2011				
Position	Annual Salary ¹	Type of Leave	Length of Leave	Funding Source
1. Faculty	\$83,477	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
2. Faculty	\$83,727	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
3. Faculty	\$70,038	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
4. Faculty	\$79,155	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
5. Faculty	\$71,568	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
6. Faculty	\$101,961	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
7. Faculty	\$100,919	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
8. Faculty	\$79,182	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
9. Faculty	\$96,192	Sabbatical at Full Pay	One Term - Spring Term	Not Provided
10. Faculty	\$64,017	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
11. Faculty	\$107,748	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
12. Faculty	\$93,849	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
13. Faculty	\$86,652	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
14. Faculty	\$92,457	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
15. Faculty	\$66,411	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
16. Faculty	\$96,903	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
17. Faculty	\$101,817	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
18. Faculty	\$78,354	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
19. Faculty	\$79,182	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
20. Faculty	\$64,017	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
21. Faculty	\$68,706	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
22. Faculty	\$95,607	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
23. Faculty	\$98,631	Sabbatical at Full Pay	One Term - Fall Term	Not Provided
24. Faculty	\$33,539	Sabbatical at Half Pay	Two Terms (Acad Yr)	Not Provided
25. Faculty	\$33,539	Sabbatical at Half Pay	Two Terms (Acad Yr)	Not Provided
26. Faculty	\$50,144	Sabbatical at Half Pay	Two Terms (Acad Yr)	Not Provided
27. Faculty	\$42,836	Sabbatical at Half Pay	Two Terms (Acad Yr)	Not Provided
Total ²	\$2,120,625			
<u>Notes:</u>				
¹ The salary shown in this column is the annual salary and may not be the amount paid during the length of the sabbatical/leave of absence.				
² The amount paid during the length of the sabbaticals was \$1,128,785.				
Source: Western Illinois University data.				

8. Administrators Who Taught Courses

WIU had one administrator who also taught courses that was paid a total of \$3,498 for teaching the course, as shown in Exhibit 8.

Exhibit 8 WIU ADMINISTRATORS WHO TAUGHT COURSES Fiscal Year 2011				
Administrative Position	Annual Salary	Faculty Position	Course(s) Taught	Additional Salary Paid
1. Director, Academic and Student Services – QC Campus	\$57,852	Instructor	1 course	\$3,498
Total	\$57,852			\$3,498

Source: Western Illinois University data.

9. Administrative Expenditures

We asked each university to provide the administrative expenditures for its senior level administrators, namely the president, vice presidents, and provost. Below are the expenditures that the university provided for these positions for fiscal year 2011, as shown in Exhibit 9. Two vice presidents had entertainment expenditures of over \$10,000 which included expenses for catering/meals, refreshments for events, football tickets for guests, and soda to give away during move-in weekend. See Chapter 5 of the main report on Administrative Expenditures for additional details on the expenses shown in the exhibit below.

Exhibit 9 WIU ADMINISTRATIVE EXPENDITURES Fiscal Year 2011									
Title	Compensation ¹	Retirement ²	Housing	Vehicle	Memberships	Travel	Entertainment	Other ³	Total ⁴
President	\$269,250	\$0	\$13,117	\$8,072	\$0	\$351	\$4,744	\$51,278	\$346,813
Provost	\$198,180	\$0	\$0	\$0	\$180	\$9,916	\$7,408	\$1,701	\$217,385
Vice President	\$178,016	\$0	\$0	\$0	\$0	\$161	\$553	\$93,397	\$272,127
Vice President	\$144,000	\$0	\$0	\$0	\$0	\$9,798	\$15,837	\$0	\$169,635
Vice President	\$170,628	\$0	\$0	\$0	\$0	\$2,470	\$13,793	\$115,822	\$302,714
Vice President	\$160,692	\$0	\$0	\$9,843	\$125	\$8,877	Paid by URO ⁵	\$1,527	\$181,063
Total ⁴	\$1,120,766	\$0	\$13,117	\$17,915	\$305	\$31,573	\$42,335	\$263,725	\$1,489,736

Notes:
¹ Compensation is the actual amount paid during the course of the fiscal year, which may differ from the contracted amount.
² These expenditures are in addition to the regular pension benefits paid to university employees.
³ Other benefits are vacation/sick leave payouts, cell phone reimbursement, internet stipend, university meal card, and retirement/appreciation gifts.
⁴ Totals may not add due to rounding.
⁵ Entertainment expenses for the vice president were paid for by a University Related Organization (URO), such as the Foundation.

Source: Western Illinois University data and OAG calculation.

10. Salaries and Staffing

Western Illinois University had a total of 158 full-time administrators who were paid compensation totaling nearly \$12.5 million in fiscal year 2011 for an average of over \$78,500. WIU had 695 full-time faculty members whose compensation totaled over \$51 million for an average of nearly \$74,000, as shown in Exhibit 10.

A total of 153 faculty and administrators were paid \$100,000 or more per year in fiscal year 2011. These included 23 percent of full-time administrators (36 administrators) and 17 percent of full-time faculty members (117 faculty), as shown in Exhibit 11.

The highest total compensation (salaries, other compensation) at WIU were paid to the President (\$269,250), Vice President/Provost (\$198,180), and the Vice President of Administrative Services (\$178,016), as shown in Exhibit 12.

Exhibit 10 WIU STAFFING Fiscal Year 2011				
	Total Comp	# of Positions	Average Comp	FTE Per Staff ³
Administration ¹	\$12,434,952	158	\$78,702	69.7
Faculty ²	\$51,321,219	695	\$73,843	15.9
Total	\$63,756,171	853	\$74,743	12.9
Notes:				
¹ Only includes full-time administrators. There was 1 part-time administrator with compensation totaling \$29,562 for a total of \$12,464,514 for 159 administrators.				
² Only includes full-time faculty. There were 121 part-time faculty with compensation totaling \$1,154,216 for a total of \$52,475,435 for 816 faculty.				
³ Students per faculty or administrator.				
Source: OAG analysis of Western Illinois University data.				

Exhibit 11 WIU COMPENSATION OVER \$100,000 Fiscal Year 2011	
Administrators > \$100,000/year	36
% of Administrators	23%
Faculty > \$100,000	117
% of Faculty	17%
Total Positions > \$100,000	153
% of Total	18%
<i>Number/percentage based on full-time faculty and administrators.</i>	
Source: OAG analysis of Western Illinois University data.	

Exhibit 12 WIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
1. President	Alvin Goldfarb	Administrator	\$269,250
2. Provost And Academic Vice President	Jackie Thomas	Administrator	\$198,180
3. Vice President For Administrative Services	Jacqueline K Thompson	Administrator	\$178,016
4. Vice President For Student Services	W Garry Johnson	Administrator	\$170,628
5. Dean, College Of Business And Technology	Thomas L Erekson	Administrator	\$168,000
6. Vice President For QC Campus, Planning & Technolog	Joseph Rives	Administrator	\$160,692
7. Dean, College Of Fine Arts And Communication	Paul K Kreider	Administrator	\$153,540
8. Director, Engineering Program	William F Pratt	Faculty	\$150,072
9. Dean, College Of Arts & Sciences	Susan Martinelli	Administrator	\$150,000
10. Dean, University Libraries	Phyllis Christine Self	Administrator	\$149,688
11. Dean, College Of Education & Human Services	Bernard N Digrino	Administrator	\$149,423
12. Chairperson, Dept Of Accountancy	John A Elfrink	Faculty	\$149,040
13. Professor	Gordon K Roskamp	Faculty	\$147,929
14. Director, School Of Computer Sciences	Kathleen Neumann	Faculty	\$147,660
15. Associate Provost & Associate VP, Academic Affairs	Judith M Dallinger	Administrator	\$144,900
16. Associate Provost & Associate VP, Academic Affairs	Kenneth S Hawkinson	Administrator	\$144,900
17. Vice President For Advancement And Public Services	Bradley Lee Bainter	Administrator	\$144,000
18. Chairperson, Dept Of Management	Gordon P Rands	Faculty	\$141,172
19. Chairperson, Dept Of Mathematics	Iraj Kalantari	Faculty	\$140,844
20. Director, Institute For Enviromental Studies	Roger C Viadero Jr	Administrator	\$139,260
21. Associate Dean, College Of Business And Technology	John T Drea	Administrator	\$136,752
22. Director, Illinois Institute For Rural Affairs	Christopher Douglas Merrett	Administrator	\$134,412
23. Chairperson, Dept Of Agriculture	William C Bailey	Faculty	\$134,160
24. Chairperson, Dept Of Philosophy & Religious St.	John K Simmons	Faculty	\$133,788
25. Assistant Dean, Coll Of Education & Human Services	Rori R Carson	Administrator	\$133,176
26. Chairperson, Dept Of Broadcasting	Sharon A Evans	Faculty	\$131,960
27. Assistant Professor	Charles R Pryor	Faculty	\$130,647
28. Chairperson, Dept Of Economics	Tej K Kaul	Faculty	\$130,548
29. Chairperson, Dept Of Geology	Peter L Calengas	Faculty	\$130,428
30. Associate Professor	Phyllis Farley Rippey	Faculty	\$129,974
31. Chairperson, Dept Of Theatre And Dance	David E Patrick	Faculty	\$129,852
32. Chairperson, Dept Of Biological Sciences	Michael Anthony Romano	Faculty	\$129,456
33. Assistant Professor	Wael Aguir	Faculty	\$129,007
34. Director, School Of Nursing	P Lea Monahan	Faculty	\$128,544
35. Director, Illinois Centennial Honors College	William L Knox	Administrator	\$127,500
36. Chairperson, Dept Of Curriculum & Instruction	Cindy J Dooley	Faculty	\$127,272
37. Assistant Vice President, University Technology	Michael Dickson	Administrator	\$126,336
38. Associate Vice President, Student Services	W Earl Bracey	Administrator	\$126,120
39. Assistant Professor	Yuyun A Sejati	Faculty	\$125,742
40. Professor	Hassanali Espahbodi	Faculty	\$125,406
41. Chairperson, Dept Of Educ & Interdisc Studies	Reinhard W Lindner	Faculty	\$125,396

Exhibit 12 WIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
42. Professor	Winthrop B Phippen	Faculty	\$125,214
43. Professor	Mandeep Singh	Faculty	\$125,183
44. Professor	Stephen Axley	Faculty	\$124,451
45. Assistant Vice President	Ronald C Williams	Administrator	\$124,200
46. Professor	Don T Johnson	Faculty	\$122,450
47. Associate Dean, Coll Of Education & Human Services	P Lance Ternasky	Administrator	\$122,124
48. Director, Physical Plant	Charles G Darnell	Administrator	\$120,900
49. Chairperson, Dept Of Dietetics, Fash Merch, & Hosp	Karen Rae Greathouse	Faculty	\$120,464
50. Chairperson, Dept Of Engineering Technology	Clayton Ray Diez	Faculty	\$120,000
51. Professor	Siyoung Park	Faculty	\$119,908
52. Chairperson, Dept Of Physics	Mark S Boley	Faculty	\$119,676
53. Associate Dean, Coll Of Education & Human Services	Erskine R Smith	Administrator	\$119,496
54. Chairperson, Dept Of Psychology	Steven I Dworkin	Faculty	\$119,016
55. Professor	James T Kenny	Faculty	\$118,260
56. Professor	Jeanette A Thomas	Faculty	\$118,257
57. Professor	Chandra S Amaravadi	Faculty	\$117,975
58. Asst. VP For Student Services & Dir. Of Athletics	Tim M Van Alstine	Administrator	\$117,339
59. Professor	John Quincy Adams	Faculty	\$117,318
60. Chairperson, Dept Of History	Virginia R Boynton	Faculty	\$116,988
61. Professor	Edward M Knod Jr	Faculty	\$116,845
62. Professor	Joseph J Dobson	Faculty	\$116,297
63. Chairperson, Dept Of Rec, Park And Tourism Admin	K Dale Adkins	Faculty	\$115,272
64. Professor	Jeanne M Clerc	Faculty	\$115,128
65. Assistant Professor	Christopher Robert Jones	Faculty	\$115,002
66. Professor	James Brakefield	Faculty	\$114,924
67. Professor	John Joseph Gruidl	Faculty	\$114,672
68. Chairperson, Dept Of Educational Leadership	Jess E House	Faculty	\$113,856
69. Chairperson, Dept Of Instructional Tech & Telecomm	Hoyet H Hemphill	Faculty	\$113,556
70. Chairperson, Dept Of Sociology And Anthropology	John F Wozniak	Faculty	\$113,484
71. Director, School Of Music	Bart Shanklin	Faculty	\$113,484
72. Professor	James Caldwell	Faculty	\$113,190
73. Professor	Mary M Jensen	Faculty	\$113,178
74. Professor	Byoung J Lee	Faculty	\$113,130
75. Professor	Donna S Mccaw	Faculty	\$112,747
76. Professor	Edward E Hamann	Faculty	\$112,680
77. Professor	Mohammad A Siddiqi	Faculty	\$112,536
78. Professor	T K Vinod	Faculty	\$112,176
79. Professor	Ronald J Bauerly	Faculty	\$112,148
80. Associate Professor	James L Patterson	Faculty	\$111,983
81. Professor	Gayle Tronvig Carper	Faculty	\$111,490
82. Professor	Peppi Michelle Kenny	Faculty	\$111,453
83. Professor	William Paul Mccamey	Faculty	\$111,333
84. Professor	Kenneth Wayne Durkin	Faculty	\$111,096

Exhibit 12 WIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
85. Associate Professor	Gregg S Woodruff	Faculty	\$110,880
86. Associate Dean, College Of Arts & Sciences	James Alan Schmidt	Administrator	\$110,592
87. Assistant To The President	David L Steelman	Administrator	\$110,400
88. Director Of Administrative Computing	Brenda Sue Parks	Administrator	\$110,340
89. Director, University Technology	Daniel A Romano	Administrator	\$110,208
90. Professor	John Paul Carlson	Faculty	\$110,143
91. Professor	Valerie S Smead	Faculty	\$110,126
92. Chairperson, Dept Of Kinesiology	Janet K Wigglesworth	Faculty	\$110,004
93. Associate Professor	Steven C Hunt	Faculty	\$109,960
94. Professor	William P Mcfarland	Faculty	\$109,670
95. Professor	Adee Athiyaman	Faculty	\$109,464
96. Professor	Sharon Ann Maroney	Faculty	\$108,652
97. Dir, Distance Learning, Int'l Studies, & Outreach	Richard W Carter	Administrator	\$108,000
98. Associate Professor	Hongbok Lee	Faculty	\$107,787
99. Professor	Bruce R Harris	Faculty	\$107,670
100. Chairperson, Dept Of Political Science	Keith A Boeckelman	Faculty	\$107,616
101. Professor	Michael L McGowan	Faculty	\$107,585
102. Director, School Of Law Enforcement & Justice Admin	Terry M Mors	Faculty	\$107,580
103. Professor	Gloria Ann Delany-Barmann	Faculty	\$107,555
104. Professor	Paul Vincent Paccione	Faculty	\$107,541
105. Chairperson, Dept Of Women's Studies	Aimee Dunn Shouse	Faculty	\$107,364
106. Professor	Marko Kranjc	Faculty	\$107,261
107. Professor	Isaac H Dunlap	Faculty	\$107,064
108. Professor	Nancy Page Parsons	Faculty	\$106,907
109. Professor	Dean Allan Zoerink	Faculty	\$106,784
110. Professor	Neikal M Made Gowda	Faculty	\$106,370
111. Professor	Clyde L Cronkhite	Faculty	\$106,239
112. Assistant Professor	Samit Chakravorti	Faculty	\$105,908
113. Chairperson, Dept Of Comm Health & Health Serv Mgt	R Mark Kelley	Faculty	\$105,876
114. Professor	Kathy H Barclay	Faculty	\$105,771
115. Professor	Charles E Malone	Faculty	\$105,648
116. Professor	Michael H Hazlett	Faculty	\$105,621
117. Chairperson, Dept Of Chemistry	Rose Marie Mcconnell	Faculty	\$105,540
118. Associate Vice President, Student Services	John Biernbaum	Administrator	\$105,348
119. Assistant Professor	Zhiqiang Yan	Faculty	\$105,032
120. Associate Professor	Susan Marie Stewart	Faculty	\$104,836
121. Professor	Steven M Rock	Faculty	\$104,832
122. Chairperson, Department Of Communication	Peter Jorgensen	Faculty	\$104,791
123. Professor	Timothy J Kupka	Faculty	\$104,788
124. Associate Dean, College Of Arts & Sciences	Russell Edward Morgan	Administrator	\$104,661
125. Associate Professor	D Diane Sandage	Faculty	\$104,577
126. Professor	Sara Denise Simonson	Faculty	\$104,558
127. Associate Professor	Craig A Conrad	Faculty	\$103,921
128. Professor	Martin J Maskarinec	Faculty	\$103,788
129. Professor	Lisa Wen	Faculty	\$103,631
130. Chairperson, Dept Of Art	Charles A Wright	Faculty	\$103,500

Exhibit 12 WIU COMPENSATION OF AT LEAST \$100,000 Fiscal Year 2011			
Position (titles provided by university)	Name	Classification	Compensation
131. Associate Professor	Nicholas S Winowich	Faculty	\$103,340
132. Professor	Donald Evvy Crouch	Faculty	\$103,284
133. Professor	Gregory P Montalvo Jr	Faculty	\$103,184
134. Professor	Binto George	Faculty	\$103,098
135. Director, Human Resources	Pamela L Bowman	Administrator	\$102,984
136. Professor	Eugene W Mathes	Faculty	\$102,951
137. Associate Professor	Lloyd C Kilmer	Faculty	\$102,800
138. Professor	Shengming Tang	Faculty	\$102,748
139. Professor	Georg Werner Gunzenhauser	Faculty	\$102,730
140. Professor	In Lee	Faculty	\$102,562
141. Professor	Danny E Terry	Faculty	\$102,230
142. Professor	James Clayton Stegall	Faculty	\$102,119
143. Exec Director, Technology User Support Services	Richard Chamberlain	Administrator	\$101,556
144. Professor	Anita E Werling	Faculty	\$101,223
145. Assistant Director, Computer Center	George D Dranes	Administrator	\$101,196
146. Associate Professor	Ka Sing Man	Faculty	\$101,160
147. Professor	J Bowman Bailey	Faculty	\$100,890
148. Associate Professor	George Mangalaraj	Faculty	\$100,796
149. Professor	Nader Vakil	Faculty	\$100,671
150. Professor	Deanna S Forney	Faculty	\$100,449
151. Professor	Mikhail V Grachev	Faculty	\$100,404
152. Associate Professor	Michael A Tracey	Faculty	\$100,352
153. Assistant to the Executive Director	Teresa Lynn North	Administrator	\$100,296
Total			\$18,199,961
<i>Position titles shown above may be slightly different than the organizational chart.</i> <i>Totals may not add due to rounding.</i>			
Source: Western Illinois University data.			

Appendix

DATA COLLECTION INSTRUMENTS

(Sent to Universities by the Office of the Auditor General)

Management Audit of Illinois' Public Universities
DIRECTIONS

*Do **not** provide any legally confidential or sensitive data (e.g., social security numbers, personal information). If such data can not be redacted or deleted, please contact us first.*

University/Campus:

Submitted By (name, title, date):

1. **AUDIT RESOLUTION.** The Legislative Audit Commission has directed the Office of the Auditor General to compare the following regarding Illinois' nine public universities:
 - The management structure of each Illinois public university and related costs.
 - Operating expenses by function, including instruction.
 - Administrative salaries to faculty salaries, including analyzing benefits in contracts for administrators.
 - Selected administrative expenditures.
2. **DEADLINE.** Please submit all the information as soon as possible but no later than:
 - July 9, 2012 – Chicago State University and Governors State University with less than 10,000 total students each.
 - July 16, 2012 – Eastern Illinois University, Northeastern Illinois University, and Western Illinois University with 10,000 and 20,000 total students each.
 - July 23, 2012 – Illinois State University and Northern Illinois University with 20,000 and 30,000 total students each.
 - July 30, 2012 – Southern Illinois University with 30,000 and 40,000 total students.
 - August 6, 2012 – University of Illinois with over 40,000 total students.
3. **REPLY.** Submit this information to the following auditors (who may also be contacted if you have any questions):
 - Paul Skonberg: oag105@mail.state.il.us
 - Eric Williams: oag108@mail.state.il.us
 - Ameen Dada: oag26@mail.state.il.us

If you wish to mail us the information, our address is: Ameen Dada, Audit Manager, Illinois Auditor General's Office, 740 East Ash Street, Iles Park Plaza, Springfield, IL 62703-3154.
4. **DATA COLLECTION INSTRUMENT.** Please complete this data collection instrument (DCI) which covers some of the information needed to address the audit resolution. Complete it in Microsoft Word, unless specified differently, such as in questions #8 and #9 which request contracts in PDF or questions #6, #7, #10, and #11 which request information in an Excel spreadsheet.
5. **TIMEFRAME.** The time period for this DCI is State fiscal year 2011 which ended June 30, 2011. This data (e.g., enrollment, number of faculty, salaries, tuition and fees, etc.) should be readily available at your university.
6. **DEFINITIONS.** Existing definitions have been used to the extent possible so that you can provide existing information when possible (also see www.ibhe.org/PA96266/Definitions.htm):
 - **Administrator** means all the individuals your university reported to IPEDS as being its executives, administrators, and managers (see Directions #7 for the full IPEDS definition).
 - **Faculty** includes all professorial faculty ranks (tenured and non-tenured).
 - The term "faculty" includes "instructors" in this DCI. Instructors include lecturers and other non-tenure track faculty, including adjunct faculty.
 - Graduate assistants are not to be included in faculty/instructor.

- **Additional compensation** means payment for overload courses or for work beyond an employee's contracted base salary – e.g., summer teaching or research assignments or courses taught beyond the contracted amount during the school year.
7. **MANAGEMENT STRUCTURE.** Question #8 on management structure, which is a term used in LAC Audit Resolution #143, concerns executives/administrators/managers involved in the university's planning, organizing, managing, and directing functions.
 - To ensure that all universities cover the same positions, include all the executives/administrators/managers reported to IPEDS, and for each individual provide their total compensation (i.e., salary, additional compensation) paid in fiscal year 2011.
 - IPEDS defines these administrative positions as:
 - Executive/administrative/managerial. Report all persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment.
 - Include president, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service. [Include all management personnel, including those not specifically listed by IPEDS, such as chancellors and vice chancellors, who are part of the university's management structure.]
 - All persons whose assignments require management of the institution, or a department or subdivision down to first-line managers of service, production, and sales workers who spend more than 80 percent of their time performing supervisory activities.
 8. **CONTRACTS.** For question # 9, provide the full FY 2011 contracts for all the university executives/administrators/managers (e.g., president, chancellor, vice presidents, vice chancellors, deans, etc.), preferably in **Acrobat PDF**.
 9. **COMPENSATION.** For question #11, for each executive, administrator, manager, and faculty/instructor, provide their total compensation (i.e., salary, additional compensation) for fiscal year 2011 in **Microsoft Excel**, similar to data provided to IBHE annually. Verify your data (e.g., total amount) with other accounting records to ensure there are no errors/duplicates in your spreadsheet as the data will be reported to the Illinois General Assembly.
 - Name
 - Position (use the IBHE position titles: president, vice president, chancellor, vice chancellor, senior officer, unit director, etc.)
 - Title
 - Faculty or Administrator (note that "administrators" are all the executives, administrators, managers)
 - Annual salary
 - Additional compensation (e.g., payment for overload or work beyond base salary)
 - Bonuses
 - Retirement enhancements/Annuities
 - Other benefits provided
 - Employment status (full-time or part-time)
 - If employee worked full-year
 - Organizational unit
 10. **EXPENDITURES.** Provide data for this DCI that includes all sources of funds, not just General Revenue Funds (GRF). As for salary data, your university can provide the same data as it provides to the IBHE in the enclosed Microsoft Excel spreadsheet (your university does not need to provide for each employee the amount paid for their medical insurance or their pension payments).

1. STUDENT ENROLLMENT					
Provide your university's enrollment for fiscal year 2011 (e.g., Fall 2010 enrollment).					
1	2	3	4	5	6
	Full-time	Part-time	Undergraduate	Graduate	Full-time Equivalent (FTE)
Total Students					

2. TUITION AND FEES			
Provide your university's tuition and fees for fiscal year 2011 (new, full-time, annual, Illinois resident).			
1	2	3	4
Undergraduate			Graduate
Tuition & Fees	Room & Board	Total (columns 1 + 2 = 3)	Tuition & Fees
\$	\$	\$	\$

3. REVENUE BY SOURCE					
Provide your university's audited revenues by source for fiscal year 2011.					
1	2	3	4	5	6
Tuition & Fees	Federal	State	Sales & Service ¹	Other Revenues ²	Total (columns 1 to 5)
\$	\$	\$	\$	\$	\$

¹ Sales & Service includes revenues generated by auxiliary enterprises (residence halls, food services, student health services, intercollegiate athletics, etc.) that furnish a service for a fee. Also includes revenues for a hospital operated by the institution.

² All remaining revenues.

4. TOTAL COMPENSATION			
Provide the total compensation (i.e., salary, additional compensation) paid to administrators and faculty/instructors, along with the number of total (full-time and part-time) positions in fiscal year 2011.			
	Total Compensation Fiscal Year 2011	Number of Total Positions	
		Full-Time	Part-Time
Faculty and Instructors:	\$		
Administrators (e.g., executives, administrators, managers):	\$		

5. DATA DIFFERENCES

Explain below the specific reason(s) for the difference between the operating expenses (i.e., expenses that are incurred in carrying out your university's day-to-day activities, as opposed to capital expenditures) in your audited financial statements for fiscal year 2011 and the amount that your university reported to the IBHE:

Operating Expense	Reported to IBHE	Financial Audit	Reason for Difference
Instruction			
Research			
Public Service			
Academic Support			
Student Services			
Institutional Support			
O & M Physical Plant			
Other Expenses			
Total			

8. MANAGEMENT STRUCTURE

LAC #143 asks for “A comparison of the **management structure** at each public university and related costs.”

- To compare the management positions, include all executives, administrators, and managers that your university already reports to IPEDS (see directions # 6 and 7).
- For these positions, provide the total compensation paid (i.e., salary, additional compensation) below in #8.c. for fiscal year 2011.

a) **ORGANIZATIONAL CHART**

Provide an organizational chart for your university for fiscal year 2011 that shows the name and title of every executive, administrator, and manager that your university reported to IPEDS for FY 2011, preferably in an **electronic** format (such as Acrobat PDF or Microsoft Excel).

Enclosed and labeled as #8.a. is a complete list of all our university's management.

b) **DESCRIPTIONS**

For each executive, administrative, or managerial office (which may also be called departments, divisions, units), provide a brief description, such as its role and responsibilities (this information may already be available).

Enclosed and labeled as #8.b. are the descriptions of our executive, administrative, or managerial offices.

c) **TOTAL**

List the total number and amount of compensation (i.e., salary, additional compensation, bonuses, etc.) for of these positions:

	Number of Positions	Total Amount Paid
1. President		\$
2. Vice President		\$
3. Senior Vice President		\$
4. Associate Vice President		\$
5. Senior Associate Vice President		\$
6. Assistant Vice President		\$
7. Chancellor		\$
8. Vice Chancellor		\$
9. Associate Chancellor		\$
10. Assistant Chancellor		\$
11. Associate Vice Chancellor		\$
12. Assistant Vice Chancellor		\$
13. Assistant to the Chancellor		\$
14. Provost		\$
15. Vice Provost		\$
16. Associate Provost		\$
17. Assistant Provost		\$
18. Executive Director		\$
19. Director – whose principal activity is management		\$
20. Dean – whose principal activity is management		\$
21. Other Management Positions – <i>specify:</i>		\$
Total		\$

9. CONTRACTS

Provide the full contracts for all executives, administrators, and managers (e.g., president, chancellor, vice presidents, vice chancellors, etc.), who had a contract with your university for FY 2011, preferably in **Acrobat PDF**.

- Enclosed and labeled as #9 are all contracts for our university's executives, administrators, and managers for FY 2011.

Later during this audit, we will ask your university to provide the following types of administrative expenditures in FY 2011 for each executive/administrator/manager to address LAC #143:

- *Salary*
- *Retirement payments (including annuities)*
- *Insurance*
- *Housing benefits paid*
- *Total cost of providing any car*
- *Country club memberships/expenses*
- *Travel costs*
- *Entertainment expenses*
- *Other benefits provided*

If any of the compensation or benefits are paid by your university's foundation, you will be asked to just state that it was paid by the foundation and will not need to provide the amount paid by the foundation.

11. COMPENSATION

Provide the total compensation (i.e., salary, additional compensation) paid to each administrator (executive, administrator, manager) and faculty/instructor in fiscal year 2011, in a Microsoft Excel spreadsheet below (similar to information that your university submits to IBHE each year). Compare the total amount with your university's accounting records to ensure your submission is accurate. The last column below asks that for each administrator (executive/administrators/manager) write the page number of the organizational chart that should be enclosed per question # 8.a.

University/Campus Name:															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Last Name	First Name	Middle Initial	Position	Title	Employment Classification (faculty or administrator?)	Annual Salary	Additional Compensation	Bonus-es	Retirement Enhancements/ Annuities	Other Benefits Provided	Part-Time Employee ("x")	Employee Did <u>Not</u> Work Full Year ("x")	Organizational Unit (e.g. chancellor's office)	Organizational Chart (e.g., page reference)
1							\$	\$	\$	\$	\$				
2							\$	\$	\$	\$	\$				
3							\$	\$	\$	\$	\$				
4							\$	\$	\$	\$	\$				
5							\$	\$	\$	\$	\$				
6							\$	\$	\$	\$	\$				
7							\$	\$	\$	\$	\$				
8							\$	\$	\$	\$	\$				
9							\$	\$	\$	\$	\$				
10							\$	\$	\$	\$	\$				
11							\$	\$	\$	\$	\$				
12							\$	\$	\$	\$	\$				
13							\$	\$	\$	\$	\$				
14							\$	\$	\$	\$	\$				
15							\$	\$	\$	\$	\$				
16							\$	\$	\$	\$	\$				
17							\$	\$	\$	\$	\$				
18							\$	\$	\$	\$	\$				
19							\$	\$	\$	\$	\$				
20							\$	\$	\$	\$	\$				
						Total	\$	\$	\$	\$	\$				

DCI # 2: Expenditure Review
SELECTED ADMINISTRATIVE EXPENDITURES
Fiscal Year 2011

*Do **not** provide any legally confidential or sensitive data (e.g., social security numbers, personal information). Such data should first be **redacted** or deleted.*

1. **DCI #1.** Thank you for completing the Data Collection Instrument (DCI) that was sent earlier this year by the Illinois Auditor General's Office for the management audit of Illinois' public universities pursuant to Legislative Audit Commission Resolution Number 143.
2. **DCI #2.** This DCI#2 pertains to the remaining information requested by Legislative Audit Commission Resolution # 143: *"A summary, review and comparison of selected administrative expenditures at each public university."*
3. **EXPENSES.** The FY 2011 expenses selected for review are shown below (they were also listed in our earlier DCI) for the positions listed in #4.
 - Include expenses from all funds, not just State funds.
 - If any expenses were paid by a University Related Organization (e.g., Foundation), specify that and provide only the amount paid by the university.
4. **TYPES OF EXPENSES.** Provide data on the following FY 2011 expenses that are in the Excel spreadsheet (see drop-down menu):
 - **Salary.** Annual salary and additional compensation.
 - **Retirement.** Annual retirement expenses in addition to normal benefits provided through the State Universities Retirement System, such as deferred compensation, annuities, or any payments by the university on behalf of the administrator.
 - **Housing.** Operational expenses for housing or any housing allowance.
 - **Vehicle.** Vehicle operational expenses for vehicles that are individually assigned, such as fuel, servicing, repairs, maintenance, insurance, etc. (include salary of any hired driver).
 - **Memberships.** Any membership fees for club, associations, etc.
 - **Travel.** Travel expenses (including any transportation, mileage, lodging, meals, conference registration fees, and other reimbursable expenses).
 - **Entertainment.** Entertainment expenses - All expenses related to hosting university events at the university or at private facilities/residences, such as catering, meals, party supplies, flowers, tickets provided (paid by the university and/or reimbursed to the administrator).
 - **Other.** Other expenses (e.g., payouts for unused leave time, clothing allowances, etc.) that combined were in excess of \$100 in FY 2011.
5. **POSITIONS.** Provide information for the FY 2011 expenditures listed above for the following positions:
 - President
 - Chancellor
 - Senior/Executive Vice President
 - Vice President (do not include associate/assistant vice president)
 - Provost

6. **SALARIES.** For presidents and chancellors, please also provide their base salary for fiscal year 2012 and fiscal year 2013.

_____ Attached

_____ None (this individual was not employed by the university in FY12 and/or FY13)

7. **REPLY.** If you have any questions, you may contact the following auditors:

- Paul Skonberg pskonberg@auditor.illinois.gov
- Eric Williams ewilliams@auditor.illinois.gov
- Leighann Brown lbrown@auditor.illinois.gov
- Ameen Dada oag26@mail.state.il.us

8. **DUE DATE.** This information is due to the Office of the Auditor General on the following dates:

- January 7, 2013 for Chicago State University, Eastern Illinois University, Governors State University, and Northeastern Illinois University.
- January 14, 2013 for Illinois State University, Northern Illinois University, and Western Illinois University.
- January 21, 2013 for Southern Illinois University and University of Illinois.

9. **MAIL.** If you prefer to mail us DCI # 2, the Auditor General's mailing address is:

Ameen Dada, Audit Manager
Illinois Auditor General's Office
740 East Ash Street, Iles Park Plaza
Springfield, IL 62703-3154

10. **SIGNATURE.** This information is provided by:

University: _____

Name/Title/Date: _____