

**INCREASES IN ADMINISTRATIVE SALARY COSTS, 2004/05-2009/10  
--CENTRAL ADMINISTRATION--**

Administrative salary costs in the central administration of the University of Illinois have been driven sharply upwards over the last six years because (1) the overall number of administrators has increased dramatically, and (2) individual administrators have received substantial raises.[1] *The data below comes from the “Gray Book” of public salary data on university employees.*

1. A significant cause for overall rapid inflation of administrative salary costs in the central administration of the University of Illinois is the rapidly increasing number of salaried administrators. **The total number of individuals paid out of central administration funds rose 52% between AY 2004/05 and 2009/10.** (See “Report: Changes in Numbers of Salaried Administrators”).

2. **Some of these newly created administrative positions came with very high salaries**—for example, the new Senior VP at the UIF (\$270,000) and the new Director of Technology Management for the Chicago Office of Technology Management (\$200,000).[2] However, it is also the case that **some administrators in existing positions received very high percentage increases between AY 2004/05 and 2009/10.**[3] The Secretary of the Board of Trustees received an increase of 51% over these six years; the Assistant VP for Treasury Operations received 61%.

**The average for heads of the administrative units listed below was 35%.**[4] Presumably these large increases were due to unusually meritorious service. By way of comparison, therefore, we looked at a group of exemplary faculty members on the UIUC campus--individuals who received either a Guggenheim or an AAAS fellowship in 2006.[5] Their salaries also increased between 2004/05 and 2009/10, but to not nearly the same extent. **The average salary increase for these exemplary faculty members was only 15%;** the highest individual increase for this group was 28%.

As numbers of administrators grew, and as individual salaries rose between AY 2004/05 and AY 2009/10, the amount spent on salaries in central administration units increased exponentially. **Average salary costs for the offices examined below have doubled over the last six years.**

In the following analysis, the first line traces the salary of the most highly-paid individual in the unit named, while the second line reflects total unit salary costs. “% Change” compares 2009/10 salaries, first with 2004/05 and then with 2007/08 salaries.

**2004/05 -----2007-08 ----- -2009/10----- % Change**

**Bus. Info. Syst.[6]**

Highest -----	1 02,032 -----	131,000-----	137,400 -----	+35/ 5%
Total Unit Salaries	1,374,387 --	2,331,029----	2,335,702-----	+70/ 0%

**Risk Manage-  
Ment[7]**

Highest ----- 93,811-----115,080 ----- 140,000-----+49/ 22%  
 Total Unit Salaries 158,743 -----290,810 ----- 536,119-----+238/ 84%

**ILCSO/CARLI[8]**

Highest ----- 133,000----- 152,988----- 155,282----- +17/ 1%  
 Total Unit Salaries 1,548,177 -----1,824,976 -----1,990,825 ---- +29/ 9%

**Strategic Procurement[9]**

Highest ----- 193,417 -----196,318 ----- +1%  
 Total Unit Salaries --599,157---- 1,006,747 ----- 68%

**Academic Prog. and Services[10]**

Highest ----- 117,900 -----95,500[11]----- 176,780---- + 50/ 84%  
 Total Unit Salaries 201,200----- 183,500 -----503,385 ---+150/ 174%

**VP for Tech. and Econ. Dev.[12]**

Highest ----- -262,500----- 218,125[13] -----345,000 ---- +31%/ 58%  
 Total Unit Salaries 1,367,050---- 3,725,462 -----4,019,810----- +194%/ 8%

**Average change between AY 2004/05 and 2009/10 in highest salaries[14]: 35%**  
**Average change between AY 2004/05 and 2009/10 in total unit salaries: 102%**

- [1] Readers should bear in mind that many of the most highly-paid administrators receive bonuses in addition to salary. We have not yet been able to determine the source or size of these bonuses.
- [2] In 2007, the Chicago OTM was served by an Associate Director at an annual salary of \$140, 975.
- [3] E.g., Secretary of the BOT/Secretary of the University—increase of 51% over six years; Director/Assistant VP for Treasury Operations—increase of 61% over six years.
- [4] Because we did not have the personnel or resources to analyze salary data for the entire central administration, we chose to focus on six administrative units. These were chosen because they reflected different types of administration—information processing, financial and business services, and supervision of programs. While they are not necessarily representative of the central administration as a whole, there is no reason to think that they are particularly unusual.
- [5] Specifically, we looked at the four faculty chosen as 2006-07 Guggenheim fellows and the five chosen in 2006-07 as AAAS fellows who remained on campus in 2009/10. (Award winners in 2006 who had left by 2009/10 were omitted).
- [6] Number of administrators in this office rose from 26 to 31 over these six years.
- [7] Number rose from 2 to 6.
- [8] Number rose from 22 to 25.
- [9] New office in 2006; there were 7 salaried positions in 2007; by 2009 there were 13.
- [10] Number rose from 2 to 5.
- [11] Director of Univ. Outreach not in this office during 2007/08; returns in 2009/10. Salary cited for 2007/08 is that of the Director of the North Central Association—highest paid individual in the unit at the time.
- [12] Number of administrators rose from 7 to 37.
- [13] Held by interim VP.
- [14] Both averages omit Strategic Procurement, which did not exist in 2004/05. We included this unit in the chart to illustrate the rapid expansion of a new administrative unit within only a few years.

