

Contact: Marcia Brunson and
Diana Gonzalez (faculty resignations)

COMPREHENSIVE HUMAN RESOURCES REPORT

Action Requested: Receive the report.

Executive Summary: This report combines a number of individual annual governance reports: Regent Merit System, Fringe Benefits including sick and vacation leave, Salary, Faculty Resignations, Faculty Salary Comparisons, and Retirement. A new component this year is the report of Employee Awards Programs. Each component of the report is summarized below. More detail relating to these annual governance reports may be found in the complete Comprehensive Human Resources Report available as an attachment to this memorandum on the Board's website or in the Regent Exhibit Book available at the February meeting.

Regent Merit System – FY 2006

As of June 30, 2006, there were 7,828 employees in the Regent Merit System. Approximately 90% of these employees are in AFSCME bargaining units (Blue Collar, Security, Technical and Clerical). The remaining employees are either supervisory or designated as confidential as per the Iowa Code, Chapter 20. Overall in the merit system about 6% of the employees are minority (7.6% at SUI, 3.4% at ISU; 8.7% at UNI; 12.5% at ISD and 1.7% at IBSSS). Approximately 60% (265) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 455 resignations, 84 retirements, and 60 dismissals for cause.

Overall, average FY 2006 salary for merit system employees at the five institutions was \$35,272.

In accordance with the administrative rules, 169 requests for classification review were filed. 141 of these requests resulted in reclassifications to a different classification -- 107 of those were to classifications in higher pay grades. Of these 169 classification decisions, three appeals were filed. In two of the appeals, the decisions of the Merit System Director were upheld by the appeal committee.

Sick and Vacation Leave – FY 2006

Permanent employees of the State of Iowa earn 1½ days of sick leave per month. Unused sick leave is carried forward each year. Upon retirement, an employee receives payment for the employee's sick leave balance, to a maximum of \$2,000. Regent employees used 160,185 days of sick leave in FY 2006 at a cost of \$30.7 million. Average usage per employee was 7.2 days. Average usage in FY 2005 was 6.8 days. Average usage for faculty was 1.61 days; P&S – 7.08 days; and Merit – 10.83 days.

Employees in the Regent Merit System earn vacation leave based on years of service – 1st through 4th year – 2 weeks; 5th through 11th – 3 weeks; 12th through 19th – 4 weeks; 20th through 24th – 4.4 weeks; and 25th and beyond – 5 weeks. Full-time P&S staff and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

Full-time staff hired after July 1, 1999, in the SEIU bargaining unit at the University of Iowa accrue vacation on an increasing scale beginning with 120 hours in the first three years of employment to a maximum of 192 hours after six years of employment.

Average vacation use per employee was 18.41 days in FY 2006. FY 2005 average was 17.3 days.

In addition to vacation leave, Regent employees receive nine paid holidays.

Fringe Benefits – FY 2006

The Regent institutions spent \$409.7 million for insurance and retirement for faculty and staff during FY 2006. Institutional costs for fringe benefits as a percent of payroll were SUI – 28.1%; ISU – 29.7%; UNI – 34%; ISD – 38%; and IBSSS – 37%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for both the employer and the employee to a calendar year 2006 salary maximum of \$94,200. Medicare contribution is 1.45% on all salary.

Employees may select to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 125 employees at ISU are covered by federal retirement. Approximately 23,174 employees participate in TIAA-CREF and 3,072 in IPERS. At the universities, the employer contribution to TIAA-CREF is 10%, and the employee contributes 5%. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 5.75% by the employer and 3.7% by the employee. In FY 2006, the institutions contributed \$117.2 million to TIAA-CREF and \$2.3 million to IPERS.

The institutions provide employees with life insurance, accidental death and dismemberment, and long term disability insurance.

Each university offers health and dental insurance programs for its faculty, P&S staff, and nonorganized merit staff. The AFSCME covered employees at the universities and all employees of the special schools participate in the state health and dental insurance programs. The total cost to the institutions to provide health insurance coverage to faculty and staff in FY 2006 was \$155.6 million which is an increase of approximately 15% from last year.

More detailed information about the fringe benefits programs at the five institutions may be found in the full report beginning on page 11. The full report is available as an attachment to this memo on the Regents website or in the Regent Exhibit Book which will be available the Board meeting.

Retirement Report – FY 2006

In addition to regular retirement either through IPERS or TIAA-CREF, faculty and staff may retire by participating in the phased retirement program. The phased retirement program was first approved by the Board in 1982. With approval of the institutional administration, faculty and staff may request participation in phased retirement at age 57 with at least 15 years of service. Merit system employees must be age 60 and have at least 20 years of service. Through the program, employees reduce their appointments to no greater than 65% and no less than 50%. A normal phasing period is five years and during the first four years, the participant's salary reflects the actual time worked plus an additional 10% incentive. Benefits in the first four years are paid as if the employee were fulltime. The current phased retirement program expires on June 30, 2007. In May 2006, the Board approved renewal of the program with some revisions effective July 1, 2007, through June 30, 2012.

There were 75 new participants in phased retirement in FY 2006 with a total of 161 currently active. A total of 737 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$998,577. Approximately \$3.9 million was released through operation of the phased retirement program. These funds were used in a variety of ways at the universities with most going toward either replacement personnel or reallocations to fund other areas of need.

During FY 2006, 242 faculty and staff left the institutions through regular retirement.

Faculty Resignation Report – FY 2006

At the Regent universities, there were 159 faculty resignations, an increase of 17 (+12.0%) in FY 2006 from the prior year. At the special schools, there were two faculty resignations, a decrease of three (-60.0%) in FY 2006 from the prior year.

The Regent universities obtained information about the faculty who resigned through a variety of efforts, including resignation surveys, exit interviews, satisfaction/climate assessment surveys, and payroll reports.

The numbers of faculty resignations include only those faculty members who were tenured, tenure-track, or clinical track.

- At the University of Iowa, the number of faculty resignations increased from 77 to 89 (+15.6%) between FY 2005 and FY 2006. This is a faculty turnover rate of approximately 4.3%.
- At Iowa State University, the number of faculty resignations increased from 37 to 48 (+29.7%) between FY 2005 and FY 2006. This is a faculty turnover rate of approximately 3.5%.
- At the University of Northern Iowa, the number of faculty resignations decreased from 28 to 22 (-21.4%) between FY 2005 and FY 2006. This is a faculty turnover rate of approximately 3.7%.
- At the Iowa School for the Deaf, the number of faculty resignations remained the same (two) between FY 2005 and FY 2006.
- At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from three to zero (-100%) between FY 2005 and FY 2006.

The universities have identified the following strategies for faculty retention.

- University of Iowa
 - Improve faculty salaries. In FY 2006 and FY 2007, the University used reallocated resources and incremental revenues to improve the competitiveness of faculty salaries.
 - Increase attention to family and career issues. The University is reviewing the recommendations made by the Gender Equity Task Force which found that family reasons was the second most common reason for resignations.
 - Improve retention of underrepresented and minority faculty. The Provost's Office continues to use reallocated resources to support the expansion of the Faculty Diversity Opportunity Program.
 - Further improve mentoring of junior faculty. A task force has been charged to implement the Gender Equity Task Force's recommendation to create a formal mentoring program for junior faculty with training and support for mentors.

- Iowa State University
 - The Provost's Office created a new full-time position to coordinate an improved dual career program.
 - The Provost's Office developed a comprehensive data management system to track responses and successes in working with departments and colleges regarding counteroffers.
 - The ISU ADVANCE Program is a National Science Foundation funded initiative to improve the recruitment, retention, and leadership of women in the science, technology, engineering, and mathematics fields. A \$3.3 million grant was awarded to ISU in September 2006.
 - ISU was one of two universities to receive a \$25,000 award for innovative practices from the Alfred P. Sloan Foundation. ISU was selected for a creative database and tracking system to quantify the benefits from flexible career policies and to conduct a cost-benefit analysis of these policies.
 - ISU is participating in the Harvard University COACHE survey on tenure-eligible faculty satisfaction to understand what assistant professors desire in their professional lives; the results will be used to understand the best way to retain these faculty.
- University of Northern Iowa
 - Formal and informal faculty mentoring activities introduce new faculty members to the university community and enable new faculty to integrate more successfully into the life of the institution.
 - Professional development assignments and summer fellowship programs are offered for full-time faculty. Through these awards, the University seeks to retain faculty by supporting and advancing faculty research, creative activity, grant applications, and the completion of a terminal degree.
 - UNI received two grants from the Roy J. Carver Charitable Trust to support faculty development programs and both are contributing to the retention of faculty. More than 100 faculty members have received support to participate in institutes and follow-up activities.

Attachment A provides a summary of the faculty resignations at the universities. More detailed tables are provided in the full report beginning on page 33. The full report is available on the Regents website as an attachment to this memo and will be available at the Board meeting in the Regent Exhibit Book.

Salary Report – FY 2007

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2007).

Average faculty and professional and scientific staff increases for FY 2007 are shown below:

	Faculty	P&S
SUI	5.7%	4.2%*
ISU	3.8%	3.1%
UNI	3.5%	3.5%
ISD	4.6%	4.0%
IBSSS	4.1%	4.0%

*excludes tertiary care unit members (SEIU) – average increase for this was 4.4%

Average salaries for faculty and professional scientific are as follows:

	Faculty* Overall Average	P&S Overall Average
SUI	\$84,773	\$55,098
ISU	\$76,947	\$53,992
UNI	\$64,034	\$53,815

*Excludes salaries of the professional colleges of Medicine, Dentistry, and Law at SUI and Veterinary Medicine and faculty associated with the Agricultural Experiment Station and Cooperative Extension Service at ISU

More detailed tables are provided in the full report beginning on page 45. The full report is available on the Regents website as an attachment to this memo or will be available at the Board meeting in the Regent Exhibit Book.

Faculty Salary Comparisons

For many years, the universities have used Board-designated peer groups to make comparisons in several other areas such as tuition and fees, residence system rates, and salaries. Each peer group has 10 institutions which were deemed by the Board to be comparable. These institutions were public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin. (See Attachment B)

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded last year to include 57 AAU institutions in the AAU Data Exchange (AAUDE). This group includes the original designated institutions with the exception of one – North Carolina State University which was designated as an ISU peer institution. (See Attachment C and Attachment D).

The University of Northern Iowa expanded its listing to include those institutions in the Education Trust. The salaries for these institutions are those that are published by the AAUP in its annual faculty salary survey. (See Attachment E).

The Education Trust was established in 1990 by the American Association of Higher Education as a special project to encourage colleges and universities to support K-12 reform efforts. Since then, the Education Trust has grown into an independent nonprofit organization. Its mission is to make schools and colleges work for all the young people they serve. The definition of the UNI peer institution as per the Education Trust Report is “competitive student selectivity, masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.

Attachment F (SUI) and Attachment G (ISU) compare average salaries as a percent of the respective peer group averages.

Attachment H provides comparison data relating to the salaries in the University of Iowa College of Medicine.

Employee Award Programs -- FY 2006

In May 2005, the Board approved a pilot program to recognize exceptional performance by nonorganized professional and scientific staff at the University of Iowa. The program was approved for a one-year period. The program allowed for awards for exceptional performance (up to 10% of salary) and SPOT awards (\$75 or less). The University reported that as of March 4, 2006, 64 exceptional performance awards and 103 SPOT awards were given. These were cash awards and were not added to base salary.

Rather than ask the Board to consider extension of the pilot award program at the University of Iowa, the Board approved a revision to the Policy Manual to authorize such programs at the other institutions.

FY 2006 was the first full year of operation of the program at the University of Iowa. A summary of the activity for the program is shown in the table below.

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	4,416	328	\$200 - \$12,540	\$3,388	\$1,111,278
Spot Awards	4,416	329	\$25 - \$75	\$72	\$22,350

Iowa State University implemented a similar employee recognition program beginning January 1, 2007.

**TOTAL FACULTY AND FACULTY RESIGNATIONS
FY 2006
REGENT TOTAL**

College	Faculty		Resignations		
	Number	Percent of University Total	Number	Percent of Total	Percent of Total College Faculty
University of Iowa					
Business Administration	89	4.3	4	4.5	4.5
Dentistry	96	4.6	3	3.4	3.1
Education	85	4.1	4	4.5	4.7
Engineering	83	3.9	2	2.2	2.4
Graduate	14	0.7	1	1.1	7.1
Law	46	2.2	3	3.4	6.5
Liberal Arts and Sciences	678	32.4	21	23.6	3.1
Medicine	810	38.7	43	48.3	5.3
Nursing	58	2.8	1	1.1	1.7
Pharmacy	56	2.7	3	3.4	5.4
Public Health	76	3.6	4	4.5	5.3
Total	2,091	100.0	89	100.0	
Iowa State University					
Agriculture	278	20.5	3	6.3	1.1
Business	61	4.5	2	4.2	3.3
Design	86	6.3	3	6.3	3.5
Engineering	187	13.8	8	16.7	4.3
Human Science	129	9.5	7	14.6	5.4
Liberal Arts and Sciences	478	35.2	21	43.8	4.4
Library	39	2.9	1	2.1	2.6
Veterinary Medicine	100	7.4	3	6.3	3.0
Total	1,358	100.0	48	100.0	
University of Northern Iowa					
Business Administration	58	9.9	2	9.1	3.4
Education	157	26.6	6	27.3	1.9
Humanities and Fine Arts	141	23.9	3	13.7	2.1
Natural Sciences	108	18.3	1	4.5	0.9
Social & Behavioral Sciences	107	18.1	7	31.8	6.5
Library	19	3.2	3	13.6	15.8
Total	590	100.0	22	100.0	

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2005-06
ESTIMATED FACULTY SALARY INCREASES, 2006-07

COMPARISON GROUPS	Average Faculty Salary 2005-06 (1)	Estimated Average Percent Increase 2006-07 (2)	Estimated Average Faculty Salary 2006 07
University of California, Los Angeles	107,500	n/a	107,500
University of Michigan, Ann Arbor	100,300	4.0%	104,300
University of Texas, Austin	95,200	3.0%	98,100
University of North Carolina, Chapel Hill	92,400	6.0%	97,900
University of Illinois, Urbana	92,900	3.7%	96,300
University of Minnesota, Twin Cities	90,100	3.0%	92,800
Ohio State University, Main Campus	89,200	3.5%	92,300
University of Wisconsin	87,000	4.3%	90,700
UNIVERSITY OF IOWA	84,400	5.70%	89,200
Indiana University, Bloomington	84,700	4.0%	88,100
University of Arizona	85,000	2.0%	86,700
University of Illinois, Urbana	92,900	3.7%	96,300
University of California, Davis	91,200	3.8%	94,600
University of Minnesota, Twin Cities	90,100	3.0%	92,800
Ohio State University, Main Campus	89,200	3.5%	92,300
University of Wisconsin	87,000	4.3%	90,700
Texas A & M	86,600	3.0%	89,200
Michigan State University	85,300	3.6%	88,400
Purdue University, Main Campus	84,400	3.2%	87,100
North Carolina State University	82,000	6.0%	86,900
University of Arizona	85,000	2.0%	86,700
IOWA STATE UNIVERSITY	79,300	3.8%	82,300
California State University, Fresno	n/a	n/a	n/a
University of Minnesota, Duluth	n/a	n/a	n/a
University of North Carolina, Greensboro	69,400	5.5%	73,200
Central Michigan University	68,700	3.5%	71,100
Ohio University, Athens	68,800	3.0%	70,900
University of North Texas	68,100	2.0%	69,500
UNIVERSITY OF NORTHERN IOWA	66,600	3.50%	68,900
Northern Arizona University	63,600	6.1%	67,500
Illinois State University	63,500	3.0%	65,400
University of Wisconsin, Eau Claire	58,400	4.0%	60,700
Indiana State University, Terre Haute	60,500	0.0%	60,500

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2005-06. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2005 (Peers Adjusted to SUI Rank Distribution)												
Institution	Professor			Associate Professor			Assistant Professor			Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Harvard	168,700	498	1	97,100	369	3	87,300	265	2	126,300	1,132	1
Stanford	156,200	498	3	106,100	369	2	86,900	265	3	123,700	1,132	2
Cal Tech	147,800	498	4	106,500	369	1	96,800	265	1	122,400	1,132	3
Princeton	156,800	498	2	97,100	369	4	76,300	265	10	118,500	1,132	4
MIT	140,300	498	8	94,100	369	7	82,700	265	5	111,800	1,132	5
Northwestern	140,800	498	6	93,700	369	8	81,200	265	6	111,500	1,132	6
Cornell - Endowed	137,000	498	9	96,600	369	5	82,900	265	4	111,200	1,132	7
Columbia	140,400	498	7	94,500	369	6	74,800	265	15	110,100	1,132	8
Duke	136,400	498	11	91,300	369	9	78,800	265	7	108,200	1,132	9
Yale	145,600	498	5	82,100	369	19	69,400	265	25	107,100	1,132	10
Emory	137,000	498	10	86,200	369	11	76,300	265	9	106,200	1,132	11
Wash Univ - St. Louis	135,200	498	12	90,500	369	10	73,400	265	17	106,100	1,132	12
New York Univ.	134,200	498	13	82,700	369	18	74,800	265	14	103,500	1,132	13
Michigan	125,600	498	17	83,700	369	14	72,800	265	18	99,600	1,132	14
Cal - Berkeley	126,200	498	16	81,900	369	21	74,100	265	16	99,500	1,132	15
Rice	123,700	498	18	83,400	369	15	75,000	265	13	99,200	1,132	16
Cal - Los Angeles	128,400	498	14	82,000	369	20	67,000	265	29	98,900	1,132	17
Vanderbilt	126,600	498	15	81,900	369	22	66,000	265	32	97,800	1,132	18
Carnegie Mellon	118,400	498	23	84,500	369	12	75,200	265	12	97,200	1,132	19
Virginia	123,100	498	20	82,700	369	17	68,000	265	26	97,000	1,132	20
Cornell	116,100	498	28	84,200	369	13	76,400	265	8	96,400	1,132	21
Johns Hopkins	120,700	498	21	83,200	369	16	68,000	265	27	96,100	1,132	22
Brown	123,100	498	19	78,400	369	27	69,700	265	23	96,000	1,132	23
Southern Cal	118,500	498	22	81,500	369	23	70,900	265	20	95,300	1,132	24
Maryland	115,700	498	30	80,300	369	26	75,900	265	11	94,800	1,132	25
Rutgers	116,800	498	25	80,700	369	25	65,300	265	38	93,000	1,132	26
Illinois	116,600	498	26	77,600	369	30	69,600	265	24	92,900	1,132	27
Penn State	116,500	498	27	77,700	369	29	66,300	265	30	92,100	1,132	28
Cal - San Diego	118,100	498	24	73,600	369	42	66,100	265	31	91,400	1,132	29
Texas	115,700	498	29	72,900	369	46	70,700	265	21	91,200	1,132	30
SUNY - Stony Brook	110,600	498	36	81,000	369	24	65,200	265	40	90,300	1,132	31
North Carolina	112,700	498	32	77,200	369	31	65,800	265	36	90,200	1,132	32
Rochester	108,800	498	39	78,400	369	28	71,000	265	19	90,000	1,132	33
Ohio State	112,600	498	33	74,200	369	40	65,800	265	34	89,100	1,132	34
SUNY - Buffalo	111,600	498	35	76,900	369	33	63,700	265	46	89,100	1,132	35
Cal - Irvine	112,200	498	34	74,600	369	38	65,800	265	35	89,100	1,132	36
Cal - Santa Barbara	115,100	498	31	70,900	369	52	63,900	265	45	88,700	1,132	37
Brandeis	106,700	498	42	77,000	369	32	70,500	265	22	88,500	1,132	38
Minnesota	110,300	498	37	75,600	369	36	65,400	265	37	88,500	1,132	39
Pittsburgh	109,800	498	38	74,000	369	41	63,600	265	47	87,300	1,132	40
Case Western	106,900	498	41	75,400	369	37	64,900	265	42	86,800	1,132	41
Michigan State	105,900	498	43	76,400	369	35	60,200	265	54	85,600	1,132	42
Texas A&M	104,100	498	47	73,000	369	43	65,800	265	33	85,000	1,132	43
Purdue	104,300	498	46	72,900	369	44	65,300	265	39	84,900	1,132	44
Colorado	102,800	498	48	74,500	369	39	65,200	265	41	84,800	1,132	45
Cal - Davis	107,000	498	40	70,200	369	54	63,100	265	49	84,700	1,132	46
Indiana	104,900	498	45	72,800	369	47	62,600	265	50	84,600	1,132	47
Washington	102,100	498	50	72,900	369	45	67,200	265	28	84,400	1,132	48
Iowa	105,300	498	44	70,900	369	51	63,900	265	44	84,400	1,132	49
Wisconsin	100,500	498	52	76,500	369	34	64,300	265	43	84,200	1,132	50
Arizona	102,300	498	49	71,400	369	50	63,500	265	48	83,200	1,132	51
Florida	101,400	498	51	71,700	369	49	61,600	265	52	82,400	1,132	52
Tulane	100,200	498	53	69,700	369	56	61,100	265	53	81,100	1,132	53
Iowa State	97,200	498	56	72,300	369	48	61,700	265	51	80,800	1,132	54
Nebraska	97,500	498	55	69,800	369	55	60,000	265	55	79,700	1,132	55
Kansas	98,000	498	54	68,700	369	58	59,400	265	57	79,400	1,132	56
Syracuse	94,500	498	58	70,700	369	53	59,600	265	56	78,600	1,132	57
Missouri	96,700	498	57	67,300	369	59	55,700	265	60	77,500	1,132	58
Toronto	87,900	498	60	69,100	369	57	58,700	265	58	74,900	1,132	59
Oregon	88,000	498	59	63,100	369	60	57,100	265	59	72,700	1,132	60
Mean	117,400			79,600			\$69,000			\$93,800		

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths (.818) factor, unless specified otherwise by the reporting institution.
source: Annual AAUP Faculty Salary Survey as exchanged via the AAU Data Exchange (AAUDE).

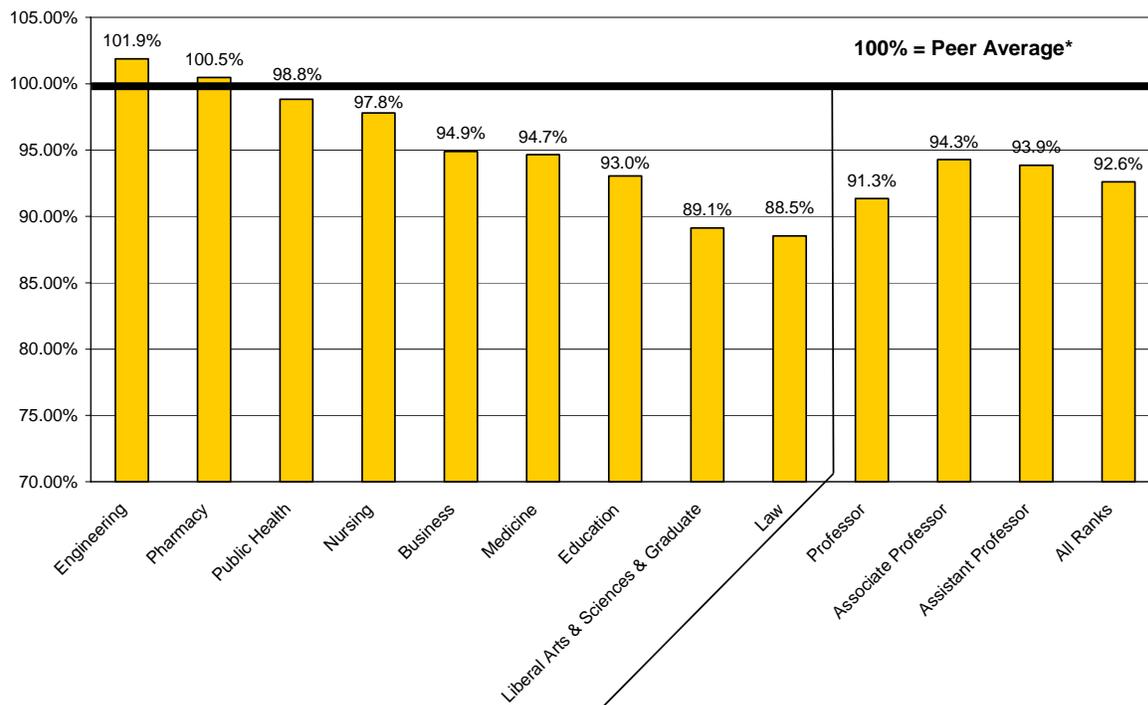
Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2005												
AAUDE salaries, 2005												
Institution	Professor			Associate Professor			Assistant Professor			Three-Professorial-Ranks Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Harvard	168,745	501	1	97,121	393	4	87,342	351	3	123,186	1,245	1
Stanford	156,236	501	3	106,128	393	2	86,949	351	4	120,885	1,245	2
Cal Tech	147,779	501	6	106,470	393	1	96,814	351	1	120,371	1,245	3
Penn	149,919	501	5	100,711	393	3	88,119	351	2	116,963	1,245	4
Princeton	156,784	501	2	97,063	393	5	76,266	351	13	115,232	1,245	5
MIT	140,269	501	9	94,127	393	7	82,702	351	6	109,474	1,245	6
Northwestern	140,795	501	8	93,732	393	8	81,210	351	7	109,140	1,245	7
Cornell - Endowed	136,980	501	10	96,636	393	6	82,893	351	5	108,996	1,245	8
Yale	151,152	501	4	85,339	393	16	72,835	351	19	108,298	1,245	9
New York Univ. #	144,000	501	7	88,300	393	13	75,900	351	15	107,218	1,245	10
Duke	136,374	501	12	91,320	393	9	78,835	351	9	105,930	1,245	11
Emory	136,956	501	11	86,205	393	15	76,275	351	12	103,828	1,245	12
Wash Univ - St. Louis	135,195	501	13	90,460	393	10	73,366	351	18	103,642	1,245	13
Southern Cal	128,926	501	15	88,468	393	12	76,396	351	10	101,345	1,245	14
Carnegie Mellon	123,784	501	21	89,091	393	11	80,542	351	8	100,642	1,245	15
Rice #	127,000	501	17	87,300	393	14	76,100	351	14	100,118	1,245	16
Brown #	129,200	501	14	81,000	393	26	72,100	351	21	97,887	1,245	17
Cal - Berkeley	126,162	501	19	81,921	393	23	74,061	351	17	97,508	1,245	18
Michigan	125,621	501	20	83,732	393	19	72,775	351	20	97,499	1,245	19
Cal - Los Angeles	128,373	501	16	81,971	393	22	67,021	351	29	96,428	1,245	20
Vanderbilt	126,566	501	18	81,865	393	24	65,978	351	32	95,374	1,245	21
Cornell - Contract (publ)	116,138	501	29	84,204	393	18	76,387	351	11	94,851	1,245	22
Virginia	123,069	501	22	82,741	393	21	67,976	351	26	94,807	1,245	23
Johns Hopkins	120,740	501	23	83,151	393	20	67,952	351	27	93,992	1,245	24
Maryland	115,694	501	31	80,285	393	28	75,855	351	16	93,285	1,245	25
Case Western	117,379	501	25	84,502	393	17	62,688	351	50	91,582	1,245	26
Illinois	116,623	501	27	77,565	393	32	69,631	351	25	91,046	1,245	27
Rutgers	116,764	501	26	80,697	393	27	65,285	351	38	90,866	1,245	28
Penn State	116,514	501	28	77,748	393	31	66,279	351	30	90,114	1,245	29
Texas	115,704	501	30	72,897	393	47	70,669	351	23	89,495	1,245	30
North Carolina	115,347	501	32	77,885	393	30	65,194	351	42	89,382	1,245	31
Cal - San Diego	118,093	501	24	73,588	393	43	66,085	351	31	89,382	1,245	32
Rochester	108,759	501	41	78,362	393	29	70,955	351	22	88,506	1,245	33
SUNY - Stony Brook	110,558	501	38	81,048	393	25	65,205	351	40	88,457	1,245	34
Pittsburgh	113,239	501	34	75,545	393	39	64,557	351	43	87,616	1,245	35
Ohio State	112,645	501	35	74,194	393	42	65,781	351	34	87,295	1,245	36
Cal - Irvine	112,213	501	36	74,594	393	40	65,778	351	35	87,247	1,245	37
SUNY - Buffalo	111,568	501	37	76,942	393	35	63,735	351	47	87,152	1,245	38
Brandeis	106,677	501	43	77,012	393	33	70,524	351	24	87,120	1,245	39
Tulane #	109,800	501	40	77,000	393	34	65,300	351	37	86,900	1,245	40
Cal - Santa Barbara	115,131	501	33	70,871	393	54	63,876	351	46	86,710	1,245	41
Minnesota	110,311	501	39	75,633	393	38	65,385	351	36	86,699	1,245	42
Michigan State	105,890	501	44	76,449	393	37	60,205	351	55	83,717	1,245	43
Texas A&M	104,146	501	48	73,034	393	44	65,815	351	33	83,519	1,245	44
Purdue	104,319	501	47	72,923	393	45	65,259	351	39	83,396	1,245	45
Colorado	102,764	501	49	74,513	393	41	65,199	351	41	83,256	1,245	46
Washington	102,147	501	51	72,908	393	46	67,223	351	28	83,071	1,245	47
Cal - Davis	106,971	501	42	70,156	393	55	63,099	351	49	82,981	1,245	48
Indiana	104,922	501	46	72,848	393	48	62,632	351	51	82,875	1,245	49
Iowa	105,342	501	45	70,879	393	53	63,930	351	45	82,788	1,245	50
Wisconsin	100,529	501	53	76,518	393	36	64,296	351	44	82,735	1,245	51
Arizona	\$102,268	501	50	\$71,441	393	52	\$63,543	351	48	\$81,619	1,245	52
Florida	101,418	501	52	71,710	393	51	61,562	351	54	80,804	1,245	53
Syracuse	97,880	501	55	72,172	393	50	62,246	351	52	79,718	1,245	54
Iowa State	97,202	501	57	72,314	393	49	61,717	351	53	79,341	1,245	55
Nebraska	97,502	501	56	69,845	393	56	59,977	351	56	78,192	1,245	56
Kansas	98,044	501	54	68,655	393	57	59,357	351	57	77,860	1,245	57
Missouri	96,683	501	58	67,348	393	58	55,716	351	59	75,873	1,245	58
Oregon	88,020	501	59	63,115	393	59	57,078	351	58	71,435	1,245	59
Institutions included, n = 59												
Mean (unweighted)	\$119,251	501	= avg # fac	\$80,716	393	= avg # fac	\$69,804	351	= avg # fac	\$93,147	1,245	= avg # fac
Mean (weighted)	\$115,341	30,561	= tot # fac	\$78,070	23,973	= tot # fac	\$67,515	21,411	= tot # fac	\$93,147	73,455	= tot # fac

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution. Rankings are based on the magnitude of the average salaries (i.e. largest average salary = 1). 'Unweighted' means are calculated with each institution carrying the weight of one (1). The 'weighted' means are calculated by allowing the number of faculty at each institution/rank to have that proportional influence on the calculation.
source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE). # 2005-06 data not submitted to AAUDE; current average salaries drawn from Chronicle, though 2004-05 headcounts utilized.

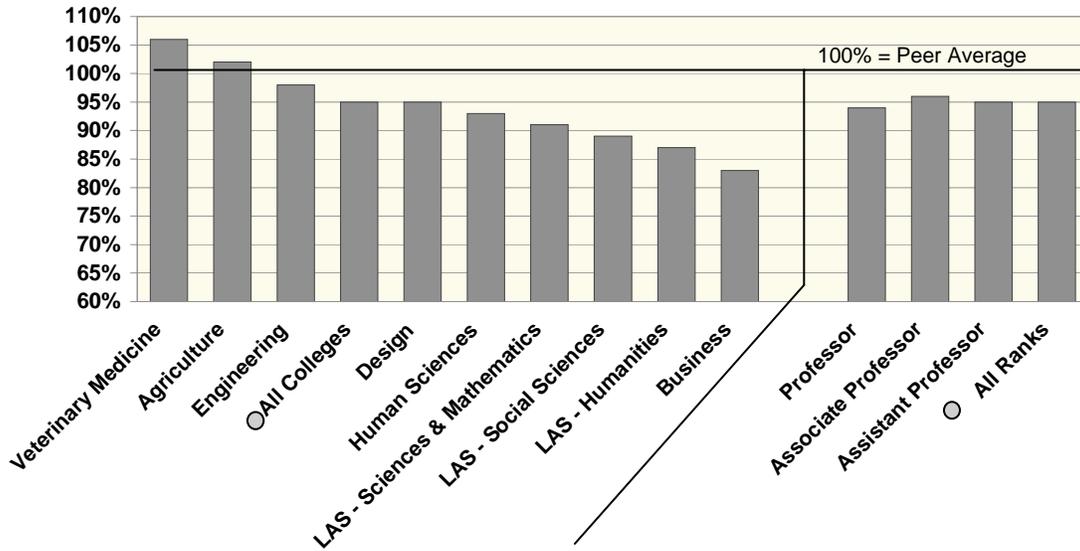
Average Faculty Salaries by Academic Rank, FY 2006 (Peer institutions as listed by Education Trust*) Peers Adjusted to UNI Rank Distribution												
University	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California-Riverside	106,400	176	1	72,000	202	3	64,900	139	1	81,802	517	1
University of New Hampshire-Main	99,800	176	2	74,700	202	1	63,700	139	2	80,287	517	2
University of Alabama	97,800	176	3	70,900	202	4	56,100	139	8	76,078	517	3
West Chester University of Pennsylvania	89,000	176	7	72,100	202	2	59,100	139	3	74,358	517	4
University of North Carolina-Charlotte	92,000	176	4	67,900	202	9	58,900	139	4	73,685	517	5
Indiana University of Pennsylvania-Main	88,300	176	9	70,800	202	5	55,200	139	12	72,563	517	6
Bloomsburg University of Pennsylvania	87,600	176	11	69,300	202	7	54,900	139	14	71,658	517	7
University of North Carolina-Greensboro	89,100	176	6	65,800	202	16	56,000	139	9	71,097	517	8
Ohio University	88,900	176	8	66,500	202	10	54,600	139	15	70,926	517	9
Kutztown University of Pennsylvania	87,900	176	10	69,900	202	6	50,800	139	37	70,892	517	10
Oakland University	86,300	176	14	66,300	202	13	57,700	139	7	70,796	517	11
Kent State University-Main	90,400	176	5	65,700	202	17	53,200	139	24	70,748	517	12
East Carolina University	86,300	176	15	64,900	202	18	58,500	139	5	70,464	517	13
Bowling Green State University-Main	86,900	176	12	65,900	202	15	53,900	139	19	69,823	517	14
California State University - Fresno	86,500	176	13	66,500	202	11	52,900	139	26	69,652	517	15
University of Minnesota-Duluth	83,000	176	20	68,200	202	8	53,800	139	20	69,367	517	16
Florida A & M University	80,900	176	22	66,300	202	12	58,200	139	6	69,092	517	17
University of North Texas	84,600	176	16	63,900	202	20	54,200	139	18	68,339	517	18
University of Mississippi-Main	83,700	176	18	63,300	202	22	55,300	139	11	68,094	517	19
Central Michigan University	84,100	176	17	64,900	202	19	52,300	139	29	68,049	517	20
Northern Illinois University	83,400	176	19	63,500	202	21	53,500	139	22	67,586	517	21
University of Nebraska-Omaha	76,900	176	29	66,100	202	14	55,500	139	10	66,927	517	22
University of Northern Iowa	81,100	176	21	63,200	202	23	53,000	139	25	66,551	517	23
Mississippi State University	79,200	176	26	63,000	202	24	53,700	139	21	66,015	517	24
University of North Carolina-Wilmington	78,300	176	27	62,500	202	25	55,000	139	13	65,862	517	25
West Virginia University	79,800	176	25	61,700	202	28	51,500	139	34	65,119	517	26
Grand Valley State University	80,200	176	23	61,600	202	29	48,300	139	47	64,356	517	27
Western Illinois University	79,900	176	24	61,000	202	31	48,800	139	46	64,154	517	28
Appalachian State University	74,300	176	38	62,100	202	26	53,500	139	23	63,941	517	29
Illinois State University	76,700	176	30	59,100	202	38	54,500	139	16	63,855	517	30
North Dakota State University-Main	74,500	176	35	60,800	202	32	54,400	139	17	63,743	517	31
Murray State University	76,300	176	31	61,100	202	30	51,000	139	35	63,559	517	32
Eastern Illinois University	74,600	176	34	60,700	202	33	51,000	139	36	62,824	517	33
Georgia Southern University	75,500	176	33	59,100	202	39	52,000	139	31	62,774	517	34
Northern Arizona University	77,800	176	28	57,900	202	44	49,600	139	40	62,443	517	35
Tennessee Technological University	72,900	176	41	61,800	202	27	49,400	139	42	62,245	517	36
Montana State University-Bozeman	73,500	176	40	59,300	202	35	51,800	139	33	62,118	517	37
Indiana State University	74,500	176	36	58,200	202	41	50,500	139	38	61,679	517	38
Saint Cloud State University	72,900	176	42	58,000	202	43	52,100	139	30	61,486	517	39
South Dakota State University	69,400	176	50	59,200	202	36	52,400	139	28	60,844	517	40
University of Wisconsin-Whitewater	70,600	176	46	57,400	202	45	52,900	139	27	60,684	517	41
University of West Georgia	75,800	176	32	55,900	202	49	48,200	139	49	60,604	517	42
Winona State University	74,400	176	37	56,200	202	47	49,500	139	41	60,594	517	43
Ball State University	73,600	176	39	58,800	202	40	46,500	139	54	60,531	517	44
SUNY College At Oswego	70,200	176	47	59,900	202	34	48,900	139	45	60,449	517	45
Radford University	70,100	176	48	57,200	202	46	51,900	139	32	60,167	517	46
University of Central Arkansas	70,000	176	49	59,200	202	37	48,300	139	48	59,946	517	47
Northern Michigan University	72,800	176	43	56,200	202	48	47,100	139	51	59,404	517	48
University of Wisconsin-Oshkosh	68,500	176	51	58,200	202	42	49,400	139	43	59,340	517	49
The University of Montana-Missoula	70,800	176	45	55,400	202	50	49,800	139	39	59,137	517	50
University of Northern Colorado	71,800	176	44	54,000	202	53	46,600	139	53	58,070	517	51
University of Wisconsin-Eau Claire	67,600	176	54	55,300	202	51	49,100	139	44	57,820	517	52
University of Wisconsin-Stout	68,400	176	52	55,200	202	52	47,300	139	50	57,570	517	53
University of Wisconsin-Stevens Point	67,800	176	53	53,700	202	54	45,300	139	55	56,242	517	54
Stephen F Austin State University	66,400	176	55	53,300	202	55	47,000	139	52	56,066	517	55
Mean	\$79,455			\$62,211			\$52,609			\$65,500		

*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.
Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.
Data Source: ACADEME, AAUP, March-April 2006.

UNIVERSITY OF IOWA FACULTY SALARIES AS A PERCENT OF PEER AVERAGE FY 2006



IOWA STATE UNIVERSITY
Faculty Salary as a Percent of Peer Average - FY 2006



Average Faculty Salaries by Academic Rank, FY2007 (MD or equivalent degree holders) University of Iowa and All AAMC Public and Private Medical Schools by Regional Group * (Peers Adjusted to SUI Rank Distribution)												
Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking
Midwest	269,500	2,693	1	240,300	2,998	1	206,500	5,716	1	230,300	11,407	1
Northeastern Region	264,000	3,151	2	236,500	3,949	2	191,800	7,819	2	218,900	14,919	2
South	253,100	3,152	3	221,000	3,730	3	182,800	6,421	3	210,200	13,303	3
West	248,900	2,254	4	212,200	2,008	4	178,000	2,990	4	209,500	7,252	4
University of Iowa	233,200	206	5	187,000	165	5	164,000	204	5	195,400	575	5
Mean **	\$259,200			\$229,000			\$191,100			\$217,800		

* AAMC's most recent benchmark report is FY 2005. For salary comparison against FY 2007 CCOM MD salaries, the AAMC benchmark amounts have been adjusted for cost of living for two years (3% for both years).
** Mean doesn't include University of Iowa MD's.