

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, Retirement and 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.

Regent Merit System – FY 2010

As of June 30, 2010, there were 7,119 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 7% of the employees are minority (7.7% at SUI, 4.5% at ISU; 8.2% at UNI; 12.0% at ISD and 2.8% at IBSSS). Approximately 42% (146) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 253 resignations, 413 retirements, 19 layoffs, and 29 dismissals for cause.

Overall, average FY 2010 salary for merit system employees at the five institutions was \$39,218.

In accordance with the administrative rules, 217 requests for classification review were filed. 199 of these requests resulted in reclassifications to different classifications -- 190 of those were to classifications in higher pay grades.

Sick and Vacation Leave – FY 2010

Permanent employees of the Board of Regents earn 1½ days of sick leave per month (Iowa Code 70A.1[4]). 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 university employees used 184,911 days of sick leave in FY 2010 at a cost of \$37.3 million. Average usage per university employee was 7.4 days. Average usage in FY 2009 was 7.0 days. Average usage for faculty was 2.0 days; P&S – 7.6 days; and Merit – 10.8 days. Total usage at the special schools was 2,422 days at a cost of \$491,362. The average usage was 9.8 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 (Iowa Code 70A.1[2]). 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 university employee was 17.8 days in FY 2010. FY 2009 average was 17.5 days. Average usage at the special schools was 13.9 days.

In addition to vacation leave, state employees (including Regent employees) receive nine paid holidays plus two unscheduled days which are accrued as vacation.

Fringe Benefits – FY 2010

The Regent institutions spent \$502.9 million for insurance and retirement programs for faculty and staff during FY 2008. Institutional costs for fringe benefits as a percent of payroll were: SUI – 29.5%; ISU – 30.8%; UNI – 35.2%; ISD – 39.2%; and IBSSS – 39.7%.

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 2010 salary maximum of \$106,800. Medicare contribution is 1.45% on all salary.

Employees may elect to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 88 employees at ISU are covered by federal retirement. Approximately 23,761 employees participate in TIAA-CREF and 3,288 in IPERS. At the universities historically, the employer contribution to TIAA-CREF is 10%, and the employee contribution is 5% for employees with over five years of service. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 6.65% by the employer and 4.3% by the employee. These amounts will increase to 6.95% and 4.5% in FY 2011. In FY 2010, the institutions contributed \$119.5 million to TIAA-CREF and \$3.5 million to IPERS.

In response to decreases in state appropriations, the Board at its October 29, 2009, meeting approved reductions in the employer contributions to TIAA-CREF effective November 1, 2009. The reduction for ISU was through June 30, 2010, and for SUI and UNI, it is through June 30, 2011. However, at the June 2010 meeting, the Board approved an increase to 9% for the employer contribution at UNI effective July 1, 2010. Both UNI and SUI will return to 10% on July 1, 2011. Due to the decrease in employer contributions, the amount paid by the universities for TIAA-CREF decreased from \$139.4 million in FY 2009 to \$119.5 million in FY 2010.

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 2010 was \$205.7 million which is an increase of approximately 9.0% 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 12. The full report is available as an attachment to this memo on the Board's website.

Retirement Report – FY 2010

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. 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, except for FICA, IPERS and Federal

Retirement, are paid as if the employee were fulltime. The current phased retirement program expires on June 30, 2012.

There were 39 new participants in phased retirement in FY 2010 with a total of 234 currently active. A total of 993 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$2.9 million. Approximately \$5.7 million was released through operation of the phased retirement program. These funds were used in a variety of ways at the institutions with most going toward either replacement personnel or reallocations to fund other areas of need.

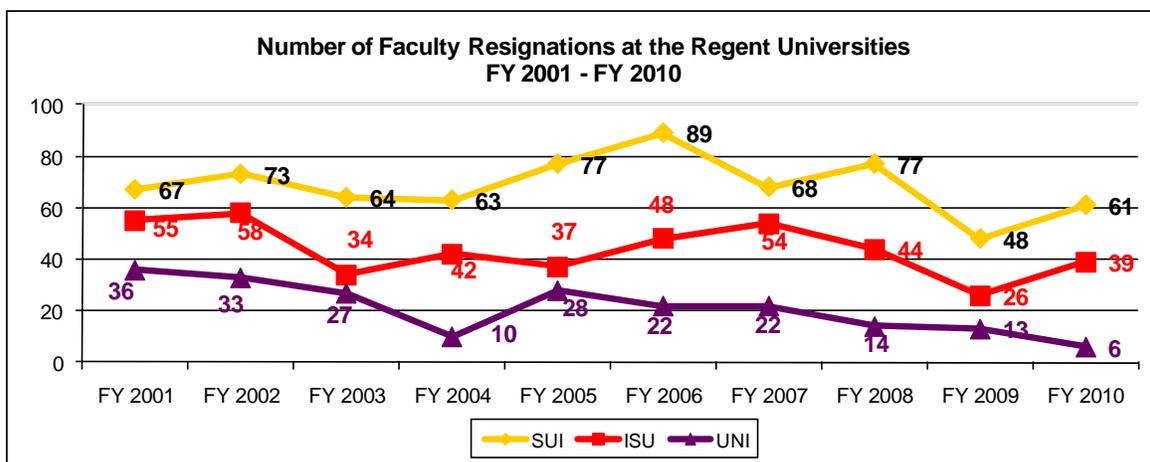
In April 2009 the Board approved an alternate phased retirement program for the University of Iowa. The [program was effective between July 1 and September 30, 2009. Staff participating in the program had to commence phased retirement on or before June 30, 2010. The alternate program required immediate reduction to a half-time appointment and a phasing period of two years. There were 33 participants in the alternate program. The cost of the incentives paid to participants was \$771,490, and the released funds available for reallocation amounted to \$775,112.

During FY 2010, 498 faculty and staff left the institutions through regular retirement.

Faculty Resignations Report – FY 2010

At the Regent universities, there were 106 faculty resignations (from a total number of 4,138 faculty) in FY 2010, an increase of 19 (+21.8%) from the prior year. At the special schools, there were five faculty resignations in FY 2010, an increase of five from the prior year.

- At the University of Iowa, the number of faculty resignations increased from 48 to 61 (+27.0%) between FY 2009 and FY 2010. The total number of faculty in FY 2010 was 2,205. During the past ten years, the average number of annual faculty resignations has been 68.7.
- At Iowa State University, the number of faculty resignations increased from 26 to 39 (+50.0%) between FY 2009 and FY 2010. The total number of faculty in FY 2010 was 1,346. During the past ten years, the average number of annual faculty resignations has been 43.7.
- At the University of Northern Iowa, the number of faculty resignations decreased from 13 to 6 (-53.8%) between FY 2009 and FY 2010. The total number of faculty in FY 2010 was 587. During the past ten years, the average number of annual faculty resignations has been 21.1.

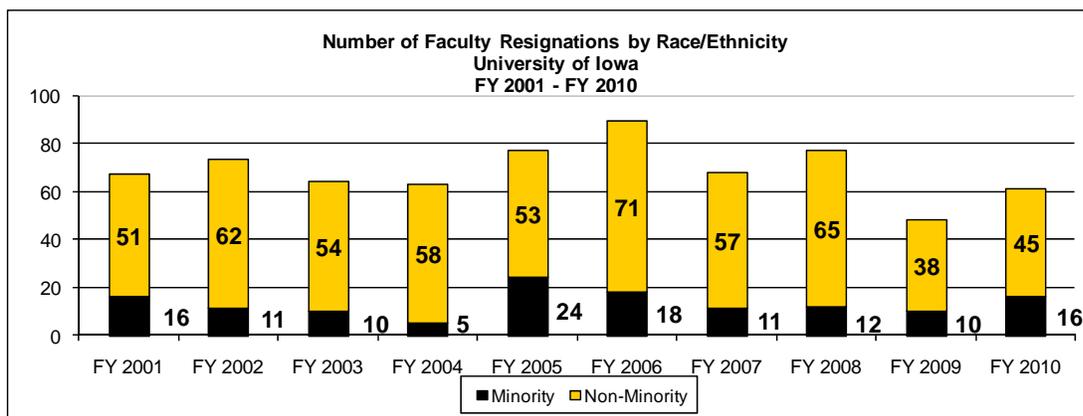


- At the Iowa School for the Deaf, the number of faculty resignations remained the same at 0 between FY 2009 and FY 2010.
- At the Iowa Braille and Sight Saving School, the number of faculty resignations increased from zero to five between FY 2009 and FY 2010.

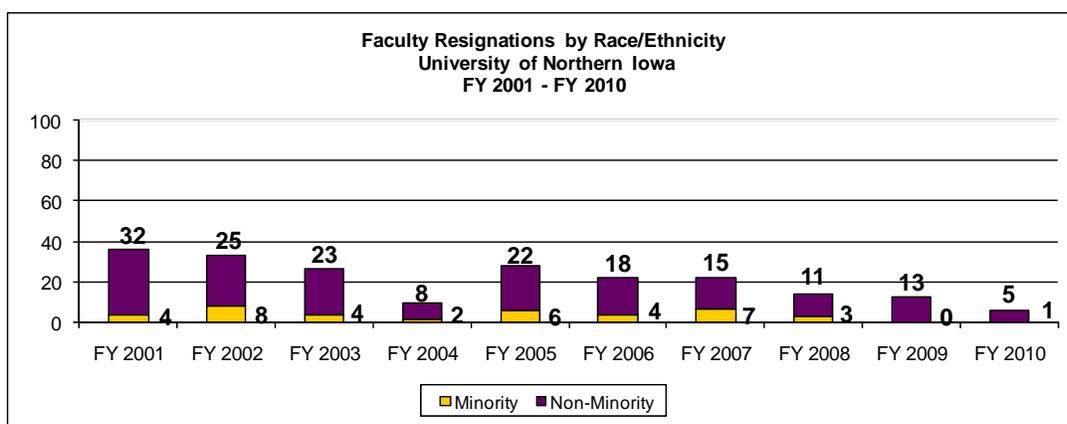
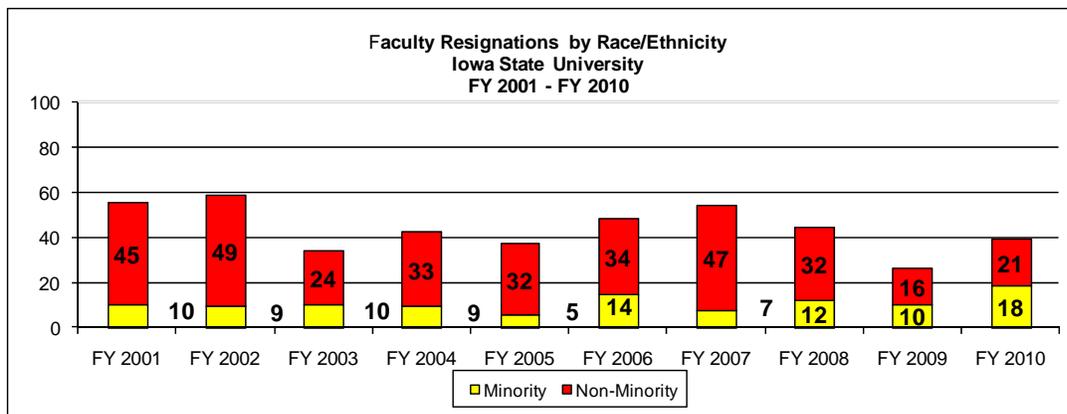
The Regent universities obtained information about the faculty who resigned through a variety of efforts, including resignation surveys; exit interviews; satisfaction/climate assessment surveys; and payroll reports.

The number of faculty resignations at the Regent universities includes only those faculty members who were tenured, tenure-track, or clinical track.

- Of those who resigned in FY 2010, 16 (15.0%) were professors, 27 (25.5%) were associate professors, 59 (55.7%) were assistant professors, and four (3.8%) were instructors. Professors represent 41.1% of the population; associate professors represent 32.1% of the population; assistant professors represent 25.6% of the population; and instructors represent 1.2% of the population at the Regent universities¹.
- Of those who resigned in FY 2010, 33 (31.1%) were tenured, 40 (37.7%) were tenure-track, 31 (29.3%) were clinical track, and two (1.9%) were other. Tenured faculty members represent 68.5% of the population; tenure-track faculty members represent 21.2% of the population; and clinical track faculty members represent 10.4% of the population at the Regent universities¹.
- Of those who resigned in FY 2010, 63 (59.4%) were male and 43 (40.6%) were female. Males represent 68.1% of the total population and females represent 31.9% of the total population at the Regent universities.
- Of those who resigned in FY 2010, 35 (33.0%) were racial/ethnic minorities and 71 (67.0%) were non-minorities. Racial/ethnic minorities represent 15.5% of the population and non-minorities represent 84.5% of the population at the Regent universities.



¹ Source: Spring 2010 Faculty Tenure Report.



The following overrepresentation occurred among faculty resignees relative to each College's overall faculty numbers:

- At the University of Iowa, the Colleges of Medicine, Nursing, and Public Health were overrepresented among faculty resignees relative to each College's overall faculty numbers.
- At Iowa State University, the College of Human Sciences was overrepresented among faculty resignees relative to the College's overall faculty numbers.
- At the University of Northern Iowa, the Colleges of Business Administration, Education and Natural Sciences were overrepresented among faculty resignees relative to each College's overall faculty numbers.

In FY 2010, the primary reason for resigning continues to be employment opportunities at other educational institutions (cited by 66.0% of those who left). The second most frequently identified reason for resigning (cited by 17.9% of those who left) was for "personal" reasons. The third and fourth most common reasons for resigning were to accept another position at a non-educational institution (cited by 13.2% of those who left) and to enter private practice (cited by 2.8% of those who left).

Attachment A provides a summary of the faculty resignations at the universities. More detailed information and tables are provided in the full report beginning on page 32. The full report is available on the Board of Regents website as an attachment to this memo.

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2011).

Average salary increases for faculty, P&S and merit staff for FY 2011 are as follows:

	Faculty	P&S	Merit**
SUI	2.5%	2.8%*	4.8%
ISU	1.9%	1.9%	4.4%
UNI	3.0%	3.0%	4.6%
ISD	2.4%	2.3%	3.5%
IBSSS	3.3%	6.4%	6.1%

* Excludes SEIU; SEIU average increases was 3.95%

** Includes across-the-board increases of 2% on 7-1-10 and 1% on 1-1-11 and step increases valued at 4.5% for eligible employees.

More detailed tables are provided in the full report beginning on page 50. The full report is available on the Board's website as an attachment to this memo.

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 are public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin. (See Attachment B)

In the SUI group, 5 of the 11 institutions gave increases in FY 2011; in the ISU group, 4 of 11. Of the 7 reporting institutions in the UNI group, 4 gave faculty salary increases.

Faculty salary rankings at SUI and ISU did not change from last year. SUI remains at 8th place, and ISU at 11th. UNI dropped from 5th to 7th.

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded to include 57 AAU institutions in the AAU Data Exchange (AAUDE). (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 a comparison of average faculty salary increases within the peer groups for the past five years.

Attachment I provides a comparison of faculty total compensation within the peer groups.

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

Employee Award Programs -- FY 2010

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).

Rather than consider an 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. The policy requires submission of a report each year on the operation of the program.

To date only the University of Iowa has a fully operational program.

The following table reflects the operation of the awards program at the University of Iowa.

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	5,141	117	\$250 - \$11,909	\$2,660	\$311,268
Spot Awards	5,141	192	\$25 - \$75	\$74	\$14,245

Due to budget constraints, during FY 2010 many colleges and departments were not able to reward employees for exceptional performance. In FY 2009, 367 Exceptional Performance Awards were given compared to 117 in FY 2010. The same trend was displayed for SPOT Awards where 300 employees received this award in FY 2009 compared to 192 in FY 2010.

TOTAL FACULTY AND FACULTY RESIGNATIONS
FY 2010
REGENT TOTAL

College	Faculty Number	Percent of Total Faculty	Number of Resignations	Percent of Total Resignations	Percent of Total College Faculty
University of Iowa					
Business Administration	85	3.8	2	3.3	2.4
Dentistry	96	4.4	2	3.3	2.1
Education	99	4.5	1	1.6	1.0
Engineering	85	3.9	0	0.0	0.0
Graduate	17	0.8	0	0.0	0.0
Law	44	2.0	1	1.6	2.3
Liberal Arts and Sciences	658	29.8	10	16.4	1.5
Medicine	926	42.0	38	62.3	4.1
Nursing	62	2.8	2	3.3	3.2
Pharmacy	62	2.8	0	0.0	0.0
Public Health	71	3.2	5	8.2	7.0
TOTAL	2,205	100.0	61	100.0	2.7
Iowa State University					
Agriculture and Life Sciences	280	20.8	7	18.0	2.5
Business	70	5.2	2	5.1	2.9
Design	83	6.2	2	5.1	2.4
Engineering	184	13.7	5	12.8	2.7
Human Science	117	8.7	8	20.5	6.8
Liberal Arts and Sciences	475	35.3	12	30.8	2.5
Library	33	2.4	1	2.6	3.0
Veterinary Medicine	104	7.7	2	5.1	1.9
TOTAL	1,346	100.0	39	100.0	2.9
University of Northern Iowa					
Business Administration	53	9.1	1	16.7	1.9
Education	158	26.9	3	50.0	1.9
Humanities and Fine Arts	141	24.0	0	0.0	0.0
Natural Sciences	114	19.4	2	33.3	1.8
Social and Behavioral Sciences	104	17.7	0	0.0	0.0
Library	17	2.9	0	0.0	0.0
TOTAL	587	100.0	6	100.0	1.0

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2009-10
ESTIMATED FACULTY SALARY INCREASES, 2010-11

COMPARISON GROUPS	Average Faculty Salary 2009-10 (1)	Estimated Average Percent Increase 2010-11 (2)	Estimated Average Faculty Salary 2010-11
University of California, Los Angeles	125,400	0.00%	125,400
University of Michigan, Ann Arbor	114,600	n/a	114,600
University of North Carolina, Chapel Hill	113,330	0.00%	113,330
University of Texas, Austin	108,300	n/a	108,300
Ohio State University, Main Campus	103,500	2.00%	105,600
University of Illinois, Urbana	102,200	2.50%	104,800
University of Minnesota, Twin Cities	100,100	2.00%	102,100
UNIVERSITY OF IOWA	97,400	2.50%	99,800
Indiana University, Bloomington	96,700	3.00%	99,600
University of Wisconsin	96,900	0.00%	96,900
University of Arizona	94,500	0.00%	94,500
University of California, Davis	106,000	0.00%	106,000
Ohio State University, Main Campus	103,500	2.00%	105,600
University of Illinois, Urbana	102,200	2.50%	104,800
University of Minnesota, Twin Cities	100,100	2.00%	102,100
Michigan State University	97,500	0.00%	97,500
Texas A & M	97,200	0.00%	97,200
University of Wisconsin	96,900	0.00%	96,900
North Carolina State University	95,100	0.00%	95,100
University of Arizona	94,500	0.00%	94,500
Purdue University, Main Campus	93,200	0.00%	93,200
IOWA STATE UNIVERSITY	91,300	1.90%	93,000
University of North Texas	86,600	0.00%	86,600
University of North Carolina, Greensboro	84,100	n/a	84,100
Central Michigan University	78,400	3.00%	80,800
California State University, Fresno	79,200	n/a	79,200
Ohio University, Athens	77,900	1.00%	78,700
Illinois State University	73,400	2.50%	75,300
UNIVERSITY OF NORTHERN IOWA	71,800	3.00%	73,900
University of Minnesota, Duluth	71,700	n/a	71,700
Northern Arizona University	69,200	n/a	69,200
Indiana State University, Terre Haute	65,600	n/a	65,600
University of Wisconsin, Eau Claire	63,300	0.00%	63,300

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2009-10. 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 2009 (Adjusted to SUI Rank Distribution)												
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	191,203	521	1	116,937	389	4	104,408	313	2	145,368	1,223	1
Stanford	181,403	521	4	124,413	389	2	100,458	313	5	142,560	1,223	2
Columbia	188,584	521	2	117,031	389	3	92,290	313	10	141,181	1,223	3
Cal Tech	171,874	521	7	125,963	389	1	105,766	313	1	140,352	1,223	4
Chicago	184,072	521	3	106,557	389	10	100,066	313	6	137,917	1,223	5
Princeton	181,013	521	5	116,864	389	5	87,717	313	14	136,732	1,223	6
Penn	170,086	521	9	110,192	389	7	102,316	313	3	133,691	1,223	7
MIT	161,039	521	11	111,022	389	6	100,570	313	4	129,655	1,223	8
Northwestern	166,309	521	10	106,943	389	9	95,309	313	7	129,256	1,223	9
New York Univ.	171,650	521	8	101,492	389	13	92,673	313	8	129,122	1,223	10
Yale	174,103	521	6	98,379	389	17	85,552	313	16	127,355	1,223	11
Cornell - Endowed	155,208	521	14	108,787	389	8	92,346	313	9	124,354	1,223	12
Duke	160,837	521	12	102,590	389	12	89,799	313	11	124,130	1,223	13
Wash Univ - St. Louis	160,670	521	13	97,088	389	20	85,371	313	17	121,175	1,223	14
Rice	151,795	521	16	105,686	389	11	85,164	313	18	120,076	1,223	15
Emory	154,805	521	15	99,442	389	15	83,448	313	21	118,934	1,223	16
Southern Cal	145,777	521	20	98,560	389	16	89,582	313	13	116,377	1,223	17
Cal - Berkeley	145,777	521	19	98,221	389	18	84,756	313	19	115,034	1,223	18
Cal - Los Angeles	148,018	521	17	95,208	389	22	81,732	313	25	114,256	1,223	19
Michigan	143,971	521	22	94,341	389	25	83,075	313	22	112,600	1,223	20
Carnegie Mellon	137,561	521	25	97,098	389	19	89,703	313	12	112,443	1,223	21
Cornell - Contract (publ)	134,736	521	27	99,953	389	14	87,313	313	15	111,536	1,223	22
Brown	145,834	521	18	91,938	389	29	78,494	313	29	111,457	1,223	23
North Carolina	143,047	521	23	92,606	389	28	80,807	313	26	111,074	1,223	24
Vanderbilt	145,057	521	21	93,132	389	26	73,092	313	45	110,123	1,223	25
Rutgers	140,058	521	24	94,918	389	23	76,856	313	33	109,525	1,223	26
Maryland	134,734	521	28	94,414	389	24	82,575	313	23	108,561	1,223	27
Cal - San Diego	135,433	521	26	88,161	389	33	79,630	313	27	106,116	1,223	28
Virginia	134,671	521	29	92,665	389	27	75,168	313	39	106,082	1,223	29
SUNY - Stony Brook	131,947	521	32	95,282	389	21	74,942	313	40	105,696	1,223	30
Texas	133,348	521	30	85,285	389	41	82,224	313	24	104,977	1,223	31
Rochester	125,599	521	40	88,717	389	32	83,796	313	20	103,170	1,223	32
Cal - Irvine	132,681	521	31	85,710	389	39	75,650	313	37	103,145	1,223	33
SUNY - Buffalo	129,133	521	37	89,580	389	30	74,442	313	42	102,555	1,223	34
Ohio State	129,484	521	36	85,761	389	38	77,988	313	30	102,398	1,223	35
Penn State	130,412	521	34	86,722	389	36	72,027	313	48	101,573	1,223	36
Illinois	130,021	521	35	\$83,238	389	46	\$76,752	313	34	101,508	1,223	37
Cal - Santa Barbara	131,143	521	33	80,106	389	54	76,437	313	36	100,909	1,223	38
Minnesota	124,821	521	42	85,434	389	40	76,457	313	35	99,916	1,223	39
Washington	121,925	521	46	88,118	389	34	77,249	313	31	99,738	1,223	40
Pittsburgh *	128,300	521	38	84,600	389	43	70,100	313	51	99,505	1,223	41
Colorado	121,578	521	48	88,741	389	31	75,209	313	38	99,266	1,223	42
Brandeis	121,903	521	47	84,931	389	42	79,126	313	28	99,195	1,223	43
Cal - Davis	123,409	521	45	83,895	389	45	77,010	313	32	98,966	1,223	44
Tulane	128,027	521	39	84,008	389	44	67,848	313	57	98,624	1,223	45
Michigan State	125,025	521	41	87,303	389	35	68,597	313	55	98,585	1,223	46
Case	124,157	521	43	82,531	389	49	74,561	313	41	98,224	1,223	47
Iowa	124,084	521	44	82,543	389	47	71,417	313	49	97,392	1,223	48
Texas A&M	120,320	521	50	82,537	389	48	73,637	313	43	96,355	1,223	49
Indiana	120,664	521	49	82,037	389	50	72,383	313	47	96,021	1,223	50
Wisconsin	111,127	521	58	85,805	389	37	73,618	313	44	93,473	1,223	51
Purdue	115,806	521	54	80,226	389	53	72,654	313	46	93,445	1,223	52
Arizona	117,262	521	51	79,645	389	55	67,954	313	56	92,678	1,223	53
Kansas	116,925	521	53	79,342	389	56	65,903	313	58	91,913	1,223	54
Iowa State	111,597	521	57	81,807	389	52	71,401	313	50	91,834	1,223	55
Syracuse	112,453	521	55	81,992	389	51	69,081	313	53	91,664	1,223	56
Florida	117,047	521	52	75,549	389	58	63,912	313	59	90,249	1,223	57
Nebraska	112,028	521	56	77,241	389	57	68,880	313	54	89,920	1,223	58
Missouri	110,997	521	59	74,114	389	60	60,749	313	60	86,406	1,223	59
Oregon	102,984	521	60	74,557	389	59	69,423	313	52	85,353	1,223	60
Mean	\$139,092			\$92,799			\$80,458			\$109,362		

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

Normalized for ISU Rank Distribution

Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2009

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
	4/15/2010											
Harvard	191,203	508	1	116,937	398	4	104,408	328	2	144,180	1,234	1
Stanford	181,403	508	4	124,413	398	2	100,458	328	5	141,507	1,234	2
Columbia	188,584	508	2	117,031	398	3	92,290	328	10	139,911	1,234	3
Cal Tech	171,874	508	7	125,963	398	1	105,766	328	1	139,495	1,234	4
Chicago	184,072	508	3	106,557	398	10	100,066	328	6	136,742	1,234	5
Princeton	181,013	508	5	116,864	398	5	87,717	328	14	135,525	1,234	6
Penn	170,086	508	9	110,192	398	7	102,316	328	3	132,755	1,234	7
MIT	161,039	508	11	111,022	398	6	100,570	328	4	128,835	1,234	8
Northwestern	166,309	508	10	106,943	398	9	95,309	328	7	128,290	1,234	9
New York Univ.	171,650	508	8	101,492	398	13	92,673	328	8	128,030	1,234	10
Yale	174,103	508	6	98,379	398	17	85,552	328	16	126,143	1,234	11
Cornell - Endowed	155,208	508	14	108,787	398	8	92,346	328	9	123,527	1,234	12
Duke	160,837	508	12	102,590	398	12	89,799	328	11	123,168	1,234	13
Wash Univ - St. Louis	160,670	508	13	97,088	398	20	85,371	328	17	120,148	1,234	14
Rice	151,795	508	16	105,686	398	11	85,164	328	18	119,213	1,234	15
Emory	154,805	508	15	99,442	398	15	83,448	328	21	117,982	1,234	16
Southern Cal	145,777	508	20	98,560	398	16	89,582	328	13	115,611	1,234	17
Cal - Berkeley	145,777	508	19	98,221	398	18	84,756	328	19	114,219	1,234	18
Cal - Los Angeles	148,018	508	17	95,208	398	22	81,732	328	25	113,366	1,234	19
Carnegie Mellon	137,561	508	25	97,098	398	19	89,703	328	12	111,790	1,234	20
Michigan	143,971	508	22	94,341	398	25	83,075	328	22	111,778	1,234	21
Cornell - Contract (publ)	134,736	508	27	99,953	398	14	87,313	328	15	110,912	1,234	22
Brown	145,834	508	18	91,938	398	29	78,494	328	29	110,552	1,234	23
North Carolina	143,047	508	23	92,606	398	28	80,807	328	26	110,235	1,234	24
Vanderbilt	145,057	508	21	93,132	398	26	73,092	328	45	109,181	1,234	25
Rutgers	140,058	508	24	94,918	398	23	76,856	328	33	108,700	1,234	26
Maryland	134,734	508	28	94,414	398	24	82,575	328	23	107,866	1,234	27
Cal - San Diego	135,433	508	26	88,161	398	33	79,630	328	27	105,354	1,234	28
Virginia	134,671	508	29	92,665	398	27	75,168	328	39	105,307	1,234	29
SUNY - Stony Brook	131,947	508	32	95,282	398	21	74,942	328	40	104,970	1,234	30
Texas	133,348	508	30	85,285	398	41	82,224	328	24	104,258	1,234	31
Rochester	125,599	508	40	88,717	398	32	83,796	328	20	102,592	1,234	32
Cal - Irvine	132,681	508	31	85,710	398	39	75,650	328	37	102,373	1,234	33
SUNY - Buffalo	129,133	508	37	89,580	398	30	74,442	328	42	101,839	1,234	34
Ohio State	129,484	508	36	85,761	398	38	77,988	328	30	101,694	1,234	35
Penn State	130,412	508	34	86,722	398	36	72,027	328	48	100,802	1,234	36
Illinois	130,021	508	35	83,238	398	46	76,752	328	34	100,773	1,234	37
Cal - Santa Barbara	131,143	508	33	80,106	398	54	76,437	328	36	100,141	1,234	38
Minnesota	124,821	508	42	85,434	398	40	76,457	328	35	99,262	1,234	39
Washington	121,925	508	46	88,118	398	34	77,249	328	31	99,146	1,234	40
Pittsburgh *	128,300	508	38	84,600	398	43	70,100	328	51	98,736	1,234	41
Colorado	121,578	508	48	88,741	398	31	75,209	328	38	98,662	1,234	42
Brandeis	121,903	508	47	84,931	398	42	79,126	328	28	98,608	1,234	43
Cal - Davis	123,409	508	45	83,895	398	45	77,010	328	32	98,332	1,234	44
Michigan State	125,025	508	41	87,303	398	35	68,597	328	55	97,860	1,234	45
Tulane	128,027	508	39	84,008	398	44	67,848	328	57	97,834	1,234	46
Case	124,157	508	43	82,531	398	49	74,561	328	41	97,549	1,234	47
Iowa	124,084	508	44	82,543	398	47	71,417	328	49	96,687	1,234	48
Texas A&M	120,320	508	50	82,537	398	48	73,637	328	43	95,726	1,234	49
Indiana	120,664	508	49	82,037	398	50	72,383	328	47	95,373	1,234	50
Wisconsin	111,127	508	58	85,805	398	37	73,618	328	44	92,990	1,234	51
Purdue	115,806	508	54	80,226	398	53	72,654	328	46	92,861	1,234	52
Arizona	117,262	508	51	79,645	398	55	67,954	328	56	92,024	1,234	53
Iowa State	111,597	508	57	81,807	398	52	71,401	328	50	91,304	1,234	54
Kansas	116,925	508	53	79,342	398	56	65,903	328	58	91,242	1,234	55
Syracuse	\$112,453	508	55	\$81,992	398	51	\$69,081	328	53	\$91,100	1,234	56
Florida	117,047	508	52	75,549	398	58	63,912	328	59	89,539	1,234	57
Nebraska	112,028	508	56	77,241	398	57	68,880	328	54	89,339	1,234	58
Missouri	110,997	508	59	74,114	398	60	60,749	328	60	85,745	1,234	59
Oregon	102,984	508	60	74,557	398	59	69,423	328	52	84,895	1,234	60
Johns Hopkins*												
North Carolina State	113,006	508		83,206	398		69,876	328		91,931	1,234	
institutions included, n = 60												
Mean (unweighted)	\$138,665	508	= avg #	\$92,642	398	= avg #	\$80,284	328	= avg #	\$108,303	1,234	= avg #

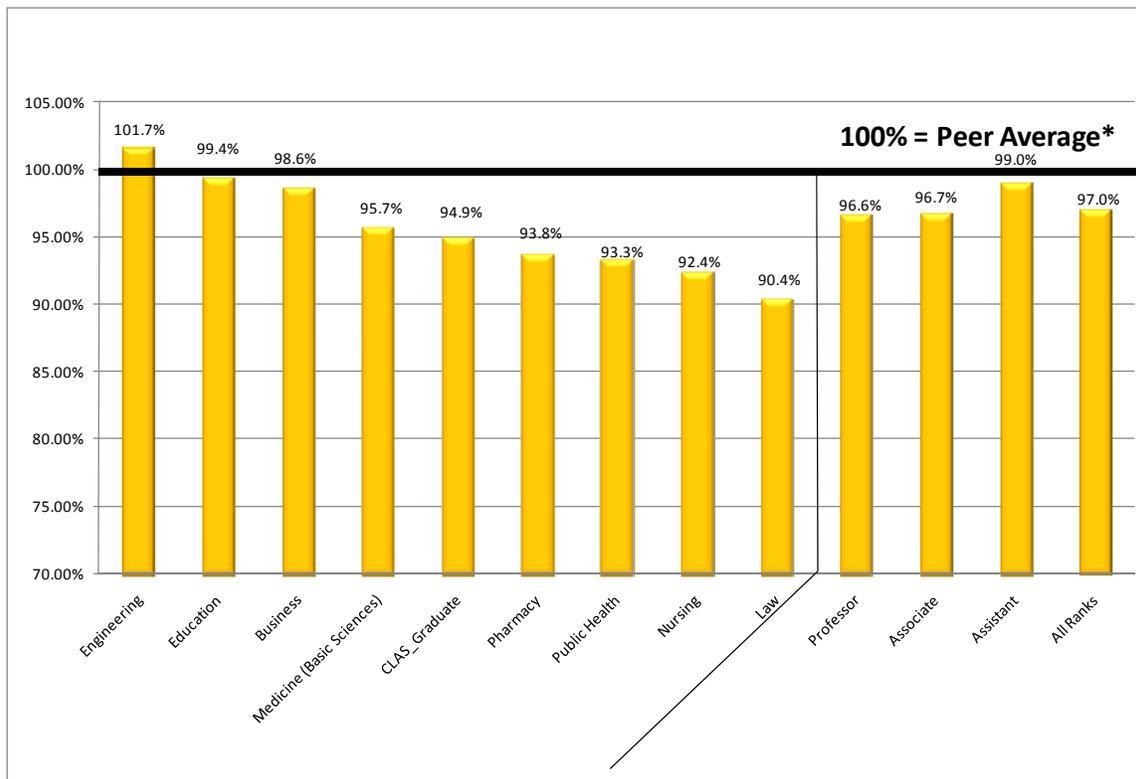
note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution. Rankings are based on the magnitude of the average salaries (i.e. largest average salary = 1). 'Unweighted' means are calculated with each institution carrying the weight of one (1).

Source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE). * Institutions did not submit to AAUDE, therefore data were drawn from the Chronicle, as available.

Average Faculty Salaries by Academic Rank, FY 2010												
(Peer institutions as listed by Education Trust*)												
Peers Adjusted to UNI Rank Distribution												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average 3 Salary	N	Salary Ranking	Average A1 Salary	N	Salary Ranking	Average AO Salary	N	Salary Ranking	Average P Salary	N	Salary Ranking
University of California - Riverside	93,994	502	1	71,100	120	1	81,700	200	4	122,600	182	1
University of North Carolina-Charlotte	89,469	502	2	69,200	120	2	82,400	200	1	110,600	182	3
University of Alabama	88,875	502	3	61,300	120	18	80,100	200	6	116,700	182	2
University of North Texas	88,445	502	4	66,300	120	4	82,300	200	2	109,800	182	4
University of North Carolina-Greensboro	85,504	502	5	63,800	120	8	77,600	200	9	108,500	182	5
West Chester University of Pennsylvania	85,167	502	6	66,600	120	3	81,900	200	3	101,000	182	9
Indiana University of Pennsylvania-Main	83,769	502	7	62,900	120	10	80,700	200	5	100,900	182	10
University of Mississippi-Main	83,391	502	8	62,300	120	11	76,200	200	10	105,200	182	6
Bloomsburg University of Pennsylvania	82,898	502	9	61,700	120	15	79,600	200	7	100,500	182	11
Kent State University-Main	82,857	502	10	64,100	120	7	75,600	200	12	103,200	182	7
Kutztown University of Pennsylvania	81,988	502	11	59,300	120	26	79,300	200	8	99,900	182	12
West Virginia University	81,298	502	12	60,200	120	22	74,300	200	14	102,900	182	8
East Carolina University	80,614	502	13	66,300	120	5	75,200	200	13	96,000	182	16
Ohio University	80,013	502	14	61,100	120	20	73,900	200	16	99,200	182	13
California State University - Fresno	78,818	502	15	62,000	120	14	73,000	200	19	96,300	182	14
University of North Carolina-Wilmington	78,481	502	16	61,700	120	16	73,700	200	17	94,800	182	17
North Dakota State University-Main	78,306	502	17	65,000	120	6	72,100	200	21	93,900	182	19
Central Michigan University	78,060	502	18	59,800	120	24	72,600	200	20	96,100	182	15
Oakland University	77,039	502	19	60,200	120	23	71,800	200	23	93,900	182	18
University of Minnesota-Duluth	76,925	502	20	57,100	120	32	74,100	200	15	93,100	182	20
Mississippi State University	76,708	502	21	61,300	120	19	71,400	200	25	92,700	182	22
Northern Illinois University	76,592	502	22	62,300	120	12	70,600	200	26	92,600	182	23
Appalachian State University	76,109	502	23	59,600	120	25	73,100	200	18	90,300	182	25
University of Nebraska-Omaha	76,088	502	24	61,700	120	17	75,700	200	11	86,000	182	30
Eastern Illinois University	75,351	502	25	62,100	120	13	71,700	200	24	88,100	182	27
Bowling Green State University-Main	75,138	502	26	56,900	120	34	70,100	200	28	92,700	182	21
Western Illinois University	74,745	502	27	57,000	120	33	70,600	200	27	91,000	182	24
Illinois State University	74,411	502	28	63,000	120	9	67,800	200	33	89,200	182	26
Florida A & M University	74,363	502	29	60,500	120	21	72,000	200	22	86,100	182	29
Grand Valley State University	72,394	502	30	55,200	120	40	68,600	200	32	87,900	182	28
SUNY College At Oswego	72,007	502	31	56,600	120	35	68,700	200	31	85,800	182	31
University of Northern Iowa	71,790	502	32	54,800	120	42	69,600	200	29	85,400	182	32
Georgia Southern University	71,212	502	33	58,400	120	27	68,900	200	30	82,200	182	35
Montana State University-Bozeman	69,290	502	34	58,300	120	28	63,500	200	40	82,900	182	34
Northern Arizona University	69,176	502	35	55,200	120	41	63,800	200	37	84,300	182	33
South Dakota State University	68,766	502	36	57,400	120	30	66,000	200	34	79,300	182	41
Ball State University	67,694	502	37	52,000	120	48	64,000	200	36	82,100	182	36
Northern Michigan University	67,537	502	38	53,500	120	44	63,800	200	38	80,900	182	37
Radford University	67,280	502	39	57,200	120	31	64,300	200	35	77,200	182	44
The University of Montana-Missoula	67,256	502	40	55,900	120	38	63,200	200	42	79,200	182	42
Indiana State University	66,818	502	41	55,600	120	39	62,100	200	45	79,400	182	40
Murray State University	66,753	502	42	52,600	120	45	63,100	200	43	80,100	182	38
University of Northern Colorado	66,604	502	43	51,900	120	49	63,600	200	39	79,600	182	39
University of Wisconsin-Whitewater	66,221	502	44	58,200	120	29	63,500	200	41	74,500	182	45
University of Wisconsin-Oshkosh	65,105	502	45	56,000	120	37	62,200	200	44	74,300	182	46
Tennessee Technological University	65,071	502	46	52,400	120	46	61,000	200	46	77,900	182	43
University of Wisconsin-Eau Claire	63,735	502	47	56,500	120	36	60,100	200	47	72,500	182	48
University of Wisconsin-Stout	62,549	502	48	54,100	120	43	58,200	200	48	72,900	182	47
University of Wisconsin-Stevens Point	60,726	502	49	52,100	120	47	58,100	200	49	69,300	182	49
Mean	\$75,172			\$59,394			\$70,559			\$90,643		

*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 not available for the following peer institution: [Saint Cloud State University](#), [Stephen F. Austin State University](#), [University of Central Arkansas](#), [University of New Hampshire](#),
[University of West Georgia](#), and [Winoona State University](#)
 Data Source: ACADEME, AAUP, March-April 2010.

UNIVERSITY OF IOWA
FACULTY SALARY AS A PERCENT OF PEER AVERAGE
FY 2009

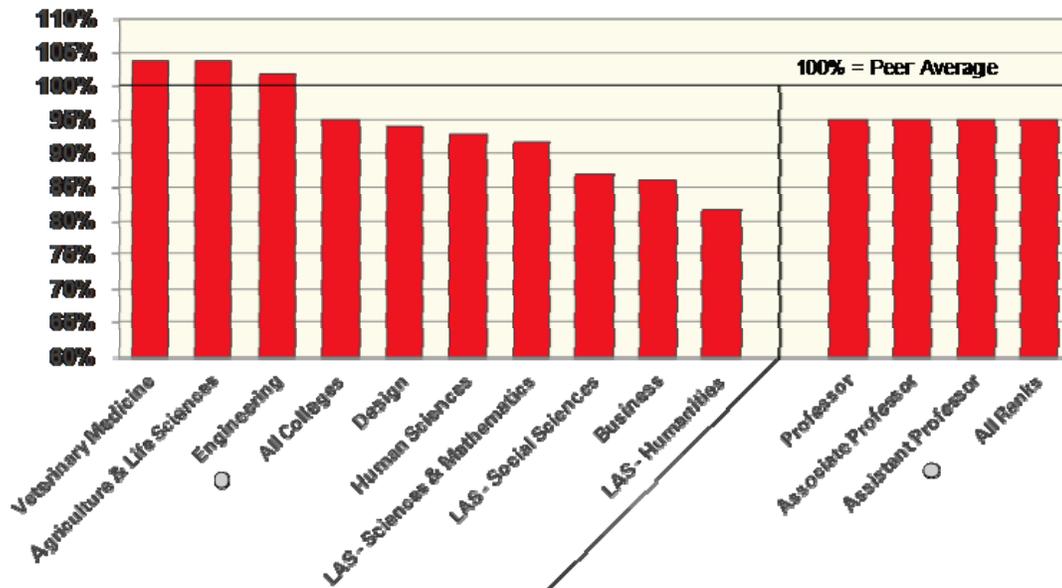


*Percentiles by rank do not include the College of Dentistry

*Peer averages are adjusted to Iowa rank distribution, with the exception of the College of Law

Source: Association of American Universities Data Exchange -- AAUDE

**IOWA STATE UNIVERSITY
Faculty Salary as a Percent of Peer Average - FY 2010**



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS FY 2007 - FY 2011					
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
SUI PEER GROUP					
Indiana University, Bloomington	4.00%	4.75%	4.90%	0.00%	3.00%
UNIVERSITY OF IOWA	5.70%	6.96%	4.09%	0.00%	2.50%
University of Illinois, Urbana	3.70%	4.00%	2.50%	0.00%	2.50%
Ohio State University, Main Campus	3.50%	4.00%	3.50%	2.50%	2.00%
University of Minnesota, Twin Cities	3.00%	6.30%	3.25%	0.00%	2.00%
University of California, Los Angeles	n/a	5.70%	1.78%	1.78%	0.00%
University of Wisconsin, Madison	4.30%	2.00%	3.02%	0.00%	0.00%
University of North Carolina - Chapel Hill	6.00%	5.00%	3.00%	0.00%	0.00%
University of Arizona	2.00%	5.40%	0.00%	0.00%	0.00%
University of Michigan, Ann Arbor	4.00%	3.75%	4.50%	2.75%	n/a
University of Texas, Austin	3.00%	4.37%	4.50%	0.00%	n/a
ISU PEER GROUP					
University of Illinois, Urbana	3.70%	4.00%	2.50%	0.00%	2.50%
Ohio State University, Main Campus	3.50%	4.00%	3.50%	2.50%	2.00%
University of Minnesota, Twin Cities	3.00%	6.30%	3.25%	0.00%	2.00%
IOWA STATE UNIVERSITY	3.80%	6.00%	5.46%	0.00%	1.90%
Texas A&M	3.00%	4.50%	3.00%	2.00%	0.00%
Michigan State University	3.60%	3.50%	3.00%	2.00%	0.00%
University of California, Davis	3.78%	5.70%	1.78%	1.78%	0.00%
Purdue University, Main Campus	3.20%	4.10%	4.00%	0.00%	0.00%
University of Wisconsin, Madison	4.30%	2.00%	3.02%	0.00%	0.00%
North Carolina State University	6.00%	5.00%	3.00%	0.00%	0.00%
University of Arizona	2.00%	5.40%	0.00%	0.00%	0.00%
UNI PEER GROUP					
Central Michigan University	3.50%	3.50%	n/a	3.00%	3.00%
UNIVERSITY OF NORTHERN IOWA	3.50%	3.00%	4.00%	0.00%	3.00%
Illinois State University	3.00%	3.00%	3.00%	0.00%	2.50%
Ohio University, Athens	3.00%	3.00%	3.00%	0.00%	1.00%
University of North Texas	2.00%	4.00%	4.00%	2.00%	0.00%
University of Wisconsin, Eau Claire	4.00%	n/a	1.00%	0.00%	0.00%
Northern Arizona University	6.10%	5.00%	0.00%	0.00%	n/a
University of North Carolina, Greensboro	5.50%	7.00%	3.70%	n/a	n/a
University of Minnesota, Duluth	n/a	3.00%	3.00%	n/a	n/a
California State University, Fresno	n/a	n/a	n/a	n/a	n/a
Indiana State University, Terre Haute	0.00%	3.00%	3.50%	n/a	n/a

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2009-10
AVERAGE FACULTY TOTAL COMPENSATION, 2009-10

COMPARISON GROUPS	Average Faculty Salary (all ranks)	Rank Average Salary	Benefits as % of Salary	Average Faculty Total Compensation (1)	Rank Total Compensation
University of California, Los Angeles	125,400	1	33.00%	166,800	1
University of Michigan, Ann Arbor	114,600	2	24.30%	142,500	2
University of North Carolina, Chapel Hill	113,330	3	22.60%	138,900	3
University of Minnesota, Twin Cities	100,100	7	36.10%	136,300	4
University of Texas, Austin	108,300	4	20.50%	130,500	5
University of Wisconsin	96,900	9	32.70%	128,600	6
Ohio State University, Main Campus	103,500	5	23.80%	128,100	7
University of Illinois, Urbana	102,200	6	25.20%	128,000	8
UNIVERSITY OF IOWA	97,400	8	28.00%	124,700	9
Indiana University, Bloomington	96,700	10	28.40%	124,200	10
University of Arizona	94,500	11	27.20%	120,200	11
University of California, Davis	106,000	1	34.40%	142,000	1
University of Minnesota, Twin Cities	100,100	4	36.10%	136,000	2
Michigan State University	97,500	5	33.60%	130,000	3
University of Wisconsin	96,900	7	32.70%	129,000	4
University of Illinois, Urbana	102,200	3	25.20%	128,000	5
Ohio State University, Main Campus	103,500	2	23.80%	128,000	5
Purdue University, Main Campus	93,200	10	31.80%	123,000	7
University of Arizona	94,500	9	27.20%	120,000	8
North Carolina State University	95,100	8	24.20%	118,000	9
IOWA STATE UNIVERSITY	91,300	11	27.10%	116,000	10
Texas A & M	97,200	6	18.90%	116,000	11
Central Michigan University	78,400	4	36.22%	106,800	1
University of North Carolina, Greensboro	84,100	2	25.33%	105,400	2
University of Minnesota, Duluth	71,700	8	43.38%	102,800	3
Ohio University, Athens	77,900	5	30.68%	101,800	4
University of North Texas	86,600	1	15.70%	100,200	5
California State University, Fresno	79,200	3	25.63%	99,500	6
UNIVERSITY OF NORTHERN IOWA	71,800	7	31.62%	94,500	7
Illinois State University	73,400	6	26.70%	93,000	8
Northern Arizona University	69,200	9	33.38%	92,300	9
University of Wisconsin, Eau Claire	63,300	11	40.92%	89,200	10
Indiana State University, Terre Haute	65,600	10	32.77%	87,100	11

Source: SUI and ISU -- AAUP Faculty Compensation Survey acquired through AAU Data Exchange

UNI -- Academe, Bulletin of the American Association University Professors, March-April 2010

(1) Total compensation includes [a] retirement contributions; [b] medical insurance; [c] disability income protection

[d] tuition for faculty dependents; [e] dental insurance; [f] social security; [g] unemployment insurance; [h] group life insurance

[i] workers compensation premiums; [j] other benefits such as moving expenses

**Average Faculty Salaries by Academic Rank, FY2009 (MD or equivalent degree holders)
University of Iowa and All AAMC Public and Private Medical Schools by Regional Group**

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	299,100	3,091	2	265,700	3,286	2	230,600	6,796	1	255,400	13,173	2
Northeastern Region	305,300	3,306	1	276,400	4,308	1	228,000	9,113	2	255,700	16,727	1
West	277,500	2,676	4	239,200	2,233	4	200,400	3,760	4	234,200	8,669	3
South	281,000	3,547	3	244,800	3,981	3	205,500	8,097	3	232,700	15,625	4
University of Iowa	274,700	221	5	207,100	158	5	188,600	218	5	225,400	597	5
Mean	\$290,775			\$258,143			\$218,106			\$245,337		