

Contact: Marcia Brunson

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 2012

As of June 30, 2012, there were 6,884 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 (9.8% at SUI, 5% at ISU; 8.6% at UNI; 9% at ISD and 6% at IBSSS). Approximately 55% (200) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 616 original entry appointments, 367 resignations, 138 retirements, 40 layoffs, and 43 dismissals for cause.

Overall, average FY 2012 salary for merit system employees at the five institutions was \$41,429.

In accordance with the administrative rules, 142 requests for classification review were filed. 138 of these requests resulted in reclassifications to different classifications -- 112 of those were to classifications in higher pay grades.

Sick and Vacation Leave – FY 2012

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 178,555 days of sick leave in FY 2012 at a cost of \$38.2 million. Average usage per university employee was 7.2 days. Average usage in FY 2011 was 7.0 days. Average usage for faculty was 1.9 days; P&S – 7.2 days; and Merit – 10.8 days. Total usage at the special schools was 2,027 days at a cost of \$480,663. The average usage was 8.4 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 17.3 days in FY 2012. FY 2011 average was 17.5 days. Average usage at the special schools was 12.8 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 2012

The Regent institutions spent \$506.1 million for insurance and retirement programs for faculty and staff during FY 2012. Institutional costs for fringe benefits as a percent of payroll were: SUI – 29.2%; ISU – 31.9%; UNI – 34.5%; ISD – 38.8%; and IBSSS – 45.5%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for the employer and 4.2% for the employee to a calendar year 2012 salary maximum of \$110,110. Medicare contribution is 1.45% on all salary. The employee contribution increases to 6.2% in calendar year 2013, and the salary maximum increases to \$113,700.

Employees may elect to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 56 employees at ISU are covered by federal retirement. Approximately 23,432 employees participate in TIAA-CREF and 4,974 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 – 8.07% by the employer and 5.38% by the employee. These amounts will increase to 8.67% and 5.78% in FY 2013. In FY 2012, the institutions contributed \$145 million to TIAA-CREF and \$6.7 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 2012 was \$220 million and \$13.2 million for dental insurance.

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 2012

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, 2017.

There were 51 new participants in phased retirement in FY 2012 with a total of 194 currently active. A total of 1,095 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$3.9 million. Approximately \$5 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 2010 the Board approved a modified phased retirement program for Iowa State University. The program was effective until April 29, 2011. Staff participating in the program had to commence phased retirement no later than January 1, 2012. The modified program required a phasing period of two years. There were 74 participants in the modified program. The cost of the incentives paid to participants was \$622,799, and the released funds available for reallocation amounted to \$835,257.

During FY 2012, 293 faculty and staff left the institutions through regular retirement.

Salary Report – FY 2013

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2013).

Average salary increases for faculty, P&S and merit staff for FY 2013 are as follows:

	Faculty	P&S	Merit**
SUI	2.4%	2.5%*	4.7%
ISU	2.4%	2.5%	4.3%
UNI***	3.52%	2.9%	4.2%
ISD	3.7%	3.3%	5.0%
IBSSS	3.3%	2.4%	6.7%

- * Excludes SEIU; SEIU average increases was 2.95%
- ** Includes across-the-board increases of 2% on 7-1-12 and 1% on 1-1-13 and step increases valued at 4.5% for eligible employees.
- *** Annualization of increases of 2.25% on 7/1/2012 and 1.25% on 1-1-13 is 3.52%

More detailed tables are provided in the full report beginning on page 31. 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, 8 of the 10 reporting institutions gave increases in FY 2013; in the ISU group, 7 of 9. Of the 9 reporting institutions in the UNI group, 5 gave faculty salary increases.

SUI ranks in 9th place in its peer group (7th last year); ISU – 9th (10th last year); and UNI – 7th (8th last year).

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 2012

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.

The University of Iowa has had a fully operational program since the initial pilot. Iowa State University implemented its extra-meritorious performance pay program in FY 2012.

The following table reflects the operation of the awards programs:

University of Iowa	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	5,314	345	\$250-\$18,900	\$4,028	\$1,389,508
Spot Awards	5,314	403	\$31 - \$75	\$74	\$29,939

Iowa State University	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Extra-Meritorious Performance Pay	2,522	28	\$1,000 - \$7,000	\$3,202	\$89,663

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2011-12
ESTIMATED FACULTY SALARY INCREASES, 2012-13

COMPARISON GROUPS	Average Faculty Salary 2011-12 (1)	Estimated Average Percent Increase 2012-13 (2)	Estimated Average Faculty Salary 2012-13
University of California, Los Angeles	137,800	1.75%	140,200
University of Michigan, Ann Arbor	119,600	n/a	119,600
University of Texas, Austin	114,800	2.19%	117,300
University of North Carolina, Chapel Hill	113,400	2.00%	115,700
University of Illinois, Urbana	108,900	2.50%	111,600
Ohio State University, Main Campus	107,700	3.00%	110,900
Indiana University, Bloomington	103,600	2.20%	105,900
University of Minnesota, Twin Cities	102,200	2.50%	104,800
UNIVERSITY OF IOWA	101,300	2.38%	103,700
University of Wisconsin	99,700	0.00%	99,700
University of Arizona	97,000	0.00%	97,000
University of California, Davis	113,600	n/a	113,600
University of Illinois, Urbana	108,900	2.50%	111,600
Ohio State University, Main Campus	107,700	3.00%	110,900
University of Minnesota, Twin Cities	102,200	2.50%	104,800
Purdue University, Main Campus	102,100	2.30%	104,400
Michigan State University	100,100	2.50%	102,600
University of Wisconsin	99,700	0.00%	99,700
North Carolina State University	95,900	1.80%	97,600
IOWA STATE UNIVERSITY	95,100	2.40%	97,400
Texas A & M	97,000	n/a	97,000
University of Arizona	97,000	0.00%	97,000
University of North Texas	86,100	3.00%	88,600
University of North Carolina, Greensboro	83,800	1.20%	84,800
Ohio University, Athens	81,500	2.50%	83,600
Central Michigan University	80,200	1.25%	80,300
California State University, Fresno	79,400	0.00%	79,400
Northern Arizona University	77,300	0.00%	77,300
UNIVERSITY OF NORTHERN IOWA (3)	74,500	3.52%	77,200
Illinois State University	77,000	0.00%	77,000
Indiana State University, Terre Haute	73,600	n/a	73,600
University of Minnesota, Duluth	71,400	n/a	71,400
University of Wisconsin, Eau Claire	63,400	0.00%	63,400

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2011-12. 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 Iowa universities are actual increases.
- (3) The 3.52% represents the annualized increase based on July 1 increase of 2.25% and January 1 increase of 1.25%.

**Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2011
(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
Stanford	195,443	493	4	131,213	387	1	109,800	309	2	152,280	1,189	1
Harvard	198,369	493	1	120,905	387	4	109,760	309	3	150,128	1,189	2
Columbia	197,804	493	3	125,045	387	2	98,959	309	8	148,434	1,189	3
Chicago, Univ of	198,227	493	2	114,231	387	8	102,345	309	5	145,970	1,189	4
Princeton	193,760	493	5	123,699	387	3	94,154	309	13	145,070	1,189	5
Penn	181,600	493	7	117,785	387	6	112,320	309	1	142,824	1,189	6
MIT	171,847	493	12	120,295	387	5	102,784	309	4	137,119	1,189	7
NYU	182,372	493	6	106,075	387	13	99,711	309	7	136,056	1,189	8
Duke	175,306	493	9	114,470	387	7	96,031	309	12	134,903	1,189	9
Yale	180,431	493	8	108,554	387	11	89,679	309	18	133,451	1,189	10
Northwestern	172,111	493	11	110,220	387	9	98,935	309	9	132,949	1,189	11
Wash. Univ - St Louis	172,357	493	10	100,157	387	19	96,795	309	10	129,220	1,189	12
Cornell University - Endowed College	157,837	493	17	109,349	387	10	96,455	309	11	126,103	1,189	13
UCLA	162,418	493	13	107,097	387	12	87,112	309	19	124,841	1,189	14
Southern Cal	155,916	493	19	105,300	387	15	93,318	309	16	123,173	1,189	15
Rice	159,545	493	14	105,959	387	14	86,589	309	22	123,144	1,189	16
UC Berkeley	153,672	493	20	104,469	387	16	92,229	309	17	121,690	1,189	17
Emory	157,974	493	16	101,626	387	18	86,526	309	23	121,065	1,189	18
Brown	156,745	493	18	99,261	387	21	82,349	309	29	118,701	1,189	19
Vanderbilt	158,343	493	15	98,646	387	23	76,515	309	45	117,647	1,189	20
Cornell University - NY State Statutory College	143,630	493	24	103,674	387	17	93,406	309	15	117,573	1,189	21
Carnegie-Mellon	141,981	493	25	98,877	387	22	101,132	309	6	117,335	1,189	22
Michigan	148,778	493	21	98,206	387	24	85,805	309	24	115,952	1,189	23
Georgia Tech	141,339	493	27	94,561	387	30	86,812	309	21	111,943	1,189	24
Rutgers	143,744	493	23	97,639	387	25	78,017	309	41	111,656	1,189	25
North Carolina	143,982	493	22	94,612	387	29	80,470	309	32	111,407	1,189	26
Rochester	133,813	493	38	97,196	387	26	93,457	309	14	111,407	1,189	27
SUNY-Stony Brook	140,480	493	29	99,514	387	20	78,090	309	40	110,932	1,189	28
Virginia	141,629	493	26	94,986	387	28	80,270	309	33	110,501	1,189	29
UC San Diego	140,271	493	30	90,880	387	32	86,975	309	20	110,344	1,189	30
Maryland	136,322	493	34	95,723	387	27	83,877	309	27	109,478	1,189	31
Texas	140,726	493	28	89,901	387	36	83,899	309	26	109,415	1,189	32
UC Irvine	136,957	493	33	89,650	387	37	80,586	309	31	106,909	1,189	33
Illinois	137,199	493	32	86,547	387	46	83,608	309	28	106,785	1,189	34
SUNY-Buffalo	135,400	493	35	93,118	387	31	77,393	309	43	106,563	1,189	35
Ohio State	134,226	493	37	89,276	387	39	81,461	309	30	105,883	1,189	36
UC Santa Barbara	138,607	493	31	85,342	387	51	78,454	309	39	105,637	1,189	37
Brandeis	130,048	493	41	90,510	387	33	84,361	309	25	105,306	1,189	38
Pittsburgh	134,815	493	36	89,957	387	35	74,957	309	49	104,658	1,189	39
Penn State	132,061	493	39	89,163	387	41	76,114	309	46	103,558	1,189	40
Case Western	131,163	493	40	85,764	387	49	79,184	309	36	102,878	1,189	41
UC Davis	126,618	493	45	89,404	387	38	79,859	309	34	102,353	1,189	42
Indiana	128,390	493	44	87,045	387	45	77,376	309	44	101,675	1,189	43
Colorado	125,511	493	47	90,256	387	34	77,493	309	42	101,557	1,189	44
Iowa	130,025	493	42	86,372	387	47	74,081	309	50	101,277	1,189	45
Purdue	125,093	493	48	87,113	387	44	\$79,074	309	38	\$100,771	1,189	46
Minnesota	125,708	493	46	86,010	387	48	79,146	309	37	100,686	1,189	47
Michigan State	128,561	493	43	89,242	387	40	69,494	309	56	100,413	1,189	48
Washington	122,689	493	49	88,286	387	42	79,339	309	35	100,225	1,189	49
Texas A&M	120,010	493	51	83,076	387	53	72,795	309	53	95,718	1,189	50
Wisconsin	114,690	493	57	87,373	387	43	75,860	309	47	95,707	1,189	51
Syracuse	117,614	493	53	85,427	387	50	73,409	309	52	95,650	1,189	52
Iowa State	115,933	493	55	83,460	387	52	75,117	309	48	94,756	1,189	53
Arizona	119,892	493	52	81,845	387	54	70,771	309	55	94,743	1,189	54
Florida	121,749	493	50	80,097	387	55	68,943	309	58	94,469	1,189	55
Kansas	116,140	493	54	78,753	387	57	69,249	309	57	91,785	1,189	56
Oregon	112,252	493	59	79,616	387	56	74,032	309	51	91,697	1,189	57
Nebraska	114,791	493	56	77,638	387	58	71,615	309	54	91,478	1,189	58
Missouri	113,892	493	58	75,936	387	59	61,737	309	59	87,984	1,189	59
Mean	\$145,234			\$96,549			\$84,578			\$113,624		

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 2011									
Institution	Professor		Associate Professor		Assistant Professor		Three-Professorial-Ranks Combined		Salary Ranking
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	
Stanford	195,443	507	131,213	391	109,800	301	152,997	1,199	1
Harvard	198,369	507	120,905	391	109,760	301	150,863	1,199	2
Columbia	197,804	507	125,045	391	98,959	301	149,263	1,199	3
Chicago	198,227	507	114,231	391	102,345	301	146,765	1,199	4
Princeton	193,760	507	123,699	391	94,154	301	145,907	1,199	5
Penn	181,600	507	117,785	391	112,320	301	143,397	1,199	6
Cal Tech	172,800	507	121,300	391	111,300	301	140,566	1,199	7
MIT	171,847	507	120,295	391	102,784	301	137,698	1,199	8
New York Univ.	182,372	507	106,075	391	99,711	301	136,740	1,199	9
Duke	175,306	507	114,470	391	96,031	301	135,566	1,199	10
Yale *	180,431	507	108,554	391	89,679	301	134,209	1,199	11
Northwestern	172,111	507	110,220	391	98,935	301	133,558	1,199	12
Wash Univ - St. Louis	172,357	507	100,157	391	96,795	301	129,843	1,199	13
Cornell - Endowed	161,804	507	113,017	391	96,961	301	129,616	1,199	14
Cal - Los Angeles	162,594	507	107,356	391	87,432	301	125,712	1,199	15
Rice	159,545	507	105,959	391	86,589	301	123,755	1,199	16
Southern Cal	155,916	507	105,300	391	93,318	301	123,695	1,199	17
Cal - Berkeley	154,039	507	104,550	391	92,251	301	122,389	1,199	18
Emory	157,974	507	101,626	391	86,526	301	121,662	1,199	19
Brown	156,745	507	99,261	391	82,349	301	119,323	1,199	20
Vanderbilt	158,343	507	98,646	391	76,515	301	118,333	1,199	21
Cornell - Contract (publ)	143,630	507	103,674	391	93,406	301	117,992	1,199	22
Carnegie Mellon *	141,981	507	98,877	391	101,132	301	117,670	1,199	23
Michigan	148,778	507	98,206	391	85,805	301	116,477	1,199	24
Rutgers	144,978	507	98,396	391	78,639	301	113,133	1,199	25
Georgia Tech	141,339	507	94,561	391	86,812	301	112,396	1,199	26
North Carolina	143,982	507	94,612	391	80,470	301	111,938	1,199	27
Rochester	133,813	507	97,196	391	93,457	301	111,741	1,199	28
SUNY - Stony Brook *	140,480	507	99,514	391	78,090	301	111,458	1,199	29
Virginia	141,629	507	94,986	391	80,270	301	111,015	1,199	30
Cal - San Diego	140,739	507	90,910	391	87,014	301	111,002	1,199	31
Maryland	136,322	507	95,723	391	83,877	301	109,917	1,199	32
Texas	140,726	507	89,901	391	83,899	301	109,886	1,199	33
Cal - Irvine	137,033	507	89,829	391	80,683	301	107,493	1,199	34
Illinois	137,199	507	86,547	391	83,608	301	107,228	1,199	35
SUNY - Buffalo	135,400	507	93,118	391	77,393	301	107,049	1,199	36
Ohio State	134,226	507	89,276	391	81,461	301	106,321	1,199	37
Cal - Santa Barbara	138,615	507	85,361	391	78,454	301	106,146	1,199	38
Brandeis	130,048	507	90,510	391	84,361	301	105,685	1,199	39
Tulane	140,200	507	86,600	391	71,500	301	105,474	1,199	40
Pittsburgh	134,814	507	89,957	391	74,957	301	105,159	1,199	41
Cal - Davis	129,373	507	90,628	391	81,346	301	104,681	1,199	42
Penn State	132,061	507	89,163	391	76,114	301	104,027	1,199	43
Case	131,163	507	85,764	391	79,184	301	103,309	1,199	44
Indiana	128,390	507	87,045	391	77,376	301	102,101	1,199	45
Colorado	125,511	507	90,256	391	77,493	301	101,960	1,199	46
Iowa	130,025	507	86,372	391	74,081	301	101,745	1,199	47
Purdue	125,093	507	87,113	391	79,074	301	101,155	1,199	48
Minnesota	125,708	507	86,010	391	79,146	301	101,073	1,199	49
Michigan State	128,561	507	89,242	391	69,494	301	100,911	1,199	50
Washington *	122,689	507	88,286	391	79,339	301	100,587	1,199	51
Texas A&M	120,010	507	83,076	391	72,795	301	96,113	1,199	52
Wisconsin	114,690	507	87,373	391	75,860	301	96,034	1,199	53
Syracuse	117,614	507	85,427	391	73,409	301	96,020	1,199	54
Arizona	\$119,892	507	\$81,845	391	\$70,771	301	\$95,153	1,199	55
Iowa State	115,933	507	83,460	391	75,117	301	95,097	1,199	56
Florida	121,749	507	80,097	391	68,943	301	94,910	1,199	57
Kansas	116,140	507	78,753	391	69,249	301	92,176	1,199	58
Oregon	112,252	507	79,616	391	74,032	301	92,014	1,199	59
Nebraska	114,791	507	77,638	391	71,615	301	91,836	1,199	60
Missouri	113,892	507	75,936	391	61,737	301	88,421	1,199	61
Johns Hopkins *									
North Carolina State**	116,800	507	83,700	391	70,900	301	94,483	1,199	
<i>institutions included, n = 61</i>									
Mean	\$146,283		\$97,243		\$85,237		\$114,966		
	tot # fac	30,927		23,851		18,361		73,139 = 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.

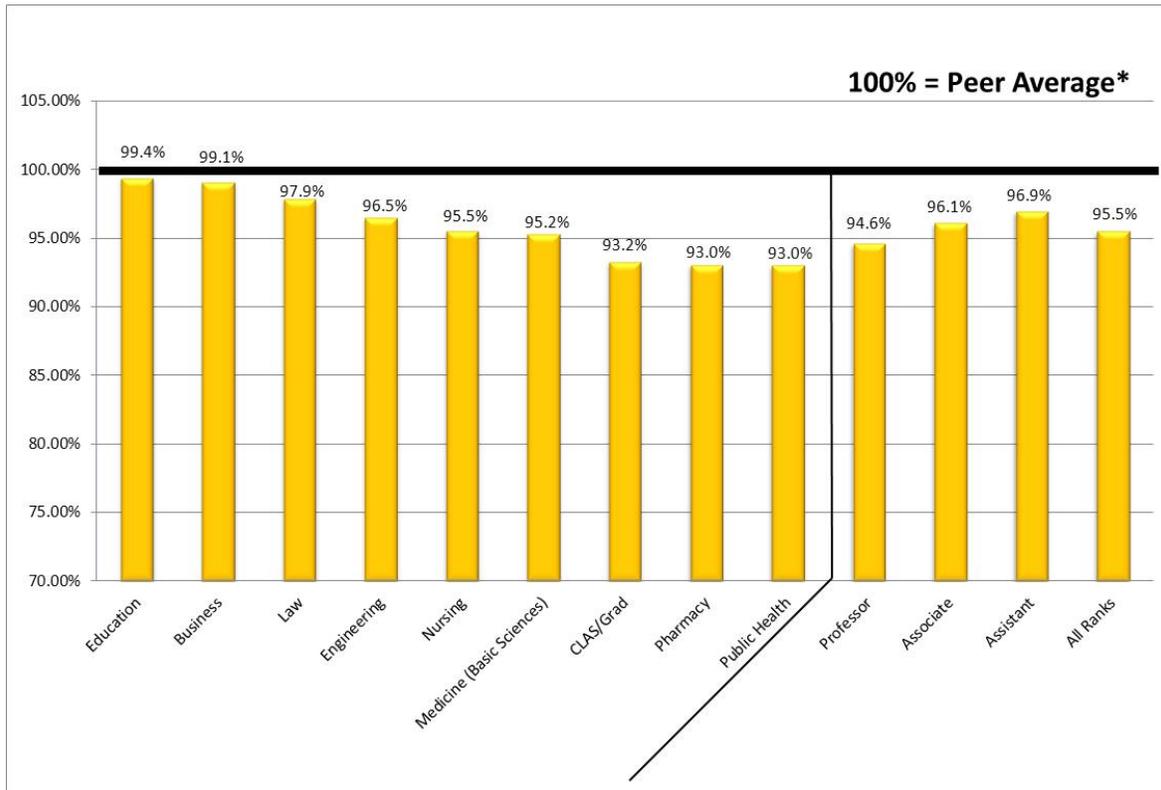
* Institutions did not submit to AAUDE, data from the Chronicle, as available. ** NC State is not an AAUDE member.

Source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).

Average Faculty Salaries by Academic Rank, FY 2012 (Peer institutions as listed by Education Trust*) Peers Adjusted to UNI Rank Distribution													
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor			
	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	96,367	498	1	75,500	122	1	82,900	201	4	130,700	175	1	
University of Alabama	95,567	498	2	67,500	122	4	89,300	201	1	129,900	175	2	
University of North Carolina-Charlotte	87,300	498	3	69,900	122	2	79,400	201	9	112,600	175	3	
West Chester University of Pennsylvania	85,100	498	4	67,500	122	5	83,900	201	2	103,900	175	10	
University of North Texas	84,667	498	5	65,900	122	10	80,200	201	7	107,900	175	6	
University of Mississippi-Main	84,567	498	6	66,200	122	9	78,700	201	10	108,800	175	4	
West Virginia University	83,833	498	7	64,400	122	14	79,700	201	8	107,400	175	7	
Bloomsburg University of Pennsylvania	83,700	498	8	64,500	122	13	82,100	201	5	104,500	175	9	
Indiana University of Pennsylvania-Main	83,467	498	9	63,400	122	17	83,200	201	3	103,800	175	11	
Kent State University-Main	82,800	498	10	67,300	122	6	76,600	201	11	104,500	175	8	
University of North Carolina-Greensboro	82,467	498	11	63,100	122	19	75,500	201	14	108,800	175	5	
Kutztown N University of Pennsylvania	81,733	498	12	60,800	122	27	81,700	201	6	102,700	175	13	
Ohio University	81,400	498	13	65,000	122	12	76,100	201	12	103,100	175	12	
North Dakota State University-Main	81,233	498	14	68,000	122	3	75,600	201	13	100,100	175	14	
East Carolina University	79,067	498	15	66,700	122	8	74,800	201	17	95,700	175	19	
Oakland University	78,967	498	16	63,700	122	16	73,900	201	19	99,300	175	15	
Central Michigan University	78,800	498	17	62,700	122	21	75,400	201	15	98,300	175	16	
Northern Illinois University	77,967	498	18	65,900	122	11	73,100	201	21	94,900	175	20	
Mississippi State University	77,367	498	19	63,300	122	18	72,800	201	22	96,000	175	18	
Illinois State University	76,533	498	20	67,100	122	7	69,800	201	32	92,700	175	25	
Eastern Illinois University	76,100	498	21	63,000	122	20	73,700	201	20	91,600	175	28	
California State University - Fresno	76,033	498	22	62,100	122	24	71,300	201	29	94,700	175	21	
Grand Valley State University	75,533	498	23	62,200	122	22	72,100	201	25	92,300	175	27	
University of Nebraska-Omaha	75,367	498	24	64,200	122	15	74,900	201	16	87,000	175	34	
University of North Carolina-Wilmington	75,067	498	25	59,300	122	32	72,300	201	23	93,600	175	22	
Northern Arizona University	75,033	498	26	58,900	122	35	69,300	201	33	96,900	175	17	
Florida A & M University	74,933	498	27	60,100	122	29	74,600	201	18	90,100	175	31	
Western Illinois University	74,667	498	28	59,300	122	33	72,200	201	24	92,500	175	26	
University of Minnesota-Duluth	74,667	498	29	58,300	122	38	72,100	201	26	93,600	175	23	
SUNY College At Oswego	73,567	498	30	57,700	122	39	72,100	201	27	90,900	175	29	
Bowling Green State University-Main	73,533	498	31	57,000	122	40	70,200	201	30	93,400	175	24	
Appalachian State University	73,333	498	32	60,500	122	28	70,200	201	31	89,300	175	32	
University of Northern Iowa	73,167	498	33	59,400	122	31	71,400	201	28	88,700	175	33	
Indiana State University	73,167	498	34	61,100	122	26	67,600	201	34	90,800	175	30	
Saint Cloud State University	70,900	498	35	62,000	122	25	67,600	201	35	83,100	175	39	
Montana State University-Bozeman	69,767	498	36	59,500	122	30	64,900	201	43	84,900	175	36	
Georgia Southern University	69,000	498	37	58,900	122	36	67,300	201	36	80,800	175	42	
Ball State University	68,967	498	38	54,400	122	48	67,000	201	37	85,500	175	35	
Murray State University	68,200	498	39	54,600	122	46	65,800	201	41	84,200	175	37	
South Dakota State University	68,167	498	40	59,000	122	34	66,100	201	38	79,400	175	44	
Winona State University	68,000	498	41	56,600	122	43	63,700	201	44	83,700	175	38	
Radford University	67,700	498	42	58,400	122	37	65,900	201	39	78,800	175	45	
Northern Michigan University	67,367	498	43	54,500	122	47	65,000	201	42	82,600	175	40	
University of Wisconsin-Whitewater	67,267	498	44	62,200	122	23	63,700	201	45	75,900	175	49	
Tennessee Technological University	66,800	498	45	54,300	122	49	65,900	201	40	80,200	175	43	
The University of Montana-Missoula**	66,267	498	46	56,800	122	42	63,400	201	47	78,600	175	47	
University of Central Arkansas	66,067	498	47	55,800	122	45	63,600	201	46	78,800	175	46	
University of West Georgia	65,667	498	48	53,200	122	51	61,600	201	48	82,200	175	41	
University of Wisconsin-Oshkosh	64,333	498	49	56,900	122	41	61,600	201	49	74,500	175	50	
University of Wisconsin-Eau Claire	63,600	498	50	56,400	122	44	61,500	201	50	72,900	175	51	
University of Northern Colorado	63,400	498	51	51,500	122	53	60,300	201	51	78,400	175	48	
University of Wisconsin-Stout	61,500	498	52	54,300	122	50	59,400	201	52	70,800	175	52	
University of Wisconsin-Stevens Point	59,567	498	53	51,900	122	52	57,800	201	53	69,000	175	53	
University of New Hampshire***													
Mean	74,898			60,994			71,336			92,364			

*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.
 University of Montana-Missoula is usually referred to as "U Montana", which was used in this sheet. *University of New Hampshire was not in the report.
 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 2011.

UNIVERSITY OF IOWA
FACULTY SALARY AS A PERCENT OF PEER AVERAGE
FY 2012

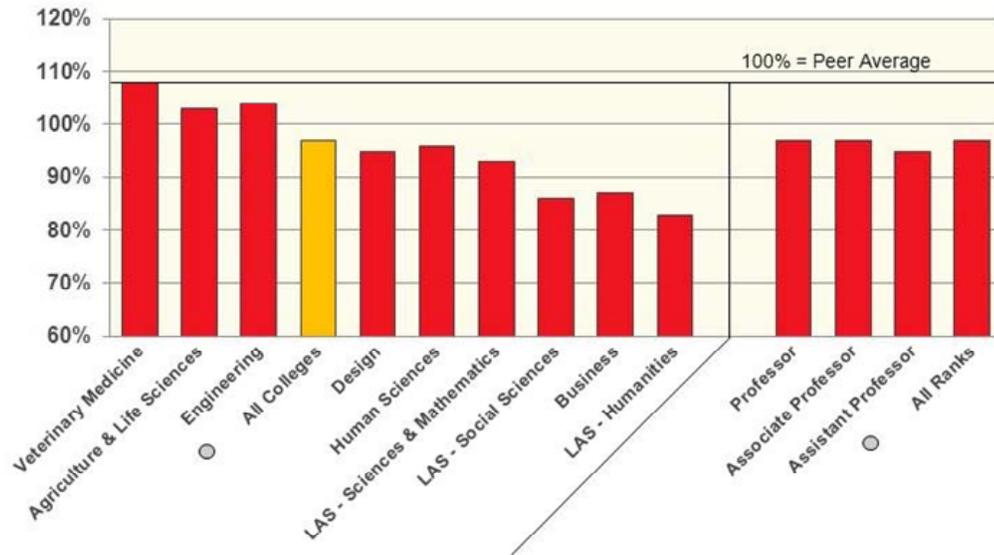


*Percentiles by rank do not include the College of Dentistry

*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 Salaries as a Percent of Peer Average - FY 2012



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS					
FY 2009 - FY 2013					
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
SUI PEER GROUP					
Indiana University, Bloomington	4.90%	0.00%	3.00%	1.50%	2.20%
Ohio State University, Main Campus	3.50%	2.50%	2.00%	2.00%	3.00%
University of Arizona	0.00%	0.00%	0.00%	0.00%	0.00%
University of California, Los Angeles	1.78%	1.78%	0.00%	4.78%	1.75%
University of Illinois, Urbana	2.50%	0.00%	2.50%	4.40%	2.50%
UNIVERSITY OF IOWA	4.09%	0.00%	2.50%	3.13%	2.38%
University of Michigan, Ann Arbor	4.50%	2.75%	n/a	n/a	n/a
University of Minnesota, Twin Cities	3.25%	0.00%	2.00%	0.00%	2.50%
University of North Carolina - Chapel Hill	3.00%	0.00%	0.00%	0.00%	2.00%
University of Texas, Austin	4.50%	0.00%	n/a	2.60%	2.19%
University of Wisconsin, Madison	3.02%	0.00%	0.00%	0.00%	0.00%
ISU PEER GROUP					
IOWA STATE UNIVERSITY	5.46%	0.00%	1.90%	2.30%	2.40%
Michigan State University	3.00%	2.00%	0.00%	2.00%	2.50%
North Carolina State University	3.00%	0.00%	0.00%	0.00%	1.80%
Ohio State University, Main Campus	3.50%	2.50%	2.00%	2.00%	3.00%
Purdue University, Main Campus	4.00%	0.00%	0.00%	2.00%	2.30%
Texas A&M	3.00%	2.00%	0.00%	0.00%	n/a
University of Arizona	0.00%	0.00%	0.00%	0.00%	0.00%
University of California, Davis	1.78%	1.78%	0.00%	4.78%	n/a
University of Illinois, Urbana	2.50%	0.00%	2.50%	4.40%	2.50%
University of Minnesota, Twin Cities	3.25%	0.00%	2.00%	0.00%	2.50%
University of Wisconsin, Madison	3.02%	0.00%	0.00%	0.00%	0.00%
UNI PEER GROUP					
California State University, Fresno	n/a	n/a	n/a	n/a	0.00%
Central Michigan University	n/a	3.00%	3.00%	n/a	1.25%
Illinois State University	3.00%	0.00%	2.50%	3.00%	0.00%
Indiana State University, Terre Haute	3.50%	n/a	n/a	n/a	n/a
Northern Arizona University	0.00%	0.00%	n/a	3.50%	0.00%
Ohio University, Athens	3.00%	0.00%	1.00%	3.90%	2.50%
University of Minnesota, Duluth	3.00%	n/a	n/a	2.00%	n/a
University of North Carolina, Greensboro	3.70%	n/a	n/a	0.00%	1.20%
University of North Texas	4.00%	2.00%	0.00%	0.00%	3.00%
UNIVERSITY OF NORTHERN IOWA	4.00%	0.00%	3.00%	2.90%	3.52%
University of Wisconsin, Eau Claire	1.00%	0.00%	0.00%	0.00%	0.00%

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2011-12
AVERAGE FACULTY TOTAL COMPENSATION, 2011-12

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	137,800	1	34.00%	184,600	1
University of Michigan, Ann Arbor	119,600	2	23.70%	147,900	2
University of North Carolina, Chapel Hill	113,400	4	24.70%	141,400	3
University of Illinois, Urbana	108,900	5	28.80%	140,300	4
University of Minnesota, Twin Cities	102,200	8	37.10%	140,100	5
University of Texas, Austin	114,800	3	19.70%	137,400	6
Ohio State University, Main Campus	107,700	6	25.00%	134,600	7
University of Wisconsin	99,700	10	34.10%	133,700	8
Indiana University, Bloomington	103,600	7	28.30%	132,900	9
UNIVERSITY OF IOWA	101,300	9	28.70%	130,400	10
University of Arizona	97,000	11	29.80%	125,900	11
University of California, Davis	113,600	1	35.50%	154,000	1
University of Illinois, Urbana	108,900	2	28.80%	140,300	2
University of Minnesota, Twin Cities	102,200	4	37.10%	140,100	3
Ohio State University, Main Campus	107,700	3	25.00%	134,600	4
University of Wisconsin	99,700	7	34.10%	133,700	5
Michigan State University	100,100	6	30.50%	130,600	6
Purdue University, Main Campus	102,100	5	27.30%	130,000	7
University of Arizona	97,000	8	29.80%	125,900	8
IOWA STATE UNIVERSITY	95,100	11	29.20%	122,900	9
North Carolina State University	95,900	10	26.40%	121,200	10
Texas A & M	97,000	8	18.60%	115,000	11
Central Michigan University	80,300	4	37.20%	109,700	1
Ohio University, Athens	83,600	3	33.70%	109,000	2
University of North Carolina, Greensboro	84,800	2	28.40%	106,800	3
University of Minnesota, Duluth	71,400	10	50.60%	106,100	4
California State University, Fresno	79,400	5	32.20%	103,700	5
Northern Arizona University	77,300	6	33.10%	102,500	6
Illinois State University	77,000	8	31.00%	100,500	7
University of North Texas	88,600	1	17.20%	100,400	8
UNIVERSITY OF NORTHERN IOWA	77,200	7	32.30%	98,500	9
Indiana State University, Terre Haute	73,600	9	32.90%	98,000	10
University of Wisconsin, Eau Claire	63,400	11	35.30%	84,900	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 2012

(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, FY2012 (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	326,000	3,357	2	284,900	3,428	2	248,600	7,217	2	276,000	14,002	2
Northeast	340,600	3,756	1	307,600	4,668	1	250,100	10,833	1	281,700	19,257	1
West	311,400	2,756	3	263,700	2,258	4	227,700	3,802	4	263,100	8,816	3
South	307,600	3,566	5	266,300	4,144	3	230,300	8,813	3	256,000	16,523	5
University of Iowa	309,797	207	4	245,253	175	5	216,722	226	5	256,600	608	4
Mean	\$322,000			\$283,100			\$241,100			\$270,200		