

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 details 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 2014

As of June 30, 2014, there were 6,809 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 10% of the employees are minority (12% at SUI, 6% at ISU; 9% at UNI; 7% at ISD and 6% at IBSSS). Approximately 57% (297) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 693 original entry appointments, 477 resignations, 163 retirements, 3 layoffs, and 49 dismissals for cause.

Overall, average FY 2014 salary for merit system employees at the five institutions was \$42,246.

In accordance with the administrative rules, 137 requests for classification review were filed. 129 of these requests resulted in reclassifications to different classifications -- 119 of those were to classifications in higher pay grades.

Sick and Vacation Leave – FY 2014

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 188,132 days of sick leave in FY 2014 at a cost of \$42.5 million. Average usage per university employee was 7.2 days. Average usage in FY 2013 was also 7.2 days. Average usage for faculty was 2.0 days; P&S – 7.3 days; and Merit – 10.8 days. Total usage at the special schools was 1,712 days at a cost of \$354,880. The average usage was 8.7 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 accrues 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 2014. FY 2013 average was 17.5 days. Average usage at the special schools was 13.6 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 2014

The Regent institutions spent \$563.2 million for insurance and retirement programs for faculty and staff during FY 2014. Institutional costs for fringe benefits as a percent of payroll were: SUI – 29.1%; ISU – 31.8%; UNI – 38.1%; ISD – 39.6%; and IBSSS – 37.7%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for the employer and 6.2% for the employee to a calendar year 2014 salary maximum of \$117,000. Medicare contribution is 1.45% on all salary. The salary maximum for social security contributions increases to \$118,000 in calendar year 2015. In FY 2014, the institutions contributed \$129.3 million to Social Security and Medicare.

Employees may elect to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 54 employees at ISU are covered by federal retirement. Approximately 23,877 employees participate in TIAA-CREF and 5,560 in IPERS. At the universities historically, the employer contribution to TIAA-CREF is 10%, and the employee contribution is 5%. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 8.93% by the employer and 5.95% by the employee. In FY 2014, the institutions contributed \$153.8 million to TIAA-CREF and \$10.0 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 2014 was \$234.3 million and \$14.2 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 2014

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 60 new participants in phased retirement in FY 2014 with a total of 136 currently active. A total of 1,212 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$3.4 million. Approximately \$9.5 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.

During FY 2014, 603 faculty and staff left the institutions through regular retirement.

Salary Report – FY 2015

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2015).

Average salary increases for faculty, P&S and merit staff for FY 2015 are as follows:

	Faculty	P&S	Merit**
SUI	2.2%	2.6%*	2.1%
ISU	3.45%	3.0%	1.3%
UNI	2.25%	2.2%	1.0%
ISD	4.0%	4.8%	1.8%
IBSSS	5.1%	4.0%	1.0%

* Excludes SEIU; SEIU average increase was 2.5%

** AFSCME staff received no across-the-board increase in FY 2014; eligible employees received step increases valued at 4.5% for eligible employees.

More detailed tables are provided in the full report beginning on page 32. 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 A)

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 B and Attachment C).

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 D).

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

Attachment G provides a comparison of average faculty salary increases within the peer groups for the past five years.

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

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

Employee Award Programs -- FY 2014

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 2011.

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	5,745	185	\$400-\$22,360	\$3,953	\$731,322
Spot Awards	5,745	405	\$20 - \$75	\$74	\$48744

Iowa State University	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Extra-Meritorious Performance Pay	2,387	57	\$500 - \$10,000	\$3,724	\$212,280

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2013-14
ESTIMATED FACULTY SALARY INCREASES, 2014-15

COMPARISON GROUPS	Average Faculty Salary 2013-14 (1)	Estimated Average Percent Increase 2014-15 (2)	Estimated Average Faculty Salary 2014-15
University of California, Los Angeles	147,324	3.00%	151,700
University of Michigan, Ann Arbor	126,400	n/a	126,400
University of Illinois, Urbana	117,278	2.50%	120,200
University of Texas, Austin	119,800	n/a	119,800
University of North Carolina, Chapel Hill	116,000	n/a	116,000
Ohio State University, Main Campus	111,271	2.00%	113,500
University of Minnesota, Twin Cities	108,970	2.50%	111,700
Indiana University, Bloomington	107,477	2.00%	109,600
University of Wisconsin	106,807	1.00%	107,900
UNIVERSITY OF IOWA	104,614	2.20%	106,900
University of Arizona	99,600	0.00%	99,600
University of Illinois, Urbana	117,278	2.50%	120,200
University of California, Davis	116,200	n/a	116,500
Ohio State University, Main Campus	111,271	2.00%	113,500
University of Minnesota, Twin Cities	108,970	2.50%	111,700
University of Wisconsin	106,807	1.00%	107,900
Purdue University, Main Campus	106,200	n/a	106,200
Texas A & M	106,100	n/a	106,100
Michigan State University	104,000	n/a	104,000
IOWA STATE UNIVERSITY	100,400	3.45%	103,900
North Carolina State University (3)	99,400	<1.00%	100,400
University of Arizona	99,600	0.00%	99,600
University of North Texas	89,100	1.00%	90,000
Central Michigan University	86,500	2.00%	88,300
Ohio University, Athens	85,500	n/a	85,500
University of North Carolina, Greensboro	84,700	n/a	84,700
Northern Arizona University	79,600	3.00%	82,000
Indiana State University, Terre Haute	77,800	2.00%	79,300
California State University, Fresno	79,200	n/a	79,200
UNIVERSITY OF NORTHERN IOWA	77,300	2.25%	79,000
Illinois State University	77,400	2.00%	78,900
University of Minnesota, Duluth	72,600	n/a	72,600
University of Wisconsin, Eau Claire	65,600	1.00%	66,300

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin
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) North Carolina faculty received a flat amount -- \$1,000.

**Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2013
(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	215,152	494	1	140,227	407	1	117,477	329	2	164,234	1,230	1
Harvard	207,145	494	3	123,773	407	3	114,548	329	3	154,790	1,230	2
Chicago, Univ of	210,725	494	2	118,853	407	6	105,612	329	5	152,209	1,230	3
Penn	192,277	494	4	119,472	407	5	118,046	329	1	148,331	1,230	4
MIT	185,855	494	7	127,175	407	2	111,079	329	4	146,437	1,230	5
Duke	186,437	494	6	120,793	407	4	103,527	329	7	142,539	1,230	6
Yale	192,245	494	5	118,341	407	7	95,902	329	13	142,021	1,230	7
Northwestern	181,956	494	9	115,149	407	10	102,739	329	8	138,661	1,230	8
Wash. Univ - St Louis	183,550	494	8	110,583	407	12	98,301	329	11	136,604	1,230	9
UCLA	173,660	494	11	111,477	407	11	91,169	329	18	131,019	1,230	10
Cornell University - Endowed College	164,959	494	13	115,330	407	9	98,352	329	10	130,721	1,230	11
Vanderbilt	174,788	494	10	107,497	407	17	88,934	329	23	129,558	1,230	12
UC Berkeley	165,035	494	12	110,141	407	14	99,193	329	9	129,259	1,230	13
Southern Cal	164,558	494	15	110,020	407	15	95,627	329	14	128,074	1,230	14
Boston University	161,614	494	16	110,189	407	13	93,189	329	16	126,296	1,230	15
Brown	164,749	494	14	107,565	407	16	88,940	329	22	125,549	1,230	16
Toronto	149,346	494	22	117,071	407	8	92,591	329	17	123,486	1,230	17
Carnegie-Mellon	150,692	494	21	104,188	407	19	104,429	329	6	122,930	1,230	18
Michigan	156,872	494	18	103,900	407	20	89,630	329	21	121,358	1,230	19
Emory	158,381	494	17	104,809	407	18	85,923	329	28	121,273	1,230	20
Rutgers	153,734	494	19	102,212	407	21	80,711	329	39	117,153	1,230	21
Rochester	143,472	494	31	101,654	407	22	96,031	329	12	116,945	1,230	22
Georgia Tech	145,935	494	26	99,903	407	24	94,312	329	15	116,895	1,230	23
Virginia	150,847	494	20	99,487	407	25	87,038	329	25	116,785	1,230	24
UC San Diego	147,423	494	23	96,853	407	28	90,248	329	20	115,397	1,230	25
Illinois	144,995	494	30	96,203	407	32	90,367	329	19	114,238	1,230	26
North Carolina	146,218	494	25	97,235	407	27	84,156	329	32	113,410	1,230	27
Texas	145,402	494	28	94,416	407	34	88,461	329	24	113,301	1,230	28
Maryland	142,001	494	33	99,217	407	26	86,466	329	26	112,989	1,230	29
UC Irvine	145,596	494	27	94,916	407	33	85,559	329	29	112,767	1,230	30
SUNY-Stony Brook	143,397	494	32	100,183	407	23	80,508	329	41	112,276	1,230	31
Penn State	140,650	494	34	96,850	407	29	84,987	329	30	111,268	1,230	32
Tulane	147,099	494	24	91,983	407	41	79,809	329	43	110,863	1,230	33
Ohio State	139,239	494	36	94,148	407	36	84,761	329	31	109,747	1,230	34
UC Santa Barbara	145,145	494	29	89,975	407	48	78,195	329	47	108,981	1,230	35
Pittsburgh	140,175	494	35	93,002	407	38	77,780	329	49	107,876	1,230	36
Minnesota	136,044	494	37	91,867	407	42	82,274	329	35	107,044	1,230	37
Brandeis	130,810	494	45	96,629	407	30	82,153	329	36	106,485	1,230	38
Washington	128,054	494	50	96,346	407	31	86,220	329	27	106,372	1,230	39
Case Western	136,028	494	38	91,561	407	44	79,294	329	44	106,139	1,230	40
UC Davis	134,004	494	41	91,177	407	46	82,099	329	37	105,949	1,230	41
Indiana	132,578	494	43	90,709	407	47	82,994	329	33	105,461	1,230	42
Colorado	128,844	494	47	94,273	407	35	82,382	329	34	104,977	1,230	43
SUNY-Buffalo	133,448	494	42	91,753	407	43	77,918	329	48	104,798	1,230	44
Iowa	135,342	494	39	89,922	407	49	76,653	329	51	104,614	1,230	45
Illinois - Chicago	131,618	494	44	92,346	407	40	79,030	329	45	104,557	1,230	46
Purdue	130,631	494	46	91,361	407	45	80,650	329	40	104,268	1,230	47
Michigan State	135,140	494	40	92,837	407	39	72,017	329	56	104,258	1,230	48
Wisconsin	123,450	494	51	93,258	407	37	81,598	329	38	102,265	1,230	49
Texas A&M	128,245	494	49	88,064	407	51	80,413	329	42	102,155	1,230	50
Florida	128,288	494	48	85,115	407	52	76,230	329	52	100,078	1,230	51
Iowa State	122,279	494	52	88,905	407	50	78,827	329	46	99,613	1,230	52
Arizona	122,167	494	53	85,105	407	53	73,389	329	54	96,856	1,230	53
Nebraska	118,972	494	55	81,983	407	56	77,678	329	50	95,687	1,230	54
Kansas	121,156	494	54	82,318	407	55	73,278	329	55	95,498	1,230	55
Oregon	114,104	494	57	82,480	407	54	74,995	329	53	93,179	1,230	56
Missouri	117,488	494	56	78,191	407	57	64,732	329	57	90,373	1,230	57
Mean	\$150,000			\$100,368			\$87,885			\$116,963		

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

Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2013

Normalized by ISU's rank distribution

Institution	Professor		Associate Professor		Assistant Professor		Combined		Salary Ranking
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	
Columbia	215,518	515	145,303	403	110,858	306	166,235	1,224	1
Stanford	215,152	515	140,227	403	117,477	306	166,064	1,224	2
Harvard	207,145	515	123,773	403	114,548	306	156,546	1,224	3
Chicago, Univ of	210,725	515	118,853	403	105,612	306	154,198	1,224	4
Penn	192,277	515	119,472	403	118,046	306	149,748	1,224	5
MIT	185,855	515	127,175	403	111,079	306	147,841	1,224	6
Caltech	182,104	515	122,727	403	116,210	306	146,081	1,224	7
Duke	186,437	515	120,793	403	103,527	306	144,097	1,224	8
Yale	192,245	515	118,341	403	95,902	306	143,827	1,224	9
Northwestern	181,956	515	115,149	403	102,739	306	140,156	1,224	10
Wash. Univ - St Louis	183,550	515	110,583	403	98,301	306	138,214	1,224	11
UCLA	173,660	515	111,477	403	91,169	306	132,564	1,224	12
Cornell	164,959	515	115,330	403	98,352	306	131,967	1,224	13
Vanderbilt	174,788	515	107,497	403	88,934	306	131,169	1,224	14
Rice	171,488	515	106,415	403	95,513	306	131,069	1,224	15
UC Berkeley	165,035	515	110,141	403	99,193	306	130,501	1,224	16
Southern Cal	164,558	515	110,020	403	95,627	306	129,369	1,224	17
Boston University	161,614	515	110,189	403	93,189	306	127,576	1,224	18
Brown	164,749	515	107,565	403	88,940	306	126,969	1,224	19
Toronto	149,346	515	117,071	403	92,591	306	124,531	1,224	20
Carnegie-Mellon	150,692	515	104,188	403	104,429	306	123,815	1,224	21
Emory	158,381	515	104,809	403	85,923	306	122,628	1,224	22
Michigan	156,872	515	103,900	403	89,630	306	122,620	1,224	23
Rutgers	153,734	515	102,212	403	80,711	306	118,515	1,224	24
Virginia	150,847	515	99,487	403	87,038	306	117,985	1,224	25
Georgia Tech	145,935	515	99,903	403	94,312	306	117,873	1,224	26
Rochester	143,472	515	101,654	403	96,031	306	117,843	1,224	27
UC San Diego	147,423	515	96,853	403	90,248	306	116,479	1,224	28
Illinois	144,995	515	96,203	403	90,367	306	115,273	1,224	29
North Carolina	146,218	515	97,235	403	84,156	306	114,575	1,224	30
Texas	145,402	515	94,416	403	88,461	306	114,380	1,224	31
Maryland	142,001	515	99,217	403	86,466	306	114,030	1,224	32
UC Irvine	145,596	515	94,916	403	85,559	306	113,900	1,224	33
SUNY-Stony Brook	143,397	515	100,183	403	80,508	306	113,447	1,224	34
Penn State	140,650	515	96,850	403	84,987	306	112,313	1,224	35
Tulane	147,099	515	91,983	403	79,809	306	112,130	1,224	36
Ohio State	139,239	515	94,148	403	84,761	306	110,773	1,224	37
UC Santa Barbara	145,145	515	89,975	403	78,195	306	110,243	1,224	38
Pittsburgh	140,175	515	93,002	403	77,780	306	109,044	1,224	39
Minnesota	136,044	515	91,867	403	82,274	306	108,056	1,224	40
Brandeis	130,810	515	96,629	403	82,153	306	107,392	1,224	41
Case Western	136,028	515	91,561	403	79,294	306	107,204	1,224	42
Washington	128,054	515	96,346	403	86,220	306	107,156	1,224	43
UC Davis	134,004	515	91,177	403	82,099	306	106,927	1,224	44
Indiana	132,578	515	90,709	403	82,994	306	106,397	1,224	45
Colorado	128,844	515	94,273	403	82,382	306	105,846	1,224	46
SUNY-Buffalo	133,448	515	91,753	403	77,918	306	105,838	1,224	47
Iowa	135,342	515	89,922	403	76,653	306	105,715	1,224	48
Univ of Illinois at Chicago	131,618	515	92,346	403	79,030	306	105,541	1,224	49
Michigan State	135,140	515	92,837	403	72,017	306	105,431	1,224	50
Purdue	130,631	515	91,361	403	80,650	306	105,206	1,224	51
Texas A&M	128,245	515	88,064	403	80,413	306	103,058	1,224	52
Wisconsin	123,450	515	93,258	403	81,598	306	103,046	1,224	53
Florida	128,288	515	85,115	403	76,230	306	101,059	1,224	54
Iowa State	122,279	515	88,905	403	78,827	306	100,428	1,224	55
North Carolina State*	121,764	515	86,600	403	76,167	306	98,787	1,224	
Arizona	122,167	515	85,105	403	73,389	306	97,770	1,224	57
Nebraska	118,972	515	81,983	403	77,678	306	96,470	1,224	58
Kansas	121,156	515	82,318	403	73,278	306	96,399	1,224	59
Oregon	114,104	515	82,480	403	74,995	306	93,915	1,224	60
Missouri	117,488	515	78,191	403	64,732	306	91,360	1,224	61
Mean	151,490		101,345		88,659		119,272		

*North Carolina State is not in the AAU.

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths (.818) factor, unless specified otherwise.

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

Average Faculty Salaries by Academic Rank, FY 2014												
(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 Alabama	102,952	478	1	69,900	114	7	91,900	195	2	138,000	169	1
University of California - Riverside	102,278	478	2	81,600	114	1	85,400	195	4	135,700	169	2
University of New Hampshire	101,207	478	3	80,600	114	2	94,800	195	1	122,500	169	3
University of Mississippi-Main	90,440	478	4	70,100	114	6	82,000	195	8	113,900	169	4
University of North Carolina-Charlotte	90,144	478	5	73,100	114	3	80,300	195	12	113,000	169	5
Kent State University-Main	89,312	478	6	71,300	114	4	82,000	195	9	109,900	169	7
West Chester University of Pennsylvania	89,168	478	7	69,600	114	10	85,500	195	3	106,600	169	10
University of North Texas	88,441	478	8	67,100	114	16	81,800	195	10	110,500	169	6
North Dakota State University-Main	87,834	478	9	69,800	114	8	80,900	195	11	108,000	169	8
Bloomsburg University of Pennsylvania	87,353	478	10	65,400	114	21	84,200	195	6	105,800	169	12
Indiana University of Pennsylvania-Main	87,038	478	11	62,800	114	31	84,600	195	5	106,200	169	11
Ohio University	86,441	478	12	70,400	114	5	79,300	195	13	105,500	169	13
Kutztown University of Pennsylvania	86,249	478	13	64,100	114	25	82,600	195	7	105,400	169	14
University of North Carolina-Greensboro	85,876	478	14	69,800	114	9	76,100	195	20	108,000	169	9
Central Michigan University	84,505	478	15	68,500	114	11	78,700	195	14	102,000	169	16
Oakland University	84,161	478	16	66,100	114	18	77,700	195	15	103,800	169	15
Mississippi State University	82,356	478	17	67,700	114	15	75,200	195	22	100,500	169	18
Northern Illinois University	81,915	478	18	68,300	114	12	75,500	195	21	98,500	169	20
East Carolina University	80,549	478	19	68,000	114	14	75,100	195	23	95,300	169	26
Grand Valley State University	80,458	478	20	63,000	114	28	76,500	195	18	96,800	169	22
Western Illinois University	80,386	478	21	62,300	114	34	76,300	195	19	97,300	169	21
Northern Arizona University	80,336	478	22	61,100	114	38	73,500	195	25	101,200	169	17
Florida A & M University	79,683	478	23	60,800	114	40	77,100	195	16	95,400	169	25
Eastern Illinois University	78,488	478	24	66,900	114	17	73,900	195	24	91,600	169	31
University of North Carolina-Wilmington	78,313	478	25	63,700	114	27	71,700	195	29	95,800	169	23
Indiana State University	78,076	478	26	64,200	114	24	71,000	195	33	95,600	169	24
Illinois State University	77,589	478	27	68,100	114	13	71,600	195	31	90,900	169	32
University of Nebraska-Omaha	77,554	478	28	64,500	114	23	77,000	195	17	87,000	169	39
California State University - Fresno	77,335	478	29	66,100	114	19	70,500	195	36	92,800	169	28
University of Northern Iowa	77,274	478	30	62,800	114	32	72,800	195	26	92,200	169	30
Montana State University-Bozeman	77,178	478	31	65,100	114	22	70,700	195	34	92,800	169	29
Bowling Green State University-Main	77,017	478	32	63,000	114	29	65,900	195	46	99,300	169	19
Appalachian State University	76,354	478	33	62,900	114	30	71,700	195	30	90,800	169	33
University of Minnesota-Duluth	76,134	478	34	57,200	114	48	72,500	195	28	93,100	169	27
South Dakota State University	75,250	478	35	63,800	114	26	72,800	195	27	85,800	169	40
Tennessee Technological University	74,517	478	36	60,900	114	39	71,400	195	32	87,300	169	37
Ball State University	74,254	478	37	58,700	114	42	69,700	195	38	90,000	169	34
SUNY College At Oswego	73,743	478	38	56,500	114	50	70,600	195	35	89,000	169	35
Saint Cloud State University	73,295	478	39	62,000	114	37	70,100	195	37	84,600	169	44
Northern Michigan University	72,978	478	40	58,700	114	43	69,000	195	40	87,200	169	38
University of Montana-Missoula	72,717	478	41	62,200	114	35	67,700	195	43	85,600	169	42
Radford University	72,638	478	42	62,200	114	36	69,500	195	39	83,300	169	45
Murray State University	71,751	478	43	58,000	114	45	67,700	195	42	85,700	169	41
University of Northern Colorado	71,572	478	44	55,200	114	51	66,300	195	45	88,700	169	36
Georgia Southern University	71,338	478	45	62,600	114	33	67,900	195	41	81,200	169	47
Winona State University	71,101	478	46	58,300	114	44	66,800	195	44	84,700	169	43
University of Wisconsin-Whitewater	70,375	478	47	65,700	114	20	65,200	195	47	79,500	169	49
University of Central Arkansas	69,029	478	48	57,900	114	46	64,900	195	48	81,300	169	46
University of Wisconsin-Eau Claire	66,182	478	49	59,900	114	41	62,300	195	49	74,900	169	51
University of Wisconsin-Oshkosh	65,965	478	50	57,300	114	47	61,900	195	50	76,500	169	50
University of West Georgia	65,907	478	51	52,700	114	53	61,500	195	51	79,900	169	48
University of Wisconsin-Stout	63,863	478	52	57,200	114	49	61,400	195	52	71,200	169	52
University of Wisconsin-Stevens Point	60,812	478	53	53,200	114	52	58,600	195	53	68,500	169	53
Stephen F Austin State University												
West Virginia University												
Mean	\$79,202			\$64,130			\$64,130			\$42,406		

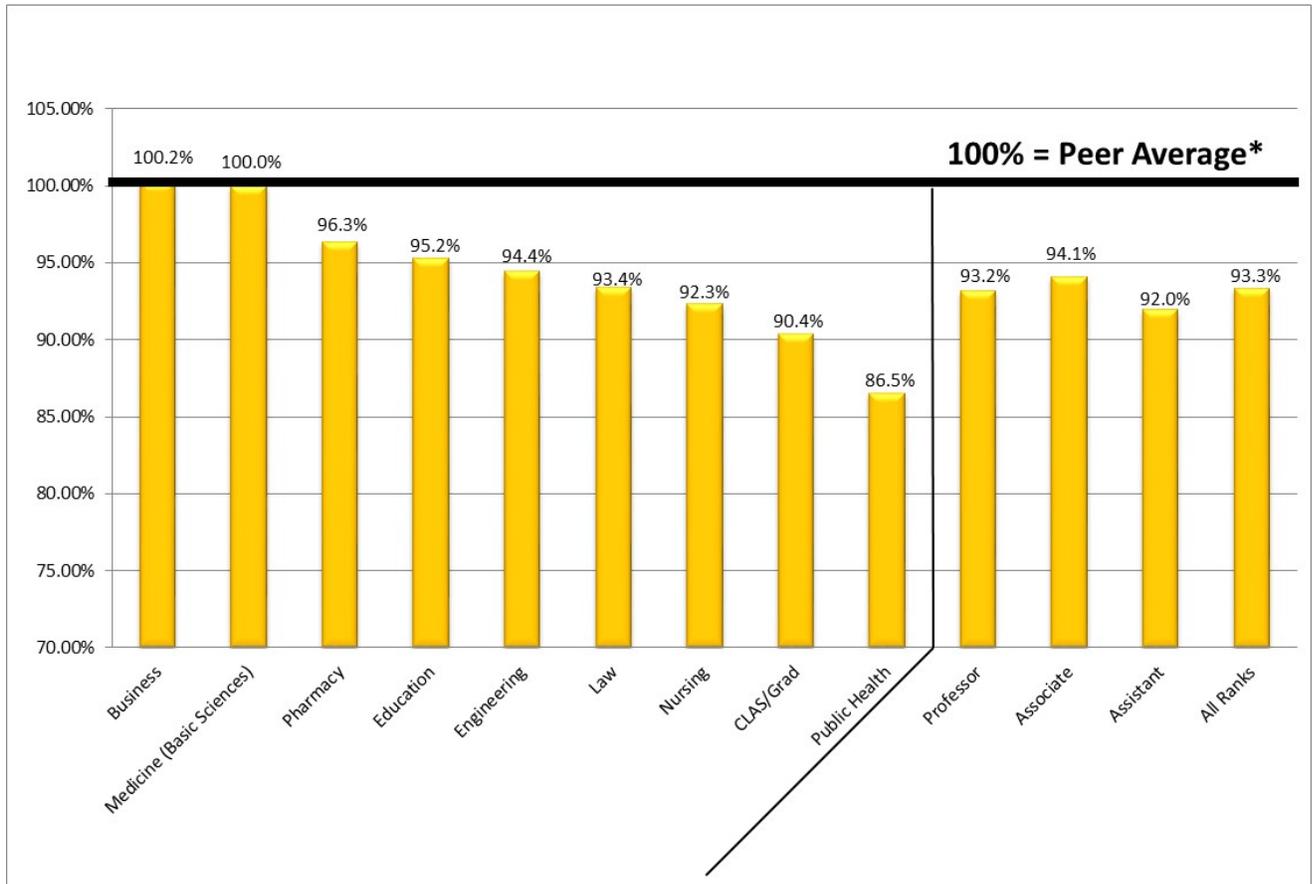
*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.

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: Stephen F Austin State University and West Virginia University

Data Source: ACADEME, AAUP, March-April 2014.

UNIVERSITY OF IOWA
FACULTY SALARY AS A PERCENT OF PEER AVERAGE
FY 2014



*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

AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS					
FY 2011 - FY 2015					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
SUI PEER GROUP					
Indiana University, Bloomington	3.00%	1.50%	2.20%	2.50%	2.00%
Ohio State University, Main Campus	2.00%	2.00%	3.00%	2.00%	2.00%
University of Arizona	0.00%	0.00%	0.00%	3.00%	0.00%
University of California, Los Angeles	0.00%	4.78%	1.75%	3.50%	3.00%
University of Illinois, Urbana	2.50%	4.40%	2.50%	2.75%	2.50%
UNIVERSITY OF IOWA	2.50%	3.13%	2.38%	2.10%	2.20%
University of Michigan, Ann Arbor	n/a	n/a	n/a	n/a	n/a
University of Minnesota, Twin Cities	2.00%	0.00%	2.50%	2.50%	2.50%
University of North Carolina - Chapel Hill	0.00%	0.00%	2.00%	1.00%	n/a
University of Texas, Austin	n/a	2.60%	2.19%	n/a	n/a
University of Wisconsin, Madison	0.00%	0.00%	0.00%	1.00%	1.00%
ISU PEER GROUP					
IOWA STATE UNIVERSITY	1.90%	2.30%	2.40%	3.20%	3.45%
Michigan State University	0.00%	2.00%	2.50%	2.75%	n/a
North Carolina State University	0.00%	0.00%	1.80%	n/a	<1.0%*
Ohio State University, Main Campus	2.00%	2.00%	3.00%	2.00%	2.00%
Purdue University, Main Campus	0.00%	2.00%	2.30%	1.00%	n/a
Texas A&M	0.00%	0.00%	n/a	n/a	n/a
University of Arizona	0.00%	0.00%	0.00%	3.00%	0.00%
University of California, Davis	0.00%	4.78%	n/a	n/a	n/a
University of Illinois, Urbana	2.50%	4.40%	2.50%	2.75%	2.50%
University of Minnesota, Twin Cities	2.00%	0.00%	2.50%	2.50%	2.50%
University of Wisconsin, Madison	0.00%	0.00%	0.00%	1.00%	1.00%
UNI PEER GROUP					
California State University, Fresno	n/a	n/a	0.00%	n/a	n/a
Central Michigan University	3.00%	n/a	1.25%	1.50%	2.00%
Illinois State University	2.50%	3.00%	0.00%	n/a	2.00%
Indiana State University, Terre Haute	n/a	n/a	n/a	n/a	2.00%
Northern Arizona University	n/a	3.50%	0.00%	5.00%	3.00%
Ohio University, Athens	1.00%	3.90%	2.50%	2.00%	n/a
University of Minnesota, Duluth	n/a	2.00%	n/a	n/a	n/a
University of North Carolina, Greensboro	n/a	0.00%	1.20%	0.00%	n/a
University of North Texas	0.00%	0.00%	3.00%	0.00%	1.00%
UNIVERSITY OF NORTHERN IOWA	3.00%	2.90%	3.52%	2.00%	2.25%
University of Wisconsin, Eau Claire	0.00%	0.00%	0.00%	1.00%	1.00%

*faculty received \$1,000 flat amount

FY 2012 and FY 2013 increases for UNI-Faculty were 2.25% on July 1 and 1.25% on January 1 of each fiscal year which equates to 2.9% for the year; the 3.52% represents annualization of the increases.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2013-14
AVERAGE FACULTY TOTAL COMPENSATION, 2013-14

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	147,560	1	34.60%	198,678	1
University of Michigan, Ann Arbor	126,361	2	24.00%	156,686	2
University of Illinois, Urbana	117,300	4	27.80%	149,909	3
University of Minnesota, Twin Cities	109,000	7	34.20%	146,210	4
University of North Carolina, Chapel Hill	115,994	5	25.80%	145,936	5
University of Texas, Austin	119,796	3	19.80%	143,472	6
Ohio State University, Main Campus	111,300	6	25.40%	139,570	7
University of Wisconsin	106,800	9	27.40%	136,063	8
UNIVERSITY OF IOWA	104,614	10	29.00%	134,932	9
Indiana University, Bloomington	107,477	8	25.40%	134,755	10
University of Arizona	99,600	11	28.60%	128,086	11
University of California, Davis	116,500	2	29.40%	150,751	1
University of Illinois, Urbana	117,300	1	27.80%	149,909	2
University of Minnesota, Twin Cities	109,000	4	34.20%	146,210	3
Michigan State University	104,000	8	34.30%	139,672	4
Ohio State University, Main Campus	111,300	3	25.40%	139,570	5
Purdue University, Main Campus	106,200	6	28.70%	136,679	6
University of Wisconsin	106,800	5	27.40%	136,063	7
IOWA STATE UNIVERSITY	100,400	9	32.20%	132,729	8
University of Arizona	99,600	10	28.60%	128,086	9
North Carolina State University	99,400	11	28.10%	127,331	10
Texas A & M	106,100	7	19.90%	127,214	11
Indiana State University, Terre Haute	77,800	7	51.00%	117,600	1
Central Michigan University	86,500	2	35.60%	117,000	2
Ohio University, Athens	85,500	3	33.80%	114,500	3
University of North Carolina, Greensboro	84,700	4	29.80%	108,900	4
California State University, Fresno	79,200	6	35.50%	106,400	5
University of Minnesota, Duluth	72,600	10	48.60%	106,400	6
University of North Texas	89,100	1	18.30%	104,800	7
Northern Arizona University	79,600	5	31.70%	104,800	8
Illinois State University	77,400	8	31.50%	101,500	9
UNIVERSITY OF NORTHERN IOWA	77,300	9	30.50%	101,200	10
University of Wisconsin, Eau Claire	65,600	11	41.30%	92,300	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 2013

(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, FY2014 (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	351,000	3,541	2	307,400	3,428	2	275,500	8,312	1	300,200	15,281	1
Northeast	356,800	4,129	1	321,500	5,044	1	261,000	11,565	2	294,800	20,738	2
West	323,200	2,979	4	279,700	2,425	4	237,000	4,319	4	274,100	9,723	3
South	326,300	3,659	3	282,600	4,419	3	249,800	9,562	3	273,900	17,640	4
University of Iowa	315,500	219	5	247,800	188	5	226,500	263	5	261,600	670	5
Mean	\$340,200			\$299,900			\$258,100			\$286,800		