

Contact: Andrea Anania

COMPREHENSIVE HUMAN RESOURCES REPORT

Action Requested: Receive the report.

Executive Summary: This report combines a number of individual annual governance reports: Regent Merit System, Sick and Vacation Leave, Fringe Benefits, Retirement Report, Salary Report, Faculty Salary Comparisons, and Employee Award Programs. Each component of the report is summarized below.

Additional 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 → <http://www.regents.iowa.gov/Meetings/DocketMemos/16Memos/April2016/ComprehensiveHRReportApril2016.pdf>

Regent Merit System – FY 2015

As of June 30, 2015, there were 6,685 employees in the Regent Merit System. Approximately 95% of these employees are in AFSCME bargaining units (Blue Collar, Security, Technical and Clerical, and Educational). The remaining employees are either supervisory or designated as confidential as per Iowa Code, Chapter 20.

In the merit system, minority employees make up 13% at SUI, 6% at ISU, 8% at UNI, 7% at ISD, and 6% at IBSSS.

Of the transfers during the year, 284 were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 758 original entry appointments, 474 resignations, 232 retirements, 9 layoffs, and 62 dismissals for cause.

Overall, average FY 2015 salary for merit system employees at the five institutions was \$42,363.

In accordance with the Iowa Administrative Code, 152 requests for classification review were filed. Of those, 127 requests resulted in reclassifications to different classifications and 114 resulted in classifications to higher pay grades.

Sick and Vacation Leave – FY 2015

Sick Leave

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 191,700 days of sick leave in FY 2015 at a cost of nearly \$43.7 million. Average usage per university employee was 7.1 days. Average usage in FY 2014 was 7.2 days. Average usage for faculty was 2.0 days; P&S – 7.2 days; and Merit – 10.7 days. Total usage at the special schools was 1,598 days at a cost of \$393,951. The average usage was 8.0 days.

Vacation Leave

Employees in the Regent Merit System earn vacation leave based on years of service (Iowa Code §70A.1[2]): (1st through 4th year - 2 weeks); (5th through 11th - 3 weeks); (12th through 19th - 4 weeks); (20th through 24th - 4.4 weeks); and (25th and beyond - 5 weeks). Full-time P&S staff and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

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

Average vacation use per university employee was 16.6 days in FY 2015. FY 2014 average was 17.8 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 2015

The Regent institutions spent \$598.0 million for insurance and retirement programs for faculty and staff during FY 2015. Institutional costs for fringe benefits as a percent of payroll were: SUI - 30.0%; ISU - 32.6%; UNI - 36.3%; ISD - 39.7%; and IBSSS - 41.0%.

Social Security and Medicare

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 with a calendar year 2015 salary maximum of \$118,500. Medicare contribution is 1.45% on all salary. The salary maximum for social security contributions remained at \$118,500 in calendar year 2016. In FY 2015, the institutions contributed \$133.3 million to Social Security and Medicare.

IPERS and TIAA-CREF

Employees may elect to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 38 employees at ISU are covered by federal retirement. Approximately 24,138 employees participate in TIAA-CREF and 5,830 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, which are 8.93% (employer) and 5.95% (employee.) In FY 2015, the institutions contributed \$157.0 million to TIAA-CREF and \$11.8 million to IPERS.

Other Benefits

Each university offers health and dental insurance programs for its faculty, P&S staff, and nonorganized merit staff. 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 2015 was \$248.6 million and \$15.1 million for dental insurance.

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

Retirement Report – FY 2015

Regular Retirement

During FY 2015, 661 faculty and staff left the institutions through regular retirement.

Phased Retirement

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 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 full time. The current phased retirement program expires on June 30, 2017.

There were 82 new participants in phased retirement in FY 2015 with a total of 165 currently active. A total of 1,294 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$3.5 million. Approximately \$9.7 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.

Salary Report – FY 2016

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2016).

Average salary increases for faculty, P&S and merit staff for FY 2016 are as follows:

	Faculty	P&S	Merit
SUI	1.9%	2.4%*	4.6%
ISU	1.3%	1.2%	3.9%
UNI	2.5%	1.3%	3.5%
ISD	1.6%	1.6%	3.3%
IBSSS	3.3%	1.0%	3.6%

* Excludes SEIU; SEIU average increase was 2.7%.

Faculty Salary Comparisons

Attachment A

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.

Attachments B and C

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded to include 56 AAU institutions in the AAU Data Exchange (AAUDE).

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.

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”.

Attachments E and F

Compares 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 2015

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:

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	5,980	252	\$300-\$21,186	\$4,668	\$1,176,283
Spot Awards	5,980	637	\$50-\$75	\$75	\$77,483

	Females*	Minorities*
Percentage of Exceptional Performance Awards	74.2%	5.6%
Percentage of Spot Awards	63.1%	4.7%

*Note: Females make up approximately 62.2% of eligible non-bargaining P&S staff members. Minorities comprise approximately 10.2% of eligible non-bargaining P&S staff members.

REGENT INSTITUTIONS COMPARISON GROUPS AVERAGE FACULTY SALARIES, 2014-2015 ESTIMATED FACULTY SALARY INCREASES, 2015-2016			
	Average Faculty Salary 2014-15 ¹	Estimated Average % Increase 2015-16 ²	Estimated Average Faculty Salary 2015-16
University of Iowa			
University of California, Los Angeles	\$154,764	1.50%	\$157,085
University of Michigan, Ann Arbor	\$129,599	2.60%	\$132,969
University of Texas, Austin	\$122,819	4.36%	\$128,174
University of Illinois, Urbana	\$119,548	0.00%	\$119,548
Ohio State University, Main Campus	\$113,612	2.00%	\$115,884
University of North Carolina, Chapel Hill	\$114,480	0.00%	\$114,480
Indiana University, Bloomington	\$110,539	2.00%	\$112,750
University of Wisconsin, Madison	\$110,782	0.00%	\$110,782
University of Minnesota, Minneapolis	\$108,531	2.00%	\$110,702
<i>University of Iowa</i>	\$106,078	2.00%	\$108,200
University of Arizona	\$99,700	0.00%	\$99,700
Iowa State University			
University of California, Davis	\$124,500	nda	\$124,500
University of Illinois, Urbana	\$119,500	0.00%	\$119,500
Ohio State University, Main Campus	\$113,600	2.00%	\$115,872
University of Wisconsin, Madison	\$110,800	0.00%	\$110,800
University of Minnesota, Twin Cities	\$108,500	2.00%	\$110,670
Purdue University, Main Campus	\$106,400	3.80%	\$110,443
Texas A & M	\$109,700	nda	\$109,700
Michigan State University	\$106,000	2.00%	\$108,120
<i>Iowa State University</i>	\$102,900	1.26%	\$104,197
North Carolina State University	\$101,500	0.00%	\$101,500
University of Arizona	\$99,700	0.00%	\$99,700
University of Northern Iowa			
Ohio University, Athens	\$88,637	4.07%	\$92,245
Illinois State University	\$80,828	ndafy	ndafy
Indiana State University, Terre Haute	\$78,911	3.40%	\$81,594
University of North Texas	\$93,037	2.00%	\$94,898
Central Michigan University	\$88,522	2.40%	\$90,647
University of North Carolina, Greensboro	\$83,591	2.19%	\$85,422
Northern Arizona University	\$81,650	0.50%	\$82,058
California State University, Fresno	\$79,507	0.00%	\$79,507
<i>University of Northern Iowa</i>	\$76,717	2.50%	\$78,635
University of Minnesota, Duluth	\$73,138	2.68%	\$75,098
University of Wisconsin, Eau Claire	\$68,519	0.00%	\$68,519

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.

nda = No data available.

ndafy = No data available for FY 2016 due to system transition.

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2014 (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	224,287	484	1	141,459	421	1	122,325	321	1	169,200	1,226	1
Harvard	213,494	484	3	128,079	421	3	113,276	321	4	157,923	1,226	2
Chicago, Univ of	217,349	484	2	124,325	421	6	112,325	321	5	157,907	1,226	3
MIT	193,896	484	6	133,960	421	2	114,268	321	3	152,466	1,226	4
Penn	197,549	484	5	125,225	421	5	119,629	321	2	152,312	1,226	5
Duke	193,298	484	7	126,803	421	4	105,376	321	7	147,444	1,226	6
Yale	198,383	484	4	117,320	421	10	99,599	321	11	144,682	1,226	7
Northwestern	187,395	484	8	120,598	421	7	106,863	321	6	143,372	1,226	8
Wash. Univ - St Louis	186,915	484	9	112,901	421	13	102,001	321	10	139,266	1,226	9
UCLA	180,877	484	10	117,370	421	9	96,793	321	16	137,054	1,226	10
UC Berkeley	172,291	484	13	115,380	421	11	102,933	321	9	134,588	1,226	11
Cornell University - Endowed College	169,503	484	14	118,282	421	8	103,327	321	8	134,587	1,226	12
Rice	178,074	484	12	111,726	421	15	98,453	321	12	134,444	1,226	13
Vanderbilt	180,553	484	11	108,617	421	17	91,015	321	25	132,407	1,226	14
Boston University	165,542	484	17	113,599	421	12	96,795	321	15	129,705	1,226	15
Brown	168,637	484	15	112,276	421	14	92,303	321	21	129,297	1,226	16
Southern Cal	166,840	484	16	104,746	421	21	92,861	321	18	126,148	1,226	17
Emory	160,121	484	19	110,434	421	16	93,086	321	17	125,507	1,226	18
Michigan	160,871	484	18	106,762	421	19	91,351	321	24	124,088	1,226	19
Maryland	154,210	484	21	107,595	421	18	92,578	321	19	122,066	1,226	20
Virginia	156,937	484	20	104,909	421	20	90,561	321	26	121,692	1,226	21
Georgia Tech	151,673	484	26	103,310	421	23	96,921	321	14	120,730	1,226	22
Rochester	150,297	484	27	103,428	421	22	97,954	321	13	120,498	1,226	23
UC San Diego	153,469	484	22	100,928	421	26	91,783	321	23	119,276	1,226	24
Illinois	145,133	484	29	95,318	421	28	91,328	321	22	117,051	1,226	25
UC Irvine	152,549	484	25	98,688	421	31	86,709	321	31	116,883	1,226	26
Texas	145,426	484	28	96,833	421	33	89,612	321	27	115,795	1,226	27
Rutgers	152,904	484	23	100,571	421	27	79,032	321	51	115,591	1,226	28
SUNY-Stony Brook	148,068	484	30	101,796	421	24	84,527	321	37	115,542	1,226	29
Penn State Illinois	146,999	484	31	99,192	421	30	87,247	321	30	114,938	1,226	30
- Chicago UC	141,827	484	36	101,757	421	25	87,886	321	28	113,944	1,226	31
Santa Barbara	152,725	484	24	93,553	421	42	81,214	321	45	113,682	1,226	32
North Carolina	146,926	484	32	95,291	421	29	81,638	321	43	113,474	1,226	33
Ohio State	142,213	484	35	96,135	421	37	85,180	321	34	111,457	1,226	34
UC Davis	141,278	484	37	96,631	421	34	85,343	321	33	111,370	1,226	35
Pittsburgh	144,189	484	34	96,431	421	36	80,915	321	46	111,222	1,226	36
Tulane	145,312	484	33	90,814	421	51	83,158	321	39	110,324	1,226	37
Washington	132,422	484	46	98,271	421	32	92,558	321	20	110,257	1,226	38
Indiana	134,971	484	42	92,386	421	46	87,692	321	29	107,969	1,226	39
Minnesota	135,290	484	41	93,622	421	41	84,864	321	36	107,779	1,226	40
Colorado	131,620	484	47	95,510	421	39	85,989	321	32	107,273	1,226	41
Case Western	137,251	484	39	92,951	421	44	79,647	321	49	106,956	1,226	42
Michigan State	139,515	484	38	93,742	421	40	74,174	321	55	106,689	1,226	43
Brandeis	130,810	484	48	96,629	421	35	82,153	321	41	106,333	1,226	44
Iowa	136,656	484	40	91,681	421	49	78,854	321	52	106,078	1,226	45
Texas A&M	133,434	484	44	91,826	421	48	82,550	321	40	105,823	1,226	46
SUNY-Buffalo	133,295	484	45	93,262	421	43	80,565	321	47	105,742	1,226	47
Wisconsin	128,125	484	50	95,781	421	38	84,869	321	35	105,693	1,226	48
Purdue	130,326	484	49	92,497	421	45	81,511	321	44	104,555	1,226	49
Florida	133,737	484	43	89,398	421	52	79,191	321	50	104,229	1,226	50
Oregon	126,200	484	51	92,010	421	47	83,814	321	38	103,362	1,226	51
Iowa State	125,690	484	52	91,472	421	50	81,991	321	42	102,498	1,226	52
Kansas	125,388	484	53	83,499	421	55	74,695	321	53	97,731	1,226	53
Arizona	123,664	484	54	85,084	421	53	74,459	321	54	97,533	1,226	54
Nebraska	120,841	484	56	83,566	421	54	80,085	321	48	97,370	1,226	55
Missouri	121,927	484	55	80,678	421	56	67,454	321	56	93,500	1,226	56
Mean	\$154,950			\$103,130			\$90,466			\$120,272		

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 2014									
Normalized by ISUs rank distribution									
Institution	Professor		Associate Professor		Assistant Professor		Combined		
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	Salary Ranking
Stanford	224,287	512	141,459	411	122,525	335	170,128	1,258	1
Chicago, Univ of	217,349	512	124,325	411	112,325	335	158,990	1,258	2
Harvard	213,494	512	128,079	411	113,276	335	158,900	1,258	3
Penn	197,549	512	125,225	411	119,629	335	153,170	1,258	4
MIT	193,896	512	133,960	411	114,268	335	153,110	1,258	5
Duke	193,298	512	126,803	411	105,376	335	148,160	1,258	6
Yale	198,383	512	117,320	411	99,599	335	145,593	1,258	7
Northwestern	187,395	512	120,598	411	106,883	335	144,126	1,258	8
Wash. Univ - St Louis	186,915	512	112,901	411	102,001	335	140,122	1,258	9
UCLA	181,047	512	117,661	411	97,117	335	137,988	1,258	10
UC Berkeley	172,674	512	115,466	411	103,026	335	135,436	1,258	11
Rice	178,074	512	111,728	411	98,453	335	135,195	1,258	12
Cornell University - Endowed Coll	169,503	512	118,282	411	103,327	335	135,146	1,258	13
Vanderbilt	180,553	512	108,617	411	91,015	335	133,207	1,258	14
Boston University	165,542	512	113,599	411	96,795	335	130,265	1,258	15
Brown	168,637	512	112,276	411	92,303	335	129,896	1,258	16
Southern Cal	166,840	512	104,746	411	92,861	335	126,853	1,258	17
Emory	160,121	512	110,434	411	93,086	335	126,037	1,258	18
Michigan	160,871	512	106,762	411	91,351	335	124,680	1,258	19
Maryland	154,210	512	107,595	411	92,578	335	122,568	1,258	20
Virginia	156,937	512	104,909	411	90,561	335	122,263	1,258	21
Georgia Tech	151,673	512	103,310	411	96,921	335	121,292	1,258	22
Rochester	150,297	512	103,428	411	97,954	335	121,046	1,258	23
UC San Diego	153,915	512	100,949	411	91,815	335	120,074	1,258	24
Rutgers	154,527	512	102,278	411	80,726	335	117,804	1,258	25
Illinois	149,139	512	99,318	411	91,928	335	117,627	1,258	26
UC Irvine	152,575	512	99,037	411	86,794	335	117,566	1,258	27
Texas	149,426	512	96,833	411	89,612	335	116,315	1,258	28
SUNY-Stony Brook	148,068	512	101,796	411	84,527	335	116,030	1,258	29
North Carolina	148,947	512	100,899	411	82,933	335	115,670	1,258	30
Penn State	146,999	512	99,192	411	87,247	335	115,468	1,258	31
UC Santa Barbara	152,757	512	93,576	411	81,248	335	114,379	1,258	32
University OF Illinois at Chicago	141,827	512	101,757	411	87,886	335	114,372	1,258	33
UC Davis	144,019	512	98,267	411	86,800	335	113,834	1,258	34
Ohio State	142,213	512	96,135	411	85,180	335	111,971	1,258	35
Pittsburgh	144,189	512	96,431	411	80,915	335	111,736	1,258	36
Tulane	145,312	512	90,814	411	83,158	335	110,956	1,258	37
Washington	132,422	512	98,271	411	92,558	335	110,649	1,258	38
Minnesota	135,290	512	93,622	411	84,864	335	108,249	1,258	39
Colorado	131,620	512	95,510	411	85,989	335	107,671	1,258	40
Case Western	137,251	512	92,951	411	79,647	335	107,438	1,258	41
Michigan State	139,515	512	93,742	411	74,174	335	107,161	1,258	42
Brandeis	130,810	512	96,629	411	82,153	335	106,685	1,258	43
Iowa	136,656	512	91,681	411	78,854	335	106,570	1,258	44
Texas A&M	133,434	512	91,826	411	82,550	335	106,290	1,258	45
SUNY-Buffalo	133,295	512	93,262	411	80,565	335	106,174	1,258	46
Wisconsin	128,125	512	96,781	411	84,869	335	106,039	1,258	47
Purdue	130,326	512	92,497	411	81,511	335	104,968	1,258	48
Florida	133,737	512	89,398	411	79,191	335	104,725	1,258	49
Oregon	126,200	512	92,010	411	83,814	335	103,743	1,258	50
Iowa State	125,690	512	91,472	411	81,991	335	102,874	1,258	51
North Carolina State*	124,000	512	87,800	411	78,700	335	100,110	1,258	52
Kansas	125,388	512	83,499	411	74,695	335	98,203	1,258	53
Arizona	123,664	512	85,084	411	74,459	335	97,956	1,258	54
Nebraska	120,841	512	83,566	411	80,085	335	97,810	1,258	55
Missouri	121,927	512	80,678	411	67,454	335	93,945	1,258	56
Mean	154,887		103,144		90,395		120,808		

*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 2015 (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	Ranking	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking
University of California - Riverside	106,248	494	1	85,400	129	1	89,300	193	3	140,900	172	2
University of Alabama	104,216	494	2	71,000	129	9	93,100	193	2	141,600	172	1
University of New Hampshire	103,702	494	3	84,000	129	2	97,000	193	1	126,000	172	3
University of Mississippi-Main	92,291	494	4	71,500	129	7	83,900	193	10	117,300	172	4
West Chester University of Pennsylvania	91,090	494	5	71,700	129	6	88,000	193	4	109,100	172	10
Kent State University-Main	91,076	494	6	73,700	129	3	84,400	193	9	111,600	172	7
University of North Texas	90,719	494	7	68,400	129	14	84,800	193	7	114,100	172	5
University of North Carolina-Charlotte	90,544	494	8	73,500	129	4	81,300	193	13	113,700	172	6
Ohio University	89,177	494	9	72,100	129	5	82,300	193	12	109,700	172	9
North Dakota State University-Main	89,024	494	10	69,500	129	11	82,400	193	11	111,100	172	8
Bloomsburg University of Pennsylvania	88,403	494	11	87,200	129	21	85,200	193	6	107,900	172	12
Indiana University of Pennsylvania-Main	88,185	494	12	84,400	129	28	85,800	193	5	108,700	172	11
Kutztown University of Pennsylvania	87,468	494	13	84,500	129	27	84,700	193	8	107,800	172	13
Central Michigan University	85,640	494	14	70,400	129	10	80,000	193	14	103,400	172	18
Oakland University	85,320	494	15	66,700	129	22	78,800	193	18	106,600	172	14
Mississippi State University	84,320	494	16	68,700	129	12	77,400	193	21	103,800	172	17
University of North Carolina-Greensboro	84,183	494	17	68,600	129	13	75,600	193	23	105,500	172	15
Grand Valley State University	83,708	494	18	67,700	129	17	79,800	193	15	100,100	172	20
Bowling Green State University-Main	83,658	494	19	66,600	129	23	78,000	193	20	102,800	172	19
Northern Arizona University	82,468	494	20	63,000	129	35	75,400	193	24	105,000	172	16
Florida A & M University	81,629	494	21	63,200	129	34	79,000	193	16	98,400	172	22
Western Illinois University	81,407	494	22	62,100	129	39	78,900	193	17	98,700	172	21
Illinois State University	81,071	494	23	71,200	129	8	74,900	193	27	95,400	172	28
East Carolina University	81,053	494	24	68,000	129	15	76,100	193	22	96,400	172	26
Montana State University-Bozeman	80,437	494	25	67,800	129	16	73,500	193	30	97,700	172	23
Northern Illinois University	79,853	494	26	65,400	129	25	74,500	193	28	96,700	172	24
Eastern Illinois University	79,387	494	27	67,500	129	19	75,200	193	25	93,000	172	31
Indiana State University	79,037	494	28	65,200	129	26	72,900	193	31	96,300	172	27
University of Minnesota-Duluth	78,199	494	29	59,200	129	46	74,500	193	29	96,800	172	25
University of Nebraska-Omaha	77,969	494	30	64,400	129	29	78,100	193	19	88,000	172	37
South Dakota State University	77,855	494	31	66,600	129	24	75,000	193	26	89,500	172	35
California State University - Fresno	77,698	494	32	67,700	129	18	71,100	193	38	92,600	172	32
University of North Carolina-Wilmington	76,887	494	33	62,000	129	40	72,300	193	35	93,200	172	30
University of Northern Iowa	76,717	494	34	62,600	129	37	72,800	193	32	91,700	172	33
Appalachian State University	76,305	494	35	64,200	129	31	71,300	193	36	91,000	172	34
Ball State University	76,282	494	36	59,400	129	45	72,400	193	34	93,300	172	29
University of Montana-Missoula	74,413	494	37	63,600	129	32	70,800	193	40	86,800	172	40
SUNY College At Oswego	74,175	494	38	58,200	129	50	72,800	193	33	87,700	172	38
Tennessee Technological University	74,155	494	39	62,000	129	41	71,100	193	39	86,700	172	41
Northern Michigan University	73,924	494	40	59,900	129	44	71,200	193	37	87,500	172	39
Radford University	73,721	494	41	62,500	129	38	70,100	193	42	86,200	172	42
Saint Cloud State University	72,707	494	42	61,900	129	42	70,400	193	41	83,400	172	45
Georgia Southern University	72,694	494	43	63,000	129	36	69,900	193	43	83,100	172	46
University of Northern Colorado	71,962	494	44	56,600	129	51	66,600	193	46	89,500	172	36
Murray State University	71,473	494	45	56,600	129	49	68,200	193	44	84,800	172	43
University of Wisconsin-Whitewater	71,253	494	46	67,400	129	20	66,300	193	48	79,700	172	49
Winona State University	70,826	494	47	60,000	129	43	66,500	193	47	83,800	172	44
University of Central Arkansas	70,490	494	48	58,700	129	47	67,400	193	45	82,800	172	47
University of Wisconsin-Oshkosh	68,880	494	49	64,300	129	30	63,100	193	50	78,800	172	50
University of Wisconsin-Eau Claire	68,283	494	50	63,500	129	33	63,800	193	49	76,900	172	51
University of West Georgia	66,470	494	51	56,300	129	52	61,300	193	52	79,900	172	48
University of Wisconsin-Stout	65,081	494	52	58,700	129	48	62,200	193	51	73,100	172	52
University of Wisconsin-Stevens Point	62,463	494	53	53,600	129	53	60,600	193	53	71,200	172	53
Stephen F Austin State University												
West Virginia University												
Mean	\$80,494			\$65,545			\$75,506			\$97,304		

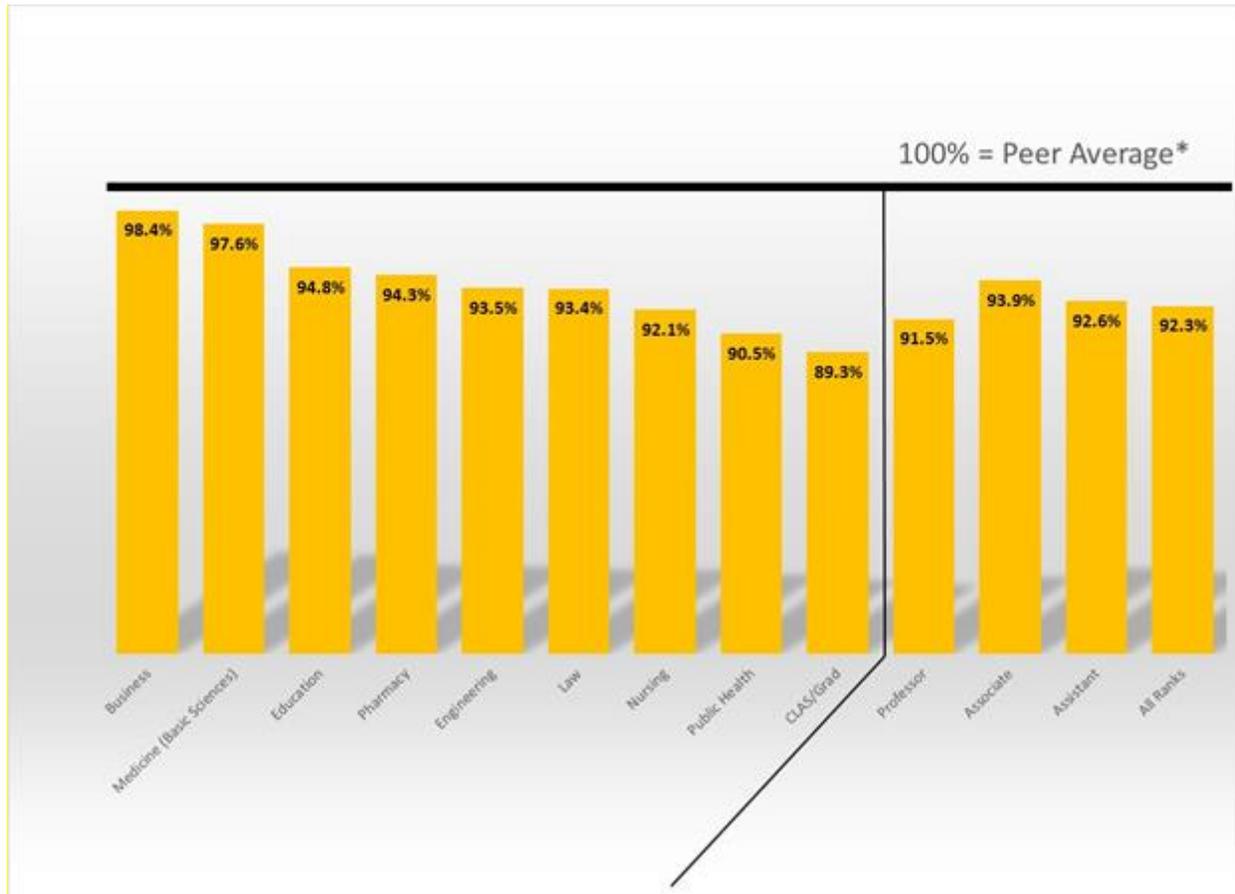
*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.

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 2015.

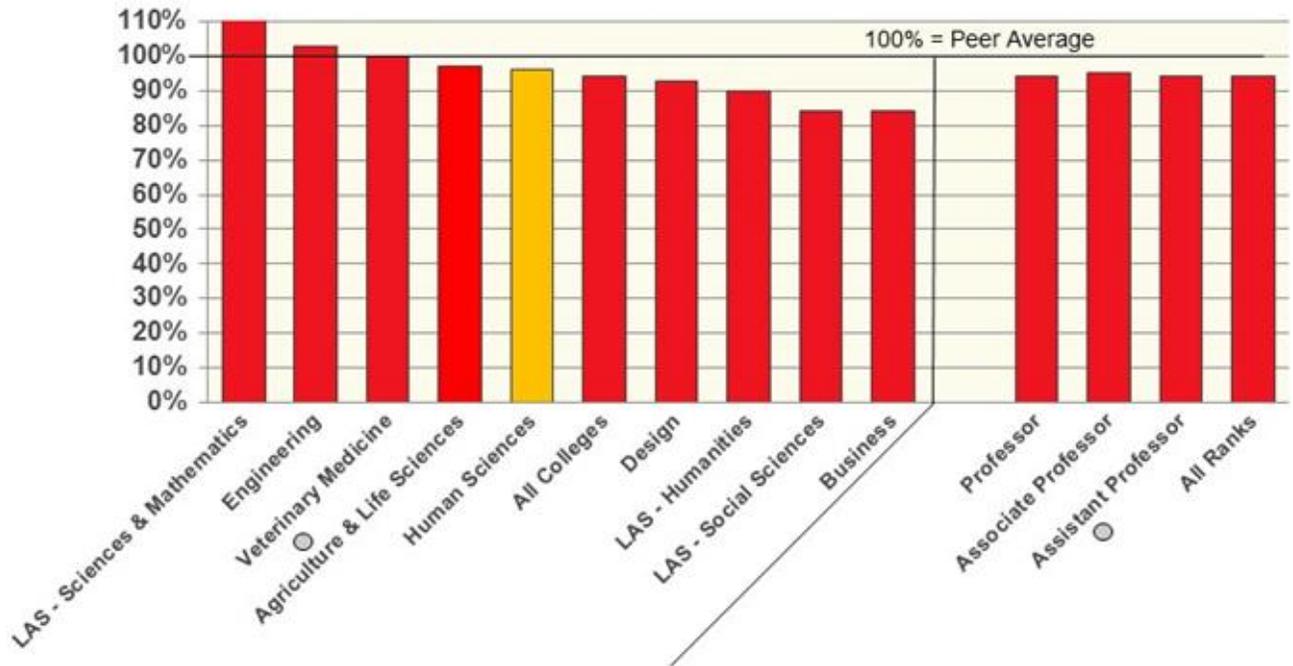
UNIVERSITY OF IOWA
FACULTY SALARY AS A PERCENT OF PEER AVERAGE
FY 2015



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 2015



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS FY 2012 - FY 2016					
University of Iowa Peer Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Indiana University, Bloomington	1.50%	2.20%	2.50%	2.00%	2.00%
Ohio State University, Main Campus	2.00%	3.00%	2.00%	2.00%	2.00%
University of Arizona	0.00%	0.00%	3.00%	0.00%	0.00%
University of California, Los Angeles	4.78%	1.75%	3.50%	3.00%	1.50%
University of Illinois, Urbana	4.40%	2.50%	2.75%	2.50%	0.00%
<i>University of Iowa</i>	3.13%	2.38%	2.10%	2.20%	2.00%
University of Michigan, Ann Arbor	n/a	n/a	n/a	n/a	n/a
University of Minnesota, Twin Cities	0.00%	2.50%	2.50%	2.50%	2.00%
University of North Carolina - Chapel Hill	0.00%	2.00%	1.00%	n/a	0.00%
University of Texas, Austin	2.60%	2.19%	n/a	n/a	na
University of Wisconsin, Madison	0.00%	0.00%	1.00%	1.00%	0.00%
Iowa State University Peer Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
<i>Iowa State University</i>	2.30%	2.40%	3.20%	3.45%	1.26%
Michigan State University	2.00%	2.50%	2.75%	n/a	2.00%
North Carolina State University	0.00%	1.80%	n/a	<1.0%*	0.00%
Ohio State University, Main Campus	2.00%	3.00%	2.00%	2.00%	2.00%
Purdue University, Main Campus	2.00%	2.30%	1.00%	n/a	3.80%
Texas A&M	0.00%	n/a	n/a	n/a	n/a
University of Arizona	0.00%	0.00%	3.00%	0.00%	0.00%
University of California, Davis	4.78%	n/a	n/a	n/a	n/a
University of Illinois, Urbana	4.40%	2.50%	2.75%	2.50%	0.00%
University of Minnesota, Twin Cities	0.00%	2.50%	2.50%	2.50%	2.00%
University of Wisconsin, Madison	0.00%	0.00%	1.00%	1.00%	0.00%
University of Northern Iowa Peer Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
California State University, Fresno	n/a	0.00%	n/a	n/a	0.00%
Central Michigan University	n/a	1.25%	1.50%	2.00%	2.40%
Illinois State University	3.00%	0.00%	n/a	2.00%	n/a**
Indiana State University, Terre Haute	n/a	n/a	n/a	2.00%	n/a**
Northern Arizona University	3.50%	0.00%	5.00%	3.00%	0.50%
Ohio University, Athens	3.90%	2.50%	2.00%	n/a	n/a**
University of Minnesota, Duluth	2.00%	n/a	n/a	n/a	2.68%
University of North Carolina, Greensboro	0.00%	1.20%	0.00%	n/a	2.19%
University of North Texas	0.00%	3.00%	0.00%	1.00%	2.00%
<i>University of Northern Iowa</i>	2.90%	3.52%	2.00%	2.25%	2.50%
University of Wisconsin, Eau Claire	0.00%	0.00%	1.00%	1.00%	0.00%
*Faculty received \$1,000 flat amount					
**n/a = No data available					

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

AVERAGE FACULTY SALARIES, 2014-2015					
AVERAGE FACULTY TOTAL COMPENSATION, 2014-2015					
Comparison Groups	Average Faculty Salary (all ranks)	Rank Average Salary	Benefits as % of Salary	Average Faculty Total Compensation*	Rank Total Compensation
University of Iowa					
University of California, Los Angeles	\$154,983	1	34.6%	\$208,573	1
University of Michigan, Ann Arbor	\$129,599	2	24.0%	\$160,724	2
University of Illinois, Urbana	\$119,548	4	29.0%	\$154,175	3
University of Texas, Austin	\$122,819	3	19.9%	\$147,301	4
University of Minnesota, Twin Cities	\$108,531	9	34.9%	\$146,355	5
University of North Carolina, Chapel Hill	\$116,175	5	25.9%	\$146,317	6
Ohio State University, Main Campus	\$113,612	6	26.0%	\$143,146	7
University of Wisconsin	\$110,782	7	27.1%	\$140,817	8
Indiana University, Bloomington	\$110,539	8	25.3%	\$138,528	9
University of Iowa	\$106,078	10	28.9%	\$136,727	10
University of Arizona	\$99,700	11	28.7%	\$128,312	11
Iowa State University					
University of California, Davis	\$124,555	1	34.60%	\$167,650	1
University of Illinois, Urbana	\$119,548	2	29.00%	\$154,217	2
University of Minnesota, Twin Cities	\$108,531	6	34.90%	\$146,408	3
Ohio State University, Main Campus	\$113,612	3	26.00%	\$143,151	4
University of Wisconsin	\$110,782	4	27.10%	\$140,804	5
Michigan State University	\$106,005	8	32.00%	\$139,927	6
Purdue University, Main Campus	\$106,391	7	27.90%	\$136,074	7
Iowa State University	\$102,889	9	32.20%	\$136,019	8
Texas A & M	\$109,732	5	20.10%	\$131,788	9
University of Arizona	\$99,731	2	28.70%	\$128,354	10
North Carolina State University	\$101,521	10	25.60%	\$127,510	11
University of Northern Iowa**					
Central Michigan University	\$88,522	3	32.30%	\$119,690	1
Ohio University, Athens	\$88,637	2	33.90%	\$118,560	2
University of North Texas	\$93,037	1	18.50%	\$109,484	3
California State University, Fresno	\$79,507	7	37.00%	\$108,077	4
University of North Carolina, Greensboro	\$83,591	4	29.40%	\$107,489	5
Northern Arizona University	\$81,650	5	31.10%	\$106,731	6
Illinois State University	\$80,828	6	32.30%	\$105,724	7
University of Minnesota, Duluth	\$73,138	10	44.20%	\$104,449	8
Indiana State University, Terre Haute	\$78,911	8	30.40%	\$102,843	9
University of Northern Iowa	\$76,717	9	30.60%	\$100,235	10
University of Wisconsin, Eau Claire	\$68,519	11	37.00%	\$93,082	11

Source:

SUI and ISU -- AAUP Faculty Compensation Survey acquired through AAU Data Exchange
UNI -- Academic Bulletin of the American Association of University Professors, March-April 2015

*Total Compensation includes:

Retirement Contributions
Medical Insurance
Disability Income Protection
Tuition for Faculty Dependents
Dental Insurance
Social Security
Unemployment Insurance
Group Life Insurance
Workers Compensation Premiums
Other Benefits such as Moving Expenses

**NDAFY- No data will be available for FY 2016 due to system transition

Average Faculty Salaries by Academic Rank, FY 2015 (MD or equivalent degree holders) University of Iowa and All Association of American Medical Colleges Public and Private Medical Schools by Regional Group												
Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	Number	Salary Ranking	Average Salary	Number	Salary Ranking	Average Salary	Number	Salary Ranking	Average Salary	Number	Salary Ranking
Midwest	\$359,100	3,606	2	\$314,800	4,004	2	\$279,600	8,775	1	\$305,700	16,385	1
Northeast	\$371,100	3,942	1	\$330,700	4,960	1	\$270,000	12,019	2	\$303,400	20,921	2
West	\$330,900	3,041	4	\$292,700	2,408	3	\$242,500	4,290	4	\$282,500	9,739	3
South	\$335,200	3,812	3	\$288,100	4,528	4	\$256,300	9,949	3	\$280,600	18,289	4
<i>University of Iowa</i>	\$319,800	225	5	\$271,300	172	5	\$236,500	274	5	\$273,400	671	5
Mean	\$349,600			\$308,400			\$264,900			\$294,300		