

Comprehensive Human Resources Report

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PART 1

Regent Merit System – FY 2015

The Regent Merit System is authorized by Iowa Code §8A.412. Rules governing classification, compensation, promotion, demotion, transfer, grievances, leave, and discipline are outlined in the Iowa Administrative Code, 681, Chapter 3. Approximately 95% of employees in the Merit System are in American Federation of State, County and Municipal Employees (AFSCME) bargaining units and are covered by the terms of its collective bargaining agreement.

MERIT SYSTEM EMPLOYEES BY INSTITUTION

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	211	66	53	0	1	331
Blue Collar	1,409	661	248	16	10	2,344
Security	80	33	18	0	0	131
Technical	1,483	176	17	23	1	1,700
Clerical	1,510	452	205	4	5	2,176
Educational	0	0	0	3	0	3
TOTAL	4,693	1,388	541	46	17	6,685

MINORITY EMPLOYMENT

	SUI*	ISU	UNI	ISD	IBSSS
Male Majority	29.5%	40.9%	32.3%	28.3%	41.2%
Female Majority	53.2%	53.5%	59.5%	65.2%	52.9%
Male Minority	5.2%	2.2%	3.3%	4.3%	0.0%
Female Minority	7.8%	3.4%	4.8%	2.2%	5.9%

*1% of males and 3% of females did not specify ethnicity.

EMPLOYMENT ACTIVITY – APPOINTMENTS

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Original Entry	617	111	24	6	0	758
Reinstatements	34	0	1	0	0	35
Reemployments and Recalls	2	3	0	0	0	5
TOTAL	653	114	25	6	0	798

EMPLOYMENT ACTIVITY – OTHER PERSONNEL TRANSACTIONS

	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Majority	41	63	33	7
Female Majority	51	158	149	12
Male Minority	13	15	3	2
Female Minority	12	34	27	0
Male Unspecified	2	4	5	0
Female Unspecified	2	10	7	0
TOTAL	121	284	224	21

	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	138	72	3	15
Female Majority	247	153	5	29
Male Minority	29	2	1	8
Female Minority	60	5	0	10
Unspecified ethnicity	0	0	0	0
TOTAL	474	232	9	62

CLASSIFICATION ACTIVITY

The Regent Merit System Classification Plan consists of 324 individual classes. Each position is allocated to one of the 324 classifications. The classification plan is flexible and may be revised as the need arises.

The classification plan is administered and maintained by classification analysts at each institution Board Office staff. Employee and department requests for position reclassifications are reviewed on each campus and forwarded with recommendations to the Board Office for disposition.

The vast majority of classifications are in AFSCME bargaining units. The collective bargaining agreement with AFSCME gives the union time to comment on the establishment of new classes and the deletion of existing classes. Changes of title and pay grades are negotiated with the union. Pay grade changes and pay grade determinations for new classifications are made through application of the job evaluation instrument. This instrument allows each class to be evaluated based upon the skill, effort, responsibility, and working conditions for the classification in accordance with the state's comparable worth law.

In FY 2015, 152 reclassification requests were decided (see tables below.) In addition to reclassification requests, appropriate classifications were determined for 378 new positions.

Reclassification Studies – FY 2015

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	8	0	0	0	0	8
Blue Collar	48	8	5	0	0	61
Security	0	0	1	0	0	1
Technical	23	1	3	0	0	27
Clerical	34	15	6	0	0	55
TOTAL	113	24	15	0	0	152

Results of Reclassification Reviews – FY 2015

	No Change in Class	Change in Class/No Change in Pay Grade	Change in Class/Higher Pay Grade	Change in Class/Lower Pay Grade	Total Reclassification Requests
SUI	16	2	89	6	113
ISU	7	1	16	0	24
UNI	2	2	9	2	15
ISD	0	0	0	0	0
IBSSS	0	0	0	0	0
TOTAL	25	5	114	8	152

Classification Actions FY 2010 – 2015

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Reclassification Requests	145	142	96	137	152
New Position Classifications	250	251	244	256	378
TOTAL	395	393	340	393	530

FY 2015 Classification Changes

Title	Class Code	Pay Grade	Action
Central Service Technician I	7201	406	<i>New</i>
Central Service Technician II	7202	408	<i>New</i>
Central Service Technician III	7203	113	<i>New</i>
Electrician I	5071	210	<i>Title Change</i>
Electrician II	5070	212	<i>New</i>
Electrician III	5072	214	<i>New</i>
Environmental Systems Mechanic I	5090	210	<i>New</i>
Environmental Systems Mechanic II	5091	212	<i>Title Change</i>
Environmental Systems Mechanic III	5093	213	<i>New</i>
Public Safety Security Officer	7503	308	<i>New</i>
Registered Nurse	7210	615	<i>New</i>
Sheet Metal Mechanic II	5191	210	<i>Title Change</i>
Sheet Metal Mechanic II	5192	212	<i>New</i>

COMPENSATION

The Merit System Pay Plan is developed to comply with state law on comparable worth and the collective bargaining agreement negotiated with AFSCME. The plan is applied uniformly at each institution governed by the Board.

AFSCME-covered staff received across-the-board increases of 2.5% in the fiscal year beginning July 1, 2015. Annual step increases are given on the employee's anniversary date (not to exceed the maximum of the pay grade) and are valued at 4.5%.

Supervisory and confidential employees in the Regent Merit System were treated in a fashion similar to those covered by the collective bargaining agreement. Salaries of approximately 60% of Regent Merit System staff are at or near the maximums of the pay grades.

	FY 2014	FY 2015
SUI	\$41,383	\$41,072
ISU	\$44,207	\$43,848
UNI	\$44,879	\$45,047
ISD	\$38,920	\$40,340
IBSSS	\$40,981	\$41,507
System-Wide	\$42,246	\$42,363

APPEALS

Three appeal or grievance procedures are available to Regent Merit System employees.

One applies to employees who want to appeal the Merit System Director's decision regarding classifications of their positions. In accordance with merit rules, those appeals are heard by a committee consisting of a Resident Director or representative from another Regent institution, a peer employee, and an outside chairperson who is knowledgeable in matters of job classification.

A second appeal process is available to employees who allege violation of merit or institutional rules governing terms and conditions of employment. An arbitrator selected from lists provided by the Federal Mediation and Conciliation Service hears those appeals at the final step.

A third procedure is applicable to employees who allege violation of the collective bargaining agreement between the State and AFSCME and are resolved in accordance with the negotiated grievance process.

Classification appeals for the past five years are shown in the table below.

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Number of Appeals	4	0	0	4	6
Decisions Upheld	1	0	0	3	2
Decisions Reversed	1	0	0	1	3
Withdrawn	2	0	0	0	1

PART 2

Sick and Vacation Leave

Sick Leave

Permanent employees of the State of Iowa earn 1½ days of sick leave per month. Unused leave is carried forward each year. Upon retirement, an employee receives payment for the employee's remaining sick leave balance, to a maximum of \$2,000.

- ▶ Sick leave may be used for personal illness, for attendance at funerals of immediate family members, and for temporary emergency care of ill or injured family members.
- ▶ Regent employees used 191,700 days of sick leave in FY 2015 at a cost of nearly \$43.7 million.
- ▶ Average use (days) per employee:

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Universities	7.0	7.2	7.2	7.2	7.1
Special Schools	10.7	8.4	8.7	8.7	8.0

Vacation Leave

In accordance with state statute (70A.1(2)(a)), employees of the Regents Merit System earn vacation leave based on years of service.

Years of Service	Weeks of Vacation
First through 4 th	2 weeks
5 th through 11 th	3 weeks
12 th through 19 th	4 weeks
20 th through 24 th	4.4 weeks
25 th and beyond	5 weeks

Full-time professional and scientific (P&S) employees and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

SUI employees in the SEIU bargaining unit hired on or after July 1, 1999, earn vacation as shown below.

Years of Service	Annual Accrual	Monthly Accrual	Maximum Accrual
Up to 3	120 hours	10.0 hours	240 hours
More than 3, up to 6	160 hours	13.3 hours	320 hours
More than 6	192 hours	16.0 hours	384 hours

Average sick and vacation leave usage (days) by employee category are shown below.

	Sick Leave			Vacation Leave		
	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	2.2	7.7	10.4	14.7	16.9	15.2
ISU	1.5	6.1	10.9	16.3	18.2	18.9
UNI	1.5	5.8	13.3	n/a	15.1	19.1
University Average	1.9	7.2	10.7	15.0	17.1	16.2
ISD	9.3	5.8	9.4	n/a	7.9	15.3
IBSSS	7.5	5.8	9.0	n/a	29.8	17.8
Special Schools' Average	8.2	5.8	9.3	n/a	11.0	15.9

Note: Only 12-month faculty at the universities earn vacation leave; faculty at UNI, ISD, and IBSSS do not earn vacation.

SICK AND VACATION LEAVE USAGE (days) -- FY 2015

SUI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,742	1,600	10,312	10,255	5,267	5,259	18,321	17,114
Total Value of Leave Used	\$3,934,397	\$17,635,519	\$19,764,035	\$46,204,121	\$8,859,022	\$13,672,947	\$32,557,454	\$77,512,587
Total Days Used	6,069.63	23,487.88	79,197.50	173,179.13	54,519.88	79,963.38	139,787.00	276,630.38
Average Days Used Per Employee	2.21	14.68	7.68	16.89	10.35	15.21	7.63	16.16
ISU	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	1,995	391	3,060	3,015	1,497	1,496	6,552	4,902
Total Value of Leave Used	\$1,120,260	\$2,640,134	\$4,326,293	\$13,281,415	\$2,475,194	\$5,101,777	\$7,921,747	\$21,023,326
Total Days Used	2,986.38	6,378.00	18,692.75	54,838.13	16,366.88	28,220.88	38,046.00	89,437.00
Average Days Used Per Employee	1.50	16.31	6.11	18.19	10.93	18.86	5.81	18.25
UNI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	686	n/a	721	678	528	528	1,935	1,206
Total Value of Leave Used	\$469,522	n/a	\$1,087,563	\$2,787,597	\$1,256,251	\$1,862,697	\$2,813,336	\$4,650,294
Total Days Used	1,047.88	n/a	4,180.25	10,243.63	7,040.63	10,086.88	12,268.75	20,330.50
Average Days Used Per Employee	1.53	n/a	5.80	15.11	13.33	19.10	6.34	16.86
TOTAL UNIVERSITIES	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,423	1,991	14,093	13,948	7,292	7,283	26,808	23,222
Total Value of Leave Used	\$5,524,179	\$20,275,653	\$25,177,891	\$62,273,133	\$12,590,467	\$20,637,421	\$43,292,537	\$103,186,207
Total Days Used	10,103.88	29,865.88	102,070.50	238,260.88	77,927.38	118,271.13	190,101.75	386,397.88
Average Days Used Per Employee	1.86	15.00	7.24	17.08	10.69	16.24	7.09	16.64
ISD	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	33	n/a	42	42	52	52	127	94
Total Value of Leave Used	\$89,483	n/a	\$54,071	\$104,298	\$78,500	\$146,549	\$222,054	\$250,847
Total Days Used	307.25	n/a	241.50	330.38	487.88	792.75	1,036.63	1,123.13
Average Days Used Per Employee	9.31	n/a	5.75	7.87	9.38	15.25	8.16	11.95
IBSSS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	49	n/a	7	7	17	17	73	24
Total Value of Leave Used	\$131,860	n/a	\$14,018	\$70,853	\$26,019	\$52,747	\$171,897	\$123,600
Total Days Used	368.50	n/a	40.25	208.75	153.00	302.50	561.75	511.25
Average Days Used Per Employee	7.52	n/a	5.75	29.82	9.00	17.79	7.70	21.30
TOTAL SPECIAL SCHOOLS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	82	n/a	49	49	69	69	200	118
Total Value of Leave Used	\$221,343	n/a	\$68,089	\$175,151	\$104,519	\$199,296	\$393,951	\$374,447
Total Days Used	675.75	n/a	281.75	539.13	640.88	1,095.25	1,598.38	1,634.38
Average Days Used Per Employee	8.24	n/a	5.75	11.00	9.29	15.87	7.99	13.85
TOTAL SYSTEM	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,505	1,991	14,142	13,997	7,361	7,352	27,008	23,340
Total Value of Leave Used	\$5,745,522	\$20,275,653	\$25,245,980	\$62,448,284	\$12,694,986	\$20,836,717	\$43,686,488	\$103,560,654
Total Days Used	10,779.63	29,865.88	102,352.25	238,800.00	78,568.25	119,366.38	191,700.13	388,032.25
Average Days Used Per Employee	1.96	15.00	7.24	17.06	10.67	16.24	7.10	16.63

The following holidays are granted annually to employees:

- ▶ New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.
- ▶ Two days designated by the head of each institution.
- ▶ Two days to be accrued as vacation.

PART 3

Fringe Benefits – FY 2015

In accordance with the Board of Regents Policy Manual, §4.28, the Executive Director reviews all proposed changes in benefit programs to determine if Board approval is required.

Traditionally, the three universities have been allowed by the Board of Regents to maintain separate insurance programs within a framework of general comparability.

AFSCME-covered employees at the universities, employees of the Board Office, Iowa School for the Deaf, and the Iowa Braille and Sight Saving School participate in health, dental, life, long-term disability, and accidental death and dismemberment insurance programs. Non AFSCME-covered employees of the special schools participate in benefit programs at Iowa State University.

FY 2015 Expenditures for Insurance and Retirement Programs totaled \$598,035,010.

See each individual section below for further details on that topic.

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- ▶ Social Security and Medicarepage 10
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 - ▶ Iowa Public Employees’ Retirement System (IPERS)
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EXPENDITURES FOR INSURANCE AND RETIREMENT PROGRAMS -- FY 2015

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Mandated Benefits						
Social Security	\$89,872,599	\$32,214,946	\$10,359,675	\$501,416	\$367,080	\$133,315,715
IPERS	6,709,714	3,052,575	1,532,833	233,751	261,526	\$11,790,399
TIAA CREF	106,352,277	39,309,376	10,782,208	347,312	162,330	\$156,953,504
Substitute plans	-	48,578	7,233	-	-	\$55,811
Federal Retirement	-	480,369	-	-	-	\$480,369
TIAA CREF Waiver of Premium	1,892,797	735,486	328,033	5,962	4,171	\$2,966,449
Unemployment Compensation	825,681	184,088	31,280	-	9,741	\$1,050,791
Workers Compensation	6,187,895	2,551,448	880,367	129,894	118,317	\$9,867,921
Total Mandated Benefits	\$211,840,963	\$78,576,866	\$23,921,629	\$1,218,335	\$923,166	\$316,480,959
Other Benefits						
Life Insurance	\$5,850,667	\$2,080,691	\$256,037	\$34,020	\$22,397	\$8,243,812
Accidental Death and Dismemberment	-	399,888	-	4,527	3,196	\$407,611
Health Insurance	161,013,404	65,335,106	20,036,701	1,279,178	967,513	\$248,631,902
Long-Term Disability	6,492,986	1,599,198	978,107	65,466	46,847	\$9,182,604
Dental Insurance	12,220,420	2,105,771	692,646	40,753	28,533	\$15,088,123
Total Other Benefits	\$185,577,476	\$71,520,654	\$21,963,491	\$1,423,944	\$1,068,486	\$281,554,051
Total Fringe Benefit Expenditures	\$397,418,440	\$150,097,520	\$45,885,120	\$2,642,279	\$1,991,652	\$598,035,010
Percent of Non-Student Payroll	29.99%	32.55%	36.28%	39.66%	40.98%	

SOCIAL SECURITY AND MEDICARE

Employees of the Regent institutions and the Board Office are covered by the Federal Insurance Contribution Act (FICA). Federal law prescribes the employer and employee contributions and benefits. Contribution rates are shown below.

Calendar Year		Employer Contribution	Employee Contribution	Maximum Salary
2014	Social Security	6.20%	6.20%	\$117,000
2015	Social Security	6.20%	6.20%	\$118,500
2016	Social Security	6.20%	6.20%	\$118,500
	Medicare	1.45%	1.45%	No maximum

Costs for Social Security and Medicare to the Regent institutions for FY 2015.

SUI	ISU	UNI	ISD	IBSSS	TOTAL
\$89,872,599	\$32,214,946	\$10,359,675	\$501,416	\$367,080	\$133,315,716

RETIREMENT

Permanent employees of the Board Office and the Regent institutions (except students, House Staff, fellows and adjunct faculty) have the option to select either the Iowa Public Employees' Retirement System (IPERS), Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), or an approved substitute in accordance with Board Policy. Participation in a retirement program is required.

The Board approved allowing the employees of the special schools to select between TIAA-CREF and IPERS effective January 1996. TIAA-CREF contribution levels are at the IPERS rates.

IPERS

FY 2015	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Number of Employees Selecting IPERS	4,145	1,009	539	82	55	5,830
Employer Contributions to IPERS	\$6,709,714	\$3,052,575	\$1,532,833	\$233,751	\$261,526	\$11,790,399

Contribution	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Employer	8.93%	8.93%	8.93%	8.93%	8.93%
Employee	5.95%	5.95%	5.95%	5.95%	5.95%

TIAA-CREF

Numbers of employees participating in the employer sponsored retirement programs are shown below.

FY 2015	SUI	ISU	UNI	ISD	IBSSS	TOTAL
TIAA-CREF	16,949	5,515	1,577	67	30	24,138
Substitute Plans	0	5	1	0	0	6

Employer contributions for employer sponsored retirement programs are shown below.

FY 2015	SUI	ISU	UNI	ISD	IBSSS	TOTAL
TIAA-CREF	\$106,352,277	\$39,309,376	\$10,782,208	\$347,312	\$162,330	\$156,953,503
Substitute Plans	\$0	\$48,578	\$7,233	\$0	0	\$55,811

A TIAA-CREF waiver of premium, which continues contributions during periods of disability, is also provided. Similar protection is also provided to federal employees covered by the federal retirement program at ISU.

FY 2015	SUI	ISU	UNI	ISD	IBSSS	TOTAL
TIAA-CREF waiver of premium	\$1,892,797	\$735,486	\$328,033	\$5,962	\$4,171	\$2,966,449

The contribution rate for TIAA-CREF for employees of the universities and Board Office is:

- ▶ Ten percent on the first \$4,800 of salary for staff members with less than five years of service and 15% on all additional salary up to applicable IRS limitations. The employer pays 2/3 of the cost and the employee 1/3.
- ▶ The contribution for employees with more than five years of service is 15% up to applicable IRS limitations. The employer pays 2/3 of the cost and the employee pays 1/3.
- ▶ The employer pays 10% of salary while the employee pays 5% with the exception noted above.
- ▶ The FY 2015 contribution rate for the employees of the special schools is at the IPERS rate.
- ▶ The employer contribution is 8.93%. The employee's contribution is 5.95%.

Benefits from the TIAA program are in the form of a fixed annuity, which is adjusted periodically. CREF benefits can be received as a lifetime annuity, a systematic payment, a cash withdrawal, or as a combination of these options.

Vesting of employee and employer contributions to TIAA-CREF is immediate at SUI, UNI, ISD and IBSSS. Effective July 1, 2009, ISU implemented a three-year cliff vesting of employer contributions.

FEDERAL RETIREMENT PROGRAM

During FY 2015, 38 employees of Iowa State University were covered by federal retirement. Employer contributions for federal retirement were \$480,369.

UNEMPLOYMENT COMPENSATION AND WORKERS' COMPENSATION

Employees of the five institutions and the Board Office are covered by unemployment compensation and workers' compensation with benefits under both determined by state and/or federal laws. Costs for these programs are shown below.

FY 2015	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Unemployment Compensation	\$825,681	\$184,088	\$31,280	\$0	\$9,741	\$1,050,790
Workers' Compensation	\$6,187,895	\$2,551,448	\$880,367	\$129,894	\$118,317	\$9,867,921

LIFE INSURANCE

University of Iowa

Participation in the life insurance program is mandatory for all budgeted permanent faculty and staff classified at 50% time or greater. The amount of life insurance coverage is based on salary.

- ▶ The amount of coverage is 2 times annual budgeted salary to a maximum coverage of \$400,000.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ The University pays an annual rate of \$4.68 per \$1,000.
- ▶ FY 2015 life insurance costs (less dividends) for SUI was \$5,850,667.

Iowa State University

Staff members holding a one-half time or more position for nine months or longer have the option to participate in the life insurance program underwritten by the Principal Financial Company of Des Moines.

- ▶ The amount of coverage is basically twice the employee's annual budgeted salary with a maximum coverage of \$750,000.
- ▶ Coverage is reduced by 35% percent at age 65.
- ▶ The annual cost of life insurance is \$2.52 per \$1,000 of coverage.

Faculty, P&S and supervisory merit employees at ISU have the full cost of their basic life insurance funded by the University through the ISU Plan. AFSCME-covered employees contribute \$0.60/year per \$1,000 coverage with the balance of the premium paid by the University.

Basic Term Life ends upon retirement. The University provides eligible retirees with \$4,000 paid-up life insurance, provided the retiree has been enrolled in the basic life insurance plan for 10 continuous years or more up to the retirement date.

- ▶ FY 2015 life insurance costs (less dividends) for ISU was \$2,080,691.

University of Northern Iowa

Faculty and staff members holding a permanent position of half-time or more for a period of no less than nine months are included in the life insurance program. Life insurance coverage for Faculty and P&S is 1½ times their annual budgeted salary with a maximum benefit of \$250,000. Life insurance coverage for Merit staff is two times their annual budgeted salary with a maximum benefit of \$124,000.

- ▶ Coverage for faculty is reduced 5% each year following attainment age of 61.
- ▶ Coverage is reduced to 5% beginning at age 65 and to 45% at age 70 for merit and professional and scientific staff.

All employees retiring at age 55 or older with ten years of continuous service immediately prior to retirement may carry 1/3 of the available scheduled insurance coverage until June 30 following attainment age of 70 at which time the University provides a non-contributory life insurance benefit in the amount of \$4,000 for faculty members and \$2,000 for all other employees.

The life insurance policy provides for continuance of the death benefit with no further premium payment in the event of total and permanent disability.

The university assumes the entire annual premium cost of \$3.48 per \$1,000 of coverage.

- ▶ FY 2015 life insurance costs (less dividends) for UNI was \$256,037.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

All permanent employees working at least 50% time participate have life insurance coverage equally 2 ½ times their annual budgeted salary.

- ▶ FY 2015 life insurance costs (less dividends) for ISD was \$34,020.
- ▶ FY 2015 life insurance costs (less dividends) for IBSSS was \$22,397.

ACCIDENTAL DEATH AND DISMEMBERMENT

University of Iowa

A voluntary group accidental death and dismemberment program was initiated in June 1980.

Staff members pay the premiums and may purchase coverage in increments of \$100,000 up to a maximum of \$1,000,000.

Monthly premium rates based on \$100,000 coverage are \$1.60 single, \$3.00 family, \$1.90 single with children and \$2.70 employee with spouse.

Iowa State University

Accidental death and dismemberment coverage is provided to employees who participate in the life insurance program.

The amount of accidental death coverage is twice the amount of the basic life coverage or approximately four times the annual budgeted salary for the staff member.

The University pays the annual rate of \$0.30 per \$1,000 coverage.

- ▶ ISU's FY 2015 cost for this coverage was \$399,888.

University of Northern Iowa

AD&D coverage is available to employees who purchased voluntary term life insurance with the employee covering the full cost.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

All permanent employees working at least 50 percent time are covered by in the accidental death and dismemberment insurance at 2 times the employee's annual budgeted salary.

- ▶ ISD's FY 2015 cost for this coverage was \$4,527.
- ▶ IBSSS's FY 2015 cost for this coverage was \$3,196.

LONG-TERM DISABILITY INSURANCE

University of Iowa

The University provides this coverage to permanent and continuous 50% time or greater budgeted staff members.

The disability benefit is 60% of annual salary. The amount a staff member receives is reduced by any disability benefits paid by Social Security and/or workers' compensation. There is no minimum monthly benefit but a maximum of \$25,000. A cost-of-living escalator tied to the Consumer Price Index increases and limited to 5% in a fiscal year is provided to assist in offsetting the ongoing effects of inflation.

If benefits begin before age of 65, they cease on the latter of attainment of Social Security normal retirement age of 65 or 36 months after the benefits begin. If benefits begin after 65 but before age 68 they cease 24 months later, at age 68 – 69 they cease 18 months later, or 15 months following the attainment of age 70. If benefits begin after age 72, they cease 12 months later. The University pays the entire cost of this coverage.

- ▶ SUI's FY 2015 cost for this coverage was \$6,492,986.

Iowa State University

This coverage is provided for all employees with a one-half time or greater appointment for nine months following one year of continuous employment. Coverage can be elected during the first year of employment but is subject to medical approval. If approved, coverage is paid by the employee until completing one year of continuous employment. ISU Plan participants (faculty, P&S, supervisory merit staff) have a choice of either a 75/60% or 50% LTD plan. The maximum monthly benefit for the 75/60% plan is \$10,000.

The maximum monthly benefit for the 50% plan is \$8,000. Nonsupervisory merit system staff is covered by the 75/60% plan only with a maximum monthly benefit of \$7,650. A 5% maximum cost-of-living escalator tied to the Social Security cost-of-living escalator is provided. There is also a coordination provision with FICA and workers' compensation.

Benefits accrue after a 90 work day waiting period and cease on June 30 following attainment of age 65; or, if disability begins on or after age 61, payments continue for five years or attainment of age 70, whichever is earlier. If disability begins on or after age 69, benefits continue for 12 months. The University pays the entire cost for this coverage (except as noted above).

- ▶ ISU's FY 2015 cost for this coverage was \$1,599,198.

University of Northern Iowa

Long-term disability coverage is provided at University expense for all staff members holding permanent appointments of half-time or more for a period of 9 months or more.

Monthly benefits are payable for 12 months a year for all covered personnel once they have been totally disabled for 90 consecutive working days (or after all sick leave has expired, if later). The income benefit continues to age 65 if disability occurs prior to age 61, or on the date 60 months of benefit payments have been made but in no event beyond the June 30 coinciding with or next following the attainment of age 70 if disability began after age 61. If benefits begin on or after age 69, benefits continue for 12 months. The disability benefit is 66 2/3% of budgeted salary up to a maximum monthly benefit of \$6,667.

A cost-of-living escalator is tied to the average rate of increase to the Consumer Price Index during the preceding calendar year.

- ▶ UNI's FY 2015 cost for this coverage was \$978,107.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

These employees are covered by the long-term disability plan provided by the University of Northern Iowa. Costs for FY 2015 at the two special schools:

- ▶ ISD's FY 2015 cost for this coverage was \$65,466.
- ▶ IBSSS's FY 2015 cost for this coverage was \$46,847.

COMPREHENSIVE MEDICAL PLANS

University of Iowa

The University offers each employee group – faculty/professional scientific/Merit Supervisory; Graduate Students and House Staff one health insurance plan. Monthly premiums for calendar years 2015 and 2016:

SINGLE	UICHOICE		GRAD CARE ^{1,2}		HOUSE STAFF	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$476.00	\$534.00	\$222.00	\$229.00	\$554.00	\$554.00
Employee Contribution	\$0	\$0	\$25.00	\$25.00	\$0	\$0
TOTAL	\$476.00	\$534.00	\$247.00	\$254.00	\$554.00	\$554.00

FAMILY	UICHOICE		GRAD CARE ^{1,2}		HOUSE STAFF	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$930.00	\$1,030.00	\$729.00	\$838.00	\$1,396.00	\$1,396.00
Employee Contribution	\$233.00	\$258.00	\$312.00	\$359.00	\$0	\$0
TOTAL	\$1,163.00	\$1,288.00	\$1,041.00	\$1,197.00	\$1,396.00	\$1,396.00

EMPLOYEE WITH CHILDREN	UICHOICE		GRAD CARE ^{1,2}		HOUSE STAFF	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$728.00	\$816.00	\$986.00	n/a	\$1,314.00	\$1,314.00
Employee Contribution	\$182.00	\$204.00	\$423.00	n/a	\$0	\$0
TOTAL	\$910.00	\$1,020.00	\$1,409.00	n/a	\$1,314.00	\$1,314.00

EMPLOYEE WITH SPOUSE	UICHOICE		GRAD CARE ^{1,2}		HOUSE STAFF	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$885.00	\$936.00	\$373.00	\$400.00	\$747.00	\$747.00
Employee Contribution	\$221.00	\$234.00	\$160.00	\$171.00	\$0	\$0
TOTAL	\$1,106.00	\$1,170.00	\$533.00	\$571.00	\$747.00	\$747.00

1. Grad Care rates are on an academic year basis.

2. Beginning 2016, the "Employee with Children" category was discontinued; employees with children are now included in the "Family" category.

UICHOICE, a POS product, pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,700 for a single contract and \$3,400 for a family contract in a calendar year. The copayment is \$5 for UI providers, \$20 for Wellmark providers and 40% for all other providers. The hospital deductible is \$400 for UIHC, \$600 for Wellmark hospitals and \$800 for other hospitals.

UIGRADCARE pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,000 for a single contract and \$1,700 for a family contract in a calendar year. Plan is only available to graduate students, post-doctoral scholars and post-doctoral fellows. Coinsurance is applicable with covered charges at a 90/10 rate for hospital and related services. Hospital deductible is \$125 per day. \$10 copayment required for physician visits. Program is a restricted panel managed care product utilizing the University health providers

HOUSE STAFF is a closed panel HMO with all services being obtained from UI Health Care. Program is closed to new employees and will end in three or four years. All new house staff hires are covered by UICHOICE.

► SUI's health insurance cost for faculty, professional and scientific staff and supervisory merit personnel for FY 2015 was \$108,925,068.

Iowa State University

ISU offered two insurance plans to its faculty, professional and scientific staff, post docs, and supervisory merit staff appointed to a one-half time or more budgeted position for nine months or longer.

Two managed care plans are offered -- a Preferred Provider Organization (PPO) and an HMO to faculty, P&S, and supervisory merit employees. Premium accounting for this plan is on a calendar year basis.

Coverage tiers of single, spouse/partner, employee with children and family are available.

An opt-out credit of \$107 is available.

Employer and employee contributions did not increase from calendar year 2015 to calendar year 2016.

EMPLOYEE	SINGLE	SPOUSE/PARTNER	EMPLOYEE WITH CHILDREN	FAMILY
PPO				
FY 2016	\$501.00	\$1,145.00	\$894.00	\$1,468.00
FY 2015	\$501.00	\$1,145.00	\$894.00	\$1,468.00
HMO				
FY 2016	\$485.00	\$1,114.00	\$871.00	\$1,417.00
FY 2015	\$485.00	\$1,114.00	\$871.00	\$1,417.00

EMPLOYER	SINGLE	SPOUSE/PARTNER	EMPLOYEE WITH CHILDREN	FAMILY
HMO				
FY 2016	\$485.00	\$1,036.00	\$825.00	\$1,305.00
FY 2015	\$485.00	\$1,036.00	\$825.00	\$1,305.00
PPO				
FY 2016	\$481.00	\$882.00	\$721.00	\$1,129.00
FY 2015	\$481.00	\$882.00	\$721.00	\$1,129.00

OPT-OUT				
FY 2016	\$107.00	\$107.00	\$107.00	\$107.00
FY 2015	\$107.00	\$107.00	\$107.00	\$107.00

- ▶ ISU's health insurance costs (less dividends) for FY 2015 for faculty, professional and scientific staff, post docs, and supervisory merit staff was \$48,823,808.

University of Northern Iowa

The University offers two health insurance plans to faculty, professional and scientific staff and merit supervisory and confidential staff appointed to a non-temporary position of half-time or more for nine months or longer.

These two managed care plans are Alliance Select - a PPO plan, and Blue Advantage - an HMO plan. A third plan option is the Classic Blue indemnity plan, but is only available to employees of the aforementioned groups hired prior to July 1, 2011.

The premiums for the Classic Blue plan and PPO plan increased from 2015 to 2016 while the premiums for the Blue Advantage plan decreased.

SINGLE	UNI Health Classic Blue		UNI PPO Alliance Select		UNI Blue Advantage HMO	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$506.00	\$513.75	\$506.00	\$513.75	\$486.00	\$486.00
Employee Contribution	\$160.00	\$278.25	\$0	\$0	\$0	\$0
Total	\$666.00	\$792.00	\$506.00	\$513.75	\$486.00	\$486.00

FAMILY	UNI Health Classic Blue		UNI PPO Alliance Select		UNI Blue Advantage HMO	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$1,023.20	\$1,038.00	\$1,023.20	\$1,038.00	\$1,023.20	\$1,038.00
Employee Contribution	\$681.80	\$990.75	\$255.80	\$259.50	\$192.80	\$178.50
Total	\$1,705.00	\$2,028.75	\$1,279.00	\$1,297.50	*\$1,216.00	\$1,216.50

*Corrected number from last year's report.

The University Health Plan pays 90% of usual, customary, and reasonable charges, after deductibles are met. Outpatient services for the care of mental, nervous/drug and alcohol abuse are paid at 50% up to a maximum of 34 visits per calendar year. Inpatient coverage for nervous/drug and alcohol abuse is limited to 45 days per calendar year. Deductibles are:

- ◆ The first two days of room and board charges for inpatient care, and
- ◆ \$100 for "all other services".

The maximum out-of-pocket limit is \$500 per calendar year per contract. Once this maximum is met, all services for the remainder of the year will be paid at 100%.

The University offers an insured HMO – Blue Advantage– to professional and scientific staff and Merit System supervisory staff. Covered members are required to name a primary care physician from the Blue Advantage network. All care must be coordinated through primary care physician. Most services require a copayment and then may be paid at 90% or 100%. The maximum out-of-pocket limit is \$500 per calendar year for single contracts and \$1,000 for family contracts. Once this maximum has been met, services will be paid at 100% except that all co-payments will continue.

On August 1, 2011, the university added an additional health insurance option for organized faculty and professional and scientific staff. The new plan is a Preferred Provider Organization (PPO) plan administered by Wellmark BCBS. The existing Blue Advantage health plan also became an option for organized faculty. The indemnity health insurance plan (UNI Health) continues to be an option for employees hired prior to July 1, 2011, but is no longer an option for employees hired after July 1, 2011.

- ▶ The University's cost for health insurance in FY 2015 was \$13,386,599.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

Employees of the two Special Schools, with the exception of those covered by AFSCME, participate in the health insurance plans at ISU. Costs below include premiums for state of Iowa and ISU plans:

	FY 2014	FY 2015
ISD ¹	\$1,201,718	\$1,279,178
IBSSS ^{1, 2}	\$970,569	\$967,513

1. Corrected FY 2014 number.
2. IBSSS contracted with ISU for health benefits for a full year during FY 2015 and half a year during FY 2014.

Regents Merit System Employees (AFSCME - covered)

AFSCME-covered employees of the institutions participate in the health plans offered by the State of Iowa.

The State provides one indemnity plan (Program 3 Plus); one Preferred Provider Organization (PPO) (Iowa Select); and two Managed Care Organization (MCO) products (Blue Access and Blue Advantage).

Indemnity	Participant is free to choose any health care provider (doctors, hospitals, etc.)
Preferred Provider Organization (PPO)	Participant is free to choose any health care provider. Participant pays lower coinsurance if provider is a part of Wellmark's Alliance Select network.
Managed Care Organization (MCO)	Services are provided by a network of health care providers with the exception of emergency care.

Monthly employer premiums for calendar years 2015 and 2016.

SINGLE	Program 3 Plus		Iowa Select		Blue Access		Blue Advantage ¹	
	2015	2016	2015	2016	2015	2016	2015	2016
Total	\$823.84	\$849.66	\$821.31	\$847.04	\$582.66	\$619.10	\$561.67	n/a
Employer Contribution	\$823.84	\$829.66	\$821.31	\$827.04	\$582.66	\$599.10	\$561.67	n/a
Employee Contribution	\$0	\$20.00	\$0	\$20.00	\$0	\$20.00	\$0	n/a

FAMILY	Program 3 Plus		Iowa Select		Blue Access		Blue Advantage ¹	
	2015	2016	2015	2016	2015	2016	2015	2016
Total	\$1,928.68	\$1,992.81	\$1,922.78	\$1,986.69	\$1,364.27	\$1,453.20	\$1,315.24	n/a
Employer Contribution	\$1,634.36	\$1,688.77	\$1,634.36	\$1,688.77	\$1,364.27	\$1,433.20	\$1,315.24	n/a
Employee Contribution	\$294.32	\$304.04	\$288.42	\$297.92	\$0	\$20.00	\$0	n/a

1. Blue Advantage was not offered in 2016.

The State's monthly contribution to all family plans is 85% of the Iowa Select total family premium. Employees may apply that amount to the plan of their choice. The State pays 98% of single and double spouse contracts.

Program 3 Plus provides for 80/20 coinsurance during a calendar year. There is a \$300 single and \$400 family deductible for inpatient services.

All covered services above the \$650 single, \$1,450 family out-of-pocket maximum are paid at 100% with no maximum payment limit for Program 3 Plus and Iowa Select; respective amounts for Blue Access are \$750/\$1,500.

- ▶ FY 2015 employer costs for health insurance premiums.

SUI	ISU	UNI	ISD	IBSSS	TOTAL
\$52,088,335	\$16,511,298	\$6,650,102	\$1,279,178	\$967,513	\$77,496,426

DENTAL INSURANCE

University of Iowa

Faculty, professional and scientific staff, and Regents Merit System supervisory staff with a permanent appointment of half-time or more are offered the University of Iowa's dental insurance plans. Monthly premiums are shown below.

SINGLE	DENTAL		GRAD DENTAL		HOUSE STAFF	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$42.00	\$42.00	\$21.00	\$21.00	\$34.00	\$34.00
Employee Contribution	\$0	\$0	\$4.00	\$4.00	\$0	\$0
TOTAL	\$42.00	\$42.00	\$25.00	\$25.00	\$34.00	\$34.00

FAMILY	DENTAL		GRAD DENTAL		HOUSE STAFF	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$101.00	\$101.00	\$45.00	\$55.30	\$89.00	\$89.00
Employee Contribution	\$25.00	\$25.00	\$19.00	\$23.70	\$0	\$0
TOTAL	\$126.00	\$126.00	\$64.00	\$79.00	\$89.00	\$89.00

Dental coverage provides for 100% payment of normal cleaning and checkup expenses and 80% coinsurance for restorative care, and 50% for orthodontia.

- ▶ SUI's cost for dental insurance premiums for FY 2015 for faculty, professional and scientific staff, post docs, and supervisory merit staff was \$10,513,664.

Iowa State University

All employees of one-half time or more for nine months or longer who are classified as faculty, professional and scientific or supervisory merit staff are eligible to participate in the University's dental insurance program.

The ISU Plan dental insurance program consists of the ISU Basic Dental Plan and the ISU Comprehensive Dental Plan. Premium accounting for this plan is on a calendar year basis. Employer and employee contributions to dental insurance did not change from 2015 to 2016. Coverage tiers are provided for single, spouse/partner, employee plus children and family. An Opt-Out credit is available. Monthly premiums are shown below.

ISU PLAN	SINGLE	SPOUSE/PARTNER	EMPLOYEE + CHILDREN	FAMILY
Basic Dental				
FY 2016	\$26.00	\$56.00	\$63.00	\$71.00
FY 2015	\$26.00	\$56.00	\$63.00	\$71.00
Comprehensive				
FY 2016	\$42.00	\$103.00	\$108.00	\$122.00
FY 2015	\$42.00	\$103.00	\$108.00	\$122.00
ISU Contribution				
FY 2016	\$26.00	\$26.00	\$26.00	\$26.00
FY 2015	\$26.00	\$26.00	\$26.00	\$26.00
Opt-Out				
FY 2016	\$24.00	\$24.00	\$24.00	\$24.00
FY 2015	\$24.00	\$24.00	\$24.00	\$24.00

- ▶ ISU's cost for dental insurance premiums for faculty, professional and scientific staff, post docs, and supervisory merit staff for FY 2015 was \$1,583,402.

University of Northern Iowa

Faculty, professional and scientific staff and supervisory merit staff with at least half-time appointments for the academic year are eligible to participate in the University's dental plan. Monthly premiums are shown below.

SINGLE	DENTAL I		DENTAL II		DENTAL II - Faculty	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$25.00	\$25.50	\$25.00	\$25.50	\$25.00	\$25.50
Employee Contribution	\$0	\$0	\$6.00	\$6.00	\$6.00	\$6.00
TOTAL	\$25.00	\$25.50	\$31.00	\$31.50	\$31.00	\$31.50

FAMILY	DENTAL I		DENTAL II		DENTAL II - Faculty	
	2015	2016	2015	2016	2015	2016
Employer Contribution	\$25.00	\$25.50	\$54.50	\$54.75	\$25.00	\$25.50
Employee Contribution	\$62.00	\$61.50	\$54.50	\$54.75	\$84.00	\$84.00
TOTAL	\$87.00	\$87.00	\$109.00	\$109.50	\$109.00	\$109.50

- ▶ UNI's cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff for FY 2015 was \$479,516.

Iowa School for the Deaf / Iowa Braille and Sight Saving School

Employees of the two Special Schools, with the exception of those covered by AFSCME, participate in the dental insurance plans at ISU. Costs are shown below.

	FY 2014	FY 2015
ISD ¹	\$42,317	\$40,753
IBSSS ^{1,2}	\$31,485	\$28,533

1. Corrected FY 2014 number.
2. IBSSS contracted with ISU for health benefits for a full year during FY 2015 and half a year during FY 2014.

Regents Merit System Employees (AFSCME - covered)

AFSCME-covered employees of the institutions participate in the dental plan offered by the State of Iowa. Dental insurance through the State of Iowa plan is underwritten by Delta Dental. Employees are eligible following one month of employment. Premiums did not change from 2015 to 2016.

Calendar year 2015 and 2016 rates are shown below.

	2015	2016
SINGLE	\$29.13	\$29.13
Employer	\$29.13	\$29.13
Employee	\$0	\$0
FAMILY	\$78.29	\$78.29
Employer	\$39.15	\$39.15
Employee	\$39.15	\$39.15

The program provides 100% payment for diagnostic and preventative services; 80% for routine and restorative services; 50% for major restorative services; 50% for prosthetics; annual maximum plan payment for all plan benefits \$1,500 per member, per year; and 50% orthodontics coinsurance with a per dependent lifetime maximum of \$1,500. *Source: 2013-2015 Collective Bargaining Agreement.

- ▶ Employer costs for dental insurance premiums for FY 2015.

SUI	ISU	UNI	ISD	IBSSS	IBSSS
\$1,706,755	\$522,369	\$213,130	\$40,753	\$28,533	\$2,511,540

PART 4

Retirements – FY 2015

In addition to regular retirement through either IPERS or TIAA-CREF, with approval of the institution, Regent employees may enter the phased retirement program. The Board first approved the Phased Retirement Program in 1982. The current program will expire on June 30, 2017. Details of the current program may be found in Regent Policy Manual §4.35 – Phased and Early Retirement.

PHASED RETIREMENT PROGRAM

There were 82 new entrants into the phased retirement program during FY 2015. To date 1,294 faculty and staff have participated in the program with 165 currently active. There have been no participants from ISD or IBSSS. New entrants in the program are categorized below:

	Faculty	P&S	Merit	Total
SUI	15	13	7	35
ISU	15	13	3	31
UNI	7	4	5	16
TOTAL	37	30	15	82

New participants in the last five fiscal years:

FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
51	51	60	60	82

Iowa State University offered a special phased retirement program during FY 2011. The last participant on the phased retirement program ended in October 2014. There are no more active participants in that special program.

The following table shows the financial impact of the phased retirement program at the universities for FY 2015.

	Incentive Amounts	Released Funds
SUI	\$1,501,291	\$3,512,970
ISU	\$1,034,380	\$1,429,357
ISU – special	\$14,317	\$19,815
UNI	\$911,461	\$1,251,103

“*Incentive Amount*” is the difference between the total compensation paid (salary and university fringe benefit contributions) under the Phased Retirement Program and the total compensation that would have been paid if the individual had reduced to the specified percentage of effort without the special provisions of the program.

“*Released Funds*” is the difference between the total compensation received under the policy and the total compensation that would have been received if the individual had remained full time.

The funds released through operation of the phased retirement program are used in a variety of ways at the universities. For the most part, the funds are utilized for replacement personnel or reallocation within the retirees’ employing units to fund other areas of need.

REGULAR RETIREMENTS

The following table displays the number of faculty and staff who retired from the Regent institutions during FY 2015.

	Faculty	P&S	Merit	Total
SUI	70	257	139	466
ISU	31	49	56	136
UNI	13	16	24	53
ISD	1	2	2	5
IBSSS	1	0	0	1
TOTALS	116	324	221	661

PART 5

Salaries – FY 2016

SALARY POLICIES AND NEGOTIATED SALARY INCREASES

In June 2015, the Board approved the following salary policies for the institutions for FY 2016:

Regent Merit System Supervisory and Confidential Staff

As customary, the pay policy proposed for the non-organized supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units. The two-year AFSCME agreement beginning July 1, 2015, allows for a 2.5% across-the-board increase on July 1, 2015. The pay matrix for supervisory and confidential staff is increased by the same percentage as the AFSCME matrix for FY 2016. (Shown below and on the following page.) Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% step increases on their anniversary dates.

Board of Regents, State of Iowa			
Regent Merit System			
July 1, 2015			
Grade	Pay Basis	7/1/2015 Minimum	7/1/2015 Maximum
1	Hourly	\$9.13	\$16.81
2	Hourly	\$10.03	\$17.55
3	Hourly	\$12.34	\$18.36
	Semi-Monthly	\$1,073.58	\$1,597.32
	Monthly	\$2,147.16	\$3,194.64
4	Annual	\$25,765.92	\$38,335.68
	Hourly	\$12.89	\$19.18
	Semi-Monthly	\$1,121.43	\$1,668.66
5	Monthly	\$2,242.86	\$3,337.32
	Annual	\$26,914.32	\$40,047.84
	Hourly	\$13.48	\$20.04
6	Semi-Monthly	\$1,172.76	\$1,743.48
	Monthly	\$2,345.52	\$3,486.96
	Annual	\$28,146.24	\$41,843.52
7	Hourly	\$14.09	\$20.95
	Semi-Monthly	\$1,225.83	\$1,822.65
	Monthly	\$2,451.66	\$3,645.30
8	Annual	\$29,419.92	\$43,743.60
	Hourly	\$14.71	\$21.88
	Semi-Monthly	\$1,279.77	\$1,903.56
9	Monthly	\$2,559.54	\$3,807.12
	Annual	\$30,714.48	\$45,685.44
	Hourly	\$15.36	\$22.87
10	Semi-Monthly	\$1,336.32	\$1,989.69
	Monthly	\$2,672.64	\$3,979.38
	Annual	\$32,071.68	\$47,752.56

**Board of Regents, State of Iowa
Regent Merit System
July 1, 2015**

Grade	Pay Basis	7/1/2015 Minimum	7/1/2015 Maximum
9	Hourly	\$16.09	\$23.89
	Semi-Monthly	\$1,399.83	\$2,078.43
	Monthly	\$2,799.66	\$4,156.86
	Annual	\$33,595.92	\$49,882.32
10	Hourly	\$16.80	\$24.97
	Semi-Monthly	\$1,461.60	\$2,172.39
	Monthly	\$2,923.20	\$4,344.78
	Annual	\$35,078.40	\$52,137.36
11	Hourly	\$17.54	\$26.11
	Semi-Monthly	\$1,525.98	\$2,271.57
	Monthly	\$3,051.96	\$4,543.14
	Annual	\$36,623.52	\$54,517.68
12	Hourly	\$18.36	\$27.28
	Semi-Monthly	\$1,597.32	\$2,373.36
	Monthly	\$3,194.64	\$4,746.72
	Annual	\$38,335.68	\$56,960.64
13	Hourly	\$19.16	\$28.50
	Semi-Monthly	\$1,666.92	\$2,479.50
	Monthly	\$3,333.84	\$4,959.00
	Annual	\$40,006.08	\$59,508.00
14	Hourly	\$20.04	\$29.78
	Semi-Monthly	\$1,743.48	\$2,590.86
	Monthly	\$3,486.96	\$5,181.72
	Annual	\$41,843.52	\$62,180.64
15	Hourly	\$20.93	\$31.12
	Semi-Monthly	\$1,820.91	\$2,707.44
	Monthly	\$3,641.82	\$5,414.88
	Annual	\$43,701.84	\$64,978.56
16	Hourly	\$21.87	\$32.50
	Semi-Monthly	\$1,902.69	\$2,827.50
	Monthly	\$3,805.38	\$5,655.00
	Annual	\$45,664.56	\$67,860.00
17	Hourly	\$22.86	\$34.00
	Semi-Monthly	\$1,988.82	\$2,958.00
	Monthly	\$3,977.64	\$5,916.00
	Annual	\$47,731.68	\$70,992.00
18	Hourly	\$23.88	\$35.50
	Semi-Monthly	\$2,077.56	\$3,088.50
	Monthly	\$4,155.12	\$6,177.00
	Annual	\$49,861.44	\$74,124.00

University of Iowa

SUI implemented the terms of all collective bargaining agreements. A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the union representing the University of Iowa Graduate Assistants (COGS). The agreement provided for: (1) continuation of the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition for the College of Liberal Arts and Sciences and the College of Education; (2) contribution of 25% of mandatory fees; (3) a 1% increase in the average graduate assistant stipend on July 1, 2015; and (4) an agreement on wages for a two-year contract beginning July 1, 2015, with the Service Employees International Union (SEIU – tertiary care employees at UIHC) which provided for an across-the-board increase on July 1, 2015 of 2.75%.

As approved by the Executive Director, the overall average salary increase for all faculty and non-bargaining P&S staff within each college, vice presidential unit, or other major administrative unit is between 1.0% and 3.0%, regardless of source of funds. No new funds will be allocated to the General Education Fund supported budgetary units. Salary funding will come from internally reallocated sources.

Individual salary increases that exceed 5.0% must be reviewed and approved by the Office of Provost (faculty) or the Vice President for University Human Resources (P&S staff). The University will allow major units to provide promotion increases, counter offers and similar critical adjustments to retain highly valued faculty and staff but must be within their budget limitations.

The university will continue to utilize the exceptional performance pay policy approved by the Board in 2006 for non-bargaining P&S staff. The use of the exceptional performance policy will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are entirely non-recurring compensation.

P&S salary matrices for FY 2016 reflect the most recent calibration of market ranges and median zones using salary survey data. Based on this year's analysis of competitive market data, the proposed ranges were increased 1% to 4% depending on relative market data for each structure and level.

Iowa State University

As approved by the Executive Director, faculty, post docs, P&S staff, and contract employees with satisfactory performance received a performance-based salary increase of 1% on July 1, 2015. No employees received a performance-based July 1st salary increase above 1%. Units wanting to recognize employees who demonstrate above satisfactory performance with a salary increase of more than 1% postponed the additional increase until the University's funding situation was fully determined.

Less than satisfactory performing employees did not receive a salary increase on July 1, 2015. In these cases, the supervisor filed a performance improvement plan for P&S staff and contract employees or an action plan for faculty and post docs. These plans included a required performance review in December 2015 so the employee would be eligible for a performance-based increase of up to 1% beginning on January 1, 2016.

When necessary and appropriate, July 1, 2015, salary increases not related to performance, but intended to correct market or equity disparities, or address retention issues, may have been proposed for faculty, post docs, P&S staff and contract employees. Market, equity, and/or retention increases required further administrative approval from the respective Senior Vice President or the President.

The P&S staff pay matrix was not increased for FY 2016 and remains identical to FY 2015.

University of Northern Iowa

UNI implemented the terms of a voluntary agreement for a two-year contract beginning July 1, 2015, that was reached with the organized faculty (UNI-United Faculty). The agreement provided for a wage increase of 2.5% on July 1, 2015.

As approved by the Executive Director, the FY 2016 salary increase for P&S staff was an amount equal to 1.25% of combined annual salaries. The funds were distributed as a 2.5% increase on January 1, 2016 with 1% for employees with satisfactory performance and the remaining 1.5% based on performance and equity.

The P&S staff pay matrix was not increased for FY 2016 and remains identical to FY 2015.

Iowa School for the Deaf

The faculty salary and the non-bargaining P&S staff salary matrices were approved by the Executive Director. ISD and IBSSS share a single P&S salary matrix. The overall average salary increase for all faculty and non-bargaining P&S staff was approximately 1.5% and salary increases for institutional officials ranged from 0-1%. Also, the supplemental pay schedule for various extracurricular activities remained unchanged from FY 2015.

AFSCME (all institutions)

The statewide collective bargaining agreement with AFSCME provided an across-the-board increase of 2.5% on July 1, 2015. Eligible merit staff members continue to receive step increases of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs about 6,300 AFSCME-covered staff in blue collar, security, technical, clerical and education units at the five institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC)

A voluntary agreement on wages for a two-year contract beginning July 1, 2015, was reached with SEIU. The agreement provided for an across-the-board increase on July 1, 2015, of 2.75%.

COGS (University of Iowa graduate assistants)

A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS. The agreement provided for continuation of the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition for the College of Liberal Arts and Sciences and the College of Education. The agreement also provided for contribution of 25% of mandatory fees and a 1% increase in the average graduate assistant stipend on July 1, 2015.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa)

A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the organized faculty (UNI-United Faculty). The agreement provided for a wage increase of 2.5% on July 1, 2015.

SALARIES -- FACULTY

Average increases for faculty for FY 2016 and the four previous years.

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
SUI	3.1%	2.4%	2.1%	2.2%	1.9%
ISU	2.3%	2.4%	3.2%	3.45%	1.3%
UNI	2.9% ¹	3.52% ²	2.0%	2.25%	2.5%
ISD	1.1%	3.7%	2.8%	4.0%	1.6%
IBSSS	2.8%	3.3%	3.2%	5.1%	3.3%

1. UNI Faculty Increases – 2.25% on 7/1/11 and 1.25% on 1/1/12 equate to 2.9%.

2. UNI Faculty Increases – 3.52% reflects annualization of the 2.25% increase on 7/1/12 and 1.25% on 1/1/13.

Average faculty increases for the five-year period.

SUI	ISU	UNI	ISD	IBSSS
2.4%	2.5%	2.6%	2.6%	3.5%

Excluding salaries for the professional colleges of Medicine, Dentistry, and Law at SUI and Veterinary Medicine and faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service at ISU, average nine-month equivalent salaries.

	Average
University of Iowa	\$105,611
Iowa State University	\$89,008
University of Northern Iowa	\$76,733

The following tables display both nine and twelve-month faculty by gender at the Associate and Assistant Professor ranks in each of the colleges at each of the universities.

SALARIES – PROFESSIONAL AND SCIENTIFIC

Average increases for professional and scientific staff for the last five years.

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
SUI*	2.9%	2.6%	2.4%	2.6%	2.4%
ISU	2.4%	2.5%	2.9%	3.0%	1.2%
UNI	2.9%	2.9%	2.6%	2.2%	1.3%
ISD	0	3.3%	3.3%	4.8%	1.6%
IBSSS	1.5%	2.4%	2.7%	4.0%	1.0%

*Members of the tertiary health care unit (SEIU) are not included in this average. The average increase for SEIU staff was 2.93% in FY 2012, 2.95% in FY 2013, 2.2% in FY 2014, 2.5% in FY 2015, and 2.7% in FY 2016.

Average P&S increases for the five-year period.

SUI	ISU	UNI	ISD	IBSSS
2.6%	2.4%	2.4%	2.6%	2.3%

Average P&S salaries for FY 2016.

	Overall Average	Male Average	Female Average
SUI*	\$68,711	\$74,257	\$65,248
ISU	\$61,415	\$66,232	\$57,509
UNI	\$65,901	\$71,877	\$61,189

* Includes all university and hospital non-SEIU employees.

Average salaries at the special schools.

	Faculty Salaries	P&S Salaries (annualized)
ISD	\$65,098	\$58,132
IBSSS	\$66,764	\$59,768

SALARY INCREASES – REGENT MERIT SYSTEM

The value of all increases for merit staff at each institution for FY 2016 and the four previous years.

	2012	2013	2014	2015	2016
SUI	4.8%	4.7%	2.0%	2.1%	4.6%
ISU	4.9%	4.3%	1.25	1.3%	3.9%
UNI	4.3%	4.2%	1.1%	1.0%	3.5%
ISD	4.8%	5.0%	2.9%	1.8%	3.3%
IBSSS	5.2%	6.7%	1.8%	1.0%	3.6%

Average Merit System increases for the five-year period.

SUI	ISU	UNI	ISD	IBSSS
3.6%	3.01%	2.8%	3.5%	3.7%

SALARIES – TEACHING AND RESEARCH ASSISTANTS

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$18,261. Salaries increased 1.0% over the prior year. Bargaining unit (COGS) employees received tuition scholarships equivalent to 100% of the resident graduate student tuition rate for the College of Liberal Arts and Sciences.

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$18,000 - \$44,000. Stipends increased 5.9% on the minimum and 10.0% on the maximum from FY 2015.

Almost all of the graduate assistantships at the University of Northern Iowa are research assistantships. Teaching assistants teach less than 1.0% of the student credit hours at the University. A graduate assistantship at the Master's level is paid \$9,840 while that of a doctoral level is paid \$14,748. This represents an average increase of 2.5% from the previous year. The total average nine-month half-time assistantship is \$10,491. Graduate assistantships in some disciplines such as Geography, Biology, and Environmental Science are slightly higher than the regular assistantships at the University. This ranges from \$13,112 in Geography to \$19,680 in Biology.

AVERAGE ESTIMATED TOTAL COMPENSATION

Average estimated total compensation for FY 2016 is shown below. Total compensation includes salary, retirement including FICA, health and dental insurance, long-term disability, life insurance, and unemployment and workers' compensation costs. The averages do not take into account any health and dental insurance increases for the 2016 insurance year.

	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average ¹		
SUI	\$215,361	\$156,973	\$154,356	\$179,197	\$93,241 ²	\$61,564
ISU	\$165,313	\$121,213	\$106,706	\$118,829	\$84,630	\$62,964
UNI	\$122,414	\$97,528	\$86,574	\$99,446	\$89,401	\$66,413
ISD				\$92,842	\$77,523	\$67,127 ³
IBSSS				\$81,644	\$71,722	\$44,780 ³

1. Overall averages weighted by the number of faculty.
2. Non-hospital, non-SEIU.
3. The majority of ISD and IBSSS merit employees are on nine-month appointments.

FIVE-YEAR SALARY INCREASE HISTORY

AVERAGE SALARY INCREASES BY EMPLOYEE GROUP															
	FY 2012			FY 2013			FY 2014			FY 2015			FY 2016		
	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	3.1%	2.9%	4.8%	2.4%	2.5%	4.7%	2.1%	2.4%	2.0%	2.2%	2.6%	2.1%	1.9%	2.4%	4.6%
ISU	2.3%	2.4%	4.9%	2.4%	2.5%	4.3%	3.2%	2.9%	1.2%	3.5%	3.0%	1.3%	1.3%	1.2%	3.9%
UNI	2.9%	2.9%	4.3%	3.5%	2.9%	4.2%	2.0%	2.6%	1.1%	2.3%	2.2%	1.0%	2.5%	1.3%	3.5%
ISD	1.1%	0.0%	4.8%	3.7%	3.3%	5.0%	2.8%	3.3%	2.9%	4.0%	4.8%	1.8%	1.6%	1.6%	3.3%
IBSSS	2.8%	1.5%	5.2%	3.3%	2.4%	6.7%	3.2%	2.7%	1.8%	5.1%	4.0%	1.0%	3.3%	1.0%	3.6%

PART 6

Faculty Salary Comparisons

PEER INSTITUTIONS

For many years, the universities have used Board-designated peer groups to make comparisons in several areas such as tuition and fees, residence system rates, and salaries. Each group includes 10 peer 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 Exhibit 1.

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). This group includes the original designated institutions with the exception of one – North Carolina State University which was designated as an ISU peer institution. See Exhibits 2 and 3.

The University of Northern Iowa's list includes 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 Exhibit 4.

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".

Exhibits 5 (SUI) and 6 (ISU) compare average salaries as a percent of the respective peer averages.

Exhibit 7 provides a 5-year history of faculty salary increases at peer institutions.

Exhibit 8 provides a comparison of average faculty salaries of peer institutions along with total average compensation.

UNIVERSITY OF IOWA COLLEGE OF MEDICINE

Salary comparison information for the University of Iowa's Carver College of Medicine is shown in Exhibit 9. This information is provided by the University from survey data collected by the Association of American Medical Colleges (AAMC).

"Founded in 1876 and based in Washington, D.C., the Association of American Medical Colleges is a not-for-profit association dedicated to transforming health care through innovative medical education, cutting-edge patient care, and groundbreaking medical research. Its members comprise all 145 accredited U.S. and 17 accredited Canadian medical schools; nearly 400 major teaching hospitals and health systems, including 51 Department of Veterans Affairs' medical centers; and more than 80 academic societies. Through these institutions and organizations, the AAMC serves the leaders of America's medical schools and teaching hospitals and their 148,000 faculty members, 83,000 medical students, and 115,000 resident physicians."

REGENT INSTITUTIONS COMPARISON GROUPS			
AVERAGE FACULTY SALARIES, 2014-2015			
ESTIMATED FACULTY SALARY INCREASES, 2015-2016			
University of Iowa	Average Faculty Salary 2014-15¹	Estimated Average % Increase 2015-16²	Estimated Average Faculty Salary 2015-16
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	Average Faculty Salary 2014-15¹	Estimated Average % Increase 2015-16²	Estimated Average Faculty Salary 2015-16
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	Average Faculty Salary 2014-15¹	Estimated Average % Increase 2015-16²	Estimated Average Faculty Salary 2015-16
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	122,525	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	149,139	484	29	99,318	421	28	91,928	321	22	117,051	1,226	25
UC Irvine	152,549	484	25	98,888	421	31	86,709	321	31	116,883	1,226	26
Texas	149,426	484	28	96,833	421	33	89,612	321	27	115,705	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 - Chicago UC	146,999	484	31	99,192	421	30	87,247	321	30	114,938	1,226	30
Santa Barbara	141,827	484	36	101,757	421	25	87,886	321	28	113,944	1,226	31
North Carolina	152,725	484	24	93,553	421	42	81,214	321	45	113,682	1,226	32
Ohio State	146,926	484	32	99,291	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	96,831	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 ISU's 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	106,863	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	111,726	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	95,781	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	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California - Riverside	106,248	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	67,200	129	21	85,200	193	6	107,900	172	12
Indiana University of Pennsylvania-Main	88,185	494	12	64,400	129	28	85,800	193	5	108,700	172	11
Kutztown University of Pennsylvania	87,468	494	13	64,500	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	96,600	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	70,600	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	58,600	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.

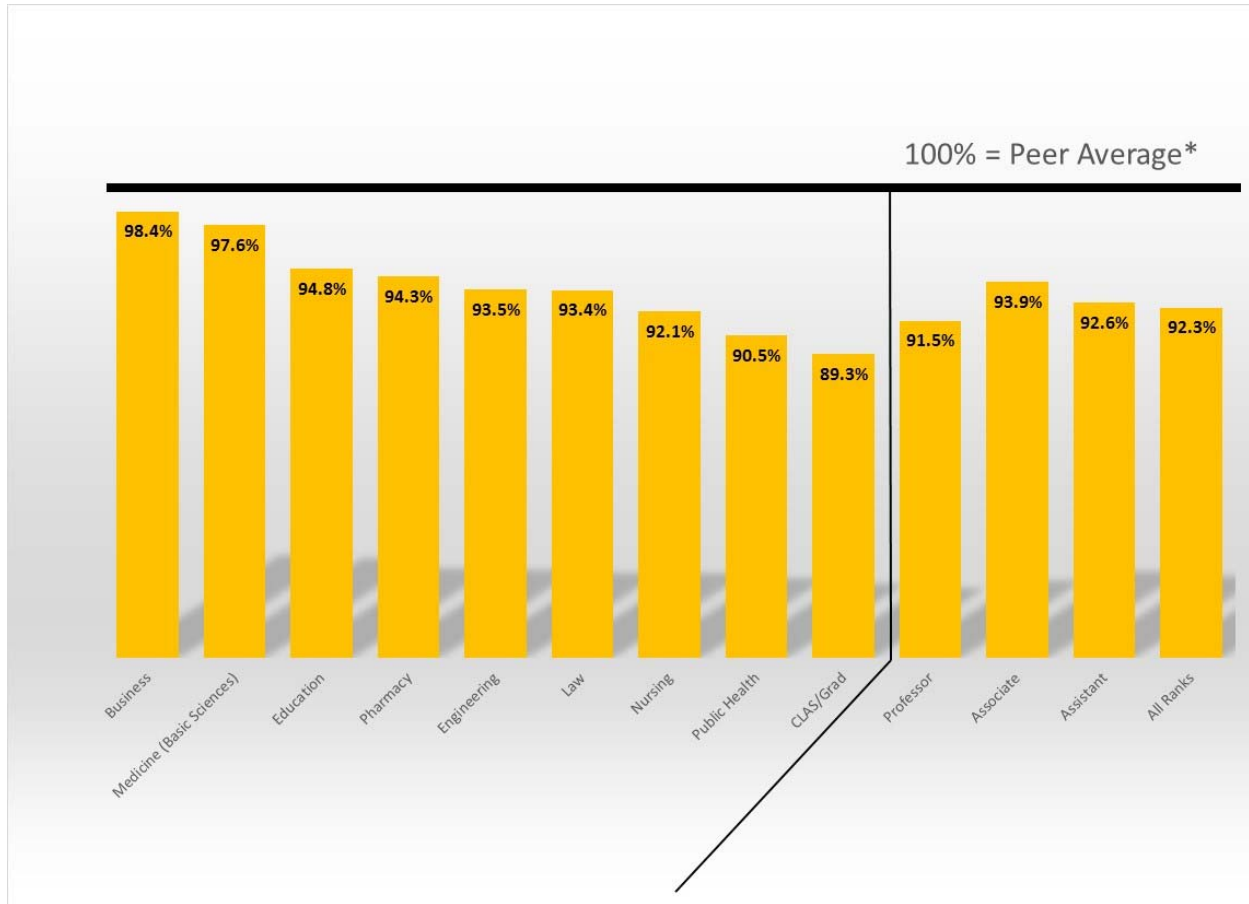
Data not available for the following peer institution: Stephen F Austin State University and West Virginia University

Data Source: ACADEME, AAUP, March-April 2015.

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	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California - Riverside	106,248	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	67,200	129	21	85,200	193	6	107,900	172	12
Indiana University of Pennsylvania-Main	88,185	494	12	64,400	129	28	85,800	193	5	108,700	172	11
Kutztown University of Pennsylvania	87,468	494	13	64,500	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	96,600	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	70,600	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	58,600	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.

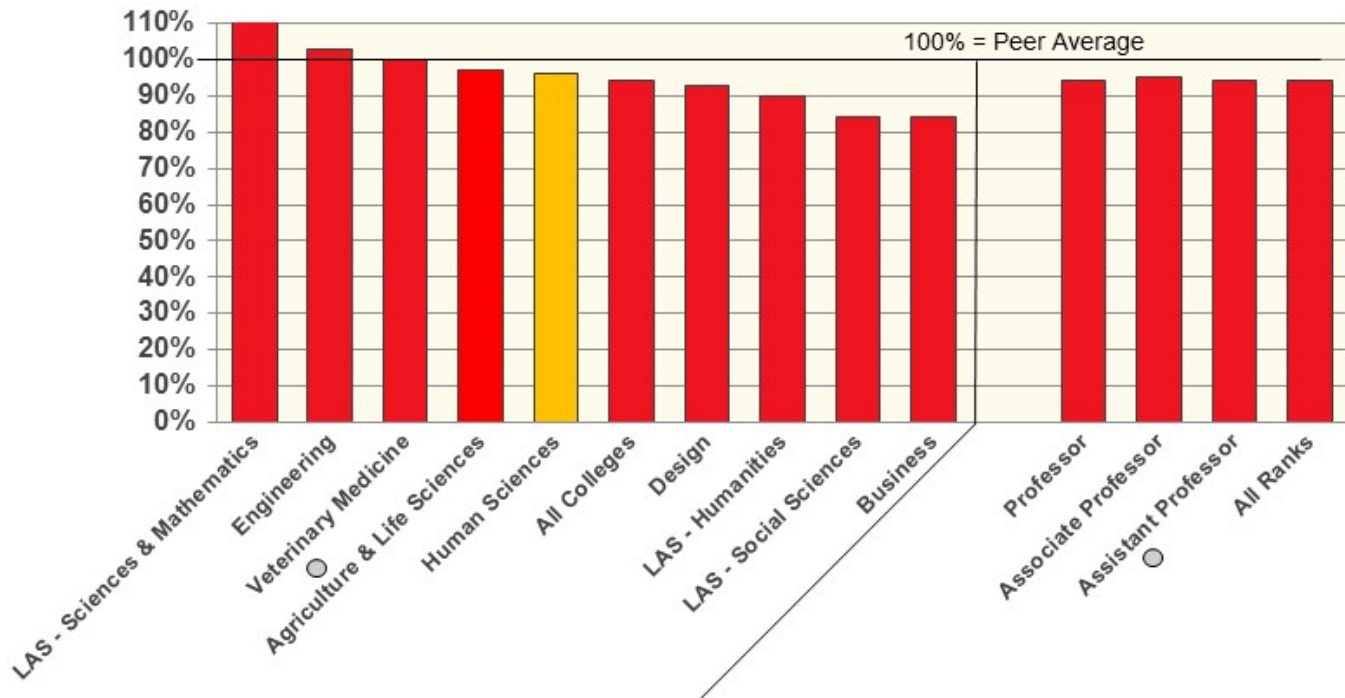
**UNIVERSITY OF IOWA
FACULTY SALARIES AS A PERCENT OF PEER AVERAGE
FY 2015**



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
<i>University of Iowa</i>	<i>\$106,078</i>	<i>10</i>	<i>28.9%</i>	<i>\$136,727</i>	<i>10</i>
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
<i>Iowa State University</i>	<i>\$102,889</i>	<i>9</i>	<i>32.20%</i>	<i>\$136,019</i>	<i>8</i>
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
<i>University of Northern Iowa</i>	<i>\$76,717</i>	<i>9</i>	<i>30.60%</i>	<i>\$100,235</i>	<i>10</i>
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 -- Academe, Bulletin of the American Association 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

Exhibit 9
Carver College of Medicine

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												
	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
Institution	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		

PART 7

Employee Awards Programs

UNIVERSITY OF IOWA AND IOWA STATE UNIVERSITY

In May 2005, the Board approved a pilot program to recognize exceptional performance by non-organized 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 ask the Board to consider an extension of the pilot award program at the University of Iowa, Regent Policy Manual (§4.44) was revised to authorize such programs at the other institutions. The revision allows each institution to develop its own procedures for recognizing exceptional performance in non-organized faculty and professional and scientific staff.

The University of Iowa program to recognize exceptional performance has been in place for several years. Iowa State University implemented an Extra-Meritorious Performance Pay program in FY 2011.

University of Iowa

Flexible pay is awarded for extra-meritorious performance demonstrated by project completion, sustained above average performance, revenue generation, excellent customer service, or similar achievements. Two types of performance awards available to non-organized Professional & Scientific (P&S) staff are: (1) Exceptional Performance Awards, and (2) SPOT Performance Awards.

In order to be eligible for the an Exceptional Performance Award, an employee must be employed at the University of Iowa in a regular position for at least six months, have a current Commendable or Distinguished performance evaluation on file, and have received at least the average July 1 salary increase for their college/division.

Flexible pay may be awarded any time during the year in the form of a lump sum payment that is not added to base salary. For exceptional performance, employees can receive up to 10% of their salary in flexible pay upon administrative approval. No more than 10% of the non-organized P&S employees are eligible to receive Exceptional Performance Awards. Spot Awards of \$75.00(net) or less allow departments to immediately recognize outstanding performance. Employees are eligible to receive up to four Spot Awards per year. Departments are responsible for funding all flexible pay awards.

SUMMARY OF THE SUI FLEXIBLE PAY PROGRAM FROM JULY 1, 2014 TO JUNE 30, 2015

	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.

EXAMPLES OF SUI EXCEPTIONAL PERFORMANCE AWARDS

1. An employee was assigned to be the project manager for a major UI Health Care project to implement a new hospital and physician billing system and patient scheduling system. This system processes approximately \$3.6 billion dollars of clinical charges on an annual basis. The project began in September of 2012, and the new system had to be up and fully operational by summer of 2014 in order to support the timeline to migrate to Medicare's required ICD-10 medical coding classification system mandated for October 1, 2015. This was an extremely complicated project, with more than 10,000 identified tasks, requiring the coordination of over 200 technical and operational staff and a large number of external staff from a variety of vendors. This project also required workflow and system configuration changes in the operational electronic medical record system, which increased the planning, coordination, testing and validation efforts associated with a successful completion of the project. During the project, this employee was responsible for tracking the progress of many different teams, coordinating system design sessions, documenting critical project decisions and assisting with the communication of these decisions to all impacted areas, facilitating sessions to reach consensus on conflicting configuration and workflow issues among large and diverse stakeholders, refining project timelines when circumstances caused changes in resources, working with vendor project managers to address problems with the new system, and planning associated with system activation and process migrations.

This project was one of the most critical and risky projects underway at UI Health Care during this time period, and senior leadership recognized that the available time to complete this project was less than optimal for an organization of our size and complexity. This employee's role was vital to the success of this project. She brought great energy and dedication to the project, and often dealing with complex, highly sensitive issues that frequently resulted in very stressful meetings and significant conflict among impacted parties. The implementation of this new system has been very successful, and the employee was one of the lead resources responsible for the success of the project.

2. An employee had a vision to create a new coaching model that would be incorporated into existing services for UI students. Career coaching is a more individualized approach, typically utilized with older students, while they are seeking jobs or internships. It requires a partnership between student and coach where the coach helps student hold themselves accountable to achieve immediate career goals via a series of steps or objectives. The coach's approach is to ask questions that require the student to reflect and determine their own next steps and timelines. The coach then works with the student to offer support, feedback and to hold them accountable to the goal plan they create.

This employee did a great deal of national research and benchmarking and worked to train three additional coaches, two of whom work in employer outreach and were not trained as career advisors/counselors previously but who can provide industry experience outside of higher education. The employee created a curriculum for a new advanced job search class which was piloted in Fall of 2014 and was again offered in Spring 2015 with future plans to continue and expand enrollment. In addition to taking the initiative to implement a new coaching model, this employee remained involved in the coordination of a graduation survey and accompanying assessment. He worked with ITS as they developed software system our calling teams use to collect data from recent graduates. In summary, this employee did an amazing job of balancing major priorities over the past year and making progress on each.

3. There was an employee in Patient Financial Services (PFS) that was responsible for the Centralized Integrity Division (CID) which is responsible for review and entry for all physician inpatient and outpatient services provided by University of Iowa Hospitals and Clinics (UIHC). This employee was charged with the responsibility of centralizing all coding processes. While the concept is fairly straight-forward, the implementation proved to be quite different.

Each instance of meeting with departments that were responsible for their own coding processes proved to be challenging and unique. Centralizing all departments before the Epic (electronic health record software) was set to go-live was one of the most critical tasks that needed to be performed because it allowed us to communicate to Epic with a single voice and a standardized coding process. This employee's performance was exceptional in her ability to work calmly and intelligently with the most difficult people and departments. To accomplish this we catered to newly acquired departments by ensuring that centralized coding was able to provide answers and direction timely, effectively, and with a high level of aptitude.

This employee was also tasked to lead a dedicated group whose mission was to develop readiness programs and protocols for the upcoming ICD-10 implementation. For our entire operation this includes preparing educational testing, and validation processes for the October 2014 go-live date for ICD-10. ICD-10 is critically linked to patient care as the documentation standards will change and help to track accident prevention, justify medical necessity and more. This team ensured that testing moved forward and insured that our ICD-10-ready systems were in place and helped to eliminate poor documentation. The detail required to generate ICD-10 codes essentially eliminates some of the main causes of poor documentation. Therefore the charge and responsibility tied to the dedicated group was significant.

4. An employee was nominated for an Exceptional Performance Award for her extraordinary work as the editor of the Virtual Writing University. During the course of this employee's tenure at the helm of the Virtual Writing University she has consistently advanced the interests of every writing unit on campus, inventing models for distributing news and information about our lively literary community; profiling significant alumni of our writing programs; digitizing our vast holdings of video and audiotape recordings of readings, panel discussions, and question and answer sessions; creating an application for our UNESCO City of Literature; developing a platform for our Massive Open Online Courses (MOOCs) ; and much more. This employee has fostered cooperation between the various writing units on campus than any other individual, establishing virtual connections that lay the groundwork for greater cooperation. In regard to MOOCs: it is one thing to make a videotape of a professor lecturing, which is standard fare in the new medium of MOOCs, quite another to devise a platform suitable for creative writing workshops that involve taking a close look at the poems and stories of thousands upon thousands of students. This employee rose to this challenge with her typical mix of intellectual rigor, creativity, and understanding, and the results speak for themselves: universal praise for the elegance and functionality of her design and a completion rate in the course of six times the national average. The fact is that the UI has set the standard, once again, for teaching creative writing and this employee is a big reason why.

5. An employee in the Comprehensive Stroke Center (UI CSC) was instrumental in obtaining the American Heart Association and Joint Commission highest certifications in 2013 for the only Comprehensive Stroke Center in the state of Iowa and one of 60 nationally. This employees' efforts and increased responsibility since the original certification in 2013 has once again proven to be successful during the Joint Commission reaccreditation in the spring of 2015. The employee not only coordinated another successful survey, but also has done a tremendous job in improving the standard of care, quality of care and patient throughout her multidisciplinary approach to the most complex stroke care. At the same time, managing the growth of the stroke service including the addition of Interventional Neuroradiology Program as well as supervisory responsibilities of the advance practice providers on inpatient and outpatient services. This employee also represents the UI CSC at the state level and other state-wide committees/organizations and has presented at the national stroke meetings. She is a leader on the Iowa State Stroke Task Force and the Iowa Stroke Coordinators Consortium, which has been instrumental in educating personnel on the treatment of stroke. This employee is also responsible for telestroke program, which was one of the state of Iowa's first telestroke programs. This program continues to grow and through her leadership has enhanced the quality and safety of treating stroke in the most rural areas of Iowa.

Summary

The University of Iowa Flexible Pay Program has provided colleges and departments with a mechanism for rewarding exceptional performance outside of July 1st **that does not increase base salaries on a continuing basis.** We are able to provide timely monetary lump sum payments to employees for completing major projects on time, recommending different and more efficient ways to perform certain activities, revenue generation, and providing excellent customer service.

Five-year history of the awards program is shown below.

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Exceptional Performance Awards	280	345	306	185	252
Spot Awards	312	403	440	405	637

Iowa State University

Iowa State University maintains an Extra-Meritorious Performance Pay Program for Professional and Scientific (P&S) employees. Monetary awards may be given to reward an individual or group of individuals for outstanding performance or for a specific accomplishment that is beyond normal job expectations. Awards can be granted at any time during the fiscal year and are provided in the form of a lump sum payment. Eligible P&S employees can receive only one award per fiscal year. The maximum award is 10% of their base pay. The award does not become part of their base salary.

SUMMARY OF THE ISU EXTRA-MERITORIOUS PERFORMANCE PAY PROGRAM **JULY 1, 2014 – JUNE 30, 2015**

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	2,803	76	\$500-\$10,000	\$2,583	\$196,304

	Females¹	Minorities²
Percentage of Exceptional Performance Awards	37%	8%

1. Females make up approximately 55.4% of eligible non-bargaining P&S staff members.
2. Minorities comprise approximately 11% of eligible non-bargaining P&S staff members.

ISU implemented the exceptional performance awards program in FY 2011. The history of awards are shown below.

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Exceptional Performance Awards	33	28	53	57	76

EXAMPLES OF ISU EXTRA-MERITORIOUS PERFORMANCE AWARDS

Examples of recognized achievements:

- ▶ Exceptional performance for members of the College of Veterinary Medicine during a state epidemic of HP-AIV.
- ▶ Team award for researching and recommending more efficient processes to enhance student experiences for online testing.
- ▶ Individual award leading start-up of international operations to support the College of Ag and Life Sciences which has led to increased private and government funding.

No Exceptional Performance Awards were issued at the University of Northern Iowa, Iowa School for the Deaf, or the Iowa Braille and Sight Saving School for FY 2015.