

Human Resources Committee Memorandum

Board of Regents, State of Iowa

Subject: Faculty and Staff Salary Comparisons

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Date Submitted: June 7, 2004

Recommended Action:

Review existing faculty and staff salary comparisons and discuss establishment of benchmarks and a multi-year plan for attaining competitive salaries.

Executive Summary:

According to data from the American Association of University Professors, average faculty salaries for the University of Iowa and Iowa State University have fallen in their 11-member peer comparison groups over the past five years. The University of Iowa has fallen two places to 9th place overall. Iowa State University has also fallen two places to last place in the peer group.

By comparison the University of Northern Iowa has risen from 6th place to 4th place in its peer group.

Over the past five years average salary rank in the peer groups have fallen even though the average salary increases for faculty at the SUI and ISU have been marginally above the five-year average for the peer groups.

The University of Northern Iowa average increases have been above the five-year average of its peer group.

In order to remain competitive in the faculty marketplace, it is imperative that faculty salaries be attractive to new and existing faculty to enhance recruitment and retention.

Background:

Faculty salary comparisons

For many years the Board has received the Annual Salary Report in the fall of the year. This report shows the actual increases and average salaries for the current fiscal year for each group of employees. A part of this report is a table showing average faculty salary comparisons with peer institutions. These peer groups were established by the Board a number of years ago.

In order to provide consistent information over the years, survey data collected and published by the American Association of University Professors (AAUP) is used.

Tables comparing faculty salaries of the Regent universities with peer groups for the past five years are shown in Attachment A through E.

The charts indicate that SUI and ISU have moved down in faculty salary rankings while UNI has risen in its peer group.

Average percentage increases

State salary policy has largely been driven by collective bargaining settlements. The Regent universities did not receive any funding for salary increases for FY 2004 or FY 2005. Full funding of state salary policy increases from state appropriations has not happened since FY 1999.

Attachment F depicts the average percentage increases for faculty, professional and scientific staff and merit staff for the last five years. The following table compares the Regent universities average increases with the average of each peer group for the last five years.

Average Faculty Salary Percentage Increases

	FY00	FY01	FY02	FY03	FY04
SUI Peer Group Average	4.48	4.27	3.57	2.88	1.47
SUI Average	4.0	4.0	3.8	3.76	2.02
ISU Peer Group Average	4.54	4.07	3.32	2.74	1.9
ISU Average	4.3	3.8	3.8	3.1	2.6
UNI Peer Group Average	4.11	4.35	4.15	2.48	1.75
UNI Average	4.0	4.0	5.6	3.7	3.5

Comparison by rank – 2003-04

The following table was part of the tuition study that was presented to the Board in May. It shows average faculty salaries by rank within each of the peer groups. Both SUI and ISU salaries are below average at every rank. UNI is above the average at every rank. These salaries are taken from the most recent AAUP survey as it was published in the Chronicle for Higher Education.

Peer Comparisons Average Salaries				
	Professor	Associate Professor	Assistant Professor	Instructor
SUI	\$ 100,800	\$ 67,500	\$ 59,800	*
Peer Group Average**	105,000	71,460	62,270	52,943
Michigan	117,800	80,900	66,700	58,400
Minnesota	102,000	69,900	60,600	45,400
Illinois	107,000	72,000	64,500	46,200
Ohio State	103,500	69,100	62,300	60,800
Indiana	99,100	68,500	59,600	*
UCLA	122,400	77,000	63,700	*
Wisconsin	96,200	73,300	63,600	50,100
Texas	103,200	64,900	62,300	44,400
North Carolina	106,300	74,100	61,800	65,300
Arizona	92,500	64,900	57,600	*
ISU	\$ 92,200	\$ 69,200	\$ 57,800	\$ 37,400
Peer Group Average**	98,780	69,540	60,650	47,057
Minnesota	102,000	69,900	60,600	45,400
Illinois	107,000	72,000	64,500	46,200
Michigan State	98,300	72,400	58,900	32,800
Ohio State	103,500	69,100	62,300	60,800
California, Davis	105,000	69,800	60,000	*
Purdue	97,200	68,800	60,500	39,400
Wisconsin	96,200	73,300	63,600	50,100
Texas A & M	95,200	67,900	58,900	*
N Carolina State	90,900	67,300	59,600	54,700
Arizona	92,500	64,900	57,600	*
UNI	\$ 78,400	\$ 60,800	\$ 51,500	\$ 44,100
Peer Group Average**	75,644	59,178	49,511	37,880
Minnesota, Duluth	79,900	65,500	50,400	39,800
Ohio, Athens	*	*	*	*
Indiana State	70,700	56,500	49,000	31,000
Illinois State	73,700	57,900	50,600	*
Central Michigan	78,800	61,200	51,800	36,700
North Texas	76,800	58,200	49,900	*
Wisconsin, Eau Claire	66,300	54,400	47,300	*
Northern Arizona	69,500	53,200	44,300	33,300
N Carolina, Greensboro	81,400	59,800	51,600	48,600
California State, Fresno	83,700	65,900	50,700	*

* Data not reported.

** Average does not include the Regent universities.

In late 1980's the Board recognized the need to address faculty salaries and the standings within the peer groups. In FY 1988, 1989 and 1990, average faculty increases were greater than 10% in each year.

Multi-year plan

While it is difficult to plan much beyond the current year due to the budget uncertainties facing the Regent universities, the Human Resources Committee may wish to pursue the

development of a multi-year plan to attain competitiveness in faculty salaries.

The committee may also wish to explore developing broader or different comparison groups as well as establishing benchmarks.

P&S Salaries
SUI

The University of Iowa recently completed a salary market study of nonorganized P&S salaries. The study examined 186 of the University's 472 occupied P&S classifications. Data in the study came from surveys done by the College and University Professional Association for Human Resources (CUPA-HR), the Big Ten and the Council of Teaching Hospitals. The FY 2003 survey data was used.

The results of the SUI market study indicate that the average University salaries surveyed were approximately 2.4% above the survey means for surveyed positions at other institutions. Sixty-five percent of the salaries of SUI incumbents were within 5% of the survey mean for comparable positions at peer institutions.

P&S Salaries
ISU

The "Report on Professional and Scientific Salaries" is prepared annually at Iowa State University. The University monitors salary trends, both internal and external, that affect P&S classifications. A variety of national and regional sources are used to collect survey data. A few of the sources used include surveys published by the CUPA-HR, the University of Missouri Higher Education Salary Survey, City of Ames Non-Union Salary Survey as well as surveys targeted at specific areas such as information technology.

Using the market data gathered from the survey, a ratio of .966 was calculated and reflects ISU's overall competitive position within the external market. This ratio did not change from the previous year.

P&S Salaries
UNI

The University of Northern Iowa also uses salary surveys prepared by CUPA-HR. Comparing the University's P&S salaries to survey data indicates that the UNI P&S salaries are near parity with those in the University's peer group.

Comparable Worth Each university has a method for evaluating and assigning pay grades to P&S classifications that complies with the state law on comparable worth (Iowa Code §70A.18). In the context of the law, comparable worth means the value of work as measured by the composite skills, effort, responsibility and working conditions normally required in the performance of work

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REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 1998-99
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 1999-00

COMPARISON GROUPS	Average Faculty Salary 1998-99 (1)	Estimated Average Percent Increase 1999-00 (2)	Estimated Average Faculty Salary 1999-00
University of California, Los Angeles	84,100	4.4%	87,800
University of Michigan, Ann Arbor	77,800	4.0%	80,900
University of North Carolina, Chapel Hill	74,100	3.0%	76,300
University of Illinois, Urbana	72,100	5.0%	75,700
University of Texas, Austin	70,300	6.6%	74,900
University of Wisconsin	69,500	7.7%	74,900
University of Minnesota, Twin Cities	72,500	3.0%	74,700
UNIVERSITY OF IOWA	68,400	4.0%	71,100
Ohio State University, Main Campus	66,900	4.0%	69,600
Indiana University, Bloomington	65,400	5.6%	69,100
University of Arizona	65,300	2.0%	66,600
University of California, Davis	76,800	4.4%	80,200
University of Illinois, Urbana	72,100	5.0%	75,700
University of Wisconsin	69,500	7.7%	74,900
University of Minnesota, Twin Cities	72,500	3.0%	74,700
North Carolina State University	68,500	4.0%	71,200
Purdue University, Main Campus	66,900	4.6%	70,000
Ohio State University, Main Campus	66,900	4.0%	69,600
Michigan State University	65,900	4.5%	68,900
IOWA STATE UNIVERSITY	65,700	4.3%	68,500
Texas A & M	64,300	6.4%	68,400
University of Arizona	65,300	2.0%	66,600
California State University, Fresno	62,000	6.0%	65,700
University of Minnesota, Duluth	59,400	4.0%	61,700
Central Michigan University	57,000	3.0%	58,700
University of North Carolina, Greensboro	56,500	3.0%	58,200
University of North Texas	54,700	5.0%	57,500
UNIVERSITY OF NORTHERN IOWA	54,600	4.0%	56,800
Illinois State University	51,500	6.0%	54,500
Northern Arizona University	52,200	2.0%	53,200
University of Wisconsin, Eau Claire	49,700	5.2%	52,200
Indiana State University, Terre Haute	50,000	4.0%	52,000
Ohio University, Athens	n/a	3.0%	n/a

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 1998-99. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 1999-00
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 2000-01

COMPARISON GROUPS	Average Faculty Salary 1999-00 (1)	Estimated Average Percent Increase 2000-01 (2)	Estimated Average Faculty Salary 2000-01
University of California, Los Angeles	88,500	4.0%	92,000
University of Michigan, Ann Arbor	81,200	5.0%	85,300
University of North Carolina, Chapel Hill	79,500	4.0%	82,700
University of Wisconsin	75,200	7.5%	80,800
University of Illinois, Urbana	75,200	5.0%	79,000
University of Texas, Austin	74,500	4.0%	77,500
University of Minnesota, Twin Cities	75,200	3.0%	77,500
UNIVERSITY OF IOWA	71,400	4.0%	74,300
Ohio State University, Main Campus	70,400	4.0%	73,200
Indiana University, Bloomington	69,000	4.5%	72,100
University of Arizona	68,300	2.0%	69,700
University of California, Davis	80,200	4.0%	83,400
University of Wisconsin	75,200	7.5%	80,800
University of Illinois, Urbana	75,200	5.0%	79,000
University of Minnesota, Twin Cities	75,200	3.0%	77,500
North Carolina State University	71,100	4.0%	73,900
Ohio State University, Main Campus	70,400	4.0%	73,200
Purdue University, Main Campus	69,900	3.5%	72,300
Michigan State University	68,600	5.0%	72,000
IOWA STATE UNIVERSITY	68,000	3.8%	70,600
Texas A & M	67,900	3.0%	69,900
University of Arizona	68,300	2.0%	69,700
California State University, Fresno	65,800	6.0%	69,700
University of Minnesota, Duluth	60,700	4.0%	63,100
Ohio University, Athens	58,800	4.3%	61,300
University of North Carolina, Greensboro	58,800	4.2%	61,200
University of North Texas	58,000	5.0%	60,900
Central Michigan University	58,000	4.0%	60,400
UNIVERSITY OF NORTHERN IOWA	55,900	4.0%	58,100
Illinois State University	54,100	5.2%	57,000
Northern Arizona University	53,200	2.0%	54,300
University of Wisconsin, Eau Claire	51,500	5.2%	54,200
Indiana State University, Terre Haute	51,200	4.0%	53,200

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 1999-00. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2000-01
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 2001-02

COMPARISON GROUPS	Average Faculty Salary 2000-01 (1)	Estimated Average Percent Increase 2001-02 (2)	Estimated Average Faculty Salary 2001-02
University of California, Los Angeles	94,600	3.0%	97,400
University of Michigan, Ann Arbor	83,700	4.3%	87,300
University of North Carolina, Chapel Hill	84,800	2.0%	86,500
University of Illinois, Urbana	78,400	5.5%	82,700
University of Texas, Austin	78,600	4.0%	81,700
University of Wisconsin	80,300	1.5%	81,500
University of Minnesota, Twin Cities	77,600	3.0%	79,900
UNIVERSITY OF IOWA	74,400	3.8%	77,200
Indiana University, Bloomington	71,800	6.7%	76,600
University of Arizona	71,000	5.0%	74,600
Ohio State University, Main Campus	73,900	0.5%	74,300
University of California, Davis	83,700	3.0%	86,200
University of Illinois, Urbana	78,400	5.5%	82,700
University of Wisconsin	80,300	1.5%	81,500
University of Minnesota, Twin Cities	77,600	3.0%	79,900
North Carolina State University	75,900	2.0%	77,400
Michigan State University	71,400	5.0%	75,000
University of Arizona	71,000	5.0%	74,600
Texas A & M	72,200	3.0%	74,400
Ohio State University, Main Campus	73,900	0.5%	74,300
Purdue University, Main Campus	70,600	4.2%	73,600
IOWA STATE UNIVERSITY	69,500	3.8%	72,100
California State University, Fresno	66,700	2.0%	68,000
University of North Carolina, Greensboro	61,100	5.9%	64,700
Ohio University, Athens	60,700	3.0%	62,500
University of North Texas	59,500	4.0%	61,900
Central Michigan University	59,500	4.0%	61,900
University of Minnesota, Duluth	59,900	3.0%	61,700
UNIVERSITY OF NORTHERN IOWA	57,200	5.6%	60,400
Illinois State University	56,600	6.2%	60,200
Northern Arizona University	54,500	5.0%	57,200
University of Wisconsin, Eau Claire	53,300	4.2%	55,600
Indiana State University, Terre Haute	53,400	2.8%	54,900

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2000-01. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2001-02
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 2002-03

COMPARISON GROUPS	Average Faculty Salary 2001-02 (1)	Estimated Average Percent Increase 2002-03 (2)	Estimated Average Faculty Salary 2002 03
University of California, Los Angeles	96,800	1.5%	98,300
University of Michigan, Ann Arbor	87,300	3.5%	90,400
University of North Carolina, Chapel Hill	85,900	n/a	85,900
University of Texas, Austin	82,000	3.3%	84,700
University of Wisconsin	81,300	4.2%	84,700
University of Minnesota, Twin Cities	80,800	3.0%	83,200
University of Illinois, Urbana	82,300	0.0%	82,300
Indiana University, Bloomington	77,700	3.5%	80,400
UNIVERSITY OF IOWA	77,000	3.76%	79,900
Ohio State University, Main Campus	74,800	4.0%	77,800
University of Arizona	72,900	2.0%	74,400
University of California, Davis	85,600	1.5%	86,900
University of Wisconsin	81,300	4.2%	84,700
University of Minnesota, Twin Cities	80,800	3.0%	83,200
University of Illinois, Urbana	82,300	0.0%	82,300
Texas A & M	77,700	3.0%	80,000
North Carolina State University	77,200	2.0%	78,700
Michigan State University	74,800	4.0%	77,800
Ohio State University, Main Campus	74,800	4.0%	77,800
Purdue University, Main Campus	73,300	3.3%	75,700
University of Arizona	72,900	2.0%	74,400
IOWA STATE UNIVERSITY	71,500	3.1%	73,700
California State University, Fresno	68,600	2.0%	69,900
University of Minnesota, Duluth	63,500	3.0%	65,400
Ohio University, Athens	62,000	3.0%	63,800
University of North Carolina, Greensboro	63,200	n/a	63,200
University of North Texas	61,500	2.0%	62,700
UNIVERSITY OF NORTHERN IOWA	59,700	3.7%	62,000
Central Michigan University	60,100	n/a	60,100
Illinois State University	59,300	0.0%	59,300
Northern Arizona University	55,500	4.0%	57,800
Indiana State University, Terre Haute	55,600	2.5%	57,000
University of Wisconsin, Eau Claire	54,900	2.1%	56,100

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2001-02.

The averages are for the ranks of professor, associate professor and assistant professor.

(2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases. UNI increase of 3.7% reflects the negotiated 5.6% increase delayed until November 1, 2002.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2002-03
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 2003-04

COMPARISON GROUPS	Average Faculty Salary 2002-03 (1)	Estimated Average Percent Increase 2003-04 (2)	Estimated Average Faculty Salary 2003 04
University of California, Los Angeles	98,600	0.0%	98,600
University of Michigan, Ann Arbor	91,600	2.25%	93,700
University of North Carolina, Chapel Hill	87,300	1.5%	88,600
University of Illinois, Urbana	82,200	4.9%	86,200
University of Texas, Austin	85,000	0.0%	85,000
University of Wisconsin	84,500	0.0%	84,500
University of Minnesota, Twin Cities	84,000	0.0%	84,000
Indiana University, Bloomington	80,400	2.0%	82,000
Ohio State University, Main Campus	78,900	3.5%	81,700
UNIVERSITY OF IOWA	80,000	2.02%	81,600
University of Arizona	75,500	0.0%	75,500
University of California, Davis	86,800	1.5%	88,100
University of Illinois, Urbana	82,200	4.9%	86,200
University of Wisconsin	84,500	0.0%	84,500
University of Minnesota, Twin Cities	84,000	0.0%	84,000
Ohio State University, Main Campus	78,900	3.5%	81,700
Michigan State University	78,800	2.0%	80,400
Purdue University, Main Campus	75,200	4.4%	78,500
North Carolina State University	78,200	0.0%	78,200
Texas A & M	75,400	2.0%	76,900
University of Arizona	75,500	0.0%	75,500
IOWA STATE UNIVERSITY	73,600	2.6%	75,500
California State University, Fresno	73,200	2.0%	74,700
University of Minnesota, Duluth	65,500	0.0%	65,500
Ohio University, Athens	63,300	2.0%	64,600
UNIVERSITY OF NORTHERN IOWA	62,200	3.5%	64,300
University of North Carolina, Greensboro	63,900	0.0%	63,900
University of North Texas	62,200	0.0%	62,200
Central Michigan University	59,600	2.0%	60,800
Indiana State University, Terre Haute	56,400	5.0%	59,200
Illinois State University	57,500	2.7%	59,100
Northern Arizona University	57,200	2.0%	58,300
University of Wisconsin, Eau Claire	56,800	0.0%	56,800

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2002-03.

The averages are for the ranks of professor, associate professor and assistant professor.

(2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.

AVERAGE INCREASE OF INDIVIDUAL SALARIES AS A PERCENT OF SALARY IN PRIOR YEAR
(Continuing Nine and Twelve Month Employees)

AVERAGE SALARY INCREASES

	1999-00	2000-01	2001-02	2002-03	2003-04
UNIVERSITY OF IOWA					
Fac. & Inst. Off.	4.1%	4.2%	3.8%	3.76%	2.02%
Prof. & Scientific	3.9%	3.9%	3.8%	4.0%	2.5%
Merit	3.0% ⁽⁴⁾	2.6% ⁽⁴⁾	3.0% ⁽⁴⁾	7.1% ⁽⁷⁾	6.1% ⁽⁹⁾
IOWA STATE UNIVERSITY					
Fac. & Inst. Off.	4.3%	3.8%	3.8%	3.1%	2.6%
Prof. & Scientific	4.5%	3.9%	3.9%	2.9%	2.5%
Merit	3.0% ⁽⁴⁾	2.6% ⁽⁴⁾	3.0% ⁽⁴⁾	5.8% ⁽⁷⁾	5.1% ⁽⁹⁾
UNIVERSITY OF NORTHERN IOWA					
Fac. & Inst. Off.	4.0%	4.0%	5.6%	5.6% ⁽⁸⁾	3.5%
Prof. & Scientific	4.0%	4.0%	5.5%	5.6% ⁽⁸⁾	3.5%
Merit	3.0% ⁽⁴⁾	2.6% ⁽⁴⁾	3.0% ⁽⁴⁾	5.8% ⁽⁷⁾	5.1% ⁽⁹⁾

(4) Plus steps

(5) Plus \$300 bonus and steps

(7) Includes steps, 2/03 4.5% increase and moving to minimum of new matrix

(8) Increases delayed until 11-1-02 -- average FY 03 increase 3.73%

(9) Includes step increases valued at 4.5%