

# Comprehensive Human Resources Report

Includes:

Regent Merit System FY 2009

Sick and Vacation Leave FY 2009

Fringe Benefits FY 2009

Retirements FY 2009

Faculty Resignations FY 2009

Salaries FY 2010

Faculty Salary Comparisons

Employee Award Programs FY 2009

February 2010

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## Regent Merit System – FY 2009

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 90% of the employees in the Merit System are in AFSCME bargaining units and are covered by the terms of the AFSCME collective bargaining agreement.

### Merit System Employees By Institution

	<b>SUI</b>	<b>ISU</b>	<b>UNI</b>	<b>ISD</b>	<b>IBSSS</b>	<b>TOTAL</b>
Supervisory	640	152	76	2	3	873
Blue Collar	1,393	650	263	23	17	2,346
Security	57	30	17	0	0	104
Technical	1,178	201	28	22	18	1,447
Clerical	1,886	662	234	4	3	2,789
<b>TOTALS</b>	<b>5,154</b>	<b>1,695</b>	<b>618</b>	<b>51</b>	<b>41</b>	<b>7,559</b>

### Minority Employment

	<b>SUI</b>	<b>ISU</b>	<b>UNI</b>	<b>ISD</b>	<b>IBSSS</b>
Male Majority	28.7%	35.4%	30.0%	29.4%	36.6%
Female Majority	57.4%	60.7%	61.3%	58.8%	61.0%
Male Minority	3.1%	1.4%	2.6%	7.8%	0
Female Minority	4.5%	2.5%	6.2%	3.9%	2.4%

## Employment Activity – Appointments

	System	SUI	ISU	UNI	ISD	IBSSS
Original Entry	264	167	60	34	3	0
Reinstatements	16	15	0	1	0	0
Reemployments and Recalls	2	2	0	0	0	0
<b>TOTAL APPOINTMENTS</b>	282	184	60	35	3	0

## Employment Activity – Other Personnel Transactions

	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Minority	4	5	2	0
Female Minority	5	10	6	0
Male Majority	20	39	38	3
Female Majority	40	79	150	8
<b>TOTAL</b>	69	133	196	11

	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Minority	17	0	1	6
Female Minority	29	0	3	3
Male Majority	80	34	3	25
Female Majority	169	68	7	26
<b>TOTAL</b>	295	102	14	60

## Classification Activity

The Regent Merit System Classification Plan consists of 300 individual classes. Each position is allocated to one of the 300 classifications. The classification plan is administered and maintained by classification analysts at each institution and the staff in the Board Office. Employee and department requests for the reclassification of positions are reviewed on each campus and forwarded with recommendations to the Board Office for disposition.

In fiscal year 2009, 105 requests for reclassification were decided as shown in the following tables. In addition to reclassification requests, the appropriate classifications were determined for 149 new positions.

**Reclassification Studies – FY 2009**

	<b>SUI</b>	<b>ISU</b>	<b>UNI</b>	<b>ISD</b>	<b>IBSSS</b>	<b>TOTAL</b>
Supervisory	0	0	1	0	0	1
Blue Collar	19	6	0	0	0	25
Security	4	0	0	0	0	4
Technical	6	12	1	0	0	19
Clerical	36	7	13	0	0	56
<b>TOTAL</b>	<b>65</b>	<b>25</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>105</b>

**Results of Reclassification Reviews -- FY 2009**

	<b>Total Reclass Requests</b>	<b>No Change in Class</b>	<b>Change in Class/No Change in Pay Grade</b>	<b>Change in Class/ Higher Pay Grade</b>	<b>Change in Class/ Lower Pay Grade</b>
SUI	65	1	9	54	1
ISU	25	0	2	23	0
UNI	15	2	1	10	2
ISD	0	0	0	0	0
IBSSS	0	0	0	0	0
<b>TOTAL</b>	<b>105</b>	<b>3</b>	<b>12</b>	<b>87</b>	<b>3</b>

**Classification Actions FY 2005 - 2009**

	<b>FY 2005</b>	<b>FY 2006</b>	<b>FY 2007</b>	<b>FY 2008</b>	<b>FY 2009</b>
Reclassification Requests	189	169	160	243	105
New Position Classifications	172	180	325	330	149
<b>TOTAL ACTIONS</b>	<b>361</b>	<b>349</b>	<b>485</b>	<b>573</b>	<b>254</b>

The classification plan is flexible and may be revised as the need arises. The vast majority of the 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.

The following revisions were made to the classification plan in FY 2009:

<b>New Classifications</b>				
Class Code	Title			Pay Grade
7213	Esthetician			408
7811	Parking and Transportation Field Service Officer II			309
3362	Pharmacy Technician (Certified)			409
7592	Public Safety Dispatcher II			311
5471	Utility Plant Material Handling Operator			209
5470	Utility Plant Remote Facility Operator			213
5467	Utility Plant Operator I			209
5468	Utility Plant Operator II			211
5469	Utility Plant Operator III			213
<b>Change in Pay Grade</b>				
Class Code	Title		Old Pay Grade	New Pay Grade
3408	Hemodialysis Technician		408	409
8222	Hospital Communications Specialist		407	410
7581	Hospital Security Officer		306	307
7272	Psychiatric Nursing Assistant II		406	407
5351	Steamfitter		212	213
<b>Change in Title and Pay Grade</b>				
Class Code	Old Title	New Title	Old Pay Grade	New Pay Grade
7531	Public Safety Lieutenant	Police Lieutenant	115	116
7511	Public Safety Patrol Officer	Police Officer	312	313
7521	Public Safety Sergeant	Police Sergeant	313	314
<b>Change in Title</b>				
Class Code	Old Title	New Title	Pay Grade	
7810	Parking and Transportation Field Service Officer	Parking and Transportation Field Service Officer I	307	
3361	Pharmacy Technician II	Pharmacy Technician (Trainee)	408	
3363	Pharmacy Technician III	Pharmacy Technician, Senior (Certified)	111	
7591	Public Safety Dispatcher	Public Safety Dispatcher I	309	
<b>Deleted Classifications</b>				
Class Code	Title			Pay Grade
4031	Audio/Visual Technician			407
4061	Audiovisual Equipment Technician I			403
4062	Audiovisual Equipment Technician II			405
4101	Graphics Technician I			403
4102	Graphics Technician II			407
4103	Graphics Technician III			408
5121	Machinist			209
7941	Orthotist			410
7942	Orthotist, Senior			412
3361	Pharmacy Technician I			406
5171	Plasterer			209
3431	Television Production Assistant			406
7743	Work Experience Trainer			407

## Compensation

The Merit System Pay Plan is developed to comply with the state law on comparable worth, and the collective bargaining agreement negotiated with the American Federation of State, County and Municipal Employees (AFSCME) which represents the blue collar, security, technical and clerical employees of the Regent Merit System and is applied uniformly at each institution governed by the Board.

AFSCME-covered staff received an across-the-board increase of 3% on July 1, 2008. 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 50% of Regent Merit System staff are at or near the maximums of the pay grades.

The average merit system salary increased from \$37,378 in FY 2008 to \$39,081 in FY 2009.

	Average Annual Salary
SUI	\$38,384
ISU	\$40,774
UNI	\$40,507
ISD	\$35,955
IBSSS	\$38,999
System-Wide	\$39,081

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

	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Number of Appeals	8	3	6	7	1*
Decisions Upheld	6	2	4	5	0
Decisions Reversed	2	1	1	0	0
Withdrawn	0	0	1	2	0

\*remanded to institution

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. No appeals were filed during the year. 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.

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## Sick and Vacation 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 183,683 days of sick leave in FY 2009 at a cost of \$36.4 million.
- Average usage per employee at the universities was 7 days (average FY 2008 usage – 6.98 days). Average usage at the special schools was 9.84 (average FY 2008 – 9.84 days).

In accordance with state statute, employees of the Regents Merit System earn vacation leave based on years of service as follows:

<b>YEARS OF SERVICE</b>	<b>WEEKS OF VACATION</b>
First through 4 <sup>th</sup>	2 weeks
5 <sup>th</sup> through 11 <sup>th</sup>	3 weeks
12 <sup>th</sup> through 19 <sup>th</sup>	4 weeks
20 <sup>th</sup> through 24 <sup>th</sup>	4.4 weeks
25 <sup>th</sup> and beyond	5 weeks

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

University of Iowa employees in the SEIU bargaining unit hired on or after July 1, 1999, earn vacation as follows:

<b>YEARS OF SERVICE</b>	<b>ANNUAL ACCRUAL</b>	<b>MONTHLY ACCRUAL</b>	<b>MAXIMUM ACCRUAL</b>
Up to 3	120 hours	10.0 hours	240 hours
More than 3, up to 6	160 hours	13.333 hours	320 hours
More than 6	192 hours	16.0 hours	384 hours

Average sick leave and vacation leave usage (days) by employee category is shown in the chart below:

	<b>Sick Leave</b>			<b>Vacation Leave</b>		
	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit</b>	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit</b>
SUI	2.2	7.8	11.0	16.2	18.2	15.9
ISU	1.4	5.6	10.7	15.3	18.2	18.2
UNI	0.8	5.5	12.6	0	16.9	18.7
<b>University Average</b>	<b>1.7</b>	<b>7.2</b>	<b>11.0</b>	<b>16.0</b>	<b>18.1</b>	<b>16.7</b>
ISD	11.7	7.6	12.1	--	9.4	16.7
IBSSS	6.7	11.4	10.6	--	20.3	16.2
<b>Special School Average</b>	<b>9.5</b>	<b>8.6</b>	<b>11.5</b>	<b>--</b>	<b>12.3</b>	<b>16.5</b>

Note – only 12-month faculty at the universities earn vacation leave; faculty at ISD and IBSSS do not earn vacation.

Charts on the following page provide specifics on leave usage at the five institutions.

The following holidays are granted annually to employees:

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

**SICK AND VACATION LEAVE USAGE -- FY 2009**

SUI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,466	1,313	9,165	9,165	4,996	4,996	16,627	15,474
Total Value of Leave Used	\$2,971,496	\$14,501,354	\$15,846,135	\$39,351,388	\$7,852,404	\$11,969,099	\$26,670,035	\$65,821,841
Total Days Used	5,440.50	21,307.25	71,890.75	166,471.75	54,837.00	79,356.38	132,168	267,135
Average Days Used Per Employee	2.21	16.23	7.84	18.16	10.98	15.88	7.95	17.26

ISU	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	1,856	458	2,798	2,757	1,784	1,784	6,438	4,999
Total Value of Leave Used	\$841,677	\$2,774,068	\$3,249,612	\$11,335,471	\$2,931,157	\$5,278,158	\$7,022,446	\$19,387,697
Total Days Used	2,574	7,009	15,661	50,090	19,015	32,516	37,250	89,615
Average Days Used Per Employee	1.39	15.30	5.60	18.17	10.66	18.23	5.79	17.93

UNI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	688		680	631	604	604	1,972	1,235
Total Value of Leave Used	\$225,111		\$866,080	\$2,664,593	\$1,180,556	\$1,844,282	\$2,271,747	\$4,508,875
Total Days Used	571		3,726	10,651	7,637	11,304	11,933	21,955
Average Days Used Per Employee	0.83		5.48	16.88	12.64	18.72	6.05	17.78

TOTAL UNIVERSITIES	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,010	1,771	12,643	12,553	7,384	7,384	25,037	21,708
Total Value of Leave Used	\$4,038,284	\$17,275,422	\$19,961,827	\$53,351,452	\$11,964,117	\$19,091,539	\$35,964,228	\$89,718,413
Total Days Used	8,585	28,317	91,277	227,213	81,489	123,176	181,351	378,705
Average Days Used Per Employee	1.71	15.99	7.22	18.10	11.04	16.68	7.24	17.45

ISD	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	44	n/a	42	42	55	55	141	97
Total Value of Leave Used	\$130,921	n/a	\$70,607	\$117,312	\$97,419	\$150,262	\$298,947	\$267,574
Total Days Used	513.25	n/a	319.75	395.63	667.50	919.38	1,501	1,315
Average Days Used Per Employee	11.66	n/a	7.61	9.42	12.14	16.72	10.64	13.56
IBSSS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	34	n/a	15	15	41	41	90	56
Total Value of Leave Used	\$70,576	n/a	\$45,733	\$57,068	\$63,364	\$99,576	\$179,673	\$156,644
Total Days Used	228.25	n/a	170.38	303.63	432.38	664.38	831	968
Average Days Used Per Employee	6.71	n/a	11.36	20.24	10.55	16.20	9.23	17.29
TOTAL SPECIAL SCHOOLS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	78	n/a	57	57	96	96	231	153
Total Value of Leave Used	201,497	n/a	\$116,340	\$174,380	\$160,783	\$249,838	\$478,620	\$424,218
Total Days Used	742	n/a	490	699	1,100	1,584	2,332	2,283
Average Days Used Per Employee	9.51	n/a	8.60	12.27	11.46	16.50	10.09	14.92

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## Fringe Benefits – FY 2009

Traditionally, the three universities have been allowed by the Board of Regents to maintain separate insurance programs within a framework of general comparability. In accordance with the Board of Regents Policy Manual, §4.28, the Board's Executive Director reviews all proposed changes in benefit programs to determine if Board approval is required.

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

Permanent employees of the five institutions and the Board Office have the option of selecting either IPERS or an approved substitute for retirement.

Cost of insurance and retirement programs for FY 2009 was \$510,793,382. Institutional costs as a percent of nonstudent payroll are as follows: University of Iowa – 29.5%; Iowa State University – 31.4%; University of Northern Iowa – 34.1%; Iowa School for the Deaf – 38.1%; and Iowa Braille and Sight Saving School – 41.2%.

Each of the fringe benefit programs available to Regent employees is described below.

### 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. The contribution rates are shown below.

Calendar Year		Employer Contribution	Employee Contribution	Maximum Salary
2008	Social Security	6.20%	6.20%	\$102,000
2009/2010	Social Security	6.20%	6.20%	106,800
	Medicare	1.45%	1.45%	No maximum

Costs for Social Security and Medicare to the Regent institutions for FY 2009 are detailed below:

SUI	ISU	UNI	ISD	IBSSS
\$72,349,882	\$28,160,522	\$9,433,688	\$497,000	\$334,610

## Iowa Public Employees Retirement System (IPERS)

Employees of the Regent institutions and the Board Office have the option to select either IPERS or TIAA-CREF or an approved substitute for retirement contributions. 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. Contribution rates are shown below:

Fiscal Year	Employer Contribution	Employee Contribution
2009	6.35%	4.1%
2010	6.65%	4.3%
2011	6.95%	4.5%

The number of employees selecting IPERS is as follows:

University of Iowa	1,937
Iowa State University	755
University of Northern Iowa	342
Iowa School for the Deaf	74
Iowa Braille and Sight Saving School	79

The employer contributions for IPERS for FY 2009 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$1,460,013	\$829,978	\$547,990	\$151,236	\$169,290

## Federal Retirement Program

During FY 2009, 112 employees of Iowa State University were covered by federal retirement.

## Funded Retirement Programs

All permanent<sup>1</sup> employees with a budgeted annual salary of at least \$7,800 are eligible to participate in the Teachers Insurance and Annuity Association—College Retirement Equities Fund (TIAA-CREF) or in a plan substituted in accordance with Board policy.

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. 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 the IRS limitations.
- The employer pays 10% of salary while the employee pays 5% with the exception noted above.

The FY 2009 contribution rate for the employees of the special school is at the IPERS rate.

- The employer contribution is 6.35%. The employee's contribution is 4.1%.

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.

The numbers of employees participating in the employer sponsored retirement programs during FY 2009 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	16,503	5,755	1,815	83	30
Substitute Plans	26	5	1	0	0

Employer contributions for employer sponsored retirement programs for FY 2009 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	\$92,771,300	\$35,731,759	\$10,507,690	\$265,528	\$105,681
Substitute Plans	\$113,167	\$36,268	7,809	0	0

<sup>1</sup> SUI: all employees with half-time or greater permanent appointments  
 ISU: all employees with 1/3-time appointments or greater for nine continuous months or longer.  
 UNI: all employees holding other than a temporary appointment of ½-time or more

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 Iowa State University.

The FY 2009 costs for TIAA-CREF waiver of premium are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$3,064,875	\$1,058,453	\$283,265	\$7,008	\$2,402

### Unemployment Compensation and Worker's Compensation

Employees of the five institutions and the Board Office are covered by unemployment compensation and worker's compensation with benefits under both determined by state and/or federal laws. FY 2009 costs for these programs were:

	SUI	ISU	UNI	ISD	IBSSS
Unemployment Compensation	\$523,253	\$235,165	\$69,097	0	0
Worker's Compensation	\$4,914,600	\$2,038,606	\$950,246	\$93,344	\$211,141

### 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 1/2 times annual budgeted salary to a maximum coverage of \$500,000. Maximum coverage in 2010 will be \$400,000 with the amount of coverage of two times annual budgeted salary.

The University provides \$2,000 of paid up life insurance to staff members who retire at age 62 or older with 10 years of continuous covered service prior to retirement. For each year of service in excess of 10 years, an additional \$200 of paid up life insurance was provided up to a maximum of \$4,000.

The life insurance program is underwritten by Principal Financial Company.

The University pays an annual rate of \$5.16 per \$1,000.

- **Life insurance cost for the University of Iowa for FY 2009 was \$11,992,368.**

**Iowa State University:** Staff members holding a one-third time or more permanent 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. Effective July 1, 2009, newly hired employees must be one-half time or more to be eligible to participate.

- The amount of coverage is basically twice the employee's annual budgeted salary with a minimum coverage of \$7,000.
- Coverage is reduced by 35% percent at age 65.

Upon retirement, the University provides eligible retirees with \$4,000 paid-up life insurance. The annual cost of life insurance is \$2.88 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.

- **The University's cost (less dividends) for life insurance for FY 2009 was \$2,062,360.**

**University of Northern Iowa:** 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.

The amount of life insurance for merit employees is 2 times annual budgeted salary and 2 1/2 times annual budgeted salary for organized faculty and professional and scientific staff.

- The maximum benefit for all groups is \$250,000.
- Coverage for faculty is reduced 5% each year following attainment of age 61.
- Coverage is reduced by 35% beginning at age 65 for merit and professional and scientific staff.

University staff 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 of age 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 \$3.12 per \$1,000 of coverage.

- **The University's cost for FY 2009 was \$274,171.**

**Iowa School for the Deaf, Iowa Braille and Sight Saving School:** All permanent employees working at least 50% time participate in the life insurance group at the University of Northern Iowa.

Costs for life insurance for FY 2009 at the special schools are as follows:

ISD	IBSSS
\$31,397	\$21,984

## 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 \$2.30 single, \$3.60 family, \$2.70 single with children and \$3.30 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.

- **The University's cost for this coverage for FY 2009 was \$360,933.**

**University of Northern Iowa:** Faculty and professional staff members holding permanent positions of half-time or more for a period of no less than the academic year are covered for accidental death and dismemberment. This program is underwritten by the Principal Mutual Life Insurance Company.

- Coverage is in the amount of 2 1/2 times annual budgeted salary with a maximum benefit of \$250,000.

The entire annual cost of \$0.39 per \$1,000 coverage is paid by the University.

- **The University's cost for FY 2009 was \$78,573.**

**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 the University of Northern Iowa.

Costs for Accidental Death and Dismemberment insurance for FY 2009 at ISD and IBSSS are as follows:

ISD	IBSSS
\$4,613	\$3,140

## LONG-TERM DISABILITY INSURANCE

**University of Iowa:** The University provides this coverage to permanent and continuous 50% time or greater budgeted staff members after one continuous year of employment.

Two options are offered and staff members must elect one of the two programs.

- The disability benefit is a percentage of annual salary and is based on length of continuous service, as follows:

SERVICE TIME	PROGRAM I	PROGRAM II
After one year	10%	14%
After two years	20%	28%
After three years	30%	42%
After four years	40%	56%
After five years	50%	70%

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 \$29,166.

- 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 the age 61, they cease on June 30 following attainment of age 65. If benefits begin after age 61 but before age 70, they cease five years later, or on June 30 following attainment of age 70. If benefits begin after age 69, they cease 12 months later.

The University pays the entire cost of this coverage.

- **The cost for FY 2009 was \$8,814,546.**

**Iowa State University:** This coverage is provided for all permanent employees with a one-third time or greater appointment for nine months following one year of continuous employment. Effective July 1, 2009, newly hired employees must be one-half time or more to be eligible to participate. Coverage can be elected during the first year of employment but is subject to medical approval. 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 are 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.

- **The FY 2009 cost to the University was \$2,325,918.**

**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 following one year of continuous employment.

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.
- Disability benefit begins at 30% of budgeted salary and increases by 10% each year until the maximum benefit of 70% is reached.
- A cost-of-living escalator tied to the Consumer Price Index increases benefits 1.7%.
- The maximum monthly benefit for merit employees is \$3,150; for faculty, \$5,000; and for all other employees, \$5,833.
- **FY 2009 cost to the University was \$370,654.**

**Iowa School for the Deaf, 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 2009 at the two special schools are shown below:

ISD	IBSSS
\$57,871	\$31,155

## Comprehensive Medical Plans

**University of Iowa:** Faculty, professional and scientific staff and supervisory employees in the Regents Merit System with a permanent appointment of half-time or more are offered a choice of health insurance plans. The plans include a selection of comprehensive and managed care health insurance plans, all on a minimum premium basis.

The monthly premiums for calendar year 2009 are shown below. The calendar year 2010 premiums are shown in parentheses. The employer share of health insurance coverage increased approximately 8.0%.

University of Iowa Health Insurance Monthly Premiums  
Calendar Year 2009  
(Calendar Year 2010)

	<b>CHIP II</b>	<b>UI CHOICE</b>	<b>GRAD CARE*</b>
<b><u>SINGLE TOTAL</u></b>	456.00 (593.00)	408.00 (431.00)	263.00 (256.00)
Employer	414.00 (450.00)	408.00 (431.00)	237.00 (230.00)
Employee	42.00 (143.00)	0 (0)	26.00 (26.00)
<b><u>FAMILY TOTAL</u></b>	1,217.00 (1,217.00)	971.00 (1,023.00)	718.00 (898.00)
Employer	744.00 (779.00)	744.00 (779.00)	503.00 (629.00)
Employee	473.00 (438.00)	227.00 (244.00)	215.00 (269.00)
<b><u>EMPLOYEE with CHILDREN TOTAL</u></b>	553.00 (613.00)	705.00 (788.00)	647.00 (809.00)
Employer	509.00 (568.00)	509.00 (568.00)	453.00 (566.00)
Employee	44.00 (45.00)	196.00 (220.00)	194.00 (243.00)
<b><u>EMPLOYEE w/SPOUSE TOTAL</u></b>	1,326.00 (1,326.00)	841.00 (929.00)	396.00 (422.00)
Employer	642.00 (717.00)	642.00 (717.00)	277.00 (295.00)
Employee	684.00 (609.00)	199.00 (212.00)	119.00 (127.00)

\*Grad Care rates are on an academic year basis.

CHIP II has individual deductibles of \$1,200 per person.

- After meeting the deductible, the plan pays 90% with an annual out-of-pocket maximum of \$4,200 for a single contract and \$6,300 for a family contract.

UI CHOICE, a PPO 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.

- Beginning in 2010 the copayment is \$5 for UI providers, \$20 for Wellmark providers and 40% for all other providers.
- Beginning in 2010 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 \$1,100 for a single contract and \$1,700 for a family contract in a calendar year. Plan is only available to graduate students.

- 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.

**The University's health insurance cost for faculty, professional and scientific staff and supervisory merit personnel for FY 2009 was \$90,471,295.**

**Iowa State University:** The University offered two insurance plans to its faculty and professional and scientific staff and Merit System supervisors appointed to a one-third time or more budgeted position for nine months or longer. Effective July 1, 2009, newly hired employees must be one-half time or more to be eligible to participate.

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, employee with spouse, employee with children and family are available. An opt-out credit of \$107 is available. The 2009 premiums are shown below. The premiums for 2010 are shown in parentheses. The employer contribution increased approximately 5.0% from calendar year 2009 to calendar year 2010.

	<b>SINGLE</b>	<b>EMPLOYEE WITH SPOUSE</b>	<b>EMPLOYEE WITH CHILDREN</b>	<b>FAMILY</b>
PPO	\$452 (\$441)	\$1,033 (\$1,007)	\$806 (\$786)	\$1,322 (\$1,289)
HMO	\$370 (\$427)	\$848 (\$979)	\$663 (\$766)	\$1,079 (\$1,246)
ISU Contribution	\$437 (\$423-PPO) (\$427-HMO)	\$770 (\$802)	\$633 (\$654)	\$1,028 (\$991)
Opt-out	\$107 (\$107)	\$107 (\$107)	\$107 (\$107)	\$107 (\$107)

- **The health insurance cost (less dividends) for the University for FY 2009 for faculty, professional and scientific staff, and supervisory merit staff was \$35,301,969.**

**University of Northern Iowa:** The University offers health insurance coverage from Blue Cross/Blue Shield to faculty, professional and scientific staff and Regents Merit System supervisory staff. Blue Advantage, a managed care plan, is offered to professional and scientific and supervisory merit staff. The premiums for the university plan did not increase for FY 2010. The premiums for Blue Advantage increased 8%. The FY 2009 premiums are shown below. The premiums for FY 2010 are shown in parentheses.

	<b>UNIVERSITY PLAN</b>	<b>BLUE ADVANTAGE</b>
<u>SINGLE</u>	\$505.00 (\$505.00)	\$395.00 (\$427.00)
Employer	\$505.00 (\$505.00)	\$395.00 (\$427.00)
Employee	0 (0)	0 (0)
<u>FAMILY</u>	\$1,317.00 (\$1,317.00)	\$987.00 (\$1,066.00)
Employer (unit faculty)	\$987.75 (\$987.75)	n/a n/a
Employer (P&S, nonunit fac.)	\$1,053.60 (\$1,053.60)	\$838.95 (\$906.00)
Employee (unit faculty)	\$329.25 (\$329.25)	n/a n/a
Employee (P&S nonunit fac.)	\$263.40 (\$263.40)	\$148.05 (\$160.00)

Under the current United Faculty collective bargaining agreement, faculty do not pay any part of the premium cost of a single plan. Faculty pay 25% of the cost of family coverage. Professional and scientific staff and Merit System supervisory staff do not pay any part of the premium cost of a single plan. P&S and Merit supervisory staff pay 20% of the cost for family coverage.

The University medical 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.

**The University's cost for health insurance in FY 2009 was \$12,830,494.**

**Regents Merit System Employees (nonsupervisory) of the University and all employees of the Iowa School for the Deaf, Iowa Braille and Sight Saving School:** The State of Iowa provides one indemnity plan -- Plan 3 Plus; one Preferred Provider Organization (PPO) -- Iowa Select; and four MCO products -- Blue Access and Blue Advantage and United Health Care Choice and United Health Care Heritage Select.

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

Only Wellmark products are be offered to state employees. The monthly employer premiums for calendar year 2009 are shown below. Calendar year 2010 premiums are shown in parentheses. Premiums for the Wellmark indemnity and PPO plans increased 10.7% and the managed care plans increased 11.2%.

	<b>PROGRAM 3 PLUS</b>	<b>IOWA SELECT</b>	<b>BLUE ACCESS</b>	<b>BLUE ADVANTAGE</b>
SINGLE	\$643.23 (\$712.01)	\$640.92 (\$709.45)	\$398.49 (\$442.76)	\$383.30 (\$426.22)
Employer	\$643.23 (\$712.01)	\$640.92 (\$709.45)	\$398.49 (\$442.76)	\$383.30 (\$426.22)
Employee	0 (0)	0 (0)	0 (0)	0 (0)
FAMILY	\$1,505.17 (\$1,666.12)	\$1,499.75 (\$1,660.11)	\$932.47 (\$1,036.03)	\$896.94 (\$997.40)
Employer	\$1,274.79 (\$1,435.74)	\$1,274.79 (\$1,435.15)	\$932.47 (\$1,036.03)	\$896.94 (\$997.40)
Employee	\$230.38 (\$230.38)	\$220.90 (\$224.96)	0 (0)	0 (0)

The State's share of family plans is 85% of the Iowa Select premiums. Employees may apply that amount to the plan of their choice. The State will pay 100% of single and double spouse contracts.

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

- All covered services above the \$600 single, \$800 family out-of-pocket maximum are paid at 100% with no maximum payment limit.

The employer's costs for health insurance premiums for FY 2009 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$43,855,379	\$15,610,384	\$5,390,919	\$1,369,294	\$896,581

## 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. The calendar year 2009 monthly rates are shown below with 2010 rates shown in parentheses. Dental insurance premiums increased approximately 3.2%.

	DENTAL I	DENTAL II	DENTAL III	GRAD DENTAL
<u>SINGLE</u>	\$26.00 (\$27.00)	\$46.00 (\$48.00)	\$54.00 (\$54.00)	\$23.00 (\$23.00)
Employer	\$26.00 (\$27.00)	\$46.00 (\$48.00)	\$46.00 (\$48.00)	\$20.00 (\$20.00)
Employee	0 (0)	0 (0)	\$8.00 (\$6.00)	\$3.00 (\$3.00)
<u>FAMILY</u>	\$83.00 (\$87.00)	\$127.00 (\$127.00)	\$140.00 (\$146.00)	\$63.00 (\$62.00)
Employer	\$63.00 (\$66.00)	\$96.00 (\$96.00)	\$96.00 (\$96.00)	\$44.00 (\$43.00)
Employee	\$20.00 (\$21.00)	\$31.00 (\$31.00)	\$44.00 (\$50.00)	\$19.00 (\$19.00)

Dental I provides for 100% payment of normal cleaning and checkup expenses, 50% coinsurance for restorative care, and 20% for orthodontia.

Dental II provides for 100% payment of normal cleaning and checkup expenses and 80% coinsurance for restorative care, and 30% for orthodontia.

Dental III provides for payment of 75% for all types of care.

- **The University's cost for dental insurance premiums for FY 2009 for faculty, professional and scientific staff, and supervisory merit staff was \$10,138,878.**

**Iowa State University:** All regular employees of one-third 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. Effective July 1, 2009, newly hired employees must be one-half time or more to be eligible to participate.

- 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. Calendar year 2009 rates are shown below. The premiums for 2010 are shown in parentheses. The University's contribution to dental insurance increased approximately 2.3% from 2009 to 2010.
- Coverage tiers are provided for single, employee plus spouse, employee plus children and family. An Opt-out credit is available.

ISU PLAN	SINGLE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILDREN	FAMILY
Basic Dental	\$24.00 (\$24.00)	\$51.00 (\$52.00)	\$58.00 (\$59.00)	\$64.00 (\$65.00)
Comprehensive	\$37.00 (\$3.00)	\$93.00 (\$95.00)	\$98.00 (\$100.00)	\$110.00 (\$113.00)
ISU Contribution	\$23.00 (\$24.00)	\$23.00 (\$24.00)	\$23.00 (\$24.00)	\$23.00 (\$24.00)
Opt-out	\$23.00 (\$24.00)	\$23.00 (\$24.00)	\$23.00 (\$24.00)	\$23.00 (\$24.00)

- **The FY 2009 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$1,239,746.**

**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. The single premiums did not increase from 2009 to 2010; the family premiums increased 5.9%. The monthly premiums for FY 2009 are shown below with FY 2010 rates shown in parentheses:

<u>SINGLE</u>		<u>FAMILY</u>	
	\$23.00 (\$23.00)		\$68.00 (\$72.00)
Employer	\$23.00 (\$23.00)	Employer	\$23.00 (\$23.00)
Employee	0 (0)	Employee	\$45.00 (\$49.00)

- **The FY 2009 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$397,402.**

**Regents Merit System employees (nonsupervisory) of the universities and all employees of the Iowa School for the Deaf, the Iowa Braille and Sight Saving School:** These employees are provided dental insurance through the State of Iowa plan underwritten by Delta Dental. Employees are eligible following one month of employment.

The calendar year 2009 and 2010 rates are shown below.

	<b>2009</b>	<b>2010</b>
<b>SINGLE</b>	\$26.14	\$26.92
Employer	\$26.14	\$26.92
Employee	0	0
<b>FAMILY</b>	\$70.06	\$72.16
Employer	\$35.04	\$36.08
Employee	\$35.02	\$36.08

The program provides 100% payment for routine examinations and teeth cleaning once every six months, bitewing x-rays at 12-month intervals, full mouth x-rays once in any three-year interval and topical fluoride applications not more than once in any 12-month interval. The program pays 80% for emergency treatment of pain, cavity fillings, tooth extractions and oral surgery. The plan pays 50% for root canals, gold fillings, crowns and jackets and nonsurgical treatment of gum and alveolar bone diseases. Employer dental insurance premiums for Regent Merit System employees and the employees of the special schools for FY 2009 are shown below:

<b>SUI</b>	<b>ISU</b>	<b>UNI</b>	<b>ISD</b>	<b>IBSSS</b>
\$1,578,378	\$551,899	\$191,890	\$47,136	\$32,864

## EXPENDITURES FOR INSURANCE AND RETIREMENT PROGRAMS -- FISCAL YEAR 2009

	University of Iowa	Iowa State University	University of Northern Iowa	Iowa School for the Deaf	Iowa Braille and Sight Saving School	Total Regent Institutions
Mandated Benefits						
Social Security	72,349,882	28,160,522	9,433,688	497,000	334,610	110,775,702
IPERS	1,460,013	829,978	547,990	151,236	169,290	3,158,507
TIAA CREF	92,771,300	35,731,759	10,507,690	265,528	105,681	139,381,958
Substitute plans	113,167	36,268	7,809	-	-	157,244
Federal Retirement	-	1,040,361	-	-	-	1,040,361
TIAA CREF Waiver of Premium	3,064,875	1,058,453	283,265	7,008	2,402	4,416,003
Unemployment Compensation Workers	523,253	235,165	69,097	-	-	827,515
Compensation	4,914,600	2,038,606	950,246	93,344	211,141	8,207,937
Total Mandated	175,197,090	69,131,112	21,799,785	1,014,116	823,124	267,965,227
Other Benefits						
Life Insurance	11,992,368	2,062,360	274,171	31,397	21,984	14,382,280
Accidental Death and Dismemberment	-	360,933	78,573	4,613	3,140	447,259
Health Insurance	134,326,675	50,912,353	18,221,413	1,369,294	896,581	205,726,316
Long-term Disability	8,814,546	2,325,918	370,654	57,871	31,155	11,600,144
Dental Insurance	11,717,256	1,791,645	589,291	47,136	32,864	14,178,192
Total Other Benefits	166,850,845	57,453,209	19,534,102	1,510,311	985,724	246,334,191
Total Expenditures	342,047,935	126,584,321	41,333,887	2,524,427	1,808,848	514,299,418
Less interest received on cash reserves maintained by carriers	3,506,036	-	-	-	-	3,506,036
Total Cost of Insurance and Retirement Programs	338,541,899	126,584,321	41,333,887	2,524,427	1,808,848	510,793,382
Percent of Non-student payroll	29.51%	31.42%	34.09%	38.10%	41.20%	

**PART**  
**4**

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## Retirements – FY 2009

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, 2012.

Details of the current program are shown below.

Eligibility: Faculty of Regent universities and the special schools and professional and scientific and Merit System staff of the Regent institutions and Board Office who have attained the age of 57 with at least 15 years of service with the Board of Regents are eligible for participation in the phased retirement program.

Approval: At various levels within the institution. No right to enter a phased retirement agreement without approval by all officials as designated by the institutions is conferred by this policy. The Board of Regents will ratify entries into the phased retirement program as a part of the monthly Register of Personnel Changes.

Schedule of Phasing: A staff member may reduce from full-time to no less than a half-time appointment either directly or via a stepped schedule. At no time during the phasing period may an employee hold greater than a 65 percent appointment. The maximum phasing period will be five years with full retirement required at the end of the specified phasing period. Once phased retirement is initiated, employees may not return to full-time appointment.

Compensation: During the first four years of the phasing period, the salary received will reflect the reduced responsibilities plus an additional 10 percent of the budgeted salary, had the person worked full time. In the fifth year following the initiation of phased retirement, the staff member's appointment will be no greater than fifty percent, and the salary will be proportional to the budgeted salary had the person worked full-time.

Benefits: During five years of the phasing period, institution and staff member contributions will continue for life insurance, health insurance, and disability insurance at the same levels which would have prevailed had the staff member continued at a full-time appointment. Retirement contributions to TIAA/CREF will be based on the salary which would have obtained had the individual continued a full-time appointment. As mandated by law, FICA contributions will be based on the staff member's actual salary during the partial or pre-retirement period. The same is true for retirement contributions for those participating in the Iowa Public Employees Retirement System or Federal Civil Service System. Accrual of vacation and sick leave will be based on percentage of appointment.

During the phasing periods, participants may have access to their TIAA-CREF (or substitute plans) retirement account funds in any manner permitted either by the retirement carrier or by Board policy but not to exceed 99% of their account balances.

Duration of Program: Subject to annual review, the program will expire on June 30, 2012, unless renewed by the Board prior to expiration.

## Phased Retirement Program

There were 64 new entrants into the phased retirement program during FY 2009. To date 954 faculty and staff have participated in the program with 256 currently active. There have been no participants from the Iowa School for the Deaf. New entrants in the program are categorized below:

	Faculty	P&S	Merit	Total
SUI	13	23	7	43
ISU	10	3	1	14
UNI	6	0	1	7
TOTAL	29	26	9	64

New participants in the last five fiscal years are as follows:

FY 2005	56	FY 2008	100
FY 2006	75	FY 2009	64
FY 2007	53		

The following table shows the financial impact of the phased retirement program at the universities for FY 2009:

	Incentive Amounts	Released Funds
SUI	\$1,290,357	\$3,318,393
ISU	\$494,297	\$1,622,152
UNI	\$777,889	\$952,328
IBSSS	\$8,958	\$25,978

“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 2009.

	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit</b>	<b>Total</b>
SUI	19	60	48	127
ISU	25	30	30	85
UNI	7	2	10	19
ISD	1	1	1	3
IBSSS	0	0	1	1
TOTALS	52	93	90	235

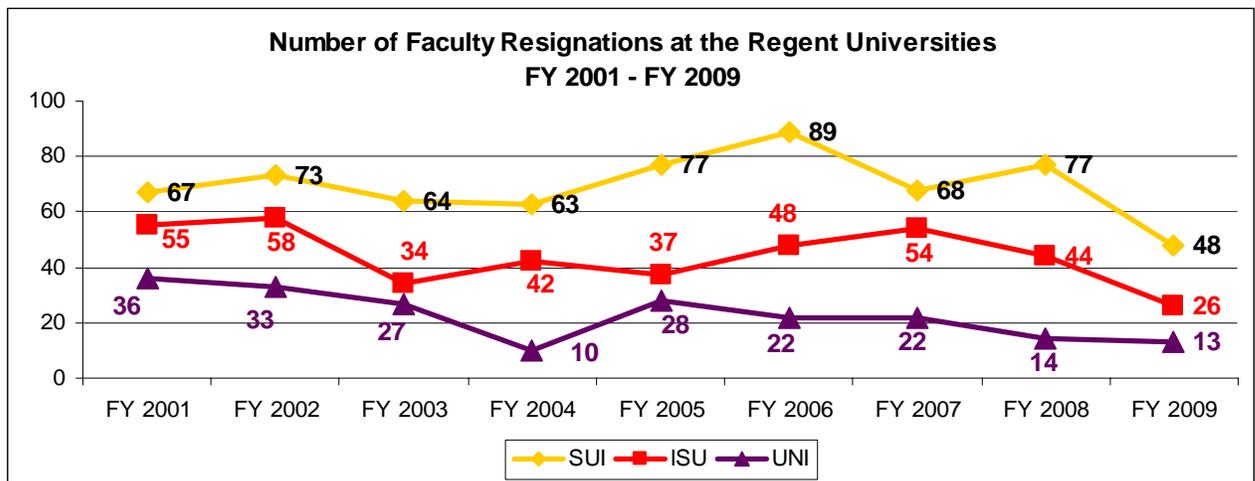
# PART 5

## Faculty Resignations

### FY 2009 Faculty Resignations

At the Regent universities, there were 87 faculty resignations in FY 2009, a decrease of 48 (-35.6%) from the prior year. At the special schools, there were zero faculty resignations in FY 2009, a decrease of two (-100.0%) from the prior year.

- ◇ At the University of Iowa, the number of faculty resignations decreased from 77 to 48 (-37.7%) between FY 2008 and FY 2009. During the past nine years, the average number of annual faculty resignations has been 69.6.
- ◇ At Iowa State University, the number of faculty resignations decreased from 44 to 26 (-40.9%) between FY 2008 and FY 2009. During the past nine years, the average number of annual faculty resignations has been 44.2.
- ◇ At the University of Northern Iowa, the number of faculty resignations decreased from 14 to 13 (-7.1%) between FY 2008 and FY 2009. During the past nine years, the average number of annual faculty resignations has been 22.8.

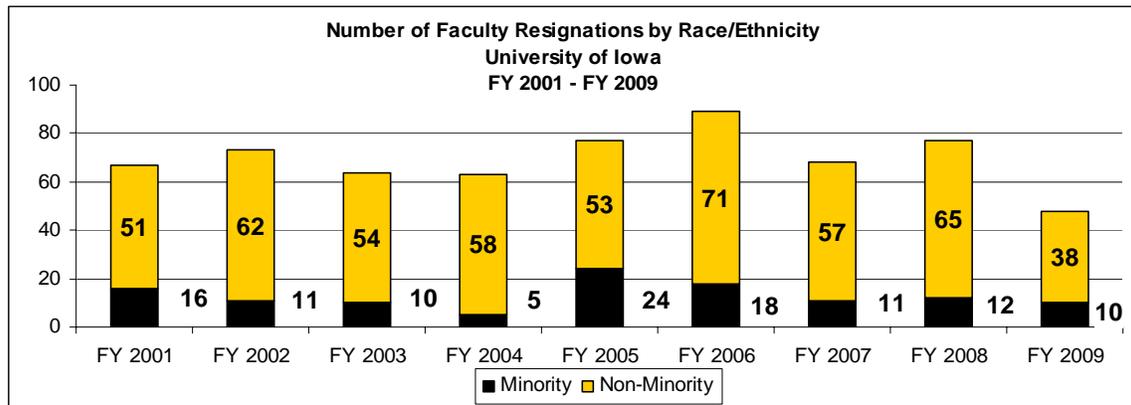


- ◇ At the Iowa School for the Deaf, the number of faculty resignations remained the same at zero between FY 2008 and FY 2009.
- ◇ At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from two to zero (-100.0%) between FY 2008 and FY 2009.

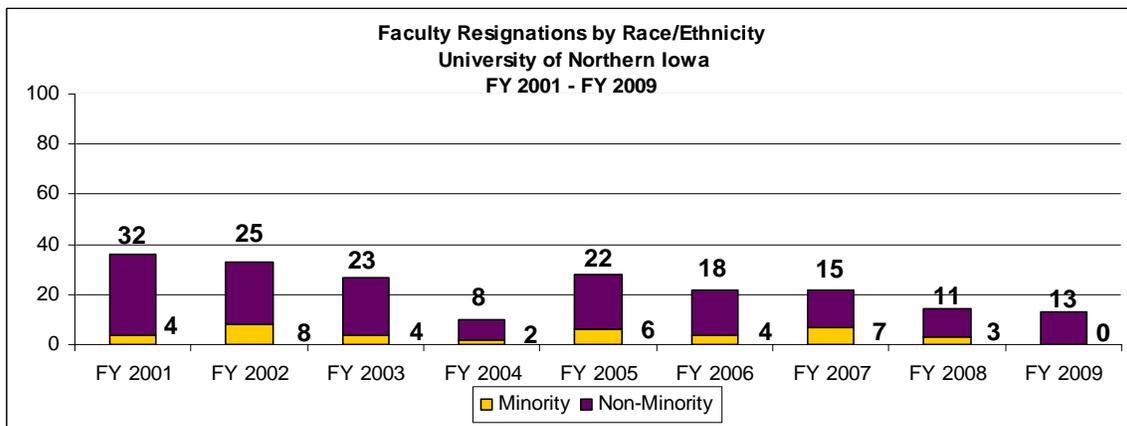
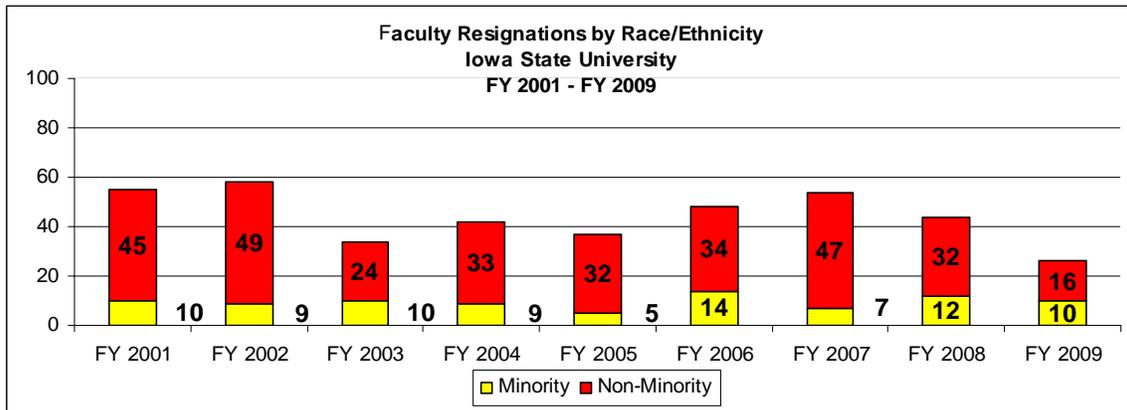
This annual report addresses the Board of Regents' Strategic Plan strategy (1.1.3) to "expand educational experiences for Iowa's future workplace and foster cultural understanding by recruiting and retaining a highly qualified and diverse faculty, staff, and administration".

**Background:**

- ◆ The Regent universities obtained information about the faculty who resigned through a variety of efforts, including resignation surveys; exit interviews; satisfaction/climate assessment surveys; and payroll reports.
- ◆ The number of faculty resignations at the Regent universities includes only those faculty members who were tenured, tenure-track, or clinical track.
- ◆ Of those who resigned in FY 2009, 21 (24.2%) were professors, 29 (33.3%) were associate professors, 35 (40.2%) were assistant professors, and two (2.3%) were instructors. Professors represent 41.0% of the population; associate professors represent 31.9% of the population; assistant professors represent 25.6% of the population; and instructors represent 1.5% of the population at the Regent universities<sup>2</sup>.
- ◆ Of those who resigned in FY 2009, 42 (48.3%) were tenured, 28 (32.2%) were tenure-track, 16 (18.4%) were clinical track, and one (1.1%) was other. Tenured faculty members represent 67.3% of the population; tenure-track faculty members represent 20.9% of the population; and clinical track faculty members represent 11.8% of the population at the Regent universities<sup>1</sup>.
- ◆ Of those who resigned in FY 2009, 55 (63.2%) were male and 32 (36.8%) were female. Males represent 67.0% of the total population and females represent 33.0% of the total population at the Regent universities.
- ◆ Of those who resigned in FY 2009, 20 (23.0%) were racial/ethnic minorities and 67 (77.0%) were non-minorities. Racial/ethnic minorities represent 16.3% of the population and non-minorities represent 83.0% of the population at the Regent universities.



<sup>2</sup> Source: Spring 2009 Faculty Tenure Report.



- ◇ The following overrepresentation occurred among faculty resignees relative to each College's overall faculty numbers:
  - ☞ At the University of Iowa, the Colleges of Engineering, Graduate, Law, Medicine, and Nursing were overrepresented among faculty resignees relative to each College's overall faculty numbers.
  - ☞ At Iowa State University, the Colleges of Human Sciences and Veterinary Medicine were overrepresented among faculty resignees relative to each College's overall faculty numbers.
  - ☞ At the University of Northern Iowa, the Colleges of Education and Social and Behavioral Sciences were overrepresented among faculty resignees relative to each College's overall faculty numbers.
  
- ◇ In FY 2009, the primary reason for resigning continues to be employment opportunities at other educational institutions (cited by 58.6% of those who left). The second most frequently identified reason for resigning (cited by 17.3% of those who left) was for employment opportunities at non-educational institutions. The third and fourth most common reasons for resigning were for "personal" reasons (cited by 10.3% of those who left) and to enter private practice (cited by 10.3% of those who left).

- ◆ The *University of Iowa* has identified the following strategies to improve faculty retention.
  - 📁 Improve mentoring of junior faculty. The Office of the Provost continues to offer and develop its “new faculty workshop series,” which includes a two-day new faculty orientation, seminars on promotion and tenure, workshops and resources on effective writing habits, time management, and mentoring, as well as, creating a comprehensive calendar of campus programs focused on teaching, instructional technology, and research.
    - 📖 Informal events are also offered to enhance networking among new faculty members and to introduce them to the university administration (e.g., Breakfast with the Provost, New Faculty End-of-Semester Reception, New Faculty Reception).
    - 📖 Workshops are also offered to senior faculty members and department chairs to improve their mentoring awareness and skills (e.g., Ansley A. Abraham event on recruiting and retaining faculty of color).
    - 📖 A new faculty writing group, “UI Write-on-Site” was successfully piloted during Summer 2009 and two groups were offered during the Fall 2009 semester. These groups are designed to encourage the development of a writing schedule and have been proven to increase writing productivity among participants. Peer mentoring and social networking support is a secondary outcome. To date, more than 20 new faculty members representing seven colleges participate in the “UI Write-on-Site” program; the goal is to expand the program in the Spring 2009 semester.
    - 📖 The Office of the Provost maintains the UI Mentoring Clearinghouse, which serves as a centralized portal of mentoring resources for faculty, staff, students, and the community.
    - 📖 During these difficult economic times, the campus-wide Faculty Development Advisory Committee provided suggestions to support and “protect” junior faculty careers; several of the suggestions will be integrated into Spring 2010 programming.
  - 📁 Improve retention of underrepresented and minority faculty. New marketing materials have been developed by the Office of Equal Opportunity and Diversity (OEOD). Faculty development workshops have been developed to enhance campus awareness of the research regarding the role of bias in recruitment and retention of staff and faculty. A cohort of senior faculty members, committed to providing leadership on unconscious bias, attended a workshop developed through the University of Wisconsin’s ADVANCE program and campus efforts will be developed as a result of their participation. The Office of the Provost continues to work with OEOD to support new faculty of color, including continued institutional membership in the BlackAcademic.com Rockquemore teleworkshop series, hosting Ansley A. Abraham, Director of the Southern Regional Education Board. The Office also collaborates with the Council on the Status of African Americans and the Council on the Status of Women to promote programming relevant to faculty.

📁 Improve recruitment and retention of female faculty. SUI is working to enhance parental leave policies. The recent implementation of an automatic one-year extension of the tenure clock for all probationary faculty members following the permanent addition of a child (by birth or adoption) to a faculty member's household. The Office of the Provost also coordinates campus-wide sexual-harassment education for all faculty members; hosts a Presidential reception in honor of junior women faculty; and sponsors the Council on the Status of Women's new "Women at Iowa" television series featuring interviews with women on campus. Women are over-represented among attendees at Office of the Provost new faculty programs (e.g., women comprise 90% of the SUI Write-on-Site faculty writing group).

❖ *Iowa State University* has identified the following strategies to improve faculty retention.

📁 ISU continues to conduct exit interviews for departing faculty; the faculty members have cited multiple reasons or considerations in their decision to leave. Non-competitive salary continues to be one of the leading factors in the ultimate decision to resign. Competitive faculty salaries remain a top priority for the ISU administration.

📁 In order to retain excellent faculty, ISU may attempt to provide a counteroffer in response to a competitive job offer. Counteroffers may include a new commitment for salary, research support, partner accommodation, and/or new work opportunities. The Office of the Provost has developed a process for working efficiently with departments and colleges to put together financial packages for the quality faculty members who are considering leaving ISU for another institution.

📁 Through the Dual Career Program, ISU continues to address the employment needs of partners and spouses of newly-hired faculty. This centrally run program serves as a point of contact for college and departmental staff to assist them in this important endeavor.

📁 Additional key initiatives that are targeted on climate and on improving the ability to recruit and retain faculty are the National Science Foundation funded ISU ADVANCE Program (focused on recruitment and retention of women faculty in science, technology, engineering, and mathematics), the Faculty Work/Life Database (funded, in part, by a grant from the Alfred P. Sloan Foundation), and the AAUDE survey of faculty satisfaction; the results of this survey help ISU to understand issues key to faculty productivity and retention.

📖 Focus on Work/Life issues includes the creation of a new university-wide committee and the continuing development of a comprehensive web page. To date, the committee has developed new programs to educate faculty and staff about work/life topics. Each of these initiatives reflects significant progress toward the goal of creating an optimal environment that prioritizes flexible faculty careers as a means to enhance institutional excellence.

- ◆ The *University of Northern Iowa* has identified the following strategies to improve faculty retention.
  - 📁 The effort to retain faculty members begins as soon as they are hired. A new faculty website has been developed; it contains links to information about UNI, the surrounding community, the new faculty orientation schedule, and resources related to college teaching and student learning. The website remains active throughout the year and new faculty members are encouraged to visit the website to access updated schedules and information. The website also includes links to area employers' websites because Career Services had to discontinue its assistance to spouses of new faculty members who are relocating to the Cedar Valley.
  - 📁 UNI developed a comprehensive 1½ day orientation for new faculty members. Informative sessions introduce faculty to a variety of areas of interest and include sessions on educational technology, the Liberal Arts Core, student services, the evaluation process, and the office of sponsored programs. Social opportunities are built into each day to encourage networking among new faculty, more experienced colleagues, department heads, and institutional officials. New faculty and their family members are invited to tour and use campus recreational activities to introduce them to opportunities available on campus.
  - 📁 As part of the orientation program, UNI partners with the Cedar Falls Community Main Street Association to sponsor a stroll through the revitalized downtown area, culminating in a reception with the President and Provost at the historic Black Hawk Hotel. Local merchants provide food, beverages, and welcome packages for each new faculty member. The program, which highlights community amenities, helps new faculty members and their families to adjust and feel welcome in their new location.
  - 📁 Within the first month on campus, new faculty members and their spouses are invited to a reception hosted by the President. This provides another opportunity to network with colleagues and welcomes faculty to campus.
  - 📁 The President's Office implemented a series of luncheons with new faculty members. During the fall semester, faculty members in their second year of employment are hosted at luncheons by the Provost, the Associate Provost for Faculty Affairs, and the Associate Provost for Academic Affairs. Each luncheon is attended by 7-8 second year faculty members. The group is purposely kept small to allow for significant conversations with the Provost and the associate provosts. Those attending are encouraged to share issues and concerns about their work as a faculty member. During the spring semester, first-year faculty members are invited to a similar series of luncheons. The gatherings have given new faculty members a connection to the Provost's Office and to each other and have created a greater sense of academic community on campus.
  - 📁 Recognizing the importance of supporting new faculty members to launch their research, the Office of Sponsored Programs hosts an introductory training program for new faculty to introduce them to the services of the Office, highlights successful early career grant writers, and provides an opportunity for cross-college networking. New faculty are encouraged to enter their information into the Principal Investigator (PI) database so that they will maximize their opportunities to identify research mentors and partners.

- ☞ In 2009, UNI was named one of the “Great Colleges to Work For, 2009” by the *Chronicle of Higher Education*. UNI was rated among the top 10 in the large university classification for compensation and benefits and facilities and securities categories.
- ☞ UNI's colleges have also developed programs to help with faculty retention. The College of Natural Sciences provides new faculty with a reduced teaching load during their first year of service. This provides early career faculty an opportunity to establish a research program and to focus on development of pedagogical skills. The dean meets with each second year faculty member to discuss career progress and offer support. The college is in the process of developing a research award for pre-tenure faculty. It also offers an excellence in teaching award for tenure-track faculty, similar to the other colleges.
- ☞ Professional Development Assignments are offered to tenured faculty to undertake programs of research, study, or other professional activity. Faculty members may apply for either a one-semester assignment at full pay or an academic year assignment at half (50%) pay.
- ☞ UNI faculty who hold a full-time, academic year, tenured or tenure-track appointment may apply for a Summer Fellowship. Through these awards, the University seeks to encourage, assist, and support faculty research, creative activity, and grant applications. Under the terms of the Master Agreement with United Faculty, recipients of a full-time (eight week) summer fellowship were paid \$5,910. Colleges also offer first-year faculty a summer research grant to facilitate the initiation of scholarly work.
- ☞ UNI offers a variety of awards to recognize outstanding teaching, research, and service. These include the Class of 1943 Faculty Award for Excellence in Teaching, Ross A. Nielsen Professional Service Award, Regents Awards for Faculty Excellence, Merchant Scholarship, and the University Book and Supply Award for untenured faculty.
- ☞ The Dean of the Graduate College and the Office of the Provost have organized, sponsored, and facilitated sessions on forming faculty writing groups. These sessions are aimed at faculty who would like to develop a small group to encourage their research and to provide a sounding board and critique of ideas and written work. As a result of the first session, held in Summer 2009, two writing groups have been formed and are actively engaging faculty members in renewed research and writing agendas.
- ☞ In February 2009, UNI filled the new position of Associate Provost for Faculty Affairs. This position is intended to bring additional attention to the issues of faculty retention.

**TABLE 1**  
**Number of Faculty Resignations by Rank**  
**FY 2001 – FY 2009**

	<b>PROFESSOR</b>	<b>ASSOCIATE PROFESSOR</b>	<b>ASSISTANT PROFESSOR</b>	<b>INSTRUCTOR</b>	<b>TOTAL</b>
<b>SUI</b>					
FY 2001	21	18	28	0	67
FY 2002	14	25	34	0	73
FY 2003	10	18	36	0	64
FY 2004	17	19	27	0	63
FY 2005	18	23	36	0	77
FY 2006	25	25	39	0	89
FY 2007	14	18	36	0	68
FY 2008	18	20	38	1	77
<b>FY 2009</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>0</b>	<b>48</b>
<b>ISU</b>					
FY 2001	11	9	35	0	55
FY 2002	16	12	30	0	58
FY 2003	9	6	19	0	34
FY 2004	11	9	22	0	42
FY 2005	11	11	15	0	37
FY 2006	8	16	24	0	48
FY 2007	15	11	28	0	54
FY 2008	7	12	25	0	44
<b>FY 2009</b>	<b>6</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>26</b>
<b>UNI</b>					
FY 2001	3	8	14	11	36
FY 2002	1	2	23	7	33
FY 2003	0	4	12	11	27
FY 2004	2	3	4	1	10
FY 2005	5	3	19	1	28
FY 2006	2	4	16	0	22
FY 2007	7	4	7	4	22
FY 2008	0	1	13	0	14
<b>FY 2009</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>13</b>
<b>TOTAL</b>					
FY 2001	35	35	77	11	158
FY 2002	31	39	87	7	164
FY 2003	19	28	67	11	125
FY 2004	30	31	53	1	115
FY 2005	34	37	70	1	142
FY 2006	35	45	79	0	159
FY 2007	36	33	71	4	144
FY 2008	25	33	76	1	135
<b>FY 2009</b>	<b>21</b>	<b>29</b>	<b>35</b>	<b>2</b>	<b>87</b>

**TABLE 2**  
**Number of Faculty Resignation by Gender and Race/Ethnicity**  
**FY 2001 – FY 2009**

	MALE	FEMALE	TOTAL	MINORITY	NON-MINORITY
<b>SUI</b>					
FY 2001	46	21	67	16	51
FY 2002	48	25	73	11	62
FY 2003	37	27	64	10	54
FY 2004	40	23	63	5	58
FY 2005	51	26	77	24	53
FY 2006	63	26	89	18	71
FY 2007	40	28	68	11	57
FY 2008	48	29	77	12	65
<b>FY 2009</b>	<b>30</b>	<b>18</b>	<b>48</b>	<b>10</b>	<b>38</b>
<b>ISU</b>					
FY 2001	34	21	55	10	45
FY 2002	35	23	58	9	49
FY 2003	25	9	34	10	24
FY 2004	31	11	42	9	33
FY 2005	26	11	37	5	32
FY 2006	34	14	48	14	34
FY 2007	35	19	54	7	47
FY 2008	25	19	44	12	32
<b>FY 2009</b>	<b>17</b>	<b>9</b>	<b>26</b>	<b>10</b>	<b>16</b>
<b>UNI</b>					
FY 2001	15	21	36	4	32
FY 2002	17	16	33	8	25
FY 2003	17	10	27	4	23
FY 2004	4	6	10	2	8
FY 2005	15	13	28	6	22
FY 2006	11	11	22	4	18
FY 2007	12	10	22	7	15
FY 2008	8	6	14	3	11
<b>FY 2009</b>	<b>8</b>	<b>5</b>	<b>13</b>	<b>0</b>	<b>13</b>
<b>TOTAL</b>					
FY 2001	95	63	158	30	128
FY 2002	100	64	164	28	136
FY 2003	79	46	125	24	101
FY 2004	75	40	115	16	99
FY 2005	92	50	142	35	107
FY 2006	108	51	159	36	123
FY 2007	87	57	144	25	119
FY 2008	81	54	135	27	108
<b>FY 2009</b>	<b>55</b>	<b>32</b>	<b>87</b>	<b>20</b>	<b>67</b>

**TABLE 3  
NUMBER OF FACULTY RESIGNATIONS BY TENURE STATUS  
FY 2001 – FY 2009**

	TENURED	TENURE-TRACK	CLINICAL TRACK	OTHER	TOTAL
<b>SUI</b>					
FY 2001	36	16	15	0	67
FY 2002	29	22	22	0	73
FY 2003	24	22	18	0	64
FY 2004	23	16	24	0	63
FY 2005	33	15	29	0	77
FY 2006	40	27	22	0	89
FY 2007	23	24	21	0	68
FY 2008	22	23	32	0	77
<b>FY 2009</b>	<b>23</b>	<b>9</b>	<b>16</b>	<b>0</b>	<b>48</b>
<b>ISU</b>					
FY 2001	20	35	0	0	55
FY 2002	28	30	0	0	58
FY 2003	15	19	0	0	34
FY 2004	20	22	0	0	42
FY 2005	22	15	0	0	37
FY 2006	22	26	0	0	48
FY 2007	26	28	0	0	54
FY 2008	18	26	0	0	44
<b>FY 2009</b>	<b>15</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>26</b>
<b>UNI</b>					
FY 2001	12	16	0	8	36
FY 2002	4	21	0	8	33
FY 2003	6	13	0	8	27
FY 2004	4	6	0	0	10
FY 2005	9	16	0	3	28
FY 2006	4	18	0	0	22
FY 2007	11	8	0	3	22
FY 2008	1	12	0	1	14
<b>FY 2009</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>13</b>
<b>TOTAL</b>					
FY 2001	68	67	15	8	158
FY 2002	61	73	22	8	164
FY 2003	45	54	18	8	125
FY 2004	47	44	24	0	115
FY 2005	64	46	29	3	142
FY 2006	66	71	22	0	159
FY 2007	60	60	21	3	144
FY 2008	41	61	32	1	135
<b>FY 2009</b>	<b>42</b>	<b>28</b>	<b>16</b>	<b>1</b>	<b>87</b>

**TABLE 4a**  
**RESIGNATIONS BY COLLEGE**  
**FY 2001 – FY 2009**  
**University of Iowa**

COLLEGE	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Business Administration	8	4	4	1	6	4	5	4	1
Dentistry	0	3	4	4	6	3	7	3	0
Education	4	3	0	2	6	4	1	6	1
Engineering	6	1	0	3	1	2	3	1	2
Graduate	1	0	1	1	0	1	0	0	1
Law	0	2	1	0	0	3	1	1	3
Liberal Arts and Sciences	16	25	18	9	11	21	19	15	7
Medicine	26	31	31	37	46	43	24	38	31
Nursing	0	1	0	3	0	1	0	2	2
Pharmacy	4	1	2	2	1	3	4	3	0
Public Health	2	2	3	1	0	4	4	4	0
<b>TOTAL</b>	<b>67</b>	<b>73</b>	<b>64</b>	<b>63</b>	<b>77</b>	<b>89</b>	<b>68</b>	<b>77</b>	<b>48</b>

**TABLE 4b**  
**RESIGNATIONS BY COLLEGE**  
**FY 2001 – FY 2009**  
**Iowa State University**

COLLEGE	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Agriculture and Life Sciences	5	5	5	4	4	3	9	8	4
Business	3	3	2	3	4	2	3	2	1
Design	5	3	1	4	1	3	3	4	1
Engineering	6	11	3	4	3	8	4	1	2
Human Science	7	9	5	8	7	7	4	5	6
Liberal Arts and Sciences	26	23	16	18	14	21	23	16	8
Library	1	1	0	1	0	1	2	2	0
Veterinary Medicine	2	3	2	0	4	3	6	6	4
<b>TOTAL</b>	<b>55</b>	<b>58</b>	<b>34</b>	<b>42</b>	<b>37</b>	<b>48</b>	<b>54</b>	<b>44</b>	<b>26</b>

**TABLE 4c**  
**RESIGNATIONS BY COLLEGE**  
**FY 2001 – FY 2009**  
**University of Northern Iowa**

COLLEGE	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Business Administration	5	2	4	0	2	2	4	3	1
Education	10	9	12	5	9	6	4	3	4
Humanities and Fine Arts	8	4	4	1	7	3	8	4	2
Natural Sciences	4	6	4	2	5	1	1	2	2
Social and Behavioral Sciences	8	10	3	1	5	7	5	2	4
Library	1	2	0	1	0	3	0	0	0
<b>TOTAL</b>	<b>36</b>	<b>33</b>	<b>27</b>	<b>10</b>	<b>28</b>	<b>22</b>	<b>22</b>	<b>14</b>	<b>13</b>

**TABLE 5a**  
**REASONS GIVEN FOR FACULTY RESIGNATIONS**  
**FY 2001- FY 2009**  
**University of Iowa**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
To accept a position at another university									
Professor	11	9	6	11	12	19	8	10	11
Associate Professor	11	16	8	6	14	15	10	14	8
Assistant Professor	11	22	13	13	15	18	22	14	6
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>33</b>	<b>47</b>	<b>27</b>	<b>30</b>	<b>41</b>	<b>52</b>	<b>40</b>	<b>38</b>	<b>25</b>
To accept another position									
Professor	2	3	1	1	3	1	1	3	0
Associate Professor	5	0	4	5	3	2	2	3	4
Assistant Professor	4	4	5	3	8	7	4	13	7
Instructor	0	0	0	0	0	0	0	1	0
<b>TOTAL</b>	<b>11</b>	<b>7</b>	<b>10</b>	<b>9</b>	<b>14</b>	<b>10</b>	<b>7</b>	<b>20</b>	<b>11</b>
To relocate for personal reasons									
Professor	2	0	0	1	1	1	0	2	1
Associate Professor	0	3	2	2	1	6	2	0	1
Assistant Professor	5	3	9	3	3	9	8	8	2
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>7</b>	<b>6</b>	<b>11</b>	<b>6</b>	<b>5</b>	<b>16</b>	<b>10</b>	<b>10</b>	<b>4</b>
To enter private practice									
Professor	1	0	1	0	2	2	0	1	2
Associate Professor	2	4	4	4	5	1	3	3	3
Assistant Professor	8	5	9	8	9	5	2	3	2
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>9</b>	<b>14</b>	<b>12</b>	<b>16</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>7</b>
To accept an administrative position									
Professor	5	2	2	4	0	2	5	2	1
Associate Professor	0	2	0	2	0	1	1	0	0
Assistant Professor	0	0	0	0	1	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>1</b>

**TABLE 5b**  
**REASONS GIVEN FOR FACULTY RESIGNATIONS**  
**FY 2001- FY 2009**  
**Iowa State University**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
To accept a position at another university									
Professor	10	7	6	8	9	6	9	4	5
Associate Professor	8	5	3	7	8	12	9	7	8
Assistant Professor	20	19	12	8	10	12	22	13	6
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>38</b>	<b>31</b>	<b>21</b>	<b>23</b>	<b>27</b>	<b>30</b>	<b>40</b>	<b>24</b>	<b>19</b>
To accept another position									
Professor	1	1	3	3	1	0	1	2	1
Associate Professor	1	1	4	1	3	1	1	2	0
Assistant Professor	4	4	3	8	3	7	1	5	2
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>6</b>	<b>6</b>	<b>10</b>	<b>12</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>3</b>
To relocate for personal reasons									
Professor	0	2	0	0	1	0	1	0	0
Associate Professor	0	5	0	1	0	3	0	3	0
Assistant Professor	11	6	3	6	2	3	3	7	2
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>13</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>2</b>
To enter private practice									
Professor	0	2	0	0	0	1	0	0	0
Associate Professor	0	0	0	0	0	0	1	0	2
Assistant Professor	0	1	0	0	0	2	2	0	0
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>
To accept an administrative position									
Professor	0	4	0	0	0	1	4	1	0
Associate Professor	0	1	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>0</b>

**TABLE 5c**  
**REASONS GIVEN FOR FACULTY RESIGNATIONS**  
**FY 2001- FY 2009**  
**University of Northern Iowa**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
To accept a position at another university									
Professor	3	1	0	2	3	2	1	0	0
Associate Professor	6	2	3	3	2	3	1	0	2
Assistant Professor	7	14	7	4	12	11	6	8	5
Instructor	3	3	1	1	0	0	0	0	0
<b>TOTAL</b>	<b>19</b>	<b>20</b>	<b>11</b>	<b>10</b>	<b>17</b>	<b>16</b>	<b>8</b>	<b>8</b>	<b>7</b>
To accept another position									
Professor	0	0	0	0	1	0	0	0	0
Associate Professor	0	0	1	0	0	0	0	0	1
Assistant Professor	2	5	1	0	1	0	1	1	0
Instructor	2	1	6	0	0	0	1	0	0
<b>TOTAL</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>
To relocate for personal reasons									
Professor	0	0	0	0	0	0	0	0	0
Associate Professor	2	0	0	0	1	0	2	1	0
Assistant Professor	5	4	4	0	6	3	0	4	2
Instructor	6	3	4	0	1	0	3	0	1
<b>TOTAL</b>	<b>13</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>3</b>
To enter private practice									
Professor	0	0	0	0	0	0	0	0	0
Associate Professor	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	1	0	0	0
Instructor	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
To accept an administrative position									
Professor	0	0	0	0	1	1	6	0	0
Associate Professor	0	0	0	0	0	0	1	0	0
Assistant Professor	0	0	0	0	0	1	0	0	1
Instructor	0	0	0	0	0	0	0	0	1
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>2</b>

**TABLE 5d**  
**REASONS GIVEN FOR FACULTY RESIGNATIONS**  
**FY 2001- FY 2009**  
**REGENT TOTAL**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
To accept a position at another university									
University of Iowa	33	47	27	30	41	52	40	38	25
Iowa State University	38	31	21	23	27	30	40	24	19
University of Northern Iowa	19	20	11	10	17	16	8	8	7
<b>TOTAL</b>	<b>90</b>	<b>98</b>	<b>59</b>	<b>63</b>	<b>85</b>	<b>98</b>	<b>88</b>	<b>70</b>	<b>51</b>
To accept another position									
University of Iowa	11	7	10	9	14	10	7	20	11
Iowa State University	6	6	10	12	7	8	3	9	3
University of Northern Iowa	4	6	8	0	2	0	2	1	1
<b>TOTAL</b>	<b>21</b>	<b>19</b>	<b>28</b>	<b>21</b>	<b>23</b>	<b>18</b>	<b>12</b>	<b>30</b>	<b>15</b>
To relocate for personal reasons									
University of Iowa	7	6	11	6	5	16	10	10	4
Iowa State University	11	13	3	7	3	6	4	10	2
University of Northern Iowa	13	7	8	0	8	3	5	5	3
<b>TOTAL</b>	<b>31</b>	<b>26</b>	<b>22</b>	<b>13</b>	<b>16</b>	<b>25</b>	<b>19</b>	<b>25</b>	<b>9</b>
To enter private practice									
University of Iowa	11	9	14	12	16	8	5	7	7
Iowa State University	0	3	0	0	0	3	3	0	2
University of Northern Iowa	0	0	0	0	0	1	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>12</b>	<b>14</b>	<b>12</b>	<b>16</b>	<b>12</b>	<b>8</b>	<b>7</b>	<b>9</b>
To accept an administrative position									
University of Iowa	5	4	2	6	1	3	6	2	1
Iowa State University	0	5	0	0	0	1	4	1	0
University of Northern Iowa	0	0	0	0	1	2	7	0	2
<b>TOTAL</b>	<b>5</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>17</b>	<b>3</b>	<b>3</b>
<b>GRAND TOTAL</b>	<b>158</b>	<b>164</b>	<b>125</b>	<b>115</b>	<b>142</b>	<b>159</b>	<b>144</b>	<b>135</b>	<b>87</b>

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## Salaries – FY 2010

### Salary Policies and Negotiated Salary Increases

In June the Board approved the following salary policies for the institutions. The pay policies were in keeping with the resolution approved at the March 2009 Board of Regents meeting – “direct the heads of each Regents institution to hold flat salaries for non-bargaining unit employees for FY 2010. Individual exceptions would be allowed if it is determined that such salary adjustment is of great importance to the institution. Exceptions are to be approved solely by University Presidents or Special School Superintendents upon consultation with the Board Office.”

University of Iowa – For FY 2010, merit-based salary increments for faculty will be 0% except for promotional increases. The Office of the Provost will consider a very limited number of exceptions to the 0% faculty salary increment policy for counter offers, equity adjustments, and compression. In addition, the Colleges of Medicine, Dentistry, Pharmacy, and Nursing, who pay variable compensation to faculty based on productivity as previously approved by the Board, will continue to be authorized to do so in FY 2010 subject to individual plan reviews and approvals by the Office of the Provost and University Human Resources. The Office of the Provost is currently performing a comprehensive review of the at-risk variable compensation plans for faculty to ensure that these plans continue to achieve programmatic goals and objectives and are financially linked to revenue enhancements.

The non-bargaining professional and scientific staff is expected to be given a 0% pay adjustment on July 1, 2009, in accord with the Board of Regents policy on salary increases for FY 2010. The University proposes that units be allowed, on a case-by-case basis, to provide reclassification increases, equity and acute market adjustments, and counter offers. The University will continue to utilize the exceptional pay policy approved by the Board in 2006 for non-bargaining P&S staff and will be both selective and reflective of current economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation.

Iowa State University -- Iowa State will implement the Regents directive to maintain salaries for faculty and Professional and Scientific staff at FY 2009 levels. The exceptions to this policy will be increases for faculty promotions, P&S staff reclassifications, and retention of key faculty and staff.

The reductions in state funding and the unavailability of state appropriations for salary increases has led to the decision to defer implementing previously considered changes to the P&S pay plan.

ISU nonorganized faculty and staff will take furlough days in FY 2010 in response to mid-year reductions in state appropriations.

University of Northern Iowa – Salaries increases for nonorganized P&S staff will be held at zero for FY 2010. Nonorganized faculty and staff will take furlough days in FY 2010 in response to mid-year reductions in state appropriations.

Iowa School for the Deaf – ISD proposes no increase (0%) to the faculty salary matrix. Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications. These amounts are unchanged from those approved for FY 2009. In accordance with the Board's resolution, the faculty and P&S will be given a 0% pay adjustment on July 1, 2009. Amounts of pay for extra-curricular activities are unchanged from FY 2009. Nonorganized staff will take furlough days in FY 2010 in response to mid-year reductions in state appropriations.

Iowa Braille and Sight Saving School – IBSSS proposes no increase (0%) to the faculty salary matrix. In accordance with the Board's resolution, the faculty will be given a 0% pay adjustment on July 1, 2009. Nonorganized staff will take furlough days in FY 2010 in response to mid-year reductions in state appropriations.

Qualified faculty will continue to receive level pay for certifications by the Academy for Certification of Vision, Rehabilitation, and Education Professionals. The \$900 certification is unchanged from that approved for FY 2009. Amounts of pay for extra-curricular activities are unchanged from FY 2009.

The collective bargaining agreement between AFSCME and the State of Iowa provided for no across-the-board salary increase on July 1, 2009. Merit staff continue to receive step increases of 4.5% on their scheduled anniversary dates until such time that the maximum of their pay grades are reached. In response to cuts in state appropriations, AFSCME covered staff will take five mandatory unpaid days between November 1, 2009, and June 30, 2010.

The negotiated agreement for the United Faculty at UNI provided for no salary increase on July 1, 2009. Beginning in January 2010, the faculty will take salary reductions as detailed in a memorandum of understanding between the union and the Board.

#### SUI – Tertiary Health Care Bargaining Unit – SEIU

The collective bargaining agreement contains the following salary provisions:

1. Bargaining unit employees employed on April 30, 2009 will receive a 1.75% salary increase on the employee's base salary effective July 1, 2009.
2. Staff members employed in the Staff Nurse classification in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will continue to receive an additional differential of \$1,000 per year, based upon a full time equivalent. Those staff employed less than full time will receive a prorated differential. Nurses that transfer out of the Department of Nursing units receiving the differential will have the amount removed from their base salary upon transfer.

#### SUI - Graduate Assistants – COGS

The minimum salaries for Graduate Assistants, both Teaching Assistants and Research Assistants, under the collective bargaining agreement between the Board of Regents and UE Local 896/COGS will remain unchanged for FY 2010:

Academic Year (50% Appointment):	\$16,575
Fiscal Year (50% Appointment):	\$20,258

Appointments at a different percent time will receive no less than the prorated minimum salary rate. Returning bargaining unit employees will not receive a minimum salary increase under the terms of the contract and will remain unchanged under the Board of Regents salary policy.

Fiscal year appointments are effective July 1, 2009. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 17, 2009. Summer Session Teaching Assistant appointments are based upon the prior academic year salary.

The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will be \$2,615 for each semester (fall and spring), based upon full time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

## Salaries -- Faculty

Average increases for faculty for FY 2010 and the four previous years are shown below:

	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
SUI	3.4%	5.7%	7.0%*	4.1%	0%
ISU	3.6%	3.8%	6.0%	5.5%	0%
UNI	2.5%	3.5%	3.0%	4.0%	0%
ISD	3.7%	4.6%	9.9%	4.2%	0%
IBSSS	5.3%	4.1%	11.2%	6.4%	0%

\*SUI estimated percentage increase based on increases on 7/1/07 and 12/1/07.

Average faculty increases for the five-year period are as follows:

SUI	4.0%	ISD	4.5%
ISU	3.8%	IBSSS	5.4%
UNI	2.3%		

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 are:

	Overall Average	Male Average	Female Average
SUI	96,482	105,224	82,535
ISU	85,910	92,098	72,466
UNI	64,226	72,726	61,640

It should be noted that these overall averages do not take into account rank, discipline and years of services.

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.

**Associate Professor -- Average Salaries FY 2010**  
**Non-Professional Colleges**

	12-month				9-month			
	Male		Female		Male		Female	
	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
<b>SUI</b>								
Liberal Arts and Sciences	\$100,159	1.33	\$77,440	5.66	\$75,936	116.50	\$73,057	98.25
Business	--	--	--	--	\$131,199	16.00	\$142,214	6.00
Education	\$140,896	2.00	\$92,951	3.00	\$69,944	11.25	\$70,995	17.50
Engineering	--	--	--	--	\$95,472	16.10	\$91,939	2.75
Graduate	\$164,431	1.00	\$128,844	0.70	\$75,654	3.00	\$64,376	1.00
Nursing	--	--	\$107,272	6.00	\$75,006	1.00	\$72,608	12.00
Public Health	\$103,638	7.70	\$108,679	9.00	--	--	\$89,177	1.00
<b>ISU</b>								
Agriculture and Life Sciences	\$91,711	8.42	\$76,506	2.57	\$93,017	7.14	\$83,307	5.99
Business	\$176,168	1.00	--	--	\$124,092	18.00	\$125,450	6.00
Design	--	--	\$71,757	0.14	\$70,707	21.00	\$66,546	20.24
Engineering	\$101,962	0.57	--	--	\$96,453	52.08	\$97,449	5.26
Human Sciences	--	--	\$81,148	0.44	\$71,503	10.23	\$70,807	25.54
Liberal Arts and Sciences	\$63,541	4.00	--	--	\$75,021	94.48	\$69,708	46.02
<b>UNI</b>								
Business	--	--	--	--	\$92,941	15.00	\$95,366	10.00
Social and Behavioral Sciences	--	--	--	--	\$63,669	32.00	\$61,176	18.00
Education	--	--	--	--	\$76,946	17.00	\$65,230	27.85
Humanities and Fine Arts	--	--	--	--	\$65,655	26.00	\$61,743	29.00
Natural Sciences	--	--	--	--	\$68,568	22.00	\$60,460	9.15

<b>Assistant Professor -- Average Salaries FY 2010</b>								
<b>Non-Professional Colleges</b>								
	<b>12-month</b>				<b>9-month</b>			
	<b>Male</b>		<b>Female</b>		<b>Male</b>		<b>Female</b>	
<b>SUI</b>	<b>Salary</b>	<b>FTE</b>	<b>Salary</b>	<b>FTE</b>	<b>Salary</b>	<b>FTE</b>	<b>Salary</b>	<b>FTE</b>
Liberal Arts and Sciences	\$69,300	1.00	\$69,200	2.00	\$67,961	57.00	\$64,578	57.50
Business	--	--	--	--	\$141,353	12.00	\$122,761	6.50
Education			\$77,656	1.00	\$63,722	5.00	\$59,948	10.50
Engineering	--	--	--	--	\$81,602	12.50	\$79,188	4.50
Graduate	--	--	--	--	\$66,569	3.00	\$67,440	3.00
Nursing	\$65,074	1.00	\$108,940	1.50	--	--	\$61,452	17.50
Public Health	\$87,818	10.00	\$87,797	6.00	--	--	\$58,928	0.50
<b>ISU</b>								
Agriculture and Life Sciences	\$75,086	2.34	\$75,302	1.68	\$71,252	14.47	\$74,410	7.01
Business	--	--	--	--	\$116,808	16.00	\$123,417	9.00
Design	\$88,159	0.17	--	--	\$54,490	6.15	\$57,766	11.00
Engineering	--	--	--	--	\$80,882	41.25	\$82,582	10.00
Human Sciences	--	--	--	--	\$60,458	10.35	\$60,550	20.81
Liberal Arts and Sciences	\$90,000	0.22	--	--	\$64,064	76.94	\$57,673	47.30
<b>UNI</b>								
Business	--	--	--	--	\$89,216	6.00	\$85,453	2.00
Social and Behavioral Sciences	--	--	--	--	\$50,528	9.00	\$49,582	13.00
Education	--	--	--	--	\$61,308	6.00	\$56,167	18.00
Humanities and Fine Arts	--	--	--	--	\$53,189	17.00	\$48,761	15.00
Natural Sciences	--	--	--	--	\$52,774	21.00	\$54,196	9.00

## Salaries – Professional and Scientific

Average increases for professional and scientific staff for the last five years are shown below:

	<b>FY 2006</b>	<b>FY 2007</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>
SUI*	4.5%	4.2%	5.0%	4.7%	0%
ISU	3.7%	3.1%	4.4%	4.0%	0%
UNI	2.5%	2.0%	3.0%	4.0%	0%
ISD	4.8%	4.0%	4.7%	5.5%	0%
IBSSS	4.5%	4.0%	5.0%	4.5%	0%

\*(Members of the tertiary health care unit (SEIU) are not included in this average. The average increase for SEIU staff was 4.6% in FY 2005, 4.3% in FY 2006, 4.4% in FY 2007, 4.94% in FY 2008, 4.56% in FY 2009 and 1.76% in FY 2010.

Average P&S increases for the five-year period are as follows:

SUI	3.7%	ISD	3.6%
ISU	3.0%	IBSSS	3.6%
UNI	2.3%		

Average P&S salaries for FY 2010 are shown below:

	<b>Overall Average</b>	<b>Male Average</b>	<b>Female Average</b>
SUI*	\$60,021	\$66,478	\$55,651
ISU	\$57,452	\$62,382	\$53,206
UNI	\$56,755	\$60,693	\$53,342

\* non-hospital, non-SEIU

Average salaries at the special schools are shown below.

	<b>Faculty Salaries</b>	<b>P&amp;S Salaries (annualized)</b>
ISD	\$61,051	\$53,870
IBSSS	\$59,992	\$58,651

### Salary Increases – Regent Merit System

The value of all increases for merit staff at each institution for FY 2010 and the four previous years are shown below.

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
SUI	3.9%	4.8%	5.6%	5.3%	2.2%
ISU	3.7%	4.3%	5.0%	4.8%	1.6%
UNI	3.6%	4.2%	4.9%	4.6%	1.6%
ISD	4.1%	4.8%	5.1%	5.1%	2.1%
IBSSS	4.4%	5.5%	5.1%	4.9%	1.9%

Average Merit System increases for the five-year period are as follows:

SUI	4.3%	ISD	4.3%
ISU	3.9%	IBSSS	4.3%
UNI	3.8%		

### Salaries – Teaching and Research Assistants

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$16,575 which is unchanged from the previous year. Returning bargaining unit (COGS) employees received a \$5,954 tuition scholarship.

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$12,150 - \$28,350. Stipends are unchanged from the prior year.

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 \$8,392 while that of a

doctoral level is paid \$12,580, unchanged from the previous year. The total average nine month half-time assistantship is \$9,049. 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 \$11,184 in Geography to \$16,784 in Biology.

### Average Estimated Total Compensation

Average estimated total compensation for FY 2010 is shown below. Total compensation includes salary, retirement including FICA, health and dental insurance, long-term disability and life insurance as well as unemployment and workers compensation costs. The averages do not take into account any health and dental insurance increases for the 2010 insurance year.

	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average		
SUI	\$191,191	\$135,603	\$132,458	\$158,687	\$83,129	\$58,570
ISU	\$142,694	\$102,501	\$90,476	\$108,421	\$77,273	\$57,489
UNI	\$106,243	\$84,050	\$74,358	\$86,384	\$77,414	\$59,521
ISD**				\$82,696	\$70,539	\$42,649
IBSSS**				\$74,960	\$71,160	\$42,213

\*non-hospital, non-SEIU

\*\*the majority of ISD and IBSSS merit employees are on nine-month appointments.

## Five-year Salary Increase History

### Average Increase by Employee Group

	FY 2006			FY 2007			FY 2008		
	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	3.4%	4.5%	3.9%	5.7%	4.2%	4.8%	7.0%	5.0%	5.6%
ISU	3.6%	3.7%	3.7%	3.8%	3.1%	4.3%	6.0%	4.4%	5.0%
UNI	2.5%	2.5%	3.6%	3.5%	2.0%	4.2%	3.0%	3.0%	4.9%
ISD	3.7%	4.8%	4.1%	4.6%	4.0%	4.8%	9.9%	4.7%	5.1%
IBSSS	5.3%	4.5%	4.4%	4.1%	4.0%	5.5%	11.2%	5.0%	5.1%

	FY 2009			FY 2010		
	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	4.1%	4.7%	5.3%	0.0%	0.0%	2.2%
ISU	5.5%	4.0%	4.8%	0.0%	0.0%	1.6%
UNI	4.0%	4.0%	4.6%	0.0%	0.0%	1.6%
ISD	4.2%	5.5%	5.1%	0.0%	0.0%	2.1%
IBSSS	6.4%	4.5%	4.9%	0.0%	0.0%	1.9%

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## 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 57 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 expanded its listing to include those institutions in the Education Trust. The salaries for these institutions are those that are published by the AAUP in its annual faculty salary survey. See 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 for 2007-08.

## University of Iowa College of Medicine

Salary comparison information for the University of Iowa 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. The Association of American Medical Colleges is a non-profit association founded in 1876 to work for reform in medical education. Originally representing only medical schools, today the AAMC represents the 125 accredited U.S. medical schools; the 17 accredited Canadian medical schools; some 400 major teaching hospitals, including more than 68 Veterans Affairs medical centers; more than 109,000 faculty in 94 academic and scientific societies; and the nation's 67,000 medical students and 104,000 residents.

<b>REGENT INSTITUTIONS COMPARISON GROUPS</b>			
<b>AVERAGE FACULTY SALARIES, 2008-09</b>			
<b>ESTIMATED FACULTY SALARY INCREASES, 2009-10</b>			
<b>COMPARISON GROUPS</b>	<b>Average Faculty Salary 2008-09 (1)</b>	<b>Estimated Average Percent Increase 2009-10 (2)</b>	<b>Estimated Average Faculty Salary 2009-10</b>
University of California, Los Angeles	119,600	1.78%	121,700
University of Michigan, Ann Arbor	112,800	2.75%	115,900
University of North Carolina, Chapel Hill	113,600	0.00%	113,600
University of Texas, Austin	108,300	0.00%	108,300
Ohio State University, Main Campus	100,700	2.50%	103,200
University of Illinois, Urbana	101,600	0.00%	101,600
University of Minnesota, Twin Cities	101,000	0.00%	101,000
<b>UNIVERSITY OF IOWA</b>	<b>97,400</b>	<b>0.00%</b>	<b>97,400</b>
University of Wisconsin	95,800	0.00%	95,800
Indiana University, Bloomington	94,800	0.00%	94,800
University of Arizona	92,500	0.00%	92,500
University of California, Davis	104,900	1.78%	106,800
Ohio State University, Main Campus	100,700	2.50%	103,200
University of Illinois, Urbana	101,600	0.00%	101,600
University of Minnesota, Twin Cities	101,000	0.00%	101,000
Michigan State University	95,300	2.00%	97,200
Texas A & M	94,900	2.00%	96,800
University of Wisconsin	95,800	0.00%	95,800
North Carolina State University	94,800	0.00%	94,800
Purdue University, Main Campus	92,800	0.00%	92,800
University of Arizona	92,500	0.00%	92,500
<b>IOWA STATE UNIVERSITY</b>	<b>91,800</b>	<b>0.00%</b>	<b>91,800</b>
University of North Texas	83,700	2.00%	85,300
Ohio University, Athens	78,100	0.00%	78,100
Central Michigan University	75,700	3.00%	78,000
Illinois State University	72,500	0.00%	72,500
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>72,100</b>	<b>0.00%</b>	<b>72,100</b>
Northern Arizona University	69,100	0.00%	69,100
University of Wisconsin, Eau Claire	62,400	0.00%	62,400
University of North Carolina, Greensboro	84,900	n/a	n/a
University of Minnesota, Duluth	70,500	n/a	n/a
Indiana State University, Terre Haute	64,600	n/a	n/a
California State University, Fresno	78,700	n/a	n/a
(1) <u>Academe</u> , the Bulletin of the American Association of University Professors, Special Bulletin for 2008-09. 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 <u>Academe</u> guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.			

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2008 (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	181,849	508	2	127,979	405	1	100,794	325	2	142,947	1,238	1
Harvard	192,559	508	1	112,256	405	4	101,416	325	1	142,362	1,238	2
Chicago, Univ of	179,514	508	4	106,795	405	9	97,694	325	4	134,245	1,238	3
Princeton	180,337	508	3	114,290	405	2	85,823	325	14	133,919	1,238	4
Penn	169,401	508	8	114,061	405	3	97,956	325	3	132,541	1,238	5
Columbia	175,228	508	5	112,169	405	5	89,176	325	10	132,009	1,238	6
NYU	170,679	508	7	103,678	405	11	93,515	325	7	128,503	1,238	7
MIT	160,283	508	11	110,278	405	6	97,459	325	5	127,432	1,238	8
Yale	174,714	508	6	99,831	405	13	85,980	325	13	126,923	1,238	9
Northwestern	161,764	508	9	105,318	405	10	93,477	325	8	125,372	1,238	10
Duke	161,179	508	10	107,339	405	8	91,551	325	9	125,287	1,238	11
Cornell University - Endow	154,336	508	13	109,763	405	7	93,547	325	6	123,796	1,238	12
Wash. Univ - St Louis	159,292	508	12	96,547	405	15	85,044	325	15	119,274	1,238	13
Emory	153,438	508	14	100,520	405	12	84,049	325	16	117,910	1,238	14
Southern Cal	145,018	508	17	95,831	405	17	86,717	325	12	113,622	1,238	15
UC Berkeley	143,030	508	19	95,942	405	16	81,246	325	22	111,406	1,238	16
North Carolina	142,742	508	20	94,068	405	19	82,022	325	19	110,879	1,238	17
Brown	146,371	508	15	91,916	405	24	76,828	325	27	110,300	1,238	18
Michigan	142,085	508	21	93,087	405	22	81,611	325	21	110,180	1,238	19
Cornell University - NY Sta	133,935	508	23	98,556	405	14	87,181	325	11	110,087	1,238	20
Vanderbilt	145,944	508	16	93,476	405	21	72,459	325	40	109,488	1,238	21
UCLA	143,160	508	18	\$90,901	405	26	\$78,425	325	24	\$109,070	1,238	22
Maryland	133,402	508	25	94,875	405	18	83,429	325	17	107,679	1,238	23
Rutgers	135,475	508	22	93,909	405	20	75,149	325	30	106,040	1,238	24
Virginia	133,435	508	24	91,687	405	25	74,740	325	33	104,369	1,238	25
Texas	132,253	508	27	85,326	405	36	81,800	325	20	103,656	1,238	26
UC San Diego	133,295	508	26	85,295	405	37	77,716	325	26	103,002	1,238	27
Rochester	124,421	508	39	89,600	405	27	82,382	325	18	101,993	1,238	28
Penn State	131,078	508	28	87,677	405	30	72,395	325	41	101,474	1,238	29
SUNY-Stony Brook	126,537	508	35	92,230	405	23	71,562	325	45	100,882	1,238	30
UC Irvine	130,724	508	29	83,966	405	40	74,626	325	34	100,701	1,238	31
Illinois	129,579	508	30	83,509	405	41	76,265	325	28	100,512	1,238	32
Minnesota	127,436	508	32	86,219	405	33	74,954	325	32	100,175	1,238	33
SUNY-Buffalo	126,629	508	34	87,970	405	29	71,616	325	44	99,540	1,238	34
Ohio State	126,441	508	36	84,213	405	39	74,982	325	31	99,118	1,238	35
Brandeis	121,304	508	44	87,038	405	32	78,886	325	23	98,959	1,238	36
Pittsburgh	127,293	508	33	85,607	405	35	71,102	325	47	98,904	1,238	37
Washington	121,642	508	41	87,127	405	31	78,035	325	25	98,903	1,238	38
Colorado	121,536	508	42	88,929	405	28	75,644	325	29	98,821	1,238	39
UC Santa Barbara	128,909	508	31	78,464	405	53	74,021	325	36	97,997	1,238	40
Iowa	124,574	508	38	83,086	405	43	72,587	325	39	97,354	1,238	41
Case Western	121,471	508	43	83,013	405	44	72,732	325	38	96,095	1,238	42
Tulane	125,930	508	37	83,363	405	42	65,183	325	55	96,057	1,238	43
Michigan State	121,885	508	40	85,895	405	34	66,863	325	51	95,667	1,238	44
UC Davis	119,698	508	45	81,533	405	49	74,378	325	35	95,315	1,238	45
Indiana	118,405	508	46	81,646	405	48	71,065	325	48	93,952	1,238	46
Texas A&M	116,257	508	48	81,766	405	47	72,217	325	43	93,412	1,238	47
Purdue	114,959	508	50	80,184	405	50	72,297	325	42	92,383	1,238	48
Kansas	117,336	508	47	79,634	405	51	67,080	325	50	91,809	1,238	49
Wisconsin	109,510	508	56	84,463	405	38	73,046	325	37	91,743	1,238	50
Iowa State	112,117	508	52	81,917	405	46	71,492	325	46	91,572	1,238	51
Syracuse	111,982	508	53	82,068	405	45	69,317	325	49	90,995	1,238	52
Arizona	114,482	508	51	79,510	405	52	66,641	325	52	90,482	1,238	53
Florida	115,180	508	49	75,403	405	55	63,614	325	56	88,630	1,238	54
Nebraska	110,113	508	55	76,698	405	54	66,312	325	54	87,683	1,238	55
Missouri	111,172	508	54	75,254	405	56	61,109	325	57	86,279	1,238	56
Oregon	99,777	508	57	72,447	405	57	66,361	325	53	82,064	1,238	57
<b>Mean</b>	<b>\$136,721</b>			<b>\$91,511</b>			<b>\$78,694</b>			<b>\$106,698</b>		

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths (.818) factor.  
source: Annual AAUP Faculty Salary Survey for fulltime instructional faculty as exchanged via the AAU Data Exchange (AAUDE).

Exhibit 3  
Iowa State University

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2008												
AAUDE salaries, 2008	(Normalized for ISU Rank Distribution)									Three-Professorial-Ranks		
Institution	Professor			Associate Professor			Assistant Professor			Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Stanford	181,850	508	2	127,980	378	1	100,794	324	3	143,317	1,210	1
Harvard	192,559	508	1	112,256	378	6	101,416	324	2	143,068	1,210	2
Cal Tech *	172,500	508	7	126,200	378	2	105,500	324	1	140,096	1,210	3
Chicago	179,518	508	4	106,800	378	10	97,696	324	5	134,892	1,210	4
Columbia	178,848	508	5	113,349	378	5	89,727	324	11	134,523	1,210	5
Princeton	180,337	508	3	114,290	378	3	85,823	324	17	134,396	1,210	6
Penn	169,401	508	9	114,061	378	4	97,956	324	4	132,982	1,210	7
New York Univ.	170,680	508	8	103,680	378	13	93,518	324	8	129,088	1,210	8
MIT	160,283	508	12	110,278	378	7	97,459	324	6	127,839	1,210	9
Yale	174,715	508	6	99,833	378	15	85,981	324	16	127,562	1,210	10
Northwestern	161,764	508	10	105,318	378	11	93,477	324	9	125,846	1,210	11
Duke	161,179	508	11	107,339	378	9	91,551	324	10	125,715	1,210	12
Cornell - Endowed	154,336	508	14	109,763	378	8	93,547	324	7	124,134	1,210	13
Wash Univ - St. Louis	159,294	508	13	96,547	378	18	85,045	324	18	119,810	1,210	14
Emory	153,442	508	15	100,523	378	14	84,054	324	19	118,330	1,210	15
Rice *	146,600	508	16	104,300	378	12	87,400	324	13	117,534	1,210	16
Southern Cal	145,020	508	19	95,836	378	20	86,720	324	15	114,044	1,210	17
Cal - Berkeley	143,464	508	21	96,086	378	19	81,338	324	25	112,028	1,210	18
Carnegie Mellon *	136,500	508	25	98,500	378	17	88,600	324	12	111,803	1,210	19
North Carolina	142,749	508	22	94,074	378	23	82,026	324	22	111,284	1,210	20
Cal - Los Angeles	144,505	508	20	92,101	378	27	79,610	324	26	110,757	1,210	21
Brown	146,371	508	17	91,916	378	28	76,828	324	30	110,738	1,210	22
Michigan	142,088	508	23	93,089	378	25	81,613	324	24	110,588	1,210	23
Cornell - Contract (publ)	133,948	508	26	98,565	378	16	87,187	324	14	110,373	1,210	24
Vanderbilt	145,944	508	18	93,476	378	24	72,459	324	43	109,877	1,210	25
Maryland	133,415	508	29	94,881	378	22	83,432	324	20	107,993	1,210	26
Rutgers	137,546	508	24	94,889	378	21	75,973	324	32	107,733	1,210	27
Virginia	133,444	508	28	91,691	378	29	74,743	324	38	104,682	1,210	28
Texas	132,253	508	30	85,326	378	40	81,800	324	23	104,083	1,210	29
Cal - San Diego	133,772	508	27	85,458	378	39	77,747	324	29	103,678	1,210	30
Rochester	124,421	508	42	89,600	378	30	82,382	324	21	102,286	1,210	31
Cal - Irvine	131,798	508	31	84,587	378	41	75,097	324	35	101,867	1,210	32
Penn State	131,081	508	32	87,678	378	33	72,396	324	44	101,808	1,210	33
SUNY - Stony Brook	126,539	508	38	92,232	378	26	71,565	324	48	101,101	1,210	34
Illinois	129,580	508	33	83,509	378	44	76,265	324	31	100,912	1,210	35
Minnesota	127,441	508	35	86,223	378	36	74,957	324	37	100,511	1,210	36
SUNY - Buffalo	126,632	508	37	87,973	378	32	71,619	324	47	99,824	1,210	37
Ohio State	126,447	508	39	84,217	378	43	74,986	324	36	99,475	1,210	38
Brandeis	121,305	508	48	87,039	378	35	78,886	324	27	99,242	1,210	39
Pittsburgh	127,302	508	36	85,614	378	38	71,110	324	50	99,232	1,210	40
Washington	121,650	508	45	87,131	378	34	78,039	324	28	99,189	1,210	41
Colorado	121,536	508	46	88,929	378	31	75,644	324	34	99,061	1,210	42
Cal - Santa Barbara	128,982	508	34	78,488	378	56	74,021	324	39	98,491	1,210	43
Cal - Davis	122,678	508	43	83,139	378	46	75,867	324	33	97,792	1,210	44
Iowa	124,582	508	41	83,091	378	47	72,592	324	42	97,699	1,210	45
Case	121,473	508	47	83,017	378	48	72,735	324	41	96,409	1,210	46
Tulane	125,934	508	40	83,365	378	45	65,185	324	58	96,369	1,210	47
Michigan State	121,894	508	44	85,899	378	37	66,866	324	54	95,915	1,210	48
Indiana	118,409	508	49	81,648	378	52	71,066	324	51	94,248	1,210	49
Texas A&M	116,257	508	51	81,766	378	51	72,217	324	46	93,689	1,210	50
Purdue	114,967	508	53	80,187	378	53	72,299	324	45	92,677	1,210	51
Kansas	117,336	508	50	79,634	378	54	67,080	324	53	92,101	1,210	52
Wisconsin	109,512	508	59	84,466	378	42	73,048	324	40	91,924	1,210	53
Iowa State	112,125	508	55	81,920	378	50	71,494	324	49	91,809	1,210	54
Syracuse	111,982	508	56	82,068	378	49	69,317	324	52	91,213	1,210	55
Arizona	\$114,485	508	54	\$79,512	378	55	\$66,642	324	55	\$90,748	1,210	56
Florida	115,189	508	52	75,408	378	58	63,619	324	59	88,953	1,210	57
Nebraska	110,121	508	58	76,702	378	57	66,315	324	57	87,951	1,210	58
Missouri	111,178	508	57	75,258	378	59	61,112	324	60	86,551	1,210	59
Oregon	99,777	508	60	72,447	378	60	66,361	324	56	82,291	1,210	60
Johns Hopkins *												
institutions included, n = 60												
Mean (unweighted)	\$137,682	508	= avg #	\$92,519	378	= avg #	\$79,530	324	= avg #	\$108,002	1,210	= avg #

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution. Rankings are based on the magnitude of the average salaries (i.e. largest average salary = 1). "Unweighted" means are calculated with each each institution carrying the weight of one (1). Source Annual AAUP Faculty Salary Surveys as exchanged via the AAUD Data Exchange (AAUDE).

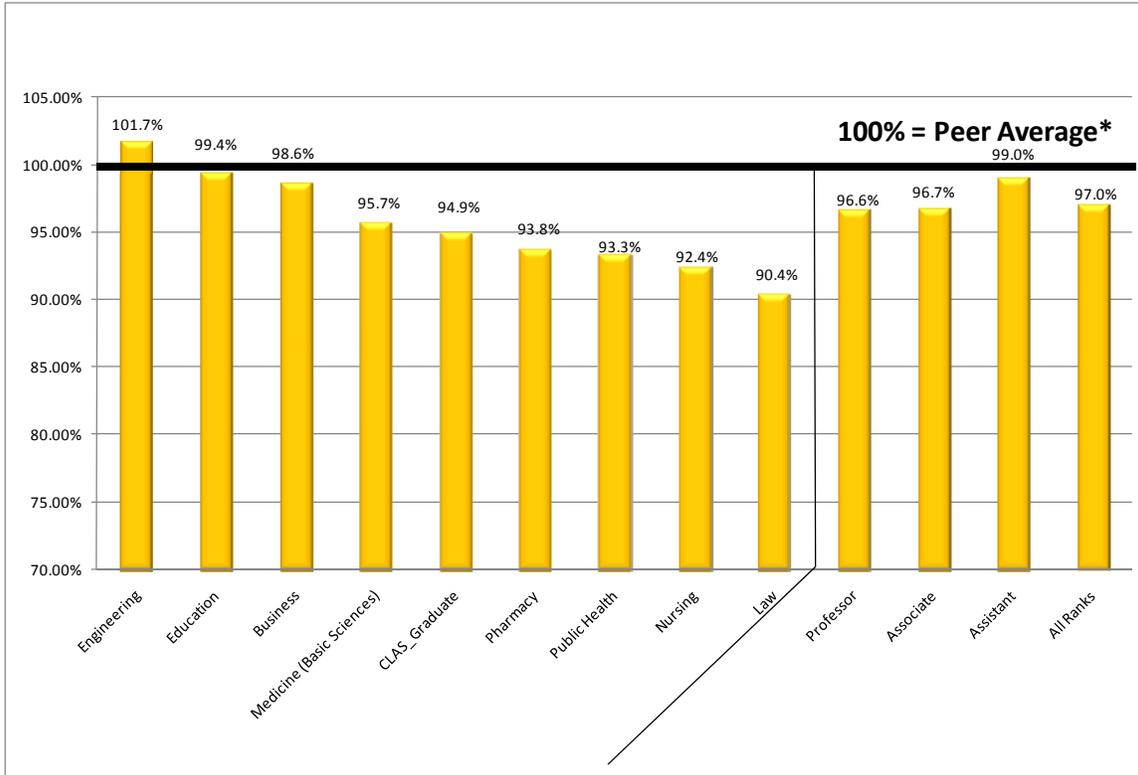
\* Institutions did not submit to AAUDE, therefore data were drawn from the Chronicle, as available.

Exhibit 4  
University of Northern Iowa

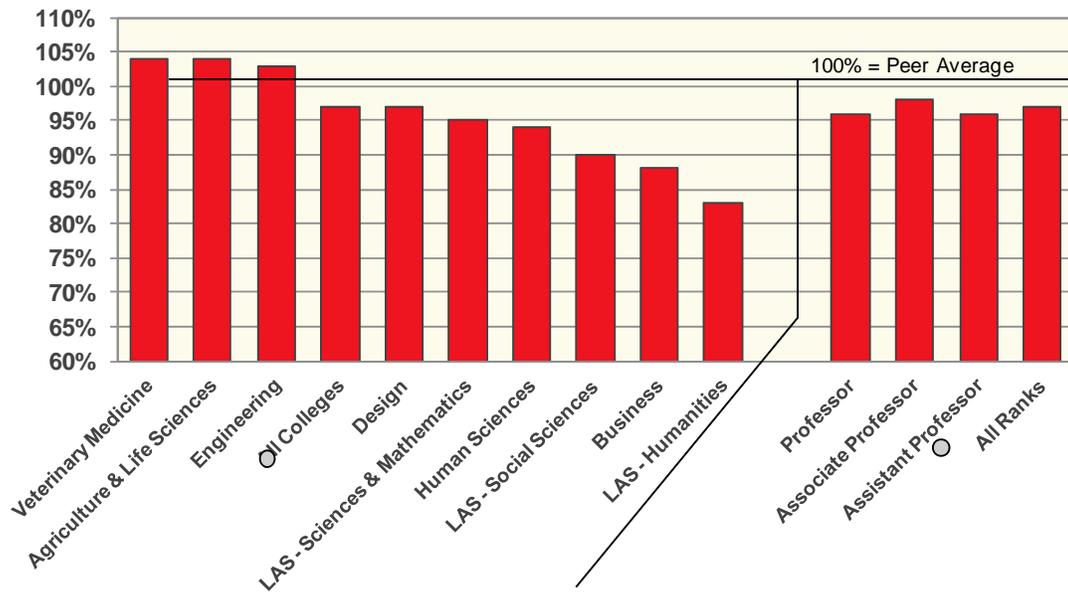
<b>Average Faculty Salaries by Academic Rank, FY 2010</b>												
<b>(Peer institutions as listed by Education Trust*)</b>												
<b>Peers Adjusted to UNI Rank Distribution</b>												
<b>University</b>	<b>Three Ranks Combined</b>			<b>Assistant Professor</b>			<b>Associate Professor</b>			<b>Professor</b>		
	Average	Salary	Ranking	Average	Salary	Ranking	Average	Salary	Ranking	Average	Salary	Ranking
	3 Salary	N	Ranking	AI Salary	N	Ranking	AO Salary	N	Ranking	P Salary	N	Ranking
University of California - Riverside	98,768	684	1	70,000	204	1	83,800	147	1	123,000	333	1
University of New Hampshire	95,053	564	2	72,100	105	2	87,000	232	2	113,900	227	3
University of Alabama	88,705	802	3	63,300	249	8	80,300	243	4	115,700	310	2
University of North Carolina-Charlotte	85,699	734	4	69,800	260	3	82,800	270	3	109,800	204	4
University of North Carolina-Greensboro	84,863	543	5	65,400	161	6	78,900	204	7	109,300	178	5
University of North Texas	83,674	736	6	65,900	215	5	79,300	271	6	103,700	250	7
West Chester University of Pennsylvania	80,334	454	7	63,700	152	7	79,400	145	5	97,300	157	13
Indiana University of Pennsylvania-Main	79,474	554	8	61,500	185	16	78,600	176	8	97,500	193	12
California State University - Fresno	78,714	538	9	62,500	186	11	74,100	130	15	95,000	222	16
University of Mississippi-Main	78,210	583	10	61,600	234	15	77,200	192	9	104,200	157	6
Ohio University	78,148	710	11	61,800	212	13	74,600	292	13	100,000	206	9
West Virginia University	78,034	804	12	60,200	305	22	72,800	227	19	102,400	272	8
Bloomsburg University of Pennsylvania	77,703	349	13	60,500	130	20	76,600	101	10	97,600	118	11
East Carolina University	77,459	932	14	67,300	368	4	76,200	347	12	96,700	217	15
University of North Carolina-Wilmington	76,224	488	15	62,100	179	12	74,600	152	14	93,900	157	18
Kent State University-Main	75,779	694	16	59,300	231	25	71,400	242	22	97,800	221	10
Appalachian State University	75,716	642	17	60,500	220	21	73,900	180	16	90,900	242	23
Central Michigan University	75,706	651	18	58,100	217	27	70,900	158	24	92,300	276	22
Oakland University	75,419	418	19	63,200	128	9	71,800	169	21	93,400	121	19
Northern Illinois University	74,038	773	20	60,900	240	18	71,200	318	23	92,900	215	20
Bowling Green State University-Main	73,837	569	21	56,600	141	35	70,600	267	25	94,300	161	17
Eastern Illinois University	73,369	447	22	59,600	137	24	68,200	114	30	86,000	196	32
University of Nebraska-Omaha	73,235	405	23	59,100	112	26	73,300	135	18	83,200	158	37
Mississippi State University	72,835	900	24	61,000	360	17	70,200	244	26	89,400	296	25
Saint Cloud State University	72,730	686	25	60,800	234	19	69,700	167	28	84,300	285	34
Florida A & M University	72,701	524	26	59,900	185	23	72,800	178	20	87,300	161	28
Winona State University	72,571	360	27	57,300	107	31	65,500	81	37	85,400	172	33
Illinois State University	72,483	694	28	61,800	214	14	67,100	247	33	88,000	233	26
Kutztown University of Pennsylvania	72,453	377	29	57,100	177	32	76,600	107	11	96,900	93	14
<b>University of Northern Iowa</b>	<b>72,090</b>	<b>506</b>	<b>30</b>	<b>55,700</b>	<b>131</b>	<b>39</b>	<b>70,200</b>	<b>204</b>	<b>27</b>	<b>86,900</b>	<b>171</b>	<b>30</b>
North Dakota State University-Main	71,689	496	31	63,100	220	10	66,600	137	34	90,300	139	24
Western Illinois University	70,756	543	32	54,900	172	40	67,700	173	32	87,200	198	29
University of Minnesota-Duluth	70,545	353	33	56,000	145	37	73,300	128	17	92,500	80	21
Northern Arizona University	69,131	667	34	54,000	224	46	64,600	192	40	86,100	251	31
South Dakota State University	68,945	355	35	57,100	117	33	66,000	90	36	80,100	148	43
Montana State University-Bozeman	68,641	392	36	57,500	136	29	65,000	123	39	83,400	133	36
The University of Montana-Missoula	67,673	460	37	55,800	133	38	62,800	121	47	78,200	206	47
Grand Valley State University	67,146	790	38	54,600	308	43	68,200	309	29	87,600	173	27
Northern Michigan University	67,108	270	39	53,300	84	48	63,800	89	43	82,100	97	39
Tennessee Technological University	67,055	341	40	52,400	97	52	63,100	87	46	78,300	157	46
Radford University	66,838	346	41	57,000	136	34	65,100	79	38	78,100	131	48
Georgia Southern University	66,615	600	42	57,400	273	30	68,100	182	31	82,100	145	40
University of Northern Colorado	66,463	351	43	52,400	127	51	63,100	86	45	81,500	138	41
SUNY College At Oswego	65,324	300	44	54,300	134	45	66,600	92	35	83,700	74	35
Murray State University	65,094	309	45	52,700	113	49	64,200	95	42	79,800	101	44
University of Wisconsin-Whitewater	64,636	297	46	58,000	97	28	62,200	113	48	75,200	87	50
Indiana State University	64,613	383	47	54,400	122	44	61,900	144	50	78,600	117	45
Ball State University	64,109	758	48	51,800	322	53	64,200	218	41	82,200	218	38
University of Central Arkansas	63,978	344	49	56,200	159	36	63,600	91	44	77,500	94	49
University of Wisconsin-Oshkosh	63,663	297	50	54,700	90	41	62,100	118	49	74,800	89	51
University of Wisconsin-Eau Claire	62,443	342	51	54,700	113	42	59,300	110	52	72,700	119	53
University of West Georgia	61,785	313	52	52,500	144	50	59,900	92	51	81,400	77	42
University of Wisconsin-Stout	60,588	258	53	53,500	116	47	58,200	63	53	72,900	79	52
University of Wisconsin-Stevens Point	60,076	303	54	51,700	106	54	57,500	88	54	70,300	109	54
<b>Mean</b>	<b>\$72,795</b>			<b>\$58,863</b>			<b>\$69,939</b>			<b>\$89,733</b>		

\*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  
 Data Source: ACADEME, AAUP, March-April 2009.

**UNIVERSITY OF IOWA  
FACULTY SALARY AS A PERCENT OF PEER AVERAGE  
FY 2009**



**IOWA STATE UNIVERSITY**  
**Faculty Salary as a Percent of Peer Average - FY 2009**



<b>AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS</b>					
<b>FY 2006 - FY 2010</b>					
	<b>FY 2006</b>	<b>FY 2007</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>
<b>SUI PEER GROUP</b>					
University of Michigan, Ann Arbor	3.50%	4.00%	3.75%	4.50%	2.75%
Ohio State University, Main Campus	3.30%	3.50%	4.00%	3.50%	2.50%
University of California, Los Angeles	3.50%	n/a	5.70%	1.78%	1.78%
Indiana University, Bloomington	3.60%	4.00%	4.75%	4.90%	0.00%
University of Texas, Austin	3.00%	3.00%	4.37%	4.50%	0.00%
<b>UNIVERSITY OF IOWA</b>	<b>3.40%</b>	<b>5.70%</b>	<b>6.96%</b>	<b>4.09%</b>	<b>0.00%</b>
University of Minnesota, Twin Cities	3.00%	3.00%	6.30%	3.25%	0.00%
University of Wisconsin, Madison	2.00%	4.30%	2.00%	3.02%	0.00%
University of North Carolina - Chapel Hill	5.00%	6.00%	5.00%	3.00%	0.00%
University of Illinois, Urbana	4.60%	3.70%	4.00%	2.50%	0.00%
University of Arizona	6.50%	2.00%	5.40%	0.00%	0.00%
<b>ISU PEER GROUP</b>					
Ohio State University, Main Campus	3.30%	3.50%	4.00%	3.50%	2.50%
Texas A&M	8.20%	3.00%	4.50%	3.00%	2.00%
Michigan State University	3.00%	3.60%	3.50%	3.00%	2.00%
University of California, Davis	3.80%	3.78%	5.70%	1.78%	1.78%
<b>IOWA STATE UNIVERSITY</b>	<b>3.60%</b>	<b>3.80%</b>	<b>6.00%</b>	<b>5.46%</b>	<b>0.00%</b>
Purdue University, Main Campus	3.30%	3.20%	4.10%	4.00%	0.00%
University of Minnesota, Twin Cities	3.00%	3.00%	6.30%	3.25%	0.00%
University of Wisconsin, Madison	2.00%	4.30%	2.00%	3.02%	0.00%
North Carolina State University	2.00%	6.00%	5.00%	3.00%	0.00%
University of Illinois, Urbana	4.60%	3.70%	4.00%	2.50%	0.00%
University of Arizona	6.50%	2.00%	5.40%	0.00%	0.00%
<b>UNI PEER GROUP</b>					
Central Michigan University	3.00%	3.50%	3.50%	n/a	3.00%
University of North Texas	2.00%	2.00%	4.00%	4.00%	2.00%
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>2.50%</b>	<b>3.50%</b>	<b>3.00%</b>	<b>4.00%</b>	<b>0.00%</b>
Illinois State University	3.00%	3.00%	3.00%	3.00%	0.00%
Ohio University, Athens	2.00%	3.00%	3.00%	3.00%	0.00%
University of Wisconsin, Eau Claire	2.00%	4.00%	n/a	1.00%	0.00%
Northern Arizona University	4.00%	6.10%	5.00%	0.00%	0.00%
University of North Carolina, Greensboro	2.00%	5.50%	7.00%	3.70%	n/a
University of Minnesota, Duluth	3.00%	n/a	3.00%	3.00%	n/a
California State University, Fresno	0.00%	n/a	n/a	n/a	n/a
Indiana State University, Terre Haute	1.00%	0.00%	3.00%	3.50%	n/a

REGENT INSTITUTIONS COMPARISON GROUPS				
AVERAGE FACULTY SALARIES, 2008-09				
AVERAGE FACULTY TOTAL COMPENSATION, 2008-09				
COMPARISON GROUPS	Average Faculty Salary (all ranks)	Rank Average Salary	Average Faculty Total Compensation (1)	Rank Total Compensation
University of California, Los Angeles	119,600	1	158,900	1
University of North Carolina, Chapel Hill	113,600	2	139,000	2
University of Michigan, Ann Arbor	112,800	3	138,900	3
University of Minnesota, Twin Cities	101,000	6	136,000	4
University of Texas, Austin	108,300	4	129,800	5
University of Illinois, Urbana	101,600	5	126,000	6
University of Wisconsin	95,800	9	126,000	6
Ohio State University, Main Campus	100,700	7	125,000	8
<b>UNIVERSITY OF IOWA</b>	<b>97,400</b>	<b>8</b>	<b>123,900</b>	<b>9</b>
Indiana University, Bloomington	94,800	10	120,700	10
University of Arizona	92,500	11	117,000	11
University of California, Davis	104,900	1	140,000	1
University of Minnesota, Twin Cities	101,000	3	136,000	2
Michigan State University	95,300	6	127,000	3
University of Illinois, Urbana	101,600	2	126,000	4
University of Wisconsin	95,800	5	126,000	4
Ohio State University, Main Campus	100,700	4	125,000	6
North Carolina State University	94,800	8	125,000	6
Purdue University, Main Campus	92,800	9	122,000	8
<b>IOWA STATE UNIVERSITY</b>	<b>91,800</b>	<b>11</b>	<b>118,000</b>	<b>9</b>
University of Arizona	92,500	10	117,000	10
Texas A & M	94,900	7	113,000	11
University of North Carolina, Greensboro	84,900	1	105,900	1
Central Michigan University	75,700	5	103,300	2
Ohio University, Athens	78,100	4	102,000	3
California State University, Fresno	78,700	3	101,700	4
University of Minnesota, Duluth	70,500	8	100,500	5
University of North Texas	83,700	2	97,000	6
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>72,100</b>	<b>7</b>	<b>95,500</b>	<b>7</b>
Northern Arizona University	69,100	9	92,400	8
Illinois State University	72,500	6	91,000	9
University of Wisconsin, Eau Claire	62,400	11	87,200	10
Indiana State University, Terre Haute	64,600	10	85,000	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 2009				
(1) Total compensation includes [a] retirement contributions; [b] medical insurance; [c] disability income protection; [d] tuition for faculty dependents; [e] dental insurance; [f] social security; [g] unemployment insurance; [h] group life insurance; [i] workers compensation premiums; [j] other benefits such as moving expenses.				

Average Faculty Salaries by Academic Rank, FY2008 (MD or equivalent degree holders) University of Iowa and All AAMC Public and Private Medical Schools by Regional Group												
Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Midwest *	302,700	2,954	1	264,600	3,217	2	230,200	6,247	1	256,400	12,418	1
Northeastern Region *	302,000	3,292	2	278,300	4,268	1	222,700	8,621	2	253,500	16,181	2
West *	277,700	2,607	4	239,500	2,145	4	199,500	3,468	4	234,700	8,220	3
South *	283,300	3,475	3	242,900	3,799	3	202,900	7,449	3	232,200	14,723	4
University of Iowa	273,900	222	5	207,400	157	5	188,600	218	5	225,300	597	5
<b>Mean</b>	<b>\$291,442</b>			<b>\$258,212</b>			<b>\$215,450</b>			<b>\$244,889</b>		
* Midwest, Northeastern Region, South, and West include FY2008 benchmark salary averages x 1.03												

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## Employee Awards Programs

### University of Iowa

In May 2005, the Board approved a pilot program to recognize exceptional performance by nonorganized professional and scientific staff at the University of Iowa. The program was approved for a one-year period. The program allowed for awards for exceptional performance (up to 10% of salary) and SPOT awards (\$75 or less). The University reported that as of March 4, 2006, 64 exceptional performance awards and 103 SPOT awards were given. These were cash awards and were not added to base salary.

Rather than ask the Board to consider extension of the pilot award program at the University of Iowa, the Policy Manual was revised to authorize such programs at the other institutions. The revision to Chapter 4 of the Policy Manual, inserted below, allows each institution to develop its own procedures for recognizing exceptional performance in nonorganized faculty and professional and scientific staff.

#### **Pay for Exceptional Performance**

The institutions are authorized to develop procedures for approval by the Executive Director to recognize exceptional performance by nonorganized faculty professional and scientific staff.

If an institution chooses to institute such an award program, the number and amount of awards given, gender and ethnic breakdown of recipients as compared to all the eligible staff and examples of achievements recognized will be reported annually as a part of the Human Resources Comprehensive Report.

To date only the University of Iowa has a fully implemented program to recognize exceptional performance. Iowa State University has developed a policy but has not given any recognitions.

The following describes the operation of the University of Iowa Flexible Pay Program during FY 2009.

#### **Flexible Pay Program Standards:**

Flexible pay was awarded for extra-meritorious performance that included project completion, sustained above average performance, revenue generation and excellent customer service,

etc. Two types of awards were allowed: (1) Exceptional Performance Awards, and (2) SPOT Performance Awards

In order to be eligible for a Flexible Pay Award, an employee must have been employed at the University of Iowa in a regular position for at least six months, have a current above average performance evaluation on file, and must have received at least the average July 1 salary increase. Flexible pay was awarded in the form of a lump sum payment that was not added to base salary and could be awarded at any time during the year. For exceptional performance employees could receive up to 10% of their salary in flexible pay. No more than 10% of the non-organized P&S employees would be eligible to receive Exceptional Performance Awards.

Spot Awards of \$25.00 to \$75.00 was another component of the Flexible Pay Program that allows departments to immediately recognize outstanding performance. Departments were responsible for funding all Flexible Pay Awards.

**Summary of the Flexible Pay Program from July 1, 2008 to June 30, 2009**

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
<b>Exceptional Performance Awards</b>	5,002	367	\$250 - \$11,605	\$1,999	\$733,762
<b>Spot Awards</b>	5,002	300	\$25 - \$75	\$74	\$22,125

	Females*	Minorities*
<b>Percentage of Exceptional Performance Awards</b>	48%	5%
<b>Percentage of Spot Awards</b>	61%	7%

**\*Note:** Females make up approximately 60% of eligible non-bargaining P&S staff members.  
 Minorities comprise approximately 9% of eligible non-bargaining P&S staff members.

**Examples of Exceptional Performance Awards**

A UIHC employee was responsible for overseeing operational support and enhancements of information technology systems supporting Human Resources, General Ledger, Inventory Control, Financial Budgeting, Patient Access and Patient Revenue management, UI Health Care internal and external web development, and a variety of applications supporting the Carver College of Medicine Office of Student Affairs and Curriculum, and Office of Statewide Clinical Education Programs. This employee directed a number of major new systems projects this year including implementation of a PeopleSoft Inventory Control module. This was a difficult and challenging project, as the UIHC was the first and only unit identified on campus to use this module, and the University PeopleSoft team was not proficient in the supply chain needs of a large tertiary health care system. This employee frequently had to broker discussions from the various constituent groups in order to reach decisions to move the project forward. His team remained very engaged and active in resolving every issue that was identified, and the system is now stable for the Main O/R and ASC, and Pharmacy will

be transitioning to other departments. This employee has been responsible for a significant number of complex, critical projects for the institution, while still maintaining outstanding support for existing systems.

A University Hygienic Laboratory employee received an exceptional performance award for the maintenance of the Select Agent program. Prior to the CDC inspection at the end of March, the employee worked diligently to ensure UHL's program was without fault, a process involving many hours of inventory verification, Standard Operating Procedure review and meticulous documentation. Failure to pass the CDC inspection or even the identification of a single violation could result in heavy fines or imprisonment, plus the loss of UHL's permit to retain such a program. If UHL were to lose its Select Agent registration and permit, no laboratory in the state of Iowa would then have the ability to detect and/or confirm the identity of potential agents of bioterrorism, thus placing Iowa's population at risk of increased exposure or spread of disease. As a result of the conscientious efforts provided by this employee, both during the inspection and for several weeks prior to it, UHL's Select Agent program passed the inspection without a single deficiency. Maintenance of UHL's Select Agent Program is ongoing throughout the year and the recent, faultless determination by CDC inspectors is due in large part to the long hours of thorough and meticulous work contributed by this employee throughout the year to guarantee its success.

In April 2007, the Federal Department of Homeland Security published a new regulation entitled "Chemical Security Anti-Terrorism standard. This standard required entities that possessed certain chemicals to conduct a facility-wide inventory, determine whether "chemicals of interest" were present, and if so, declare the amounts and locations of each of 325 separate chemicals found on the chemical terrorism list. A preliminary list of chemicals was published in April; however, entities were to wait for the final list which would be published in early Fall. Once the list was published, the entity had 60 days to report the results of their facility-wide assessment. The employees charged with the primary responsibility for fulfilling this new regulatory mandate rested on two individuals. Though their current responsibilities placed them in a unique role to identify laboratories, departments and operations where chemicals were used or stored, the requirement of obtaining an up-to-date university-wide inventory within 60 calendar days was unprecedented since the premise behind the reporting timeframe was based upon chemical manufacturing facilities that may possess only a few of the chemicals of interest. A "facility" the size of the University of Iowa was never envisioned when the reporting timeframe was established by the federal government. Even with a successful 60 day extension, the task was almost unattainable. Nonetheless, the final reports were submitted within 90 days after the final inventory list was published in the federal register on November 20, 2007. The work was not only intense requiring constant communications, meetings, and site reviews in numerous buildings, but also required that they meet their ongoing routine responsibilities. Needless to say the stress was very high and the demand to meet this reporting deadline non-negotiable. The employees of Environmental Health and Safety were successful and performed these responsibilities in an exemplary way.

### **Summary – University of Iowa Program**

The Flexible Pay Program has provided colleges and departments with a mechanism for rewarding exceptional performance. This program has given managers and supervisors the ability to recognize exceptional performance outside of the July 1<sup>st</sup> salary process. We are now able to provide timely monetary rewards for completing major projects on time, recommending different and more efficient ways to perform certain activities, revenue generation and providing excellent customer service. Awards are paid in a lump sum and are not added to the base salary. This program has provided managers and supervisors with a mechanism to reward employees with monetary incentives for demonstrating exceptional performance.