

MEMORANDUM

To Board of Regents
From: Board Office
Subject: Annual Salary Report -- University of Northern Iowa -- FY 2003
Date: January 6, 2003

Recommended Action:

Receive the annual salary report from the University of Northern Iowa for FY 2003.

Executive Summary:

The annual salary report from the other four institutions was presented to the Board at its October meeting. Due to the delay of the pay increase until November 2002 for faculty, P&S and institutional administrators at the University of Northern Iowa, it was not possible to prepare the salary report information until the pay increases had been received.

Underfunding of salary increases

As was stated in the October report, the state allocation to the Regents for incremental funding of the state's salary policy for FY 2003 was \$25.0 million. This amount is \$8 million less than the funding needed to implement the state's salary policy. In August, the Department of Management notified the Regents and other state agencies that incremental FY 2003 salary funding will not be considered a continuing appropriation. Legislation utilized non-recurring non-general fund sources (Regent demutualization proceeds) to fund the FY 2003 salary increases.

UNI Salary Policy

The collective bargaining agreement with the UNI – United Faculty provided for average increases of 5.6% for organized faculty. The University salary policy for nonorganized faculty, institutional administrators, and professional and scientific staff provided for a similar increase.

Due to the underfunding of salary increases through state appropriations, an agreement was negotiated with the United Faculty to delay the faculty pay increase until November 1. The pay increases for nonorganized faculty, P&S staff and institutional administrators were also delayed until November 1.

Average Increases Average increases for the following categories of employees for FY 2003 are as follows:

Faculty and Institutional Administrators	5.6%
Professional and Scientific Staff	5.6%

As noted above, the increases, which would have normally been given on July 1, were delayed four months until November 1. Actual increase for the fiscal year was about 3.73%. Greater increases were given to female faculty and P&S staff.

**Regent Merit Staff
-- UNI**

The AFSCME agreement provided for a 41 cent per hour increase (on average a 3% increase) and for step increases valued at 4.5%. Those employees at the top step would receive their step increases on February 1, 2003, with other staff receiving their increases on eligibility dates throughout the year. Additionally, a new pay matrix for merit staff was effective July 1, 2003. It was necessary to bring a number of merit employees to the minimum of the new pay matrix. Supervisory and confidential merit employees were given increases equivalent to the organized staff.

The average increase (including steps, across the board and movement to the new matrix) for staff in the Regent Merit System for FY 2003 was 5.8%.

**Teaching and
Research
Assistants**

At the University of Northern Iowa, the minimum salary for half-time appointments for graduate assistants (masters level) is \$6,960 and \$10,440 for doctoral level. Both levels reflect a 5.6% increase over the prior year.

Faculty Salary Rankings

Annually faculty salaries are compared with those salaries in the university peer groups and the athletic conferences. The comparison is based upon survey data published in "Academe" by the American Association of University Professors. More detail on the ranking of faculty salaries in comparison is provided in Attachment A. Since estimated increases were not available for all peer institutions, an accurate comparison cannot be made. It appears that UNI has maintained at least its 7th position from last year.

Background and Analysis:

Average Faculty Salaries

Overall average faculty salaries are shown below: These averages do not account for rank, discipline and length of service. Attachment B compares faculty salaries by college and rank but does not reflect years of experience.

<u>Overall Average</u>	<u>Male Average</u>	<u>Female Average</u>
\$58,941	\$61,975	\$54,113

Estimated average increases given to faculty in the UNI peer groups ranged from zero to 4%.

National survey data published in "Academe" indicated the average increase was 3.8% in FY 2002. In FY 2002, the average increase at UNI was 5.6%. Survey data for the current year will not be published until the spring of 2003.

Average P&S Salaries

Average P&S salaries for FY 2003 are shown below. As noted above for the faculty, these averages are overall averages and do not compare male and females in similar positions or by years of service.

<u>Overall Average</u>	<u>Male Average</u>	<u>Female Average</u>
\$47,483	\$52,835	\$42,800

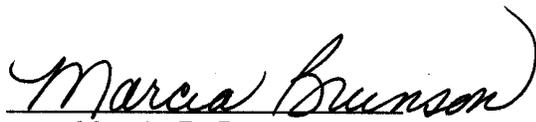
Survey Data

The College and University Personnel Association for Human Resources reported in its Administrative Compensation Survey for FY 2002 that the overall median increase for all administrative type jobs in public institutions was 4.5%. The average P&S increase at UNI in FY 2002 was 5.6%. Survey data for the current year will be published in the spring of 2003.

Total Compensation

Average estimated total compensation for UNI for FY 2003 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 health insurance cost increases effective January 1, 2003, are not reflected in the estimated salaries shown below.

Faculty by rank					
<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Overall Average</u>	<u>P&S</u>	<u>Merit</u>
\$99,826	\$77,286	\$64,047	\$79,919	\$62,962	\$44,520



Marcia R. Brunson

Approved: 

Gregory S. Nichols

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

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

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2001-02. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases. UNI increase of 3.7% reflects the negotiated 5.6% increase delayed until November 1, 2002.

