

Contact: Marcia Brunson and  
Diana Gonzalez (faculty resignations)

**COMPREHENSIVE HUMAN RESOURCES REPORT**

**Action Requested:** Receive the report and ratify the additions and revisions to the Regent Merit System classification plan as detailed below.

**Executive Summary:** This is a newly formulated report. It combines a number of previous annual governance reports: Regent Merit System, Fringe Benefits including sick and vacation leave, Salary, Faculty Resignations, Faculty Salary Comparisons, and Retirement. Each component of the report is summarized below. More detail relating to these annual governance reports may be found in the complete Comprehensive Human Resources Report available as an attachment to this memorandum on the Board's website or in the Regent Exhibit Book available at meeting.

**Regent Merit System – FY 2005**

As of June 30, 2005, there were 7,874 employees in the Regent Merit System. Approximately 90% of these employees are in AFSCME bargaining units (Blue Collar, Security, Technical and Clerical). The remaining employees are either supervisory or designated as confidential as per the Iowa Code, Chapter 20. Overall in the merit system about 7% of the employees are minority (8% at SUI, 4% at ISU; 9% at UNI; 13% at ISD and 1.2% at IBSSS). Approximately 70% (292) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 482 resignations, 113 retirements, and 47 dismissals for cause.

Overall, average FY 2005 salary for merit system at the five institutions was \$34,466.

The Board is asked to ratify the following revisions and additions to the classification:

Medical Assistant I and II  
Clinical Technician I, II and III  
Veterinary Teaching Hospital Assistant I and II

In accordance with the administrative rules, 189 requests for classification reviews were filed. 165 of these requests resulted in reclassifications to a different classification; 130 to a classification in a higher pay grade. Of these 189 classification decisions, eight appeals were filed. In six of the appeals, the decisions of the Merit System Director were upheld by the appeal committee.

**Sick and Vacation Leave – FY 2005**

Permanent employees of the State of Iowa earn 1½ days of sick leave per month. Unused sick leave is carried forward each year. Upon retirement, an employee receives payment for the employee's sick leave balance, to a maximum of \$2,000. Regent employees used 161,100 days of sick leave in FY 2005 at a cost of \$26.8 million. Average usage per employee was 6.8 days. Average usage in FY 2004 was 6.4 days. Average usage for faculty was 1.46 days; P&S – 6.68 days; and Merit – 10.11 days.

Employees in the Regent Merit System earn vacation leave based on years of service – 1<sup>st</sup> through 4<sup>th</sup> year – 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; and 25<sup>th</sup> and beyond – 5 weeks. Full-time P&S staff and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

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

Average vacation use per employee was 17.3 days in FY 2005. FY 2004 average was 16.5 days.

In addition to vacation leave, Regent employees receive nine paid holidays.

#### Fringe Benefits – FY 2005

The Regent institutions spent \$381 million for insurance and retirement for faculty and staff during FY 2005. Institutional costs as a percent of payroll were SUI – 27%; ISU – 29%; UNI – 33%; ISD – 36%; and IBSSS – 35%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for both the employer and the employee to a calendar year 2006 salary maximum of \$94,200. Medicare contribution is 1.45% on all salary. Employees may select to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 130 employees at ISU are covered by federal retirement. Approximately 23,518 employees participate in TIAA-CREF. Employer contribution to TIAA-CREF is 10%, and the employee contributes 5%. In total the institutions contributed \$116 million to TIAA-CREF.

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

Each university offers health and dental insurance programs for its faculty, P&S staff, and nonorganized merit staff. The AFSCME covered employees at the universities and all employees of the special schools participated in the state health and dental insurance programs. In total, the universities' cost to provide health insurance coverage to employees in FY 2005 was \$132 million which is an increase of approximately 11% from last year.

#### Retirement Report – FY 2005

In addition to regular retirement either through IPERS or TIAA-CREF, faculty and staff may retire by participating in the phased retirement program. The phased retirement program was first approved by the Board in 1982. With approval of the institutional administration, faculty and staff may request participation in phased retirement at age 57 with at least 15 years of service. Merit system employees must be age 60 and have at least 20 years of service. Through the program, employees reduce their appointments to no greater than 65% and no less than 50%. A normal phasing period is five years and during the first four years, the participant's salary reflects the actual time worked plus an additional 10% incentive. Benefits in the first four years are paid as if the employee were fulltime. The current phased retirement program expires on June 30, 2007. Later in the spring, the Board will be asked to consider renewing it.

There were 56 new participants in phased retirement in FY 2005 with a total of 134 currently active. A total of 666 faculty have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$776,062. Approximately \$3.1 million was released through operation of the phased retirement program. These funds were used in a variety of ways at the universities with most going toward either replacement personnel or reallocations to fund other areas of need.

During FY 2005, 322 faculty and staff left the institutions through regular retirement.

Faculty Resignation Report – FY 2005

At the Regent universities, there were 142 faculty resignations, an increase of 27 (+23.5%) in FY 2005 from the prior year. At the special schools, there were five faculty resignations, a decrease of four (-44.4%) in FY 2005 from the prior year. 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 numbers of faculty resignations include only those faculty members who were tenured, tenure-track, or clinical track.

- At the University of Iowa, the number of faculty resignations increased from 63 to 77 (+22.2%) between FY 2004 and FY 2005. This is a faculty turnover rate of approximately 3.7%.
- At Iowa State University, the number of faculty resignations decreased from 42 to 37 (-11.9%) between FY 2004 and FY 2005. This is a faculty turnover rate of approximately 2.8%.
- At the University of Northern Iowa, the number of faculty resignations increased from 10 to 28 (+180.0%) between FY 2004 and FY 2005. This is a faculty turnover rate of approximately 4.8%.
- At the Iowa School for the Deaf, the number of faculty resignations remained the same (two) between FY 2004 and FY 2005.
- At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from seven to three (-57.1%) between FY 2004 and FY 2005.

Table 1 provides a summary of the faculty resignations at the universities. More detailed tables are provided in the full report in the Regent Exhibit Book beginning on page 32.

Salary Report – FY 2006

Average faculty and professional and scientific staff increases for FY 2006 are shown below:

	<b>Faculty</b>	<b>P&amp;S</b>
SUI	3.4%	4.5%*
ISU	3.6%	3.7%
UNI	2.5%	2.5%
ISD	3.7%	4.8%
IBSSS	5.3%	4.5%

\*excludes tertiary care unit members (SEIU) – average increase for this was 4.3%

Average salaries for faculty and professional scientific are as follows:

<b>FACULTY*</b>	<b>Overall Average</b>	<b>Male Average</b>	<b>Female Average</b>
SUI	\$81,393	\$88,032	\$69,689
ISU	\$74,390	\$79,786	\$61,952
UNI	\$62,938	\$66,406	\$58,103

\*Excludes salaries of the professional colleges of Medicine, Dentistry, and Law at SUI and Veterinary Medicine and faculty associated with the Agricultural Experiment Station and Cooperative Extension Service at ISU

<b>P&amp;S</b>	<b>Overall Average</b>	<b>Male Average</b>	<b>Female Average</b>
SUI	\$53,111	\$58,251	\$49,357
ISU	\$52,804	\$56,850	\$48,788
UNI	\$52,420	\$57,260	\$48,336

Faculty Salary Comparisons

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 peer group has 10 institutions which were deemed by the Board to be comparable. These institutions were public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin.

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded last year 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 Tables 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 Table 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.

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

Table 7 provides comparison data relating to the salaries in the University of Iowa College of Medicine.

Table 1

College	Faculty		Resignations		
	Number	Percent of University Total	Number	Percent Of Total	Percent of Total College Faculty
<b>SUI</b>					
Business Administration	91	4.3%	6	7.8%	6.6%
Dentistry	93	4.4%	6	7.8%	6.5%
Education	89	4.2%	6	7.8%	6.7%
Engineering	82	3.9%	1	1.3%	1.2%
Graduate	13	0.6%	0	--	--
Law	45	2.1%	0	--	--
Liberal Arts and Sciences	669	31.9%	11	14.3%	1.6%
Medicine	828	39.5%	46	59.7%	5.6%
Nursing	55	2.6%	0	--	--
Pharmacy	54	2.6%	1	1.3%	1.9%
Public Health	77	3.7%	0	--	--
Totals	2,096		77		3.7%
<b>ISU</b>					
Agriculture	269	20.1%	4	10.8%	1.5%
Business	61	4.6%	4	10.8%	6.6%
Design	80	6.0%	1	2.7%	1.3%
Education	60	4.5%	6	16.2%	10.0%
Engineering	183	13.7%	3	8.1%	1.6%
Family and Consumer Science	68	5.1%	1	2.7%	1.5%
Liberal Arts and Sciences	478	35.7%	14	37.8%	2.9%
Library	40	3.0%	0	--	--
Veterinary Medicine	100	7.5%	4	10.8%	4.0%
Totals	1,339		37		2.8%
<b>UNI</b>					
Business Administration	57	9.7%	2	7.1%	3.5%
Education	158	26.9%	9	32.1%	5.7%
Humanities and Fine Arts	138	23.5%	7	25.0%	5.1%
Natural Sciences	107	18.2%	5	17.9%	4.7%
Social and Behavioral Sciences	108	18.4%	5	17.9%	4.6%
Library	19	3.2%	0	--	--
Totals	587		28		4.8%

Table 2  
Average Faculty Salaries by Academic Rank, FY2005  
University of Iowa and All AAU Public and Private Universities  
(Peers Adjusted to SUI Rank Distribution)

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
Harvard	163,200	514	1	92,300	360	6	82,900	263	2	122,200	1,137	1
Cal Tech	145,700	514	4	103,300	360	1	93,300	263	1	120,200	1,137	2
Stanford	148,500	514	3	103,000	360	2	82,000	263	3	118,700	1,137	3
Princeton	151,100	514	2	95,500	360	3	73,400	263	15	115,500	1,137	4
Columbia	140,400	514	6	94,500	360	4	74,800	263	11	110,700	1,137	5
Northwestern	136,300	514	8	90,700	360	8	79,300	263	6	108,700	1,137	6
M.I.T.	135,000	514	9	91,000	360	7	79,500	263	5	108,200	1,137	7
Yale	145,600	514	5	82,100	360	16	69,400	263	21	107,900	1,137	8
Cornell - Endowed	131,100	514	12	92,900	360	5	80,600	263	4	107,300	1,137	9
New York Univ. #	138,100	514	7	85,400	360	10	73,700	263	13	106,500	1,137	10
Duke	131,200	514	11	89,500	360	9	75,500	263	7	105,100	1,137	11
Emory	131,900	514	10	84,300	360	14	74,500	263	12	103,600	1,137	12
Wash Univ - St. Louis	128,400	514	13	85,100	360	11	72,400	263	16	101,700	1,137	13
Southern Cal #	123,800	514	15	84,600	360	12	73,700	263	13	99,800	1,137	14
Rice	123,700	514	16	83,400	360	15	75,000	263	10	99,700	1,137	15
Carnegie Mellon	118,400	514	21	84,500	360	13	75,200	263	8	97,700	1,137	16
Brown	123,100	514	18	78,400	360	22	69,700	263	20	96,600	1,137	17
Cal - Berkeley	121,800	514	19	77,700	360	25	71,300	263	18	96,200	1,137	18
Vanderbilt	123,900	514	14	79,000	360	20	65,000	263	29	96,100	1,137	19
Michigan	120,200	514	20	81,600	360	17	67,100	263	23	95,700	1,137	20
Cal - Los Angeles	123,300	514	17	78,100	360	23	65,500	263	28	95,600	1,137	21
Virginia	118,100	514	22	78,100	360	23	64,100	263	33	92,900	1,137	22
Cornell - Contract	109,700	514	33	80,700	360	18	72,000	263	17	91,800	1,137	23
Maryland	111,000	514	29	76,300	360	29	75,200	263	8	91,700	1,137	24
Case Western #	112,300	514	27	79,800	360	19	66,800	263	25	91,500	1,137	25
North Carolina	112,700	514	25	77,200	360	27	65,800	263	27	90,600	1,137	26
Rutgers	112,900	514	24	77,700	360	25	62,800	263	40	90,200	1,137	27
Illinois	111,800	514	28	75,100	360	32	68,200	263	22	90,100	1,137	28
Penn St	112,600	514	26	75,400	360	31	64,000	263	34	89,600	1,137	29
Rochester	105,800	514	38	76,400	360	28	70,200	263	19	88,300	1,137	31
SUNY - Stony Brook	107,000	514	37	78,800	360	21	64,600	263	32	88,300	1,137	30
Cal - San Diego	113,800	514	23	70,600	360	44	62,300	263	42	88,200	1,137	32
Pittsburgh	109,800	514	32	74,000	360	33	63,600	263	35	87,800	1,137	33
Texas	109,900	514	31	70,300	360	47	66,900	263	24	87,400	1,137	34
SUNY - Buffalo	107,700	514	36	75,700	360	30	61,400	263	44	86,900	1,137	35
Ohio State	108,400	514	35	72,100	360	39	64,800	263	30	86,800	1,137	36
Cal-Irvine	108,500	514	34	71,600	360	40	63,300	263	37	86,400	1,137	37
Cal - Santa Barbara	110,600	514	30	68,400	360	54	61,000	263	47	85,800	1,137	38
Minnesota	105,400	514	39	70,700	360	41	62,500	263	41	84,500	1,137	39
Tulane #	102,800	514	41	73,500	360	35	61,300	263	45	83,900	1,137	40
Brandeis	99,300	514	48	73,300	360	37	66,500	263	26	83,500	1,137	41
Michigan State	101,800	514	43	73,700	360	34	59,700	263	51	83,200	1,137	42
Colorado	100,600	514	46	72,700	360	38	63,000	263	38	83,100	1,137	43
Iowa	102,800	514	41	69,100	360	50	61,700	263	43	82,600	1,137	44
Indiana	101,800	514	43	70,700	360	41	61,300	263	45	82,600	1,137	45
Cal-Davis	103,300	514	40	68,800	360	53	60,700	263	48	82,500	1,137	46
Purdue	100,700	514	45	70,600	360	44	62,900	263	39	82,400	1,137	47
Wisconsin	97,800	514	50	73,400	360	36	63,600	263	35	82,200	1,137	48
Texas A&M	100,200	514	47	70,300	360	47	60,600	263	49	81,600	1,137	49
Washington	98,100	514	49	70,200	360	49	64,700	263	31	81,500	1,137	50
Florida	96,000	514	51	69,100	360	50	59,500	263	54	79,000	1,137	51
Syracuse	94,500	514	53	70,700	360	41	59,600	263	52	78,900	1,137	52
Arizona	95,900	514	52	67,200	360	56	59,800	263	50	78,500	1,137	53
Iowa State	93,300	514	56	70,600	360	44	59,600	263	52	78,300	1,137	54
Nebraska	93,900	514	55	68,100	360	55	57,600	263	56	77,300	1,137	55
Missouri	94,300	514	54	65,900	360	57	53,500	263	59	75,900	1,137	56
Toronto	87,900	514	58	69,100	360	50	58,700	263	55	75,200	1,137	57
Kansas	92,400	514	57	65,200	360	58	54,500	263	57	75,000	1,137	58
Oregon	83,600	514	59	59,000	360	59	54,400	263	58	69,100	1,137	59
<b>Mean</b>	<b>\$114,100</b>			<b>\$77,600</b>			<b>\$67,100</b>			<b>\$91,700</b>		

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.  
source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).

Table 3

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2004												
AAUDE salaries, 2004	Peers Adjusted to ISU Rank Distribution									Three-Professorial-Ranks Combined		
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
Harvard	163,162	492	1	92,324	389	6	82,869	350	2	117,948	1,231	1
Cal Tech	145,744	492	4	103,273	389	1	93,299	350	1	117,412	1,231	2
Stanford	148,548	492	3	102,998	389	2	81,992	350	3	115,230	1,231	3
Princeton	151,077	492	2	95,450	389	3	73,384	350	15	111,409	1,231	4
Columbia	140,391	492	6	94,510	389	4	74,799	350	11	107,243	1,231	5
Northwestern	136,326	492	8	90,670	389	8	79,262	350	6	105,674	1,231	6
M.I.T.	135,005	492	9	90,965	389	7	79,480	350	5	105,301	1,231	7
Cornell - Endowed	131,092	492	12	92,893	389	5	80,641	350	4	104,677	1,231	8
Yale	145,550	492	5	82,142	389	16	69,402	350	21	103,862	1,231	9
New York Univ. #	138,100	492	7	85,400	389	10	73,700	350	13	103,136	1,231	10
Duke	131,246	492	11	89,481	389	9	75,460	350	7	102,187	1,231	11
Emory	131,898	492	10	84,309	389	14	74,471	350	12	100,532	1,231	12
Wash Univ - St. Louis	128,385	492	13	85,123	389	11	72,443	350	16	98,809	1,231	13
Southern Cal #	123,800	492	15	84,600	389	12	73,700	350	13	97,168	1,231	14
Rice	123,716	492	16	83,378	389	15	74,977	350	10	97,112	1,231	15
Carnegie Mellon	118,399	492	21	84,511	389	13	75,186	350	8	95,404	1,231	16
Brown	123,090	492	18	78,370	389	22	69,725	350	20	93,786	1,231	17
Cal - Berkeley	121,781	492	19	77,713	389	26	71,304	350	18	93,504	1,231	18
Vanderbilt	123,905	492	14	79,043	389	20	65,009	350	29	92,983	1,231	19
Michigan	120,173	492	20	81,570	389	17	67,060	350	23	92,873	1,231	20
Cal - Los Angeles	123,328	492	17	78,061	389	24	65,475	350	28	92,575	1,231	21
Virginia	118,073	492	22	78,079	389	23	64,115	350	33	90,093	1,231	22
Maryland	111,037	492	29	76,296	389	29	75,185	350	9	89,865	1,231	23
Cornell - Contract	109,674	492	33	80,720	389	18	71,965	350	17	89,803	1,231	24
Case Western #	112,300	492	27	79,800	389	19	66,800	350	25	89,093	1,231	25
North Carolina	112,718	492		77,219	389	27	65,757	350	27	88,148	1,231	26
Illinois	111,820	492	28	75,058	389	32	68,181	350	22	87,795	1,231	27
Rutgers	112,874	492	24	77,743	389	25	62,793	350	40	87,533	1,231	28
Penn St	112,580	492	26	75,417	389	31	64,043	350	34	87,036	1,231	29
Rochester	105,792	492	38	76,410	389	28	70,242	350	19	86,400	1,231	30
SUNY - Stony Brook	106,951	492	37	78,791	389	21	64,639	350	32	86,022	1,231	31
Cal - San Diego	113,838	492	23	70,576	389	44	62,293	350	42	85,512	1,231	32
Pittsburgh	109,814	492	32	74,026	389	33	63,594	350	35	85,363	1,231	33
Texas	109,940	492	31	70,269	389	48	66,885	350	24	85,163	1,231	34
Ohio State	108,421	492	35	72,128	389	39	64,767	350	30	84,541	1,231	35
SUNY - Buffalo	107,693	492	36	75,673	389	30	61,436	350	44	84,422	1,231	36
Cal-Irvine	108,466	492	34	71,571	389	40	63,281	350	37	83,960	1,231	37
Cal - Santa Barbara	110,637	492	30	68,368	389	54	61,028	350	47	83,175	1,231	38
Minnesota	105,362	492	39	70,676	389	43	62,525	350	41	82,222	1,231	39
Tulane #	102,800	492	42	73,500	389	35	61,300	350	45	81,742	1,231	40
Brandeis	99,257	492	48	73,294	389	37	66,468	350	26	81,730	1,231	41
Colorado	100,590	492	46	72,708	389	38	62,990	350	38	81,089	1,231	42
Michigan State	101,845	492	43	73,720	389	34	59,695	350	51	80,973	1,231	43
Iowa	102,808	492	41	69,070	389	52	61,659	350	43	80,447	1,231	44
Indiana	101,774	492	44	70,688	389	41	61,269	350	46	80,434	1,231	45
Purdue	100,658	492	45	70,576	389	45	62,948	350	39	80,430	1,231	46
Wisconsin	97,823	492	50	73,443	389	36	63,569	350	36	80,380	1,231	47
Cal-Davis	103,302	492	40	68,812	389	53	60,689	350	48	80,287	1,231	48
Washington	98,102	492	49	70,205	389	49	64,669	350	31	79,781	1,231	49
Texas A&M	100,151	492	47	70,288	389	47	60,634	350	49	79,479	1,231	50
Florida	95,954	492	51	69,092	389	51	59,483	350	54	77,096	1,231	51
Syracuse	94,532	492	53	70,678	389	42	59,643	350	52	77,074	1,231	52
Arizona	\$95,876	492	52	\$67,230	389	56	\$59,754	350	50	\$76,554	1,231	53
Iowa State	93,274	492	56	70,566	389	46	59,637	350	53	76,535	1,231	54
Nebraska	93,929	492	55	68,119	389	55	57,572	350	56	75,436	1,231	55
Missouri	94,341	492	54	65,938	389	57	53,503	350	59	73,755	1,231	56
Toronto	87,890	492	58	69,132	389	50	58,718	350	55	73,668	1,231	57
Kansas	92,442	492	57	65,180	389	58	54,524	350	57	73,046	1,231	58
Oregon	83,566	492	59	59,000	389	59	54,405	350	58	67,512	1,231	59
<i>institutions included, n = 59</i>												
<b>Mean (unweighted)</b>	<b>\$114,129</b>	492	= mean # fac	<b>\$77,574</b>	389	= mean #	<b>\$67,056</b>	350	= mean #	<b>\$89,193</b>	1,231	= mean # fac
<b>Mean (weighted)</b>	<b>\$114,129</b>	29,028	= total # fac	<b>\$77,574</b>	22,951	= total #	<b>\$67,056</b>	20,650	= total #	<b>\$89,193</b>	72,629	= total # fac

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 institution carrying the weight of one (1). The 'weighted' means are calculated by allowing the number of faculty at each institution/rank to have that proportional influence on the calculation.

source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE). # 2004-05 average salaries and headcounts drawn from Chronicle/ACADEME..

Table 4

Average Faculty Salaries by Academic Rank, FY 2005 (Peer institutions as listed by Education Trust*) <u>Peers Adjusted to UNI Rank Distribution</u>												
University	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California-Riverside	102,900	175	1	70,100	206	2	63,400	136	1	86,789	517	1
University of New Hampshire-Main	95,400	175	2	71,600	206	1	60,200	136	2	74,194	517	2
Bloomsburg University of Pennsylvania	85,300	175	7	68,100	206	3	54,300	136	8	70,617	517	3
Kent State University-Main	88,700	175	5	62,800	206	14	50,700	136	22	68,757	517	4
University of North Carolina-Charlotte	89,000	175	4	65,700	206	5	57,100	136	3	66,104	517	5
Oakland University	82,800	175	11	64,500	206	9	55,700	136	5	66,092	517	6
University of Alabama	90,700	175	3	65,600	206	6	52,100	136	15	65,646	517	7
<b>Central Michigan University</b>	81,600	175	12	63,700	206	11	51,800	136	17	64,982	517	8
<b>University of North Carolina-Greensboro</b>	86,400	175	6	63,200	206	12	54,800	136	6	63,801	517	9
<b>University of Minnesota-Duluth</b>	80,900	175	13	66,900	206	4	51,100	136	20	63,762	517	10
Bowling Green State University-Main	84,000	175	8	64,700	206	8	52,500	136	14	63,686	517	11
<b>University of Northern Iowa</b>	80,700	175	14	62,400	206	15	52,900	136	11	63,656	517	12
Winona State University	75,200	175	22	50,900	206	46	48,900	136	28	63,408	517	13
Mississippi State University	79,300	175	15	62,300	206	16	52,700	136	12	63,342	517	14
University of Nebraska-Omaha	75,400	175	19	63,200	206	13	54,200	136	9	63,127	517	15
East Carolina University	84,000	175	9	63,900	206	10	56,900	136	4	62,653	517	16
University of Mississippi-Main	83,200	175	10	65,100	206	7	54,500	136	7	62,520	517	17
Saint Cloud State University	74,100	175	23	58,500	206	25	51,500	136	18	62,212	517	18
West Virginia University	76,300	175	18	59,800	206	20	49,100	136	27	62,173	517	19
Eastern Illinois University	72,800	175	29	59,400	206	21	49,200	136	25	61,860	517	20
Appalachian State University	73,000	175	28	60,200	206	18	53,200	136	10	61,328	517	21
<b>Illinois State University</b>	75,300	175	20	58,100	206	27	52,700	136	13	60,071	517	22
University of Northern Colorado	68,600	175	38	52,400	206	45	45,900	136	43	60,049	517	23
University of North Carolina-Wilmington	75,300	175	21	60,600	206	17	52,000	136	16	59,904	517	24
Western Illinois University	77,500	175	17	59,400	206	22	48,000	136	31	59,768	517	25
Northern Michigan University	71,300	175	31	55,500	206	36	45,800	136	45	59,498	517	26
Tennessee Technological University	70,300	175	33	59,400	206	23	46,600	136	39	59,043	517	27
University of Wisconsin-Whitewater	70,800	175	32	55,900	206	33	51,100	136	21	58,959	517	28
South Dakota State University	67,200	175	39	57,300	206	31	51,200	136	19	57,861	517	29
The University of Montana-Missoula	69,100	175	36	53,200	206	41	47,200	136	37	57,769	517	30
Murray State University	71,800	175	30	56,900	206	32	49,200	136	26	57,639	517	31
University of Wisconsin-Stevens Point	66,700	175	42	53,200	206	42	44,800	136	46	57,528	517	32
Grand Valley State University	78,600	175	16	60,100	206	19	47,500	136	34	57,468	517	33
Montana State University-Bozeman	69,300	175	34	55,900	206	34	47,900	136	32	57,444	517	34
Georgia Southern University	73,700	175	25	58,500	206	26	50,400	136	23	57,352	517	35
<b>Northern Arizona University</b>	74,000	175	24	55,900	206	35	47,300	136	36	57,311	517	36
North Dakota State University-Main	68,800	175	37	54,400	206	38	50,000	136	24	57,282	517	37
<b>University of Wisconsin-Eau Claire</b>	66,500	175	43	54,700	206	37	47,500	136	35	57,120	517	38
University of Wisconsin-Oshkosh	67,100	175	40	58,000	206	29	48,100	136	30	57,019	517	39
Ball State University	73,200	175	26	58,100	206	28	45,900	136	44	56,713	517	40
University of Wisconsin-Stout	66,800	175	41	53,800	206	39	46,100	136	41	56,204	517	41
Radford University	63,700	175	46	52,500	206	43	48,600	136	29	55,150	517	42
University of West Georgia	73,200	175	27	53,400	206	40	46,500	136	40	54,580	517	43
University of Central Arkansas	66,000	175	44	57,500	206	30	47,000	136	38	54,576	517	44
SUNY College At Oswego	69,200	175	35	59,100	206	24	47,800	136	33	54,057	517	45
Stephen F Austin State University	64,600	175	45	52,500	206	44	46,100	136	42	52,288	517	46
<b>Mean</b>	<b>\$76,093</b>			<b>\$59,541</b>			<b>\$50,609</b>			<b>\$62,794</b>		
*Peer institutions from the report titled <i>A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities</i> , 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 institutions: West Chester University of Pennsylvania, Kutztown University of Pennsylvania & Florida A & M University												
Data Source: ACADEME, AAUP, March-April 2005.												

Table 5

**UNIVERSITY OF IOWA  
FACULTY SALARIES AS A PERCENT OF PEER AVERAGE  
FY 2005**

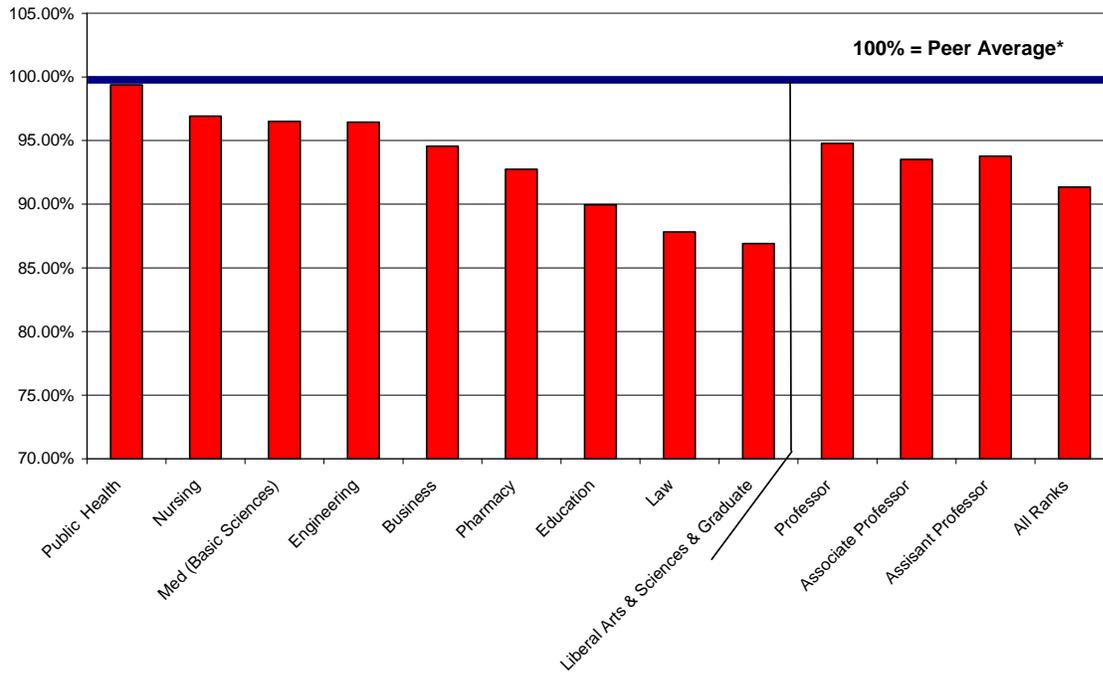
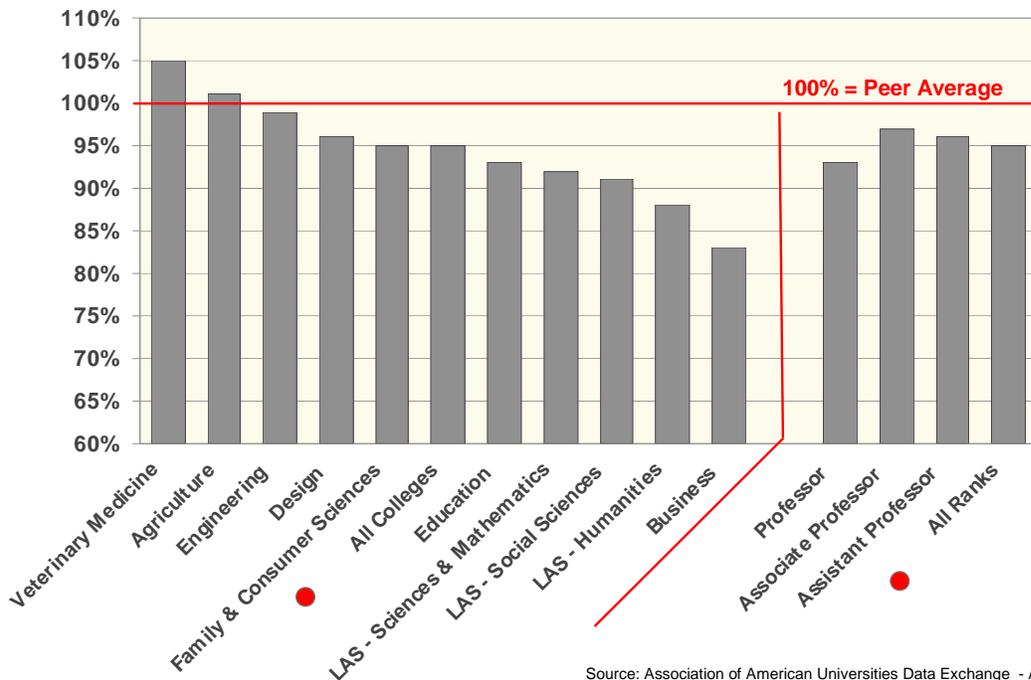


Table 6

**IOWA STATE UNIVERSITY**  
**Faculty Salaries as a Percent of Peer Average - FY 2005**



Source: Association of American Universities Data Exchange - AAUDE

Table 7

Average Faculty Salaries by Academic Rank, FY2005 (MD or equivalent degree holders) University of Iowa and All AAMC Public and Private Medical Schools by Regional Group <i>(Peers Adjusted to SUI Rank Distribution)</i>												
Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking
Midwest	254,000	2,693	1	226,500	2,998	1	194,600	5,716	1	217,000	11,407	1
Northeastern Region	248,800	3,151	2	222,900	3,949	2	180,800	7,819	2	206,300	14,919	2
South	238,600	3,152	3	208,300	3,730	3	172,300	6,421	3	198,100	13,303	3
West	234,600	2,254	4	200,000	2,008	4	167,800	2,990	4	197,500	7,252	4
<b>University of Iowa *</b>	<b>226,200</b>	<b>210</b>	<b>5</b>	<b>183,800</b>	<b>162</b>	<b>5</b>	<b>161,000</b>	<b>192</b>	<b>5</b>	<b>191,800</b>	<b>564</b>	<b>5</b>
			2,292 = mean # fac			2,569 = mean # fac			4,628 = mean # fac	\$0		9,489 = mean # fac
<b>Mean **</b>	<b>\$244,300</b>			<b>\$215,800</b>			<b>\$180,200</b>			<b>\$205,200</b>		

\* University of Iowa MD salary averages are the FY06 salary after January 1 faculty vitality increases have been applied. MD's who hold executive leadership roles (Dean, Associate Dean, Department Heads) were excluded from this analysis.

\*\* Mean doesn't include University of Iowa MD's.