

Contact: Marcia Brunson and  
Diana Gonzalez (faculty resignations)

### COMPREHENSIVE HUMAN RESOURCES REPORT

**Action Requested:** Receive the report.

**Executive Summary:** This report combines a number of individual annual governance reports: Regent Merit System, Fringe Benefits including sick and vacation leave, Salary, Faculty Resignations, Faculty Salary Comparisons, Retirement and Employee Awards Programs. 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.

#### Regent Merit System – FY 2009

As of June 30, 2009, there were 7,559 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 (7.6% at SUI, 3.9% at ISU; 8.8% at UNI; 11.7% at ISD and 2.4% at IBSSS). Approximately 40% (133) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 295 resignations, 102 retirements, 14 layoffs, and 60 dismissals for cause.

Overall, average FY 2009 salary for merit system employees at the five institutions was \$39,081.

In accordance with the administrative rules, 243 requests for classification review were filed. 102 of these requests resulted in reclassifications to different classifications -- 87 of those were to classifications in higher pay grades.

#### Sick and Vacation Leave – FY 2009

Permanent employees of the Board of Regents earn 1½ days of sick leave per month (Iowa Code 70A.1[4]). 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 university employees used 183,683 days of sick leave in FY 2009 at a cost of \$36.4 million. Average usage per university employee was 7.24 days. Average usage in FY 2008 was 6.95 days. Average usage for faculty was 1.71 days; P&S – 7.22 days; and Merit – 11.4 days. Total usage at the special schools was 2,332 days at a cost of \$478,620. The average usage was 10.0 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 (Iowa Code 70A.1[2]). 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 university employee was 17.45 days in FY 2009. FY 2008 average was 17.0 days. Average usage at the special schools was 14.9 days.

In addition to vacation leave, state employees (including Regent employees) receive nine paid holidays plus two unscheduled days which are accrued as vacation.

Fringe Benefits – FY 2009

The Regent institutions spent \$510.8 million for insurance and retirement for faculty and staff during FY 2008. Institutional costs for fringe benefits as a percent of payroll were SUI – 29.5%; ISU – 31.4%; UNI – 34.1%; ISD – 38.1%; and IBSSS – 41.2%.

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 2009 salary maximum of \$106,800. 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 112 employees at ISU are covered by federal retirement. Approximately 24,186 employees participate in TIAA-CREF and 3,187 in IPERS. At the universities, the employer contribution to TIAA-CREF is 10%, and the employee contribution is 5% for employees with over five years of service. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 6.35% by the employer and 4.1% by the employee. These amounts will to 6.65% and 4.3% in FY 2010. In FY 2009, the institutions contributed \$139.4 million to TIAA-CREF and \$3.2 million to IPERS.

In response to decreases in state appropriations, the Board at its October 29, 2009, meeting approved reductions in the employer contributions to TIAA-CREF effective November 1, 2009. The reduction for ISU is through June 30, 2010, and for SUI and UNI, it is through June 30, 2011.

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 participate in the state health and dental insurance programs. The total cost to the institutions to provide health insurance coverage to faculty and staff in FY 2009 was \$205.7 million which is an increase of approximately 4.5% from last year.

More detailed information about the fringe benefits programs at the five institutions may be found in the full report beginning on page 12. The full report is available as an attachment to this memo on the Board's website or in the Regent Exhibit Book which will be available the Board meeting.

Retirement Report – FY 2009

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. 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, except for FICA, IPERS and Federal Retirement, are paid as if the employee were fulltime. The current phased retirement program expires on June 30, 2012.

There were 64 new participants in phased retirement in FY 2009 with a total of 256 currently active. A total of 954 faculty and staff have participated in the program since its inception in 1982.

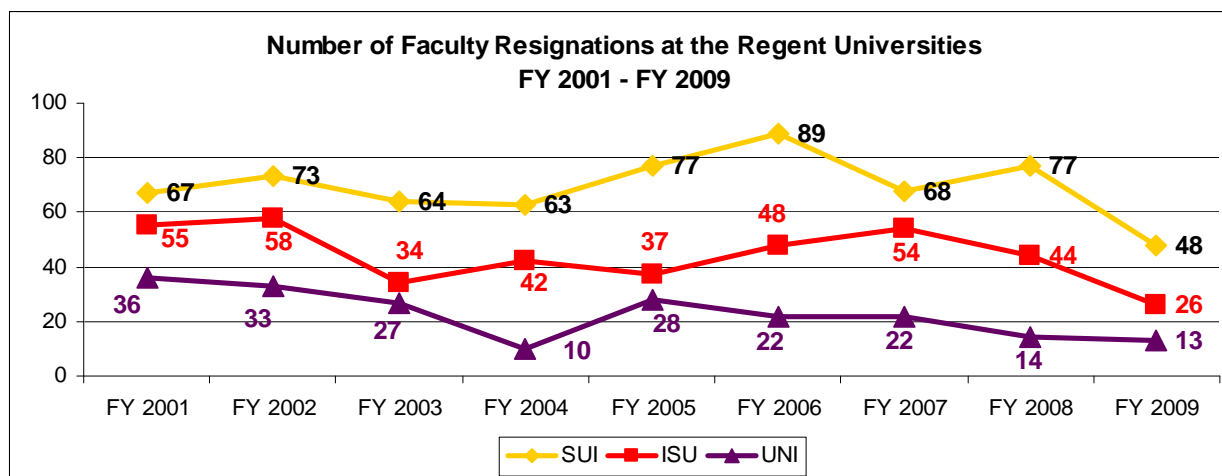
The cost of phased retirement incentives was \$12.5 million. Approximately \$5.9 million was released through operation of the phased retirement program. These funds were used in a variety of ways at the institutions with most going toward either replacement personnel or reallocations to fund other areas of need.

During FY 2009, 235 faculty and staff left the institutions through regular retirement.

Faculty Resignations Report – FY 2009

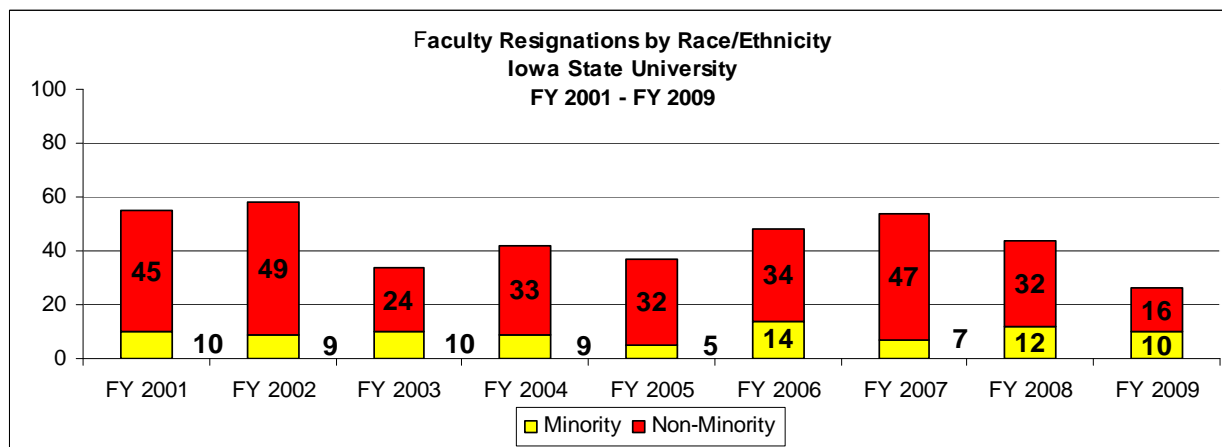
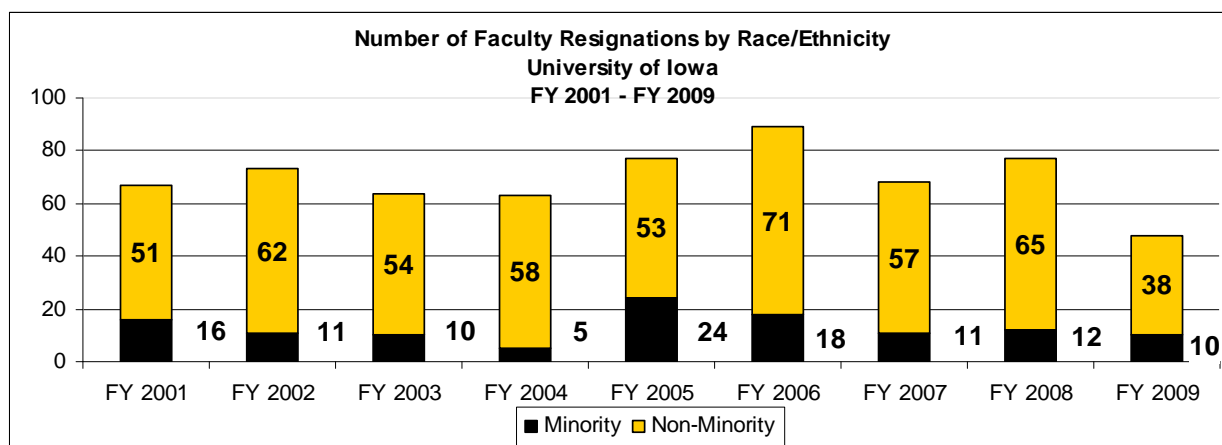
At the Regent universities, there were 87 faculty resignations in FY 2009, a decrease of 48 (-35.6%) from the prior year. At the special schools, there were zero faculty resignations in FY 2009, a decrease of two (-100.0%) from the prior year.

- ◆ 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.

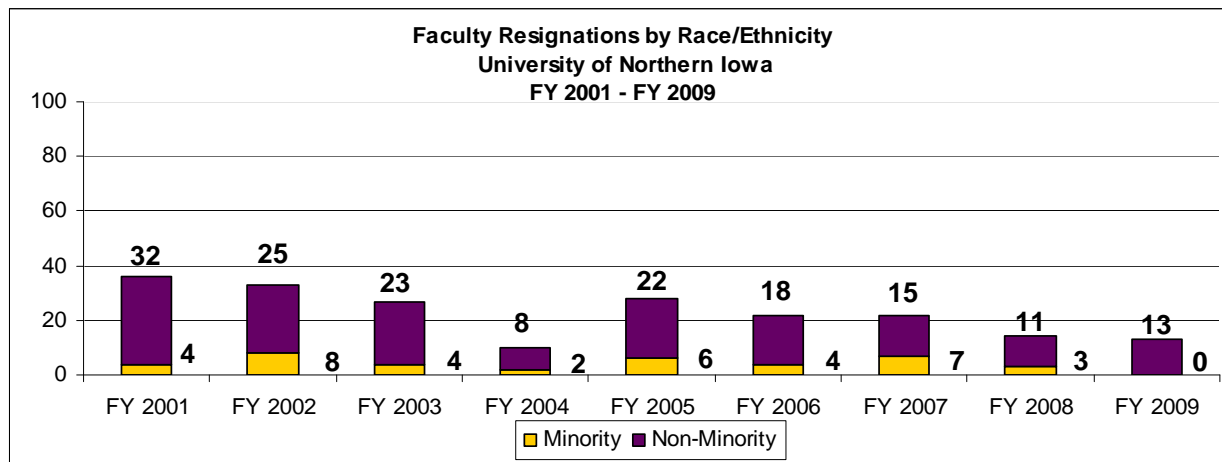


- ◆ At the Iowa School for the Deaf, the number of faculty resignations remained the same at 0 between FY 2008 and FY 2009.
- ◆ At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from two to zero (-100.0%) between FY 2008 and FY 2009.
- ◆ The Regent universities 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>1</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>1</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).

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

Attachment A provides a summary of the faculty resignations at the universities. More detailed information and tables are provided in the full report beginning on page 31. The full report is available on the Board of Regents website as an attachment to this memo and will be available at the Board meeting in the Regent Exhibit Book.

#### Salary Report – FY 2010

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2010).

In keeping with the Board resolution approved at the March 2009 meeting, salaries for nonorganized faculty and staff have been held at the FY 2009 level.

Nonorganized employees at ISU, UNI, ISD and IBSSS are being required to take furlough days before the end of fiscal year. AFSCME has agreed to take five unpaid days before June 30, 2010. The UNI-United Faculty has agreed to reduce salaries between January 1 and June 30.

Average salaries for faculty and professional scientific are as follows:

	<b>Faculty*</b> <b>Overall Average</b>	<b>P&amp;S**</b> <b>Overall Average</b>
SUI	\$96,482	\$60,021
ISU	\$85,910	\$57,452
UNI	\$64,226	\$56,755

\*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  
\*\* non-hospital, non-SEIU

More detailed tables are provided in the full report beginning on page 46. The full report is available on the Board’s website as an attachment to this memo or will be available at the Board meeting in the Regent Exhibit Book.

Faculty Salary Comparisons

For many years, the universities have used Board-designated peer groups to make comparisons in several other 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. (See Attachment B)

In the SUI group, 8 of the 11 institutions did not give increases in FY 2010; in the ISU group, 7 of 11. Of the 7 reporting institutions in the UNI group, 5 did not give faculty salary increases.

Faculty salary rankings at SUI and ISU did not change from last year. SUI remains at 8<sup>th</sup> place, and ISU at 11<sup>th</sup>. UNI dropped from 4<sup>th</sup> to 5<sup>th</sup>.

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). (See Attachment C and Attachment D).

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 Attachment E).

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.

Attachment F (SUI) and Attachment G (ISU) compare average salaries as a percent of the respective peer group averages.

Attachment H provides a comparison of average faculty salary increases within the peer groups for the past five years.

Attachment I provides a comparison of faculty total compensation within the peer groups.

Attachment J provides comparison data relating to the salaries in the University of Iowa College of Medicine.

Employee Award Programs -- FY 2009

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).

Rather than consider an extension of the pilot award program at the University of Iowa, the Board approved a revision to the Policy Manual to authorize such programs at the other institutions.

To date only the University of Iowa has a fully operational program.

The following table reflects the operation of the awards program at the University of Iowa.

	<b>Eligible Employees</b>	<b>Number of Awards Presented</b>	<b>Dollar Range of Awards</b>	<b>Average Dollars Awarded</b>	<b>Total Dollars Awarded</b>
<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

**TOTAL FACULTY AND FACULTY RESIGNATIONS  
FY 2009  
REGENT TOTAL**

College	Faculty		Resignations		
	Number	Percent of University Total	Number	Percent of Total	Percent of Total College Faculty
<b>University of Iowa</b>					
Business Administration	89	4.1	1	2.1	1.1
Dentistry	95	4.4	0	0.0	0.0
Education	91	4.2	1	2.1	1.1
Engineering	83	3.9	2	4.2	2.4
Graduate	17	0.8	1	2.1	5.9
Law	47	2.2	3	6.2	6.4
Liberal Arts and Sciences	650	30.1	7	14.6	1.1
Medicine	895	41.5	31	64.5	3.5
Nursing	59	2.7	2	4.2	3.4
Pharmacy	61	2.8	0	0.0	0.0
Public Health	70	3.3	0	0.0	0.0
<b>Total</b>	<b>2,157</b>	<b>100.0</b>	<b>48</b>	<b>100.0</b>	<b>2.2</b>
<b>Iowa State University</b>					
Agriculture	272	20.7	4	15.4	1.5
Business	64	4.9	1	3.8	1.6
Design	82	6.3	1	3.8	1.2
Engineering	188	14.3	2	7.7	1.1
Human Science	116	8.8	6	23.1	5.2
Liberal Arts and Sciences	459	34.9	8	30.8	1.7
Library	32	2.4	0	0.0	0.0
Veterinary Medicine	101	7.7	4	15.4	4.0
<b>Total</b>	<b>1,314</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>2.0</b>
<b>University of Northern Iowa</b>					
Business Administration	50	8.5	1	7.6	2.0
Education	166	28.1	4	30.8	2.4
Humanities and Fine Arts	140	23.7	2	15.4	1.4
Natural Sciences	116	19.7	2	15.4	1.7
Social & Behavioral Sciences	101	17.1	4	30.8	4.0
Library	17	2.9	0	0.0	0.0
<b>Total</b>	<b>590</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>2.2</b>



<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).

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		
	Professor			Associate Professor			Assistant Professor			Combined		
Institution	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.

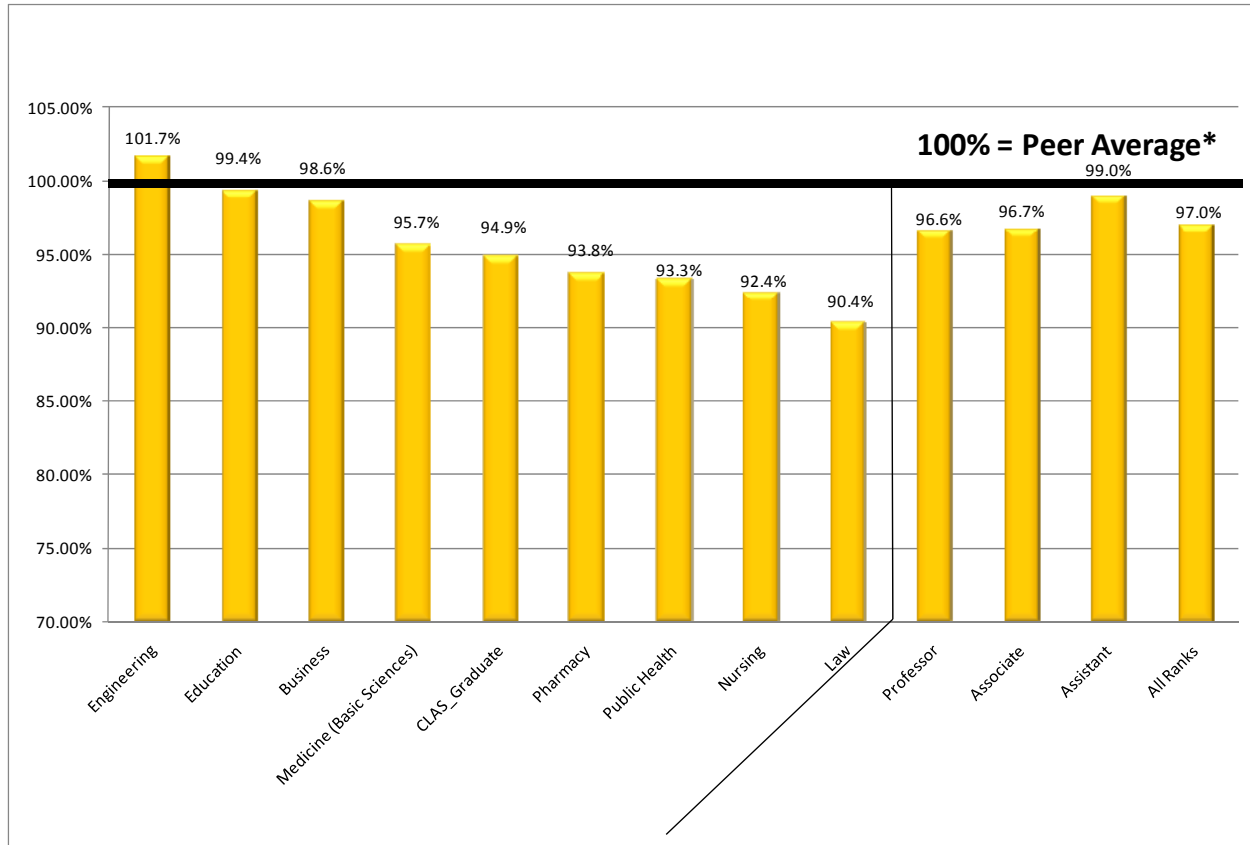
Rankings are based on the magnitude of the average salaries (i.e. largest average salary = 1). "Unweighted" means are calculated with each each institution carrying the weight of one (1). Source Annual AAUP Faculty Salary Surveys as exchanged via the AAUD Data Exchange (AAUDE).

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

Average Faculty Salaries by Academic Rank, FY 2010 (Peer institutions as listed by Education Trust*) Peers Adjusted to UNI Rank Distribution												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average 3 Salary	Salary N	Ranking	Average AI Salary	Salary N	Ranking	Average AO Salary	Salary N	Ranking	Average P Salary	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
University of Northern Iowa	72,090	506	30	55,700	131	39	70,200	204	27	86,900	171	30
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

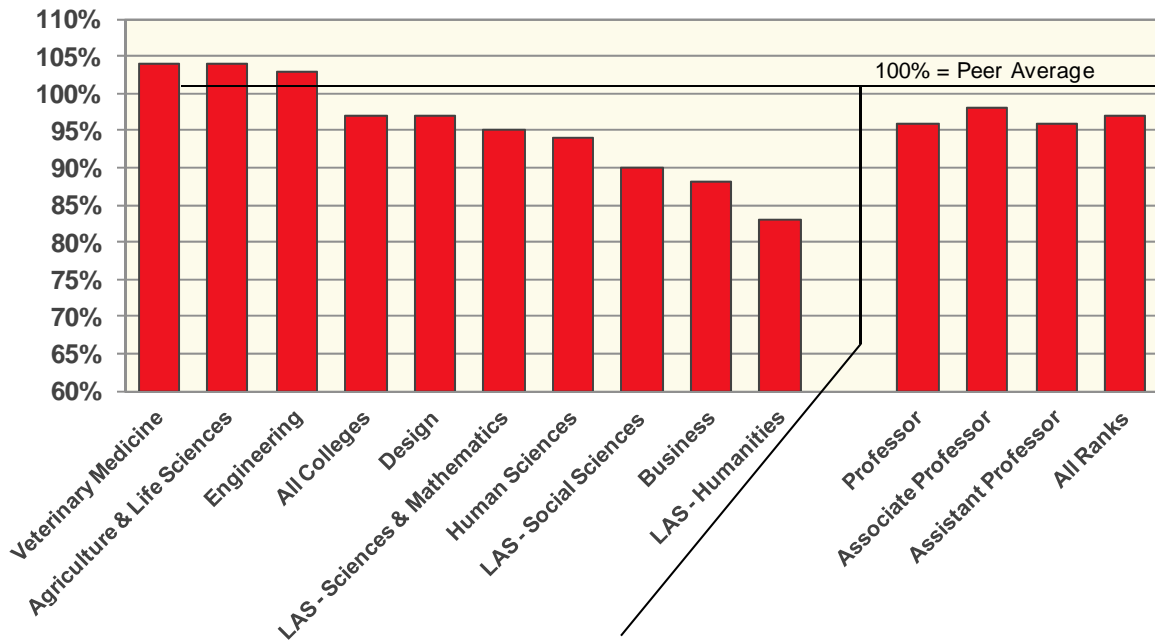


\*Percentiles by rank do not include the College of Dentistry

\*Peer averages are adjusted to Iowa rank distribution, with the exception of the College of Law

Source: Association of American Universities Data Exchange -- AAUDE

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