

Contact: Marcia Brunson

## 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 details 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 2013

As of June 30, 2013, there were 6,870 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 (10.5% at SUI, 5% at ISU; 8.4% at UNI; 6.3% at ISD and 6% at IBSSS). Approximately 55% (162) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 634 original entry appointments, 364 resignations, 135 retirements, 12 layoffs, and 49 dismissals for cause.

Overall, average FY 2013 salary for merit system employees at the five institutions was \$42,497.

In accordance with the administrative rules, 96 requests for classification review were filed. 91 of these requests resulted in reclassifications to different classifications -- 88 of those were to classifications in higher pay grades.

### Sick and Vacation Leave – FY 2013

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 185,778 days of sick leave in FY 2013 at a cost of \$40.6 million. Average usage per university employee was 7.2 days. Average usage in FY 2012 was also 7.2 days. Average usage for faculty was 1.9 days; P&S – 7.4 days; and Merit – 10.8 days. Total usage at the special schools was 1,749 days at a cost of \$378,182. The average usage was 7.2 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 accrues 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 17.5 days in FY 2013. FY 2012 average was 17.2 days. Average usage at the special schools was 13.6 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 2013

The Regent institutions spent \$553.7 million for insurance and retirement programs for faculty and staff during FY 2013. Institutional costs for fringe benefits as a percent of payroll were: SUI – 30.1%; ISU – 31.7%; UNI – 33.3%; ISD – 38.3%; and IBSSS – 44.4%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for the employer and 6.2% for the employee to a calendar year 2013 salary maximum of \$113,700. Medicare contribution is 1.45% on all salary. The salary maximum for social security contributions increases to \$117,000. In FY 2013, the institutions contributed \$124.1 million to Social Security and Medicare.

Employees may elect to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 54 employees at ISU are covered by federal retirement. Approximately 23,570 employees participate in TIAA-CREF and 5,329 in IPERS. At the universities historically, the employer contribution to TIAA-CREF is 10%, and the employee contribution is 5%. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 8.93% by the employer and 5.95% by the employee. In FY 2013, the institutions contributed \$149.7 million to TIAA-CREF and \$8.3 million to IPERS.

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 2013 was \$224.9 million and \$14.2 million for dental insurance.

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.

#### Retirement Report – FY 2013

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, 2017.

There were 60 new participants in phased retirement in FY 2013 with a total of 143 currently active. A total of 1,152 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$3.9 million. Approximately \$5.6 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 2013, 365 faculty and staff left the institutions through regular retirement.

Salary Report – FY 2014

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2014).

Average salary increases for faculty, P&S and merit staff for FY 2014 are as follows:

	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit**</b>
SUI	2.1%	2.4%*	2.0%
ISU	3.2%	2.9%	1.25%
UNI	2.0%	2.6%	1.1%
ISD	2.8%	3.3%	2.9%
IBSSS	3.2%	2.7%	1.8%

\* Excludes SEIU; SEIU average increase was 2.2%

\*\* AFSCME staff received no across-the-board increase in FY 2013; eligible employees received step increases valued at 4.5% for eligible employees.

More detailed tables are provided in the full report beginning on page 32. The full report is available on the Board's website as an attachment to this memo.

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 are public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin. (See Attachment A)

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 B and Attachment C).

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 D).

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

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

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

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

Employee Award Programs -- FY 2013

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. The policy requires submission of a report each year on the operation of the program.

The University of Iowa has had a fully operational program since the initial pilot. Iowa State University implemented its extra-meritorious performance pay program in FY 2011.

The following table reflects the operation of the awards programs:

<b>University of Iowa</b>	<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>	5,513	306	\$136-\$18,593	\$3,976	\$1,216,715
<b>Spot Awards</b>	5,513	440	\$50 - \$75	\$74	\$52,650

<b>Iowa State University</b>	<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>Extra-Meritorious Performance Pay</b>	2,644	53	\$500 - \$8,200	\$1,554	\$147,549

REGENT INSTITUTIONS COMPARISON GROUPS  
AVERAGE FACULTY SALARIES, 2012-13  
ESTIMATED FACULTY SALARY INCREASES, 2013-14

COMPARISON GROUPS	Average Faculty Salary 2012-13 (1)	Estimated Average Percent Increase 2013-14 (2)	Estimated Average Faculty Salary 2013-14
University of California, Los Angeles	142,303	3.50%	147,300
University of Michigan, Ann Arbor	122,688	n/a	122,700
University of North Carolina, Chapel Hill	117,624	1.00%	118,800
University of Texas, Austin	117,705	n/a	117,700
University of Illinois, Urbana	113,100	2.75%	116,200
Ohio State University, Main Campus	110,300	2.00%	112,600
University of Minnesota, Twin Cities	107,400	2.50%	110,100
Indiana University, Bloomington	106,245	2.50%	108,900
<b>UNIVERSITY OF IOWA</b>	<b>102,302</b>	<b>2.10%</b>	<b>104,500</b>
University of Wisconsin	102,800	1.00%	103,800
University of Arizona	97,700	3.00%	100,600
University of Illinois, Urbana	113,100	2.75%	116,200
University of California, Davis	116,200	n/a	116,200
Ohio State University, Main Campus	110,300	2.00%	112,600
University of Minnesota, Twin Cities	107,400	2.50%	110,100
Purdue University, Main Campus	104,200	1.00%	105,200
Michigan State University	101,500	2.75%	104,300
University of Wisconsin	102,800	1.00%	103,800
<b>IOWA STATE UNIVERSITY</b>	<b>97,800</b>	<b>3.20%</b>	<b>100,900</b>
University of Arizona	97,700	3.00%	100,600
Texas A & M	100,000	n/a	100,000
North Carolina State University	99,800	n/a	99,800
Central Michigan University	85,400	1.50%	86,700
Ohio University, Athens	83,700	2.00%	85,400
University of North Carolina, Greensboro	85,000	0.00%	85,000
Northern Arizona University	75,900	5.00%	79,700
University of North Texas	79,300	0.00%	79,300
California State University, Fresno	79,300	n/a	79,300
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>76,200</b>	<b>2.00%</b>	<b>77,800</b>
Illinois State University	76,700	n/a	76,700
Indiana State University, Terre Haute	75,800	n/a	75,800
University of Minnesota, Duluth	69,700	n/a	69,700
University of Wisconsin, Eau Claire	63,900	1.00%	64,500

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2011-12. 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 Iowa universities are actual increases.

Average Instructional Faculty Salaries and Relative Standing  
by Academic Rank, AAU Public and Private Institutions, Fall 2012  
(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	207,347	503	2	135,079	405	1	111,255	324	3	158,319	1,232	1
Columbia	212,345	503	1	132,440	405	2	105,825	324	5	158,064	1,232	2
Harvard	203,030	503	3	118,910	405	6	113,364	324	2	151,796	1,232	3
Princeton	200,032	503	4	129,101	405	3	96,794	324	10	149,564	1,232	4
Penn	186,987	503	5	117,300	405	7	116,246	324	1	145,474	1,232	5
MIT	178,733	503	8	122,564	405	4	106,305	324	4	141,220	1,232	6
Duke	180,224	503	7	119,980	405	5	97,299	324	9	138,612	1,232	7
Yale	186,255	503	6	113,063	405	8	94,164	324	13	137,975	1,232	8
Northwestern	176,682	503	9	112,460	405	9	98,398	324	7	134,983	1,232	9
Wash. Univ - St Louis	175,816	503	10	103,586	405	16	98,796	324	6	131,816	1,232	10
<b>UCLA</b>	<b>166,867</b>	<b>503</b>	<b>12</b>	<b>109,817</b>	<b>405</b>	<b>11</b>	<b>88,506</b>	<b>324</b>	<b>19</b>	<b>127,505</b>	<b>1,232</b>	<b>11</b>
Cornell University - Endowed College	159,763	503	16	110,674	405	10	97,797	324	8	127,329	1,232	12
Rice	165,410	503	13	105,249	405	15	92,221	324	15	126,385	1,232	13
Southern Cal	160,517	503	15	107,766	405	12	93,452	324	14	125,539	1,232	14
Vanderbilt	167,924	503	11	103,521	405	17	84,907	324	26	124,920	1,232	15
UC Berkeley	158,474	503	17	107,228	405	13	94,656	324	12	124,844	1,232	16
Boston University	157,044	503	18	106,896	405	14	91,001	324	16	123,190	1,232	17
Brown	160,838	503	14	103,435	405	18	86,041	324	22	122,297	1,232	18
<b>Michigan</b>	<b>151,541</b>	<b>503</b>	<b>19</b>	<b>101,072</b>	<b>405</b>	<b>19</b>	<b>88,758</b>	<b>324</b>	<b>17</b>	<b>118,439</b>	<b>1,232</b>	<b>19</b>
Rutgers	149,779	503	20	100,422	405	21	81,004	324	34	115,467	1,232	20
Rochester	138,704	503	31	100,870	405	20	94,738	324	11	114,704	1,232	21
<b>North Carolina</b>	<b>147,887</b>	<b>503</b>	<b>21</b>	<b>96,585</b>	<b>405</b>	<b>24</b>	<b>84,372</b>	<b>324</b>	<b>27</b>	<b>114,319</b>	<b>1,232</b>	<b>22</b>
<b>Texas</b>	<b>143,965</b>	<b>503</b>	<b>22</b>	<b>92,801</b>	<b>405</b>	<b>29</b>	<b>85,950</b>	<b>324</b>	<b>23</b>	<b>111,889</b>	<b>1,232</b>	<b>23</b>
UC San Diego	142,172	503	25	92,751	405	30	\$88,647	324	18	111,849	1,232	24
Georgia Tech	141,339	503	27	94,561	405	25	86,812	324	21	111,621	1,232	25
SUNY-Stony Brook	142,429	503	24	98,665	405	22	78,856	324	39	111,323	1,232	26
Virginia	143,158	503	23	93,772	405	27	82,907	324	30	111,078	1,232	27
<b>Illinois</b>	<b>141,699</b>	<b>503</b>	<b>26</b>	<b>91,078</b>	<b>405</b>	<b>37</b>	<b>87,351</b>	<b>324</b>	<b>20</b>	<b>110,765</b>	<b>1,232</b>	<b>28</b>
Maryland	138,100	503	32	96,820	405	23	85,206	324	24	110,619	1,232	29
Penn State	138,705	503	30	94,321	405	26	82,525	324	31	109,340	1,232	30
UC Irvine	140,376	503	29	92,343	405	31	82,294	324	32	109,311	1,232	31
<b>Ohio State</b>	<b>136,948</b>	<b>503</b>	<b>33</b>	<b>91,994</b>	<b>405</b>	<b>33</b>	<b>85,072</b>	<b>324</b>	<b>25</b>	<b>108,528</b>	<b>1,232</b>	<b>32</b>
Brandeis	131,444	503	40	93,426	405	28	83,367	324	29	106,303	1,232	33
UC Santa Barbara	140,546	503	28	86,791	405	47	77,246	324	43	106,228	1,232	34
Pittsburgh	135,921	503	34	91,511	405	35	75,815	324	46	105,515	1,232	35
<b>Minnesota</b>	<b>134,290</b>	<b>503</b>	<b>35</b>	<b>88,465</b>	<b>405</b>	<b>44</b>	<b>81,826</b>	<b>324</b>	<b>33</b>	<b>105,428</b>	<b>1,232</b>	<b>36</b>
SUNY-Buffalo	133,727	503	36	91,797	405	34	78,502	324	40	105,420	1,232	37
<b>Indiana</b>	<b>131,959</b>	<b>503</b>	<b>39</b>	<b>88,590</b>	<b>405</b>	<b>43</b>	<b>80,441</b>	<b>324</b>	<b>35</b>	<b>104,154</b>	<b>1,232</b>	<b>38</b>
Case Western	132,323	503	37	89,580	405	40	78,015	324	41	103,990	1,232	39
UC Davis	130,230	503	42	90,121	405	39	80,058	324	37	103,851	1,232	40
Colorado	127,763	503	43	92,169	405	32	79,385	324	38	103,339	1,232	41
Purdue	127,717	503	44	89,299	405	41	80,410	324	36	102,646	1,232	42
<b>Iowa</b>	<b>132,172</b>	<b>503</b>	<b>38</b>	<b>87,396</b>	<b>405</b>	<b>46</b>	<b>74,564</b>	<b>324</b>	<b>49</b>	<b>102,302</b>	<b>1,232</b>	<b>43</b>
Washington	124,254	503	45	89,158	405	42	84,126	324	28	102,163	1,232	44
Michigan State	131,205	503	41	90,912	405	38	71,034	324	52	102,135	1,232	45
<b>Wisconsin</b>	<b>118,761</b>	<b>503</b>	<b>50</b>	<b>91,108</b>	<b>405</b>	<b>36</b>	<b>77,468</b>	<b>324</b>	<b>42</b>	<b>98,811</b>	<b>1,232</b>	<b>46</b>
Syracuse	122,796	503	46	87,654	405	45	75,501	324	47	98,806	1,232	47
Iowa State	119,295	503	49	86,064	405	48	76,607	324	44	97,144	1,232	48
Florida	122,502	503	47	81,090	405	50	70,985	324	53	95,340	1,232	49
<b>Arizona</b>	<b>119,634</b>	<b>503</b>	<b>48</b>	<b>81,885</b>	<b>405</b>	<b>49</b>	<b>74,013</b>	<b>324</b>	<b>50</b>	<b>95,227</b>	<b>1,232</b>	<b>50</b>
Kansas	118,334	503	51	80,612	405	51	71,823	324	51	93,702	1,232	51
Nebraska	116,009	503	53	78,937	405	53	74,584	324	48	92,928	1,232	52
Oregon	110,925	503	54	80,324	405	52	76,528	324	45	91,819	1,232	53
Missouri	117,188	503	52	77,989	405	54	63,848	324	54	90,274	1,232	54
<b>Mean</b>	<b>\$147,779</b>			<b>\$98,370</b>			<b>\$86,068</b>			<b>\$115,308</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).

Normalized for ISU Rank Distribution

Average Instructional Faculty Salaries and Relative Standing  
by Academic Rank, AAU Public and Private Institutions, Fall 2012

Institution	Professor		Associate Professor		Assistant Professor		Three-Professorial-Ranks Combined		
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	Salary Ranking
Stanford	207,347	524	135,079	393	111,255	315	159,725	1,232	1
Columbia	212,345	524	132,440	393	105,825	315	159,621	1,232	2
Harvard	203,030	524	118,910	393	113,364	315	153,270	1,232	3
Princeton	200,032	524	129,101	393	96,794	315	151,009	1,232	4
Chicago *	203,600	524	117,600	393	102,700	315	150,368	1,232	5
Penn	186,987	524	117,300	393	116,246	315	146,670	1,232	6
Caltech *	179,200	524	122,300	393	112,800	315	144,072	1,232	7
MIT	178,733	524	122,564	393	106,305	315	142,297	1,232	8
New York Univ. *	187,600	524	107,700	393	105,300	315	141,070	1,232	9
Duke	180,224	524	119,980	393	97,299	315	139,804	1,232	10
Yale	186,255	524	113,063	393	94,164	315	139,361	1,232	11
Northwestern	176,682	524	112,460	393	98,398	315	136,180	1,232	12
Wash Univ - St. Louis	175,816	524	103,586	393	98,796	315	133,082	1,232	13
Cal - Los Angeles	167,002	524	109,993	393	88,844	315	128,833	1,232	14
Cornell	159,763	524	110,674	393	97,797	315	128,260	1,232	15
Rice	165,410	524	105,249	393	92,221	315	127,506	1,232	16
Southern Cal	160,517	524	107,766	393	93,452	315	126,543	1,232	17
Vanderbilt	167,924	524	103,521	393	84,907	315	126,154	1,232	18
Cal - Berkeley	158,855	524	107,298	393	94,694	315	126,004	1,232	19
Boston U	157,044	524	106,896	393	91,001	315	124,161	1,232	20
Emory	160,146	524	106,005	393	85,403	315	123,765	1,232	21
Brown	160,838	524	103,435	393	86,041	315	123,403	1,232	22
Carnegie Mellon *	146,500	524	101,800	393	103,900	315	121,349	1,232	23
Michigan	151,541	524	101,072	393	88,758	315	119,389	1,232	24
Rutgers	150,993	524	101,170	393	81,681	315	117,378	1,232	25
Rochester	138,704	524	100,870	393	94,738	315	115,394	1,232	26
North Carolina	147,887	524	96,585	393	84,372	315	115,283	1,232	27
Georgia Tech	142,600	524	95,400	393	89,700	315	114,018	1,232	28
Cal - San Diego	142,528	524	92,781	393	88,663	315	112,887	1,232	29
Texas	143,965	524	92,801	393	85,950	315	112,811	1,232	30
SUNY - Stony Brook	142,429	524	98,665	393	78,856	315	112,214	1,232	31
Virginia	143,158	524	93,772	393	82,907	315	111,999	1,232	32
Illinois	141,699	524	91,078	393	87,351	315	111,656	1,232	33
Maryland	138,100	524	96,820	393	85,206	315	111,408	1,232	34
Cal - Irvine	140,412	524	92,550	393	82,424	315	110,318	1,232	35
Penn State	138,705	524	94,321	393	82,525	315	110,183	1,232	36
Ohio State	136,948	524	91,994	393	85,072	315	109,344	1,232	37
Cal - Santa Barbara	140,577	524	86,814	393	77,246	315	107,234	1,232	38
Brandeis	131,444	524	93,426	393	83,367	315	107,024	1,232	39
Tulane *	140,200	524	88,700	393	74,000	315	106,846	1,232	40
Cal - Davis	132,975	524	91,425	393	81,600	315	106,585	1,232	41
Pittsburgh	135,921	524	91,511	393	75,815	315	106,386	1,232	42
Minnesota	134,290	524	88,465	393	81,826	315	106,258	1,232	43
SUNY - Buffalo	133,727	524	91,797	393	78,502	315	106,232	1,232	44
Indiana	131,959	524	88,590	393	80,441	315	104,953	1,232	45
Case	132,323	524	89,580	393	78,015	315	104,803	1,232	46
Colorado	127,763	524	92,169	393	79,385	315	104,039	1,232	47
Purdue	127,717	524	89,299	393	80,410	315	103,366	1,232	48
Iowa	132,172	524	87,396	393	74,564	315	103,159	1,232	49
Michigan State	131,205	524	90,912	393	71,034	315	102,967	1,232	50
Washington	124,254	524	89,158	393	84,126	315	102,798	1,232	51
Syracuse	122,796	524	87,654	393	75,501	315	99,493	1,232	52
Wisconsin	118,761	524	91,108	393	77,468	315	99,382	1,232	53
Texas A&M *	122,200	524	84,500	393	75,600	315	98,259	1,232	54
Iowa State	119,295	524	86,064	393	76,607	315	97,780	1,232	55
Florida	122,502	524	81,090	393	70,985	315	96,120	1,232	56
Arizona	\$119,634	524	\$81,885	393	\$74,013	315	\$95,928	1,232	57
Kansas	118,334	524	80,612	393	71,823	315	94,409	1,232	58
Nebraska	116,009	524	78,937	393	74,584	315	93,592	1,232	59
Oregon	110,925	524	80,324	393	76,528	315	92,369	1,232	60
Missouri	117,188	524	77,989	393	63,848	315	91,046	1,232	61
North Carolina State*	120,600	524	87,300	393	79,300	315	99,418	1,232	
<i>institutions included, n = 61</i>									
<b>Mean</b>	<b>\$149,601</b>	<b>524</b>	<b>\$99,082</b>	<b>393</b>	<b>\$87,098</b>	<b>315</b>	<b>\$117,505</b>	<b>1,232</b>	

Note: Salaries of faculty on 12-month contracts are adjusted using a 9/11 factor, unless specified otherwise by the reporting institution.

\* North Carolina State University is not a member of the AAU but is included here as a peer institution.

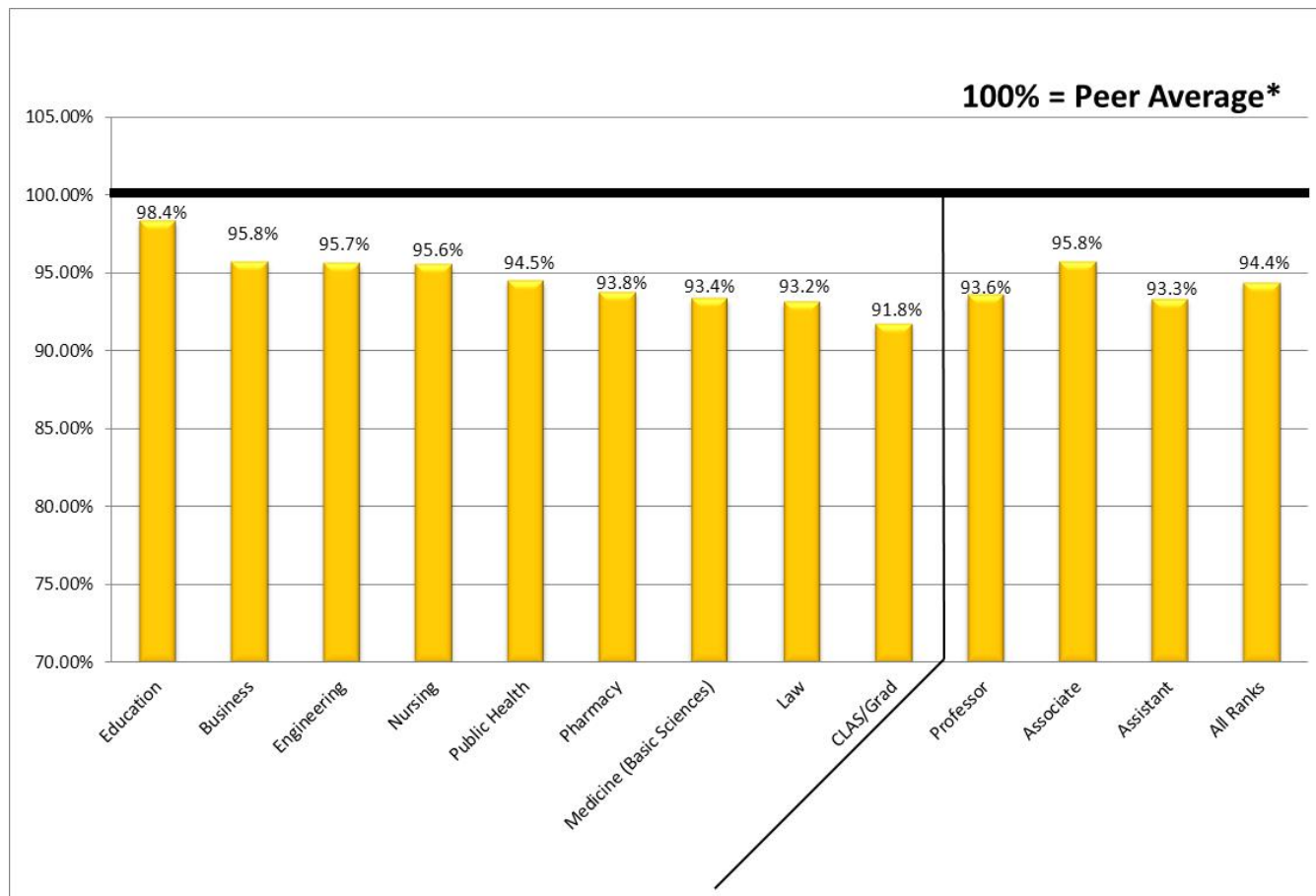
Source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).



Average Faculty Salaries by Academic Rank, FY 2013 (Peer institutions as listed by Education Trust*) <u>Peers Adjusted to UNI Rank Distribution</u>												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	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 Alabama	100,132	478	1	68,200	114	6	90,400	195	2	132,900	169	1
University of California - Riverside	99,024	478	2	77,900	114	1	83,400	195	3	131,300	169	2
University of New Hampshire	97,996	478	3	76,900	114	2	92,300	195	1	118,800	169	3
University of Mississippi-Main	88,696	478	5	67,600	114	9	80,400	195	9	112,500	169	5
West Virginia University	88,528	478	6	66,300	114	14	83,000	195	4	109,900	169	7
Kent State University-Main	86,963	478	7	69,000	114	4	80,100	195	11	107,000	169	8
University of North Carolina-Greensboro	86,455	478	8	66,300	114	15	77,400	195	14	110,500	169	6
West Chester University of Pennsylvania	86,108	478	9	66,600	114	12	82,700	195	5	103,200	169	11
Bloomsburg University of Pennsylvania	84,837	478	10	62,800	114	23	81,200	195	8	103,900	169	9
Indiana University of Pennsylvania-Main	84,639	478	11	61,100	114	29	82,400	195	6	103,100	169	13
North Dakota State University-Main	84,617	478	12	68,900	114	5	77,700	195	12	103,200	169	12
Ohio University	84,533	478	13	68,000	114	7	77,500	195	13	103,800	169	10
Kutztown University of Pennsylvania	83,396	478	14	60,200	114	35	80,400	195	10	102,500	169	14
Central Michigan University	82,591	478	15	67,200	114	11	76,500	195	16	100,000	169	16
Oakland University	82,426	478	16	64,900	114	17	76,400	195	17	101,200	169	15
Northern Illinois University	81,782	478	17	67,700	114	8	75,700	195	19	98,300	169	18
Grand Valley State University	80,251	478	19	63,900	114	20	75,900	195	18	96,300	169	20
Mississippi State University	80,083	478	20	65,100	114	16	74,700	195	22	96,400	169	19
Florida A & M University	79,566	478	21	61,200	114	28	77,100	195	15	94,800	169	23
University of North Texas	79,412	478	22	59,700	114	37	73,700	195	24	99,300	169	17
Western Illinois University	77,812	478	24	60,700	114	33	73,700	195	23	94,100	169	25
Eastern Illinois University	77,735	478	25	64,300	114	19	73,400	195	25	91,800	169	30
Illinois State University	77,185	478	26	67,400	114	10	70,500	195	31	91,500	169	31
University of Nebraska-Omaha	77,016	478	27	64,900	114	18	75,100	195	21	87,400	169	36
California State University - Fresno	76,743	478	28	63,300	114	21	70,600	195	30	92,900	169	26
Indiana State University	76,312	478	29	63,200	114	22	69,600	195	34	92,900	169	27
<b>University of Northern Iowa</b>	<b>76,228</b>	<b>478</b>	<b>30</b>	<b>61,300</b>	<b>114</b>	<b>27</b>	<b>72,500</b>	<b>195</b>	<b>27</b>	<b>90,600</b>	<b>169</b>	<b>32</b>
University of Minnesota-Duluth	75,191	478	32	57,100	114	43	71,200	195	29	92,000	169	28
Northern Arizona University	75,147	478	33	57,600	114	41	68,200	195	40	95,000	169	22
Bowling Green State University-Main	74,468	478	34	58,000	114	40	68,900	195	36	92,000	169	29
SUNY College At Oswego	74,291	478	35	56,600	114	44	70,500	195	32	90,600	169	33
South Dakota State University	72,766	478	36	62,200	114	25	69,900	195	33	83,200	169	43
Ball State University	72,538	478	37	56,000	114	46	69,500	195	35	87,200	169	37
Radford University	71,031	478	39	60,500	114	34	68,200	195	39	81,400	169	46
Tennessee Technological University	71,016	478	40	56,300	114	45	68,800	195	37	83,500	169	42
The University of Montana-Missoula**	70,696	478	41	61,000	114	30	65,700	195	43	83,000	169	44
Georgia Southern University	70,112	478	42	60,800	114	32	66,900	195	42	80,100	169	47
Murray State University	69,267	478	44	55,000	114	50	65,100	195	45	83,700	169	41
University of Northern Colorado	69,167	478	45	53,600	114	51	64,200	195	47	85,400	169	38
Northern Michigan University	69,156	478	46	55,400	114	48	65,200	195	44	83,000	169	45
University of Wisconsin-Whitewater	68,342	478	47	62,400	114	24	64,400	195	46	76,900	169	49
University of Central Arkansas	66,952	478	48	56,000	114	47	63,000	195	49	78,900	169	48
University of Wisconsin-Oshkosh	64,893	478	49	58,200	114	39	61,000	195	50	73,900	169	50
University of Wisconsin-Eau Claire	64,150	478	50	59,100	114	38	60,300	195	51	72,000	169	51
University of Wisconsin-Stout	62,567	478	51	55,300	114	49	60,200	195	52	70,200	169	53
University of West Georgia	61,577	478	52	52,200	114	52	58,200	195	53	71,800	169	52
Montana State University-Bozeman	60,922	478	53	6,200	114	54	67,800	195	41	89,900	169	34
University of Wisconsin-Stevens Point	59,695	478	54	52,200	114	53	57,400	195	54	67,400	169	54
University of North Carolina-Charlotte***												
East Carolina University***												
University of North Carolina-Wilmington***												
Appalachian State University***												
Saint Cloud State University***												
Winona State University***												
<b>Mean</b>	<b>77,188</b>			<b>60,965</b>			<b>72,477</b>			<b>93,567</b>		

\*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.  
 \*\*University of Montana-Missoula is usually referred to as "U Montana", which was used in this sheet.  
 \*\*\*Institutions not in the report (University of North Carolina-Charlotte, East Carolina University, University of North Carolina-Wilmington, Appalachian State University, Saint Cloud State and Winona State University).  
 Dollar amounts are denoted in thousands.  
 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 Source: ACADEME, AAUP, March-April 2013.

UNIVERSITY OF IOWA  
FACULTY SALARY AS A PERCENT OF PEER AVERAGE  
FY 2013

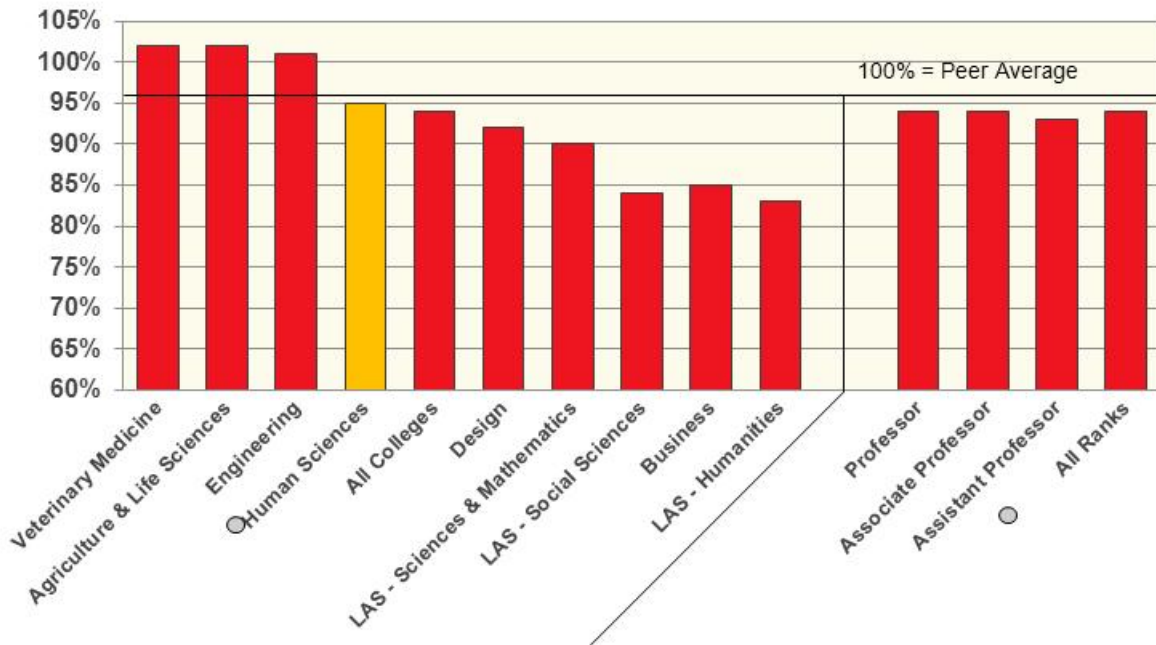


\*Percentiles by rank do not include the College of Dentistry

\*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 2013



<b>AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS</b>					
<b>FY 2010 - FY 2014</b>					
	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
<b>SUI PEER GROUP</b>					
Indiana University, Bloomington	0.00%	3.00%	1.50%	2.20%	2.50%
Ohio State University, Main Campus	2.50%	2.00%	2.00%	3.00%	2.00%
University of Arizona	0.00%	0.00%	0.00%	0.00%	3.00%
University of California, Los Angeles	1.78%	0.00%	4.78%	1.75%	3.50%
University of Illinois, Urbana	0.00%	2.50%	4.40%	2.50%	2.75%
<b>UNIVERSITY OF IOWA</b>	<b>0.00%</b>	<b>2.50%</b>	<b>3.13%</b>	<b>2.38%</b>	<b>2.10%</b>
University of Michigan, Ann Arbor	2.75%	n/a	n/a	n/a	n/a
University of Minnesota, Twin Cities	0.00%	2.00%	0.00%	2.50%	2.50%
University of North Carolina - Chapel Hill	0.00%	0.00%	0.00%	2.00%	1.00%
University of Texas, Austin	0.00%	n/a	2.60%	2.19%	n/a
University of Wisconsin, Madison	0.00%	0.00%	0.00%	0.00%	1.00%
<b>ISU PEER GROUP</b>					
<b>IOWA STATE UNIVERSITY</b>	<b>0.00%</b>	<b>1.90%</b>	<b>2.30%</b>	<b>2.40%</b>	<b>3.20%</b>
Michigan State University	2.00%	0.00%	2.00%	2.50%	2.75%
North Carolina State University	0.00%	0.00%	0.00%	1.80%	n/a
Ohio State University, Main Campus	2.50%	2.00%	2.00%	3.00%	2.00%
Purdue University, Main Campus	0.00%	0.00%	2.00%	2.30%	1.00%
Texas A&M	2.00%	0.00%	0.00%	n/a	n/a
University of Arizona	0.00%	0.00%	0.00%	0.00%	3.00%
University of California, Davis	1.78%	0.00%	4.78%	n/a	n/a
University of Illinois, Urbana	0.00%	2.50%	4.40%	2.50%	2.75%
University of Minnesota, Twin Cities	0.00%	2.00%	0.00%	2.50%	2.50%
University of Wisconsin, Madison	0.00%	0.00%	0.00%	0.00%	1.00%
<b>UNI PEER GROUP</b>					
California State University, Fresno	n/a	n/a	n/a	0.00%	n/a
Central Michigan University	3.00%	3.00%	n/a	1.25%	1.50%
Illinois State University	0.00%	2.50%	3.00%	0.00%	n/a
Indiana State University, Terre Haute	n/a	n/a	n/a	n/a	n/a
Northern Arizona University	0.00%	n/a	3.50%	0.00%	5.00%
Ohio University, Athens	0.00%	1.00%	3.90%	2.50%	2.00%
University of Minnesota, Duluth	n/a	n/a	2.00%	n/a	n/a
University of North Carolina, Greensboro	n/a	n/a	0.00%	1.20%	0.00%
University of North Texas	2.00%	0.00%	0.00%	3.00%	0.00%
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>0.00%</b>	<b>3.00%</b>	<b>2.90%</b>	<b>3.52%</b>	<b>2.00%</b>
University of Wisconsin, Eau Claire	0.00%	0.00%	0.00%	0.00%	1.00%

REGENT INSTITUTIONS COMPARISON GROUPS  
AVERAGE FACULTY SALARIES, 2012-13  
AVERAGE FACULTY TOTAL COMPENSATION, 2012-13

COMPARISON GROUPS	Average Faculty Salary (all ranks)	Rank Average Salary	Benefits as % of Salary	Average Faculty Total Compensation (1)	Rank Total Compensation
University of California, Los Angeles	142,303	1	34.50%	191,685	1
University of Michigan, Ann Arbor	122,688	2	23.80%	151,854	2
University of North Carolina, Chapel Hill	117,624	4	25.30%	147,345	3
University of Illinois, Urbana	113,100	5	29.50%	146,500	4
University of Minnesota, Twin Cities	107,400	7	36.30%	146,352	5
University of Texas, Austin	117,705	3	19.80%	140,975	6
Ohio State University, Main Campus	110,300	6	25.20%	138,200	7
Indiana University, Bloomington	106,245	8	26.00%	133,853	8
<b>UNIVERSITY OF IOWA</b>	<b>102,302</b>	<b>10</b>	<b>29.00%</b>	<b>131,946</b>	<b>9</b>
University of Wisconsin	102,800	9	26.20%	129,600	10
University of Arizona	97,700	11	29.60%	126,600	11
University of California, Davis	116,200	1	36.40%	158,500	1
University of Illinois, Urbana	113,100	2	29.50%	146,500	2
University of Minnesota, Twin Cities	107,400	4	36.30%	146,352	3
Ohio State University, Main Campus	110,300	3	25.20%	138,200	4
Michigan State University	101,500	7	33.30%	135,300	5
Purdue University, Main Campus	104,200	5	27.80%	133,200	6
University of Wisconsin	102,800	6	26.20%	129,600	7
North Carolina State University	99,800	9	26.90%	126,600	8
University of Arizona	97,700	11	29.60%	126,600	9
<b>IOWA STATE UNIVERSITY</b>	<b>97,800</b>	<b>10</b>	<b>29.20%</b>	<b>126,400</b>	<b>10</b>
Texas A & M	100,000	8	18.60%	118,600	11
Central Michigan University	85,400	1	35.00%	115,300	1
Indiana State University, Terre Haute	75,800	9	51.70%	115,100	2
Ohio University, Athens	83,700	3	33.30%	111,600	3
University of North Carolina, Greensboro	85,000	2	28.10%	108,800	4
University of Minnesota, Duluth	69,700	10	52.40%	106,200	5
California State University, Fresno	79,300	4	40.50%	105,700	6
Illinois State University	76,700	6	32.80%	101,900	7
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>76,200</b>	<b>7</b>	<b>30.30%</b>	<b>99,300</b>	<b>8</b>
Northern Arizona University	75,900	8	30.90%	99,300	8
University of North Texas	79,300	4	19.40%	94,600	10
University of Wisconsin, Eau Claire	63,900	11	34.70%	86,000	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 2013

(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, FY2013 (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	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking
Midwest	338,700	3,347	2	296,100	3,428	2	265,400	8,101	1	289,000	14,876	2
Northeast	349,300	3,884	1	315,600	4,789	1	256,200	10,798	2	289,400	19,471	1
West	317,000	2,756	4	275,800	2,423	3	235,900	4,215	4	270,000	9,394	3
South	317,100	3,589	3	273,400	4,189	4	238,900	9,339	3	263,700	17,117	4
University of Iowa	304,872	211	5	245,031	183	5	224,956	251	5	256,800	645	5
<b>Mean</b>	<b>\$331,200</b>			<b>\$292,100</b>			<b>\$250,700</b>			<b>\$278,800</b>		