

Annual Human Resources Report

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Regent Employees

TOTAL WORKFORCE

UNIVERSITY OF IOWA					
Primary Occupational Activity Group	October 31, 2016*				
	Male	Female	Minority	Total Workforce	% of Total
Executive / Administrative / Managerial Staff	178	168	29	375	2.1%
Tenured and Tenure Track Faculty	645	445	289	1,379	7.7%
Non-Tenure Track Faculty	321	603	253	1,177	6.6%
Professional and Scientific Staff	1,955	7,237	903	10,095	56.6%
Secretarial and Clerical Staff	173	1,286	110	1,569	8.8%
Technical and Paraprofessional Staff	71	632	104	807	4.5%
Skilled Crafts Staff	318	19	18	355	2.0%
Service and Maintenance Staff	503	1,102	487	2,092	11.7%
Total	4,164	11,492	2,193	17,849	100.0%

IOWA SCHOOL FOR THE DEAF					
Primary Occupational Activity Group	October 31, 2016*				
	Male	Female	Minority	Total Workforce	% of Total
Executive / Administrative / Managerial Staff	4	1	0	5	3.9%
Tenured and Tenure Track Faculty	0	0	0	0	0.0%
Non-Tenure Track Faculty	5	29	0	34	26.6%
Professional and Scientific Staff	10	30	1	41	32.0%
Secretarial and Clerical Staff	0	5	0	5	3.9%
Technical and Paraprofessional Staff	6	16	1	23	18.0%
Skilled Crafts Staff	5	0	0	5	3.9%
Service and Maintenance Staff	5	8	2	15	11.7%
Total	35	89	4	128	100.0%

IOWA STATE UNIVERSITY					
Primary Occupational Activity Group	October 31, 2016*				
	Male	Female	Minority	Total Workforce	% of Total
Executive / Administrative / Managerial Staff	223	212	45	480	7.1%
Tenured and Tenure Track Faculty	520	430	346	1,296	19.2%
Non-Tenure Track Faculty	175	353	112	640	9.5%
Professional and Scientific Staff	841	1,295	342	2,478	36.7%
Secretarial and Clerical Staff	63	747	45	855	12.7%
Technical and Paraprofessional Staff	36	108	6	150	2.2%
Skilled Crafts Staff	256	11	8	275	4.1%
Service and Maintenance Staff	232	292	60	584	8.6%
Total	2,346	3,448	964	6,758	100.0%

IOWA BRAILLE AND SIGHT SAVING SCHOOL					
Primary Occupational Activity Group	October 31, 2016*				
	Male	Female	Minority	Total Workforce	% of Total
Executive / Administrative / Managerial Staff	1	2	0	3	4.3%
Tenured and Tenure Track Faculty	0	0	0	0	0.0%
Non-Tenure Track Faculty	8	38	1	47	68.1%
Professional and Scientific Staff	0	3	0	3	4.3%
Secretarial and Clerical Staff	0	4	0	4	5.8%
Technical and Paraprofessional Staff	1	0	0	1	1.4%
Skilled Crafts Staff	0	0	0	0	0.0%
Service and Maintenance Staff	5	5	1	11	15.9%
Total	15	52	2	69	100.0%

UNIVERSITY OF NORTHERN IOWA					
Primary Occupational Activity Group	October 31, 2016*				
	Male	Female	Minority	Total Workforce	% of Total
Executive / Administrative / Managerial Staff	46	49	8	103	5.8%
Tenured and Tenure Track Faculty	190	220	76	486	27.1%
Non-Tenure Track Faculty	16	30	3	49	2.7%
Professional and Scientific Staff	208	360	66	634	35.4%
Secretarial and Clerical Staff	-6	224	13	231	12.9%
Technical and Paraprofessional Staff	12	5	2	19	1.1%
Skilled Crafts Staff	52	3	3	58	3.2%
Service and Maintenance Staff	79	107	25	211	11.8%
Total	597	998	196	1,791	100.0%

TOTAL REGENT INSTITUTIONS					
Primary Occupational Activity Group	October 31, 2016*				
	Male	Female	Minority	Total Workforce	% of Total
Executive / Administrative / Managerial Staff	452	432	82	966	3.6%
Tenured and Tenure Track Faculty	1,355	1,095	711	3,161	11.9%
Non-Tenure Track Faculty	525	1,053	369	1,947	7.3%
Professional and Scientific Staff	3,014	8,925	1,312	13,251	49.8%
Secretarial and Clerical Staff	230	2,266	168	2,664	10.0%
Technical and Paraprofessional Staff	126	761	113	1,000	3.8%
Skilled Crafts Staff	631	33	29	693	2.6%
Service and Maintenance Staff	824	1,514	575	2,913	11.0%
Total	7,157	16,079	3,359	26,595	100.0%

* Note: Snapshot as of October 31, 2016, as reported in the Annual Diversity Report also presented this month.

MERIT SYSTEM - FY 2016

The Regent Merit System is authorized by Iowa Code §8A.412. Rules governing classification, compensation, promotion, demotion, transfer, grievances, leave, and discipline are outlined in the Iowa Administrative Code, 681, Chapter 3. Approximately 95% of employees in the Merit System are in American Federation of State, County and Municipal Employees (AFSCME) bargaining units and are covered by the terms of its collective bargaining agreement.

Merit System Employees by Institution						
	SUI	ISU	UNI	ISD	IBSSS	Total
Supervisory	211	67	52	0	1	330
Blue Collar	1,523	661	241	17	11	2,442
Security	90	38	17	0	0	145
Technical	1,530	179	16	23	1	1,748
Clerical	1,400	439	200	4	4	2,043
Educational	0	0	0	3	0	3
Total	4,754	1,384	526	47	17	6,728

Minority Employment						
	SUI	ISU	UNI	ISD	IBSSS	
Male Majority	29.5%	40.8%	32.0%	31.9%	47.1%	
Female Majority	50.2%	53.1%	59.5%	61.7%	47.1%	
Male Minority	5.4%	2.5%	3.2%	4.3%	0.0%	
Female Minority	8.9%	3.6%	5.3%	2.1%	5.8%	
Male Unspecified	1.5%	0.0%	0.0%	0.0%	0.0%	
Female Unspecified	4.5%	0.0%	0.0%	0.0%	0.0%	
Total	100.0%	100.0%	100.0%	100.0%	100.0%	

Employment Activity - Appointments						
	SUI	ISU	UNI	ISD	IBSSS	Total
Original Entry	781	145	38	10	2	976
Reinstatements	38	0	1	0	0	39
Reemployments and Recalls	4	2	2	0	0	8
Total	823	147	41	10	2	1,023

Employment Activity - Other Personnel Transactions				
	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Majority	46	69	86	12
Female Majority	77	140	273	23
Male Minority	11	21	12	2
Female Minority	28	33	55	3
Male Unspecified	3	2	11	0
Female Unspecified	8	13	28	1
Total	173	278	465	41

Employment Activity - Other Personnel Transactions				
	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	116	68	6	13
Female Majority	198	147	13	25
Male Minority	31	4	2	7
Female Minority	48	11	2	7
Male Unspecified	14	0	0	1
Female Unspecified	65	0	1	1
Total	472	230	24	54

CLASSIFICATION ACTIVITY

The Regent Merit System Classification Plan consists of 329 job classifications. The classification plan is flexible and may be revised as the need arises.

The classification plan is administered and maintained by classification analysts at each institution Board Office staff. Employee and department requests for individual position reclassifications are reviewed on each campus and forwarded with recommendations to the Board Office for disposition.

The vast majority of classifications are in AFSCME bargaining units. The collective bargaining agreement with AFSCME gives the union time to comment on the establishment of new classes and the deletion of existing classes. Changes of title and pay grades are negotiated with the union. Pay grade changes and pay grade determinations for new classifications are made through application of a job evaluation instrument. This instrument allows each class to be evaluated based upon skill, effort, responsibility, and working conditions for the classification in accordance with the state's comparable worth law.

During FY 2016, 161 reclassification requests were considered (see tables below.) In addition to reclassification requests, appropriate classifications were determined for 531 new positions.

Reclassification Studies						
	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	3	1	0	0	0	4
Blue Collar	15	11	4	0	0	30
Security	1	3	0	0	0	4
Technical	58	5	0	0	0	63
Clerical	37	15	8	0	0	60
TOTAL	114	35	12	0	0	161

Results of Reclassification Reviews					
	No Change in Class No Change in Pay Grade	Change in Class No Change in Pay Grade	Change in Class Higher Pay Grade	Change in Class Lower Pay Grade	Total Reclassification Requests
SUI	4	37	71	2	114
ISU	0	1	34	0	35
UNI	1	1	8	2	12
ISD	0	0	0	0	0
IBSSS	0	0	0	0	0
TOTAL	5	39	113	4	161

Classification Actions					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Reclassification Requests	142	96	137	152	161
New Position Classifications	251	244	256	378	531
TOTAL	393	340	393	530	692

FY 2016 Classification Changes			
Title	Class Code	Pay Grade	Action
Supply Chain Technician I	7204	206	New
Supply Chain Technician II	7205	208	New
Police Officer	7511	312	Eliminated
Police Officer I	7512	314	New
Police Officer II	7513	315	New
Police Officer III	7514	316	New
Community Outreach Crime Prevention Specialist	7541	317	Title Change
Parking and Transportation Dispatcher I	7840	507	New
Parking and Transportation Dispatcher II	7841	509	New

APPEALS

Three appeal or grievance procedures may be utilized by Regent Merit System employees.

One applies to employees who want to appeal the Merit System Director's decision regarding classifications of their positions. In accordance with merit rules, those appeals are heard by a committee consisting of a Resident Director or representative from another Regent institution, a peer employee, and an outside chairperson who is knowledgeable in matters of job classification.

A second appeal process is available to employees who allege violation of merit or institutional rules governing terms and conditions of employment. A neutral arbitrator selected from lists provided by the Federal Mediation and Conciliation Service hears those appeals at the final step.

A third procedure is applicable to employees who allege violation of the collective bargaining agreement between the State and AFSCME and are resolved in accordance with the negotiated grievance process.

Classification Appeals					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Decisions Denied	0	0	3	3	1
Decisions Upheld	0	0	1	2	3
Withdrawn	0	0	0	1	0
TOTAL	0	0	4	6	4

Vacation Leave, Sick Leave, and Holidays

Vacation Leave

In accordance with Board Policy Manual §2.1(2)(C), Regent Merit System employees earn vacation consistent with Iowa Code §70A.1(2)(a) based on years of service as shown below or applicable bargaining agreements.

Full-time Professional and Scientific employees of SUI, ISU, UNI, ISD, IBSSS, and the Board Office accrue vacation at the rate of 22 working days per year, except where a difference occurs under a collective bargaining agreement.

Years of Service	Weeks of Vacation
First through 4 th	2 weeks
5 th through 11 th	3 weeks
12 th through 19 th	4 weeks
20 th through 24 th	4.4 weeks
25 th and beyond	5 weeks

SUI employees in the SEIU bargaining unit hired on or after July 1, 1999, earn vacation as shown below.

Years of Service	Annual Accrual	Monthly Accrual	Maximum Accrual
Up to 3	120 hours	10.0 hours	240 hours
More than 3, up to 6	160 hours	13.3 hours	320 hours
More than 6	192 hours	16.0 hours	384 hours

Sick Leave

In accordance with Board Policy Manual §2.1(2)(D), permanent full-time and permanent part-time employees accrue and can use sick leave consistent with Iowa Code §70A.1(4)(a).

Permanent full-time employees of the State of Iowa earn 1½ days of sick leave per month. The sick leave accrual rate is prorated for permanent part-time employees. Unused leave is carried forward each year. Upon retirement, an employee receives payment for the employee's remaining sick leave balance, to a maximum of \$2,000. Sick leave may be used for personal illness, for attendance at funerals of immediate family members, and for temporary emergency care of ill or injured family members.

Regent employees used 194,032 days of sick leave in FY 2016 at a cost of nearly \$47.6 million.

See the following page for sick and vacation leave usage during FY 2016.

Holidays

In accordance with Board Policy Manual §2.1(2)(F), the following holidays are granted annually to employees:

- ▶ New Year's Day; Martin Luther King, Jr. Day (or other holiday designated by institutional head and approved by the Board); Memorial Day; Independence Day; Labor Day; Veterans' Day (or other holiday designated by institutional head and approved by the Board); Thanksgiving Day; Friday after Thanksgiving; and Christmas Day.
- ▶ Two days to be accrued as vacation.

VACATION AND SICK LEAVE USAGE (DAYS)

VACATION AND SICK LEAVE USAGE (days) -- FY 2016								
University of Iowa	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,804	1,637	10,993	10,945	5,294	5,292	19,091	17,874
Total Value of Leave Used	\$4,108,138	\$17,351,244	\$22,835,868	\$50,376,738	\$8,629,809	\$13,506,458	\$35,573,815	\$81,234,440
Total Days Used	6,270.50	22,642.88	80,897.13	180,706.50	52,543.75	77,657.13	139,711.38	281,006.50
Average Days Used Per Employee	2.24	13.83	7.36	16.51	9.93	14.67	7.32	15.72
Iowa State University	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,047	393	3,178	3,139	1,509	1,507	6,734	5,039
Total Value of Leave Used	\$1,237,951	\$2,561,146	\$4,587,817	\$14,305,318	\$2,846,140	\$4,926,525	\$8,671,908	\$21,792,989
Total Days Used	3,384.63	6,114.88	19,906.13	58,469.25	16,389.88	26,916.38	39,680.63	91,500.50
Average Days Used Per Employee	1.65	15.56	6.26	18.63	10.86	17.86	5.89	18.16
University of Northern Iowa	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	512	n/a	638	557	536	536	1,686	1,093
Total Value of Leave Used	\$533,351	n/a	\$1,096,093	\$2,777,831	\$1,294,108	\$1,862,002	\$2,923,552	\$4,639,833
Total Days Used	1,162.13	n/a	4,486.00	10,739.13	7,300.25	10,115.75	12,948.38	20,854.88
Average Days Used Per Employee	2.27	n/a	7.03	19.28	13.62	18.87	7.68	19.08
Total Universities	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,363	2,030	14,809	14,641	7,339	7,335	27,511	24,006
Total Value of Leave Used	\$5,879,440	\$19,912,390	\$28,519,778	\$67,459,887	\$12,770,057	\$20,294,985	\$47,169,275	\$107,667,262
Total Days Used	10,817.25	28,757.75	105,289.25	249,914.88	76,233.88	114,689.25	192,340.38	393,361.88
Average Days Used Per Employee	2.02	14.17	7.11	17.07	10.39	15.64	6.99	16.39
Iowa School for the Deaf	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	35	n/a	45	45	53	53	133	98
Total Value of Leave Used	\$85,991	n/a	\$58,137	\$146,354	\$85,798	\$142,817	\$229,926	\$289,171
Total Days Used	280.00	n/a	250.13	414.38	514.63	744.63	1,044.75	1,159.00
Average Days Used Per Employee	8.00	n/a	5.56	9.21	9.71	14.05	7.86	11.83
Iowa Braille & Sight Saving School	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	48	n/a	6	6	19	19	73	25
Total Value of Leave Used	\$128,310	n/a	\$13,516	\$43,883	\$36,988	\$49,235	\$178,814	\$93,118
Total Days Used	381.88	n/a	38.75	126.50	225.88	281.00	646.50	407.50
Average Days Used Per Employee	7.96	n/a	6.46	21.08	11.89	14.79	8.86	16.30
Total Special Schools	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	83	n/a	51	51	72	72	206	123
Total Value of Leave Used	\$214,301	n/a	\$71,653	\$190,237	\$122,786	\$192,052	\$408,740	\$382,289
Total Days Used	661.88	n/a	288.88	540.88	740.50	1,025.63	1,691.25	1,566.50
Average Days Used Per Employee	7.97	n/a	5.66	10.61	10.28	14.24	8.21	12.74
Total System	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,446	2,030	14,860	14,692	7,411	7,407	27,717	24,129
Total Value of Leave Used	\$6,093,741	\$19,912,390	\$28,591,431	\$67,650,124	\$12,892,843	\$20,487,037	\$47,578,015	\$108,049,551
Total Days Used	11,479.13	28,757.75	105,578.13	250,455.75	76,974.38	115,714.88	194,031.63	394,928.38
Average Days Used Per Employee	2.11	14.17	7.10	17.05	10.39	15.62	7.00	16.37

Note: Only 12-month faculty at the universities earn vacation leave; faculty at UNI, ISD, and IBSSS do not earn vacation.

Fringe Benefits – FY 2016

The three universities maintain separate insurance programs within a framework of general comparability under the authority of the Board of Regents.

In accordance with Board of Regents Policy Manual §2.1(2)(B), the Executive Director reviews all proposed changes in benefit programs to determine if Board approval is required.

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

EXPENDITURES FOR INSURANCE AND RETIREMENT PROGRAMS – FY 2016

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Mandated Benefits						
Social Security and Medicare	\$94,183,389	\$33,551,270	\$9,216,257	\$515,092	\$370,486	\$137,836,494
IPERS	8,354,738	3,615,085	1,675,125	269,442	277,997	\$14,192,387
TIAA	111,271,178	40,537,820	10,370,617	335,387	169,943	\$162,684,945
Substitute plans	0	89,705	7,399	0	0	\$97,104
Federal Retirement	0	455,742	0	0	0	\$455,742
TIAA Waiver of Premium	553,721	752,683	321,176	5,834	4,616	\$1,638,030
Unemployment Compensation	647,604	324,927	31,981	0	10,950	\$1,015,462
Workers' Compensation	6,917,741	2,564,859	997,607	145,462	101,096	\$10,726,765
Total Mandated Benefits	\$221,928,370	\$81,892,091	\$22,620,162	\$1,271,217	\$935,088	\$328,646,928
Other Benefits						
Life Insurance (less dividends)	\$1,396,444	\$2,141,877	\$212,795	\$34,095	\$29,843	\$3,815,054
Accidental Death and Dismemberment	0	420,442	0	4,728	3,847	\$429,017
Long-Term Disability Insurance	2,477,338	1,663,253	955,205	68,035	55,912	\$5,219,743
Health Insurance*	175,681,500	68,237,657	18,353,265	1,391,531	992,626	\$264,656,579
Dental Insurance*	13,084,183	2,152,462	663,237	42,302	27,470	\$15,969,654
Total Other Benefits	\$192,639,465	\$74,615,691	\$20,184,503	\$1,540,691	\$1,109,698	\$290,090,048
Total Fringe Benefit Expenditures	\$414,567,835	\$156,507,782	\$42,804,665	\$2,811,908	\$2,044,786	\$618,736,976
Percent of Non-Student Payroll	29.99%	32.36%	10.00%	40.80%	41.16%	

* Includes Regents Merit System Employees (AFSCME - covered) costs

See section below and sections on the following pages for further details.

SOCIAL SECURITY AND MEDICARE

Employees of the Regent institutions and the Board Office are covered by the Federal Insurance Contribution Act (FICA). Federal law prescribes the employer and employee contributions and benefits.

Social Security and Medicare Contributions	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Social Security					
Employer Contribution	6.20%	6.20%	6.20%	6.20%	6.20%
Employee Contribution	6.20%	6.20%	6.20%	6.20%	6.20%
Maximum Salary	\$113,700	\$117,000	\$118,500	\$118,500	\$127,200
Medicare					
Employer Contribution	1.45%	1.45%	1.45%	1.45%	1.45%
Employee Contribution	1.45%	1.45%	1.45%	1.45%	1.45%
Maximum Salary	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum

RETIREMENT

Permanent employees of the Board Office and the Regent institutions (except students, House Staff, fellows and adjunct faculty) have the option to select either the Iowa Public Employees' Retirement System (IPERS), Teachers Insurance and Annuity Association (TIAA), or an approved substitute in accordance with Board Policy. Participation in a retirement program is required. The Board approved allowing the employees of the special schools to select between TIAA and IPERS effective January 1996. TIAA contribution levels are at the IPERS rates.

Contribution	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Employer	8.93%	8.93%	8.93%	8.93%	8.93%
Employee	5.95%	5.95%	5.95%	5.95%	5.95%

FY 2016	# of Employees Selecting IPERS	# of Employees Selecting TIAA	# of Employees Selecting Substitute Plans	# of Employees Selecting Federal Retirement
University of Iowa	4,833	17,673	0	0
Iowa State University	1,188	5,555	6	34
University of Northern Iowa	480	1,504	1	0
Iowa School for the Deaf	95	63	0	0
Iowa Braille and Sight Saving School	59	25	0	0
Total	6,655	24,820	7	34

A TIAA waiver of premium, which continues contributions during periods of disability, is provided. Similar protection is provided to federal employees covered by the federal retirement program at ISU.

The contribution rate for TIAA for employees of the universities and Board Office is:

- ▶ Ten percent on the first \$4,800 of salary for staff members with less than five years of service and 15% on all additional salary up to applicable IRS limitations. The employer pays 2/3 of the cost and the employee 1/3.
- ▶ The contribution for employees with more than five years of service is 15% up to applicable IRS limitations. The employer pays 2/3 of the cost and the employee pays 1/3.
- ▶ The employer pays 10% of salary while the employee pays 5% with the exception noted above.

Benefits from the TIAA program are in the form of a fixed annuity, which is adjusted periodically. CREF benefits can be received as a lifetime annuity, a systematic payment, a cash withdrawal, or as a combination of these options. Vesting of employee and employer contributions to TIAA is immediate at SUI, UNI, ISD and IBSSS. Effective July 1, 2009, ISU implemented a three-year cliff vesting of employer contributions.

UNEMPLOYMENT COMPENSATION AND WORKERS' COMPENSATION

Employees of the five institutions and the Board Office are covered by unemployment compensation and workers' compensation with benefits under both determined by state and/or federal laws.

LIFE INSURANCE

University of Iowa

Participation in the life insurance program is mandatory for all budgeted regular faculty and staff classified at 50% time or greater. The amount of life insurance coverage is based on salary.

- ▶ The amount of coverage is 2 times annual budgeted salary to a maximum coverage of \$400,000.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ The University pays an annual rate of \$4.68 per \$1,000.

Iowa State University

Staff members holding a one-half time or more position for nine months or longer have the option to participate in the life insurance program underwritten by the Principal Financial Company of Des Moines.

- ▶ The amount of coverage is basically twice the employee's annual budgeted salary with a maximum coverage of \$750,000.
- ▶ Coverage is reduced by 35% percent at age 65.
- ▶ The annual cost of life insurance is \$2.52 per \$1,000 of coverage.

Faculty, P&S and supervisory merit employees at ISU have the full cost of their basic life insurance funded by the University through the ISU Plan. AFSCME-covered employees contribute \$0.60/year per \$1,000 coverage with the balance of the premium paid by the University.

Basic Term Life ends upon retirement. The University provides eligible retirees with \$4,000 paid-up life insurance, provided the retiree has been enrolled in the basic life insurance plan for 10 continuous years or more up to the retirement date.

University of Northern Iowa

Faculty and staff members holding a permanent position of half-time or more for a period of no less than nine months are included in the life insurance program. Life insurance coverage for Faculty and P&S is 1½ times their annual budgeted salary with a maximum benefit of \$250,000. Life insurance coverage for Merit staff is two times their annual budgeted salary with a maximum benefit of \$124,000.

- ▶ Coverage for faculty is reduced 5% each year following attainment age of 61.
- ▶ Coverage is reduced to 5% beginning at age 65 and to 45% at age 70 for merit and P&S staff.

All employees retiring at age 55 or older with ten years of continuous service immediately prior to retirement may carry 1/3 of the available scheduled insurance coverage until June 30 following attainment age of 70 at which time the University provides a non-contributory life insurance benefit in the amount of \$4,000 for faculty members and \$2,000 for all other employees.

The life insurance policy provides for continuance of the death benefit with no further premium payment in the event of total and permanent disability.

The university assumes the entire annual premium cost of \$3.48 per \$1,000 of coverage.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

All permanent employees working at least 50% time participate have life insurance coverage equally 2 ½ times their annual budgeted salary.

ACCIDENTAL DEATH AND DISMEMBERMENT

University of Iowa

A voluntary group accidental death and dismemberment program was initiated in June 1980. Staff members pay the premiums and may purchase coverage in increments of \$100,000 up to a maximum of \$1,000,000. Monthly premium rates based on \$100,000 coverage are \$1.60 single, \$3.00 family, \$1.90 single with children and \$2.70 employee with spouse.

Iowa State University

Accidental death and dismemberment coverage is provided to employees who participate in the life insurance program. The amount of accidental death coverage is twice the amount of the basic life coverage or approximately four times the annual budgeted salary for the staff member. The University pays the annual rate of \$0.30 per \$1,000 coverage.

University of Northern Iowa

AD&D coverage is available to employees who purchased voluntary term life insurance with the employee covering the full cost.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

All permanent employees working at least 50 percent time are covered by in the accidental death and dismemberment insurance at 2 times the employee's annual budgeted salary.

LONG-TERM DISABILITY INSURANCE

University of Iowa

The University provides this coverage to regular and continuous 50% time or greater budgeted staff members.

The disability benefit is 60% of annual salary. The amount a staff member receives is reduced by any disability benefits paid by Social Security and/or workers' compensation. There is no minimum monthly benefit but a maximum of \$25,000. A cost-of-living escalator tied to the Consumer Price Index increases and limited to 5% in a fiscal year is provided to assist in offsetting the ongoing effects of inflation.

If benefits begin before age of 65, they cease on the latter of attainment of Social Security normal retirement age of 65 or 36 months after the benefits begin. If benefits begin after 65 but before age 68 they cease 24 months later, at age 68 – 69 they cease 18 months later, or 15 months following the attainment of age 70. If benefits begin after age 72, they cease 12 months later. The University pays the entire cost of this coverage.

Iowa State University

This coverage is provided for all employees with a one-half time or greater appointment for nine months following one year of continuous employment. Coverage can be elected during the first year of employment but is subject to medical approval. If approved, coverage is paid by the employee until completing one year of continuous employment. ISU Plan participants (faculty, P&S, supervisory merit staff) have a choice of either a 75/60% or 50% LTD plan. The maximum monthly benefit for the 75/60% plan is \$10,000.

The maximum monthly benefit for the 50% plan is \$8,000. Nonsupervisory merit system staff is covered by the 75/60% plan only with a maximum monthly benefit of \$7,650. A 5% maximum cost-of-living escalator tied to the Social Security cost-of-living escalator is provided. There is also a coordination provision with FICA and workers' compensation.

Benefits accrue after a 90 work day waiting period and cease on June 30 following attainment of age 65; or, if disability begins on or after age 61, payments continue for five years or attainment of age 70, whichever is earlier. If disability begins on or after age 69, benefits continue for 12 months. The University pays the entire cost for this coverage (except as noted above).

University of Northern Iowa

Long-term disability coverage is provided at University expense for all staff members holding permanent appointments of half-time or more for a period of 9 months or more.

Monthly benefits are payable for 12 months a year for all covered personnel once they have been totally disabled for 90 consecutive working days (or after all sick leave has expired, if later). The income benefit continues to age 65 if disability occurs prior to age 61, or on the date 60 months of benefit payments have been made but in no event beyond the June 30 coinciding with or next following the attainment of age 70 if disability began after age 61. If benefits begin on or after age 69, benefits continue for 12 months. The disability benefit is 66 2/3% of budgeted salary up to a maximum monthly benefit of \$6,667.

A cost-of-living escalator is tied to the average rate of increase to the Consumer Price Index during the preceding calendar year.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

These employees are covered by the long-term disability plan provided by the University of Northern Iowa.

HEALTH INSURANCE

University of Iowa

The University offers each employee group – faculty/professional scientific/Merit Supervisory; Graduate Students and House Staff one health insurance plan.

UICHOICE, a POS product, pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,700 for a single contract and \$3,400 for a family contract in a calendar year. The copayment is \$5 for UI providers, \$20 for Wellmark providers and 40% for all other providers. The hospital deductible is \$400 for UIHC, \$600 for Wellmark hospitals and \$800 for other hospitals.

UIGRADCARE pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,000 for a single contract and \$1,700 for a family contract in a calendar year. Plan is only available to graduate students, post-doctoral scholars and post-doctoral fellows. Coinsurance is applicable with covered charges at a 90/10 rate for hospital and related services. Hospital deductible is \$125 per day. \$10 copayment required for physician visits. Program is a restricted panel managed care product utilizing the University health providers.

HOUSE STAFF is a closed panel HMO with all services being obtained from UI Health Care. Program is closed to new employees and will end in three or four years. All new house staff hires are covered by UICHOICE.

Health Insurance - Single			
UIChoice	2015	2016	2017
Employer Contribution	\$476.00	\$534.00	\$576.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$476.00	\$534.00	\$576.00
Grad Care^{1, 2}			
Employer Contribution	\$222.00	\$229.00	\$240.30
Employee Contribution	\$25.00	\$25.00	\$26.70
Total	\$247.00	\$254.00	\$267.00
House Staff			
Employer Contribution	\$554.00	\$554.00	\$554.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$554.00	\$554.00	\$554.00

Health Insurance - Family			
UIChoice	2015	2016	2017
Employer Contribution	\$930.00	\$1,030.00	\$1,178.00
Employee Contribution	\$233.00	\$258.00	\$295.00
Total	\$1,163.00	\$1,288.00	\$1,473.00
Grad Care^{1, 2}			
Employer Contribution	\$729.00	\$838.00	\$938.00
Employee Contribution	\$312.00	\$359.00	\$402.00
Total	\$1,041.00	\$1,197.00	\$1,340.00
House Staff			
Employer Contribution	\$1,396.00	\$1,396.00	\$1,396.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$1,396.00	\$1,396.00	\$1,396.00

Continued on the following page.

Health Insurance - Employee with Children			
UIChoice	2015	2016	2017
Employer Contribution	\$728.00	\$816.00	\$897.00
Employee Contribution	\$182.00	\$204.00	\$224.00
Total	\$910.00	\$1,020.00	\$1,121.00
Grad Care^{1, 2}			
Employer Contribution	\$986.00	n/a	n/a
Employee Contribution	\$423.00	n/a	n/a
Total	\$1,409.00	n/a	\$0.00
House Staff			
Employer Contribution	\$1,314.00	\$1,314.00	\$1,314.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$1,314.00	\$1,314.00	\$1,314.00

Health Insurance - Employee with Spouse			
UIChoice	2015	2016	2017
Employer Contribution	\$885.00	\$936.00	\$1,099.00
Employee Contribution	\$221.00	\$234.00	\$275.00
Total	\$1,106.00	\$1,170.00	\$1,374.00
Grad Care^{1, 2}			
Employer Contribution	\$373.00	\$400.00	\$511.00
Employee Contribution	\$160.00	\$171.00	\$219.00
Total	\$533.00	\$571.00	\$730.00
House Staff			
Employer Contribution	\$747.00	\$747.00	\$747.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$747.00	\$747.00	\$747.00

1. Grad Care rates are on an academic year basis.

2. Beginning 2016, the "Employee with Children" category was discontinued; employees with children are now included in the "Family" category.

Health Insurance Costs Faculty, P&S Staff, and Supervisory Merit Personnel		
	2015	2016
University of Iowa	\$108,925,068	\$119,325,971

Iowa State University

ISU offered two insurance plans to its faculty, professional and scientific staff, post docs, and supervisory merit staff appointed to a one-half time or more budgeted position for nine months or longer.

Two managed care plans are offered to faculty, P&S, and supervisory merit employees – a Preferred Provider Organization (PPO) and a Health Maintenance Organization (HMO). An opt-out credit of \$107 is also available.

Health Insurance - Single			
	2015	2016	2017
PPO			
Employer Contribution	\$481.00	\$481.00	\$481.00
Employee Contribution	\$20.00	\$20.00	\$20.00
Total	\$501.00	\$501.00	\$501.00
HMO			
Employer Contribution	\$485.00	\$485.00	\$485.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$485.00	\$485.00	\$485.00

Health Insurance - Family			
	2015	2016	2017
PPO			
Employer Contribution	\$1,129.00	\$1,129.00	\$1,129.00
Employee Contribution	\$339.00	\$339.00	\$339.00
Total	\$1,468.00	\$1,468.00	\$1,468.00
HMO			
Employer Contribution	\$1,305.00	\$1,305.00	\$1,305.00
Employee Contribution	\$112.00	\$112.00	\$112.00
Total	\$1,417.00	\$1,417.00	\$1,417.00

Health Insurance - Employee with Children			
	2015	2016	2017
PPO			
Employer Contribution	\$721.00	\$721.00	\$721.00
Employee Contribution	\$173.00	\$173.00	\$173.00
Total	\$894.00	\$894.00	\$894.00
HMO			
Employer Contribution	\$825.00	\$825.00	\$825.00
Employee Contribution	\$46.00	\$46.00	\$46.00
Total	\$871.00	\$871.00	\$871.00

Health Insurance - Employee with Spouse			
	2015	2016	2017
PPO			
Employer Contribution	\$882.00	\$882.00	\$882.00
Employee Contribution	\$263.00	\$263.00	\$263.00
Total	\$1,145.00	\$1,145.00	\$1,145.00
HMO			
Employer Contribution	\$1,036.00	\$1,036.00	\$1,036.00
Employee Contribution	\$78.00	\$78.00	\$78.00
Total	\$1,114.00	\$1,114.00	\$1,114.00

PPO = Preferred Provider Organization

HMO = Health Maintenance Organization

Health Insurance Costs Faculty, P&S Staff, and Supervisory Merit Personnel		
	2015	2016
Iowa State University	\$ 48,823,808	\$ 50,815,729

University of Northern Iowa

UNI offers two health insurance plans to faculty, professional and scientific staff and merit supervisory and confidential staff appointed to a non-temporary position of half-time or more for nine months or longer. These two managed care plans are Alliance Select - a PPO plan, and Blue Advantage - an HMO plan. A third plan option is the Classic Blue indemnity plan, but is only available to employees of the aforementioned groups hired prior to July 1, 2011.

UNI's Health Plan pays 90% of usual, customary, and reasonable charges, after deductibles are met. Outpatient services for the care of mental, nervous/drug and alcohol abuse are paid at 50% up to a maximum of 34 visits per calendar year. Inpatient coverage for nervous/drug and alcohol abuse is limited to 45 days per calendar year. Deductibles are: (1) the first two days of room and board charges for inpatient care; and (2) \$100 for "all other services". The maximum out-of-pocket limit is \$500 per calendar year per contract. Once this maximum is met, all services for the remainder of the year will be paid at 100%.

UNI offers an insured HMO – Blue Advantage– to professional and scientific staff and Merit System supervisory staff. Covered members are required to name a primary care physician from the Blue Advantage network. All care must be coordinated through primary care physician. Most services require a copayment and then may be paid at 90% or 100%. The maximum out-of-pocket limit is \$500 per calendar year for single contracts and \$1,000 for family contracts. Once this maximum has been met, services will be paid at 100% except that all co-payments will continue.

On August 1, 2011, UNI added an additional health insurance option for organized faculty and professional and scientific staff. The new plan is a Preferred Provider Organization (PPO) plan administered by Wellmark BCBS. The existing Blue Advantage health plan also became an option for organized faculty. The indemnity health insurance plan (UNI Health) continues to be an option for employees hired prior to July 1, 2011, but is no longer an option for employees hired after July 1, 2011.

Health Insurance - Single			
	2015	2016	2017
UNI Health Classic Blue			
Employer Contribution	\$506.00	\$513.75	\$667.80
Employee Contribution	\$160.00	\$278.25	\$1,613.16
Total	\$666.00	\$792.00	\$2,280.96
UNI PPO Alliance Select			
Employer Contribution	\$506.00	\$513.75	\$667.80
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$506.00	\$513.75	\$667.80
UNI Blue Advantage HMO			
Employer Contribution	\$486.00	\$486.00	\$614.79
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$486.00	\$486.00	\$614.79
Health Insurance - Family			
	2015	2016	2017
UNI Health Classic Blue			
Employer Contribution	\$1,023.20	\$1,038.00	\$1,349.40
Employee Contribution	\$681.80	\$990.75	\$4,493.40
Total	\$1,705.00	\$2,028.75	\$5,842.80
UNI PPO Alliance Select			
Employer Contribution	\$1,023.20	\$1,038.00	\$1,349.40
Employee Contribution	\$255.80	\$259.50	\$188.85
Total	\$1,279.00	\$1,297.50	\$1,538.25
UNI Blue Advantage HMO			
Employer Contribution	\$1,023.20	\$1,038.00	\$1,349.40
Employee Contribution	\$192.80	\$178.50	\$337.35
Total	\$1,216.00	\$1,216.50	\$1,686.75
Health Insurance Costs Faculty, P&S Staff, and Supervisory Merit Personnel			
	2015	2016	
University of Northern Iowa	\$13,386,599	\$12,086,478	

Iowa School for the Deaf and Iowa Braille and Sight Saving School

Employees of the two Special Schools, with the exception of those covered by AFSCME, participate in the health insurance plans at ISU.

Health Insurance Costs - Excludes AFSCME Covered Employees (includes premiums for state of Iowa and ISU plans)		
	FY 2015	FY 2016
Iowa School for the Deaf	\$1,279,178	\$736,384
Iowa Braille and Sight Saving School	\$967,513	\$697,966

Regents Merit System Employees (AFSCME - covered)

AFSCME-covered employees of the institutions participate in the health plans offered by the state of Iowa.

The State provides one indemnity plan (Program 3 Plus); one Preferred Provider Organization (PPO) (Iowa Select); and two Managed Care Organization (MCO) products (Blue Access and Blue Advantage).

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

The State's monthly contribution to all family plans is 85% of the Iowa Select total family premium. Employees may apply that amount to the plan of their choice. The State pays 98% of single and double spouse contracts.

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

All covered services above the \$650 single, \$1,450 family out-of-pocket maximum are paid at 100% with no maximum payment limit for Program 3 Plus and Iowa Select; respective amounts for Blue Access are \$750/\$1,500.

Continued on the following page.

Health Insurance - Single			
	2015	2016	2017
Program 3 Plus			
Employer Contribution	\$823.84	\$829.66	\$920.00
Employee Contribution	\$0.00	\$20.00	\$20.00
Total	\$823.84	\$849.66	\$940.00
Iowa Select			
Employer Contribution	\$821.31	\$827.04	\$920.00
Employee Contribution	\$0.00	\$20.00	\$20.00
Total	\$821.31	\$847.04	\$940.00
Blue Access			
Employer Contribution	\$582.66	\$599.10	\$664.00
Employee Contribution	\$0.00	\$20.00	\$20.00
Total	\$582.66	\$619.10	\$684.00
Blue Advantage*			
Employer Contribution	\$561.67	n/a	n/a
Employee Contribution	\$0.00	n/a	n/a
Total	\$561.67	n/a	n/a

* Blue Advantage not offered in 2016 or 2017.

Health Insurance - Family			
	2015	2016	2017
Program 3 Plus			
Employer Contribution	\$1,634.36	\$1,688.77	\$1,863.00
Employee Contribution	\$294.32	\$304.04	\$335.00
Total	\$1,928.68	\$1,992.81	\$2,198.00
Iowa Select			
Employer Contribution	\$1,634.36	\$1,688.77	\$1,863.00
Employee Contribution	\$288.42	\$297.92	\$328.00
Total	\$1,922.78	\$1,986.69	\$2,191.00
Blue Access			
Employer Contribution	\$1,364.27	\$1,433.20	\$1,580.00
Employee Contribution	\$0.00	\$20.00	\$20.00
Total	\$1,364.27	\$1,453.20	\$1,600.00
Blue Advantage*			
Employer Contribution	\$1,315.24	n/a	n/a
Employee Contribution	\$0.00	n/a	n/a
Total	\$1,315.24	n/a	n/a

* Blue Advantage not offered in 2016 or 2017.

Health Insurance - Employer Costs for Premiums		
	2015	2016
University of Iowa	\$52,088,335	\$56,355,529
Iowa State University	16,511,298	17,421,928
University of Northern Iowa	6,650,102	6,266,787
Iowa School for the Deaf	1,279,178	655,147
Iowa Braille and Sight Saving School	967,513	294,660
Total	\$77,496,426	\$80,994,051

DENTAL INSURANCE

University of Iowa

Faculty, professional and scientific staff, and Regents Merit System supervisory staff with a regular appointment of 50% or more are offered the University of Iowa's dental insurance plans. Dental coverage provides for 100% payment of normal cleaning and checkup expenses and 80% coinsurance for restorative care, and 50% for orthodontia.

Dental Insurance - Single			
Dental	2015	2016	2017
Employer Contribution	\$42.00	\$42.00	\$45.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$42.00	\$42.00	\$45.00
Grad Dental			
Employer Contribution	\$21.00	\$21.00	\$21.25
Employee Contribution	\$4.00	\$4.00	\$3.75
Total	\$25.00	\$25.00	\$25.00
House Staff			
Employer Contribution	\$34.00	\$34.00	\$34.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$34.00	\$34.00	\$34.00
Dental Insurance - Employee/Spouse			
Dental	2015	2016	2017
Employer Contribution	\$68.00	\$68.00	\$0.00
Employee Contribution	\$16.00	\$16.00	\$0.00
Total	\$84.00	\$84.00	\$0.00
Grad Dental			
Employer Contribution	\$31.50	\$31.50	\$31.50
Employee Contribution	\$13.50	\$13.50	\$13.50
Total	\$45.00	\$45.00	\$45.00
House Staff			
Employer Contribution	\$87.00	\$87.00	\$87.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$87.00	\$87.00	\$87.00
Dental Insurance - Employee/Child			
Dental	2015	2016	2017
Employer Contribution	\$80.00	\$80.00	\$80.00
Employee Contribution	\$20.00	\$20.00	\$20.00
Total	\$100.00	\$100.00	\$100.00
Grad Dental			
Employer Contribution	\$43.40	\$43.40	\$46.90
Employee Contribution	\$18.60	\$18.60	\$20.10
Total	\$62.00	\$62.00	\$67.00
House Staff			
Employer Contribution	\$70.00	\$70.00	\$70.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$70.00	\$70.00	\$70.00
Dental Insurance - Family			
Dental	2015	2016	2017
Employer Contribution	\$101.00	\$101.00	\$106.40
Employee Contribution	\$25.00	\$25.00	\$26.60
Total	\$126.00	\$126.00	\$133.00
Grad Dental			
Employer Contribution	\$45.00	\$55.30	\$56.00
Employee Contribution	\$19.00	\$23.70	\$24.00
Total	\$64.00	\$79.00	\$80.00
House Staff			
Employer Contribution	\$89.00	\$89.00	\$89.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$89.00	\$89.00	\$89.00
Dental Insurance Premiums - Faculty, P&S Staff, Graduate Assistants Covered through COGS Contract, Post Docs, and Supervisory Merit Staff			
	2015	2016	
University of Iowa	\$10,513,664	11,398,983	

Iowa State University

All employees of one-half time or more for nine months or longer who are classified as faculty, professional and scientific or supervisory merit staff are eligible to participate in the University's dental insurance program.

The ISU Plan dental insurance program consists of the ISU Basic Dental Plan and the ISU Comprehensive Dental Plan. Premium accounting for this plan is on a calendar year basis. Employer and employee contributions to dental insurance did not change from 2015 to 2016. Coverage tiers are provided for single, spouse/partner, employee plus children and family. An Opt-Out credit is available.

Dental Insurance - Single			
Basic	2015	2016	2017
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$26.00	\$26.00	\$26.00
Comprehensive			
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$16.00	\$16.00	\$16.00
Total	\$42.00	\$42.00	\$42.00
Dental Insurance - Family			
Basic	2015	2016	2017
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$45.00	\$45.00	\$45.00
Total	\$71.00	\$71.00	\$71.00
Comprehensive			
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$96.00	\$96.00	\$96.00
Total	\$122.00	\$122.00	\$122.00
Dental Insurance - Employee with Children			
Basic	2015	2016	2017
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$37.00	\$37.00	\$37.00
Total	\$63.00	\$63.00	\$63.00
Comprehensive			
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$82.00	\$82.00	\$82.00
Total	\$108.00	\$108.00	\$108.00
Dental Insurance - Employee with Spouse			
Basic	2015	2016	2017
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$30.00	\$30.00	\$30.00
Total	\$56.00	\$56.00	\$56.00
Comprehensive			
Employer Contribution	\$26.00	\$26.00	\$26.00
Employee Contribution	\$77.00	\$77.00	\$77.00
Total	\$103.00	\$103.00	\$103.00
Dental Insurance Premiums Faculty, P&S Staff, Post Docs, and Supervisory Merit Personnel			
	2015	2016	
Iowa State University	\$1,583,402	\$1,637,682	
Dental Insurance Costs Excludes AFSCME Covered Employees			
	FY 2015	FY 2016	
ISD	\$40,753	\$22,152	
IBSSS	\$28,533	\$20,301	

University of Northern Iowa

Faculty, professional and scientific staff and supervisory merit staff with at least half-time appointments for the academic year are eligible to participate in the University's dental plan.

Dental Insurance - Single			
Dental I	2015	2016	2017
Employer Contribution	\$25.00	\$25.50	\$25.50
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$25.00	\$25.50	\$25.50
Dental II			
Employer Contribution	\$25.00	\$25.50	\$25.50
Employee Contribution	\$6.00	\$6.00	\$6.00
Total	\$31.00	\$31.50	\$31.50
Dental II - Faculty			
Employer Contribution	\$25.00	\$25.50	\$25.50
Employee Contribution	\$6.00	\$6.00	\$6.00
Total	\$31.00	\$31.50	\$31.50
Dental Insurance - Family			
Dental I	2015	2016	2017
Employer Contribution	\$25.00	\$25.50	\$25.50
Employee Contribution	\$62.00	\$61.50	\$61.50
Total	\$87.00	\$87.00	\$87.00
Dental II			
Employer Contribution	\$54.50	\$54.75	\$54.75
Employee Contribution	\$54.50	\$54.75	\$54.75
Total	\$109.00	\$109.50	\$109.50
Dental II - Faculty			
Employer Contribution	\$25.00	\$25.50	\$25.50
Employee Contribution	\$84.00	\$84.00	\$84.00
Total	\$109.00	\$109.50	\$109.50
Dental Insurance Premiums Faculty, P&S Staff, and Supervisory Merit Personnel			
	2015	2016	
University of Northern Iowa	\$479,516	\$471,849	

Iowa School for the Deaf / Iowa Braille and Sight Saving School

Employees of the two Special Schools, with the exception of those covered by AFSCME, participate in the dental insurance plans at ISU.

Dental Insurance Costs - Excludes AFSCME Covered Employees		
	FY 2015	FY 2016
ISD	\$40,753	\$22,152
IBSSS	\$28,533	\$20,301

Regents Merit System Employees (AFSCME - covered)

AFSCME-covered employees of the institutions participate in the dental plan offered by the State of Iowa. Dental insurance through the State of Iowa plan is underwritten by Delta Dental. Employees are eligible following one month of employment.

The program provides 100% payment for diagnostic and preventative services; 80% for routine and restorative services; 50% for major restorative services; 50% for prosthetics; annual maximum plan payment for all plan benefits \$1,500 per member, per year; and 50% orthodontics coinsurance with a per dependent lifetime maximum of \$1,500. *Source: 2015-2017 Collective Bargaining Agreement.

Dental Insurance - Premiums			
Single	2015	2016	2017
Employer Contribution	\$29.13	\$29.13	\$28.68
Employee Contribution	\$0.00	\$0.00	\$0.00
Total	\$29.13	\$29.13	\$28.68
Family			
Employer Contribution	\$39.15	\$39.15	\$38.54
Employee Contribution	\$39.15	\$39.15	\$38.52
Total	\$78.30	\$78.30	\$77.06

Dental Insurance - Employer Costs for Premiums		
	2015	2016
University of Iowa	\$1,706,755	\$1,685,200
Iowa State University	522,369	514,780
University of Northern Iowa	213,130	191,388
Iowa School for the Deaf	40,753	20,150
Iowa Braille and Sight Saving School	28,533	7,169
Total	\$2,511,540	\$2,418,687

Retirements – FY 2016

REGULAR RETIREMENTS

FY 2016 Regular Retirements				
	Faculty	P&S	Merit	Total
SUI	72	199	139	410
ISU	33	58	52	143
UNI	19	16	27	62
ISD	2	2	4	8
IBSSS	5	0	1	6
TOTAL	131	275	223	629

PHASED RETIREMENT PROGRAM

In addition to regular retirement through either IPERS or TIAA, with approval of the institution, Regent employees may enter the phased retirement program. The Board first approved the Phased Retirement Program in 1982. The current program will expire on June 30, 2017. Details of the current program may be found in Regent Policy Manual §2.1(2)(H)(i) – Phased and Early Retirement.

There were 68 new entrants into the phased retirement program during FY 2016. To date 1,362 faculty and staff have participated in the program. There have been no participants from ISD or IBSSS.

FY 2016 Phased Retirement Program New Entrants					FY 2016 Phased Retirement Impact		
	Faculty	P&S	Merit	Total		Incentive	Released
SUI	22	8	2	32	SUI	\$1,604,210	\$3,790,400
ISU	11	5	1	17	ISU	895,742	1,201,766
UNI	11	2	6	19	UNI	233,197	539,866
TOTAL	44	15	9	68	TOTAL	\$2,733,149	\$5,532,032

“Incentive Amount” is the difference between the total compensation paid (salary and university fringe benefit contributions) under the Phased Retirement Program and the total compensation that would have been paid if the individual had reduced to the specified percentage of effort without the special provisions of the program.

“Released Funds” is the difference between the total compensation received under the policy and the total compensation that would have been received if the individual had remained full time.

The funds released through operation of the phased retirement program are used in a variety of ways at the universities. For the most part, the funds are utilized for replacement personnel or reallocation within the retirees’ employing units to fund other areas of need.

Phased Retirement New Participants Last Five Fiscal Years				
FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
51	60	60	82	68

Salaries – FY 2017

SALARY POLICIES AND NEGOTIATED SALARY INCREASES

In June 2016, the Board approved the following salary policies for the institutions for FY 2017:

COLLECTIVE BARGAINING AGREEMENTS

American Federation of State, County, and Municipal Employees (AFSCME - all institutions): The statewide collective bargaining agreement with AFSCME provides for a two and one-quarter percent (2.25%) increase on July 1, 2016, and a one and one quarter percent (1.25%) increase on January 1, 2017. AFSCME covered staff will receive a step increase of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs approximately six thousand three hundred (6,300) AFSCME covered staff in blue collar, security, technical and clerical units at its institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with SEIU. The agreement provides for a two and three-quarters percent (2.75%) increase on July 1, 2016 (there are no step increases). There are approximately three thousand three hundred (3,300) SEIU covered staff.

COGS (University of Iowa graduate assistants): A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS. The agreement provides for the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition rate for the College of Liberal Arts and Sciences and the College of Education. The agreement also provides for contribution of twenty-five percent (25%) of mandatory fees and a three percent (3%) increase in the average graduate assistant stipend on July 1, 2016 (there are no step increases). There are approximately two thousand one hundred (2,100) COGS covered staff.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of two and one-half percent (2.5%) on July 1, 2016 (there are no step increases). There are approximately seven hundred (700) UNI-United Faculty covered staff.

NON-REPRESENTED REGENT MERIT SYSTEM SALARY POLICY

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy proposed for the non-represented supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units and results in the pay matrix on the following two pages. The two-year AFSCME agreement beginning July 1, 2015, provides for two and one-quarter percent (2.25%) increase on July 1, 2016, and a one and one quarter percent (1.25%) increase on January 1, 2017. Eligible employees (those not at the maximums of their pay grades) will continue to receive four and one-half percent (4.5%) step increases on their anniversary dates.

REGENT MERIT SYSTEM PAY MATRIX

Board of Regents, State of Iowa Regent Merit System July 1, 2016			
Grade	Pay Basis	7/1/2016 Minimum	7/1/2016 Maximum
1	Hourly	\$9.34	\$17.19
2	Hourly	\$10.26	\$17.94
3	Hourly	\$12.62	\$18.77
	Semi-Monthly	\$1,097.94	\$1,632.99
	Monthly	\$2,195.88	\$3,265.98
	Annual	\$26,350.56	\$39,191.76
4	Hourly	\$13.18	\$19.61
	Semi-Monthly	\$1,146.66	\$1,706.07
	Monthly	\$2,293.32	\$3,412.14
	Annual	\$27,519.84	\$40,945.68
5	Hourly	\$13.78	\$20.49
	Semi-Monthly	\$1,198.86	\$1,782.63
	Monthly	\$2,397.72	\$3,565.26
	Annual	\$28,772.64	\$42,783.12
6	Hourly	\$14.41	\$21.42
	Semi-Monthly	\$1,253.67	\$1,863.54
	Monthly	\$2,507.34	\$3,727.08
	Annual	\$30,088.08	\$44,724.96
7	Hourly	\$15.04	\$22.37
	Semi-Monthly	\$1,308.48	\$1,946.19
	Monthly	\$2,616.96	\$3,892.38
	Annual	\$31,403.52	\$46,708.56
8	Hourly	\$15.71	\$23.38
	Semi-Monthly	\$1,366.77	\$2,034.06
	Monthly	\$2,733.54	\$4,068.12
	Annual	\$32,802.48	\$48,817.44
9	Hourly	\$16.45	\$24.43
	Semi-Monthly	\$1,431.15	\$2,125.41
	Monthly	\$2,862.30	\$4,250.82
	Annual	\$34,347.60	\$51,009.84
10	Hourly	\$17.18	\$25.53
	Semi-Monthly	\$1,494.66	\$2,221.11
	Monthly	\$2,989.32	\$4,442.22
	Annual	\$35,871.84	\$53,306.64
11	Hourly	\$17.93	\$26.70
	Semi-Monthly	\$1,559.91	\$2,322.90
	Monthly	\$3,119.82	\$4,645.80
	Annual	\$37,437.84	\$55,749.60
12	Hourly	\$18.77	\$27.89
	Semi-Monthly	\$1,632.99	\$2,426.43
	Monthly	\$3,265.98	\$4,852.86
	Annual	\$39,191.76	\$58,234.32

Continued on the following page.

Board of Regents, State of Iowa Regent Merit System July 1, 2016			
Grade	Pay Basis	7/1/2016 Minimum	7/1/2016 Maximum
13	Hourly	\$19.59	\$29.14
	Semi-Monthly	\$1,704.33	\$2,535.18
	Monthly	\$3,408.66	\$5,070.36
	Annual	\$40,903.92	\$60,844.32
14	Hourly	\$20.49	\$30.45
	Semi-Monthly	\$1,782.63	\$2,649.15
	Monthly	\$3,565.26	\$5,298.30
	Annual	\$42,783.12	\$63,579.60
15	Hourly	\$21.40	\$31.82
	Semi-Monthly	\$1,861.80	\$2,768.34
	Monthly	\$3,723.60	\$5,536.68
	Annual	\$44,683.20	\$66,440.16
16	Hourly	\$22.36	\$33.23
	Semi-Monthly	\$1,945.32	\$2,891.01
	Monthly	\$3,890.64	\$5,782.02
	Annual	\$46,687.68	\$69,384.24
17	Hourly	\$23.37	\$34.77
	Semi-Monthly	\$2,033.19	\$3,024.99
	Monthly	\$4,066.38	\$6,049.98
	Annual	\$48,796.56	\$72,599.76
18	Hourly	\$24.42	\$36.30
	Semi-Monthly	\$2,124.54	\$3,158.10
	Monthly	\$4,249.08	\$6,316.20
	Annual	\$50,988.96	\$75,794.40
19	Hourly	\$25.51	\$37.93
	Semi-Monthly	\$2,219.37	\$3,299.91
	Monthly	\$4,438.74	\$6,599.82
	Annual	\$53,264.88	\$79,197.84

Note: Grade 19 added on July 31, 2016.

Regent Merit System Average Salaries					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
SUI	\$40,714	\$41,641	\$41,383	\$41,072	\$41,454
ISU	43,306	44,510	44,207	43,848	44,687
UNI	43,017	44,883	44,879	45,047	45,670
ISD*	38,190	38,294	32,544	32,135	32,982
IBSSS	39,012	39,932	40,981	41,507	41,780
System-Wide	40,848	41,852	40,799	40,722	41,315

* Updated FY 2014 and FY 2015 numbers.

NARRATIVE (SALARIES)

University of Iowa

The University's new budgeting process provides a framework for accelerating advancement in strategically targeted areas while maintaining and contributing to the high quality in core missions and central programs. For FY 2017, \$20.1 million of incremental revenue was distributed to collegiate and non-collegiate units for budget development. Units set priorities and created spending plans guided by four agreed upon principles (Student Success, Quality Indicators, UI Values, and UI Future.)

The salary policy for faculty and non-bargaining professional and scientific (P&S) staff was an outcome of this process. The salary policy provided collegiate and other major units latitude in establishing unit-specific salary policies, regardless of the source of funds. It also enabled units to reward high-achieving faculty and staff contributing significantly and in a measurable way to the success of the University. Collegiate units were encouraged to implement plans that move faculty salaries to at least 95% of the peer median over a three-year period. Salary increments for faculty and non-bargaining P&S staff will be distributed differentially to individual staff based upon performance and market competitiveness demands.

Individual salary increases that exceed 6.0% must be reviewed and approved by the Office of Provost (faculty) or University Human Resources (P&S staff). The University will allow major units to provide promotion increases, counter offers and similar critical adjustments to retain highly valued faculty and staff but must be within their budget limitations.

The university will continue to utilize the exceptional performance pay policy approved by the Board in 2006 for non-bargaining P&S staff. The use of the exceptional performance policy will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are entirely non-recurring compensation.

P&S salary matrices for FY 2017 reflect the most recent calibration of market ranges and median zones using salary survey data. Based on this year's analysis of competitive market data, the proposed ranges were increased 0.09% to 1.6% depending on relative market data for each structure and level.

Iowa State University

As approved by the Executive Director, faculty, post docs, P&S staff, and contract employees with satisfactory performance received a minimum performance-based salary increase of 1% on July 1, 2016. Meritorious based performance adjustments up to 5%, in addition to the 1.0% for satisfactory performance, could be provided for those whose performance was better than satisfactory. Total salary adjustments of more than 5% required a request form and authorization from the respective Senior Vice President or President. Total salary adjustment is defined as an increase in base pay effective July 1, 2016 attributed to a performance-based, market/equity, or retention salary adjustment.

Less than satisfactory performing employees did not receive a salary increase on July 1, 2016. In these cases, the supervisor filed a performance improvement plan for P&S staff and contract employees or an action plan for faculty and post docs. These plans included a required performance review in December 2016. Should the employee improve sufficiently as a result of the PIP or action plan (i.e. his/her overall performance is satisfactory), the employee would be eligible for a performance-based increase effective January 1, 2017.

The P&S staff pay matrix increased by 1.75% for FY 2017.

University of Northern Iowa

UNI implemented the terms of a voluntary agreement for a two-year contract beginning July 1, 2015, that was reached with the organized faculty (UNI-United Faculty). The agreement provided for a wage increase of 2.5% on July 1, 2015.

As approved by the Executive Director, the FY 2016 salary increase for P&S staff was an amount equal to 1.25% of combined annual salaries. The funds were distributed as a 2.5% increase on January 1, 2016, with 1% for employees with satisfactory performance and the remaining 1.5% based on performance and equity.

The P&S staff pay matrix was not increased for FY 2016 and remained identical to FY 2015.

Iowa School for the Deaf and Iowa Braille and Sight Saving School

The faculty salary and the non-bargaining P&S staff salary matrices were approved by the Executive Director. ISD and IBSSS share a single P&S salary matrix. The overall average salary increase for all faculty and non-bargaining P&S staff was approximately 1.5% and salary increases for institutional officials ranged from 0-1%. Also, the supplemental pay schedule for various extracurricular activities remained unchanged from FY 2015.

AFSCME (all institutions)

The statewide collective bargaining agreement with AFSCME provided an across-the-board increase of 2.25% on July 1, 2016 and a 1.25% across-the-board increase effective January 1, 2017. Eligible merit staff members continue to receive step increases of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs about 6,300 AFSCME-covered staff in blue collar, security, technical, clerical and education units at the five institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC)

A voluntary agreement on wages for a two-year contract beginning July 1, 2015, was reached with SEIU. The agreement provided for an across-the-board increase on July 1, 2016, of 2.75%.

UE Local 896/COGS (University of Iowa graduate assistants)

A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS. The agreement provided for continuation of the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition for the College of Liberal Arts and Sciences. The agreement also provided for contribution of 25% of mandatory fees and a 3% increase in the minimum graduate assistant stipend on July 1, 2016.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa)

A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the organized faculty (UNI-United Faculty). The agreement provided for a wage increase of 2.5% on July 1, 2015.

SALARIES – FACULTY

Average Faculty Increases	FY 2013 ¹	FY 2014	FY 2015	FY 2016	FY 2017	Average for the Five-Year Period
SUI	2.4%	2.1%	2.2%	1.9%	2.6%	2.2%
ISU	2.4%	3.2%	3.5%	1.3%	3.8%	2.8%
UNI	3.52%	2.0%	2.25%	2.5%	2.5%	2.6%
ISD	3.7%	2.8%	4.0%	1.6%	2.1%	2.8%
IBSSS	3.3%	3.2%	5.1%	3.3%	3.4%	3.7%

1. UNI faculty increases: 3.52% reflects annualization of of the 2.25% increase on 7-1-12 and 1.25% on 1-1-13.

Average Nine-Month Equivalent Salaries	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
SUI	\$99,883	\$103,492	\$104,483	\$105,611	\$107,798
ISU	\$84,160	\$86,142	\$88,113	\$89,008	\$94,341
UNI	\$74,492	\$76,221	\$75,780	\$76,733	\$78,912

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

SALARIES – PROFESSIONAL AND SCIENTIFIC

Average P&S Increases	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Average for the Five-Year Period
SUI*	2.6%	2.4%	2.6%	2.4%	2.6%	2.5%
ISU	2.5%	2.9%	3.0%	1.2%	3.7%	2.7%
UNI	2.9%	2.6%	2.2%	1.3%	2.5%	2.3%
ISD	3.3%	3.3%	4.8%	1.6%	6.5%	3.9%
IBSSS	2.4%	2.7%	4.0%	1.0%	1.6%	2.3%
Service Employees International Union (SEIU)	2.95%	2.2%	2.5%	2.7%	2.7%	2.6%

* Members of the tertiary health care unit (SEIU) are not included in this average. They are shown separately.

Average P&S Salaries	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Overall Average					
SUI ¹	\$65,592	\$66,769	\$68,169	\$68,711	\$69,477
ISU	\$59,015	\$60,057	\$59,483	\$61,415	\$62,376
UNI	\$62,077	\$63,245	\$65,468	\$65,901	\$68,188
Male Average					
SUI ¹	\$70,816	\$72,270	\$74,164	\$74,257	\$75,223
ISU	\$63,865	\$64,958	\$64,575	\$66,232	\$67,934
UNI	\$66,323	\$68,923	\$71,730	\$71,877	\$74,139
Female Average					
SUI ¹	\$62,341	\$63,381	\$64,534	\$65,248	\$66,153
ISU	\$55,032	\$56,057	\$55,417	\$57,509	\$58,157
UNI	\$58,801	\$58,978	\$60,634	\$61,189	\$63,116

1. Includes all university and hospital non-SEIU employees. Does not include SEIU or 3 highest paid head coaches.

Average Salaries at the Special Schools	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Faculty Salaries					
ISD	\$64,966	\$64,966	\$68,355	\$65,098	\$67,823
IBSSS	\$62,340	\$64,270	\$66,763	\$66,764	\$67,785
P&S Salaries (annualized)					
ISD	\$55,483	\$57,136	\$58,626	\$58,132	\$60,354
IBSSS	\$65,670	\$67,443	\$70,148	\$59,768	\$61,507

SALARY INCREASES – REGENT MERIT SYSTEM

Average Merit Increases	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Average for the Five-Year Period
SUI	4.7%	2.0%	2.1%	4.6%	5.0%	3.7%
ISU	4.3%	1.25%	1.3%	3.9%	4.6%	3.1%
UNI	4.2%	1.1%	1.0%	3.5%	3.9%	2.7%
ISD	5.0%	2.9%	1.8%	3.3%	3.2%	3.2%
IBSSS	6.7%	1.8%	1.0%	3.6%	5.1%	3.6%

SALARIES – TEACHING AND RESEARCH ASSISTANTS

University of Iowa

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$18,809. Salaries increased 3.0% over the prior year. Bargaining unit (COGS) employees received tuition scholarships equivalent to 100% of the resident graduate student tuition rate for the College of Liberal Arts and Sciences, plus 25% of mandatory student fees.

Iowa State University

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$18,000 - \$44,000. Stipends increased 5.9% on the minimum and 10.0% on the maximum from FY 2015.

University of Northern Iowa

Almost all of the graduate assistantships at the University of Northern Iowa are research assistantships. Teaching assistants teach less than 1.0% of the student credit hours at the University. A graduate assistantship at the Master's level is paid \$10,088 while that of a doctoral level is paid \$15,120. This represents an average increase of 2.5% from the previous year. Graduate assistantships in some disciplines such as Geography, Biology, and Environmental Science are slightly higher than the regular assistantships at the University. This ranges from \$13,440 in Geography to \$20,176 in Biology.

AVERAGE ESTIMATED TOTAL COMPENSATION

Average estimated total compensation for FY 2017 is shown below. Total compensation includes salary, retirement including FICA, health and dental insurance, long-term disability, life insurance, and unemployment and workers' compensation costs. The averages do not take into account any health and dental insurance increases for the 2017 insurance year.

	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average ¹		
SUI ²	\$219,740	\$165,624	\$157,368	\$184,342	\$93,671	\$63,723
ISU	\$169,742	\$124,171	\$104,336	\$120,285	\$83,896	\$62,865
UNI	\$131,135	\$101,559	\$87,640	\$105,202	\$93,090	\$70,729
ISD ³				\$92,208	\$71,765	\$54,840
IBSSS ³				\$91,617	\$84,495	\$66,184

1. Overall averages weighted by the number of faculty.
2. P&S employees at SUI - non-hospital, non-SEIU.
3. The majority of ISD and IBSSS merit employees are on nine-month appointments.

FIVE-YEAR SALARY INCREASE HISTORY

Average Salary Increases by Employee Group					
Faculty	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
University of Iowa	2.4%	2.1%	2.2%	1.9%	2.6%
Iowa State University	2.4%	3.2%	3.5%	1.3%	3.8%
University of Northern Iowa	3.5%	2.0%	2.3%	2.5%	2.5%
Iowa School for the Deaf	3.7%	2.8%	4.0%	1.6%	2.1%
Iowa Braille and Sight Saving School	3.3%	3.2%	5.1%	3.3%	3.4%
P&S	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
University of Iowa	2.5%	2.4%	2.6%	2.4%	2.6%
Iowa State University	2.5%	2.9%	3.0%	1.2%	3.7%
University of Northern Iowa	2.9%	2.6%	2.2%	1.3%	2.5%
Iowa School for the Deaf	3.3%	3.3%	4.8%	1.6%	6.5%
Iowa Braille and Sight Saving School	2.4%	2.7%	4.0%	1.0%	1.6%
Merit	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
University of Iowa	4.7%	2.0%	2.1%	4.6%	5.0%
Iowa State University	4.3%	1.2%	1.3%	3.9%	4.6%
University of Northern Iowa	4.2%	1.1%	1.0%	3.5%	3.9%
Iowa School for the Deaf	5.0%	2.9%	1.8%	3.3%	3.2%
Iowa Braille and Sight Saving School	6.7%	1.8%	1.0%	3.6%	5.1%

Faculty Salary Comparisons

PEER INSTITUTIONS

For many years, the universities have used Board-designated peer groups to make comparisons in several areas such as tuition and fees, residence system rates, and salaries. Each group includes 10 peer institutions which were deemed by the Board to be comparable. These institutions are public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin. See *Exhibit 1*.

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded to include 56 AAU institutions in the AAU Data Exchange (AAUDE). This group includes the original designated institutions with the exception of one – North Carolina State University which was designated as an ISU peer institution. See *Exhibits 2 and 3*.

The University of Northern Iowa's list includes institutions in the Education Trust. The salaries for these institutions are those that are published by the AAUP in its annual faculty salary survey. See *Exhibit 4*. The Education Trust was established in 1990 by the American Association of Higher Education as a special project to encourage colleges and universities to support K-12 reform efforts. Since then, the Education Trust has grown into an independent nonprofit organization. Its mission is to make schools and colleges work for all the young people they serve.

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

Exhibit 7 provides a 5-year history of faculty salary increases at peer institutions.

Exhibit 8 provides a comparison of average faculty salaries of peer institutions along with total average compensation.

Exhibit 9 provides salary comparison information for the University of Iowa's Carver College of Medicine. This information is provided by the University from survey data collected by the Association of American Medical Colleges (AAMC).

"Founded in 1876 and based in Washington, D.C., the Association of American Medical Colleges is a not-for-profit association dedicated to transforming health care through innovative medical education, cutting-edge patient care, and groundbreaking medical research. Its members comprise all 145 accredited U.S. and 17 accredited Canadian medical schools; nearly 400 major teaching hospitals and health systems, including 51 Department of Veterans Affairs' medical centers; and more than 80 academic societies. Through these institutions and organizations, the AAMC serves the leaders of America's medical schools and teaching hospitals and their 148,000 faculty members, 83,000 medical students, and 115,000 resident physicians."

REGENT INSTITUTIONS COMPARISON GROUPS			
AVERAGE FACULTY SALARIES, 2015-2016			
ESTIMATED FACULTY SALARY INCREASES, 2016-2017			
	Average Faculty Salary 2015-2016 ¹	Estimated Average % Increase 2016-2017 ²	Estimated Average Faculty Salary 2016-2017
University of Iowa			
University of California, Los Angeles	\$161,600	1.50%	\$164,024
University of Texas, Austin	\$127,900	3.98%	\$132,990
University of Michigan, Ann Arbor	\$132,400	nda	\$132,400
University of Illinois, Urbana	\$119,000	0.00%	\$119,000
University of North Carolina, Chapel Hill	\$116,400	1.50%	\$118,146
The Ohio State University, Main Campus	\$115,700	2.00%	\$118,014
University of Wisconsin, Madison	\$113,300	2.28%	\$115,883
University of Minnesota, Minneapolis	\$112,100	2.50%	\$114,903
Indiana University, Bloomington	\$113,400	nda	\$113,400
<i>University of Iowa</i>	\$108,400	2.64%	\$111,262
University of Arizona	\$101,000	5.00%	\$106,050
Iowa State University			
University of California, Davis	\$124,500	1.50%	\$126,368
Pennsylvania State University ³	\$117,200	2.00%	\$119,544
University of Illinois, Urbana	\$119,500	0.00%	\$119,500
Ohio State University, Main Campus	\$115,872	2.00%	\$118,189
Texas A & M University	\$109,700	4.10%	\$114,198
Purdue University, Main Campus	\$110,443	3.20%	\$113,977
University of Minnesota, Twin Cities	\$110,670	2.50%	\$113,437
University of Wisconsin, Madison	\$110,800	2.28%	\$113,326
Michigan State University	\$108,120	2.50%	\$110,823
<i>Iowa State University</i>	\$104,197	3.81%	\$108,167
North Carolina State University	\$101,500	5.10%	\$106,677
University of Northern Iowa			
College of Charleston	\$76,771	0.00%	\$76,771
Eastern Illinois University	\$80,010	0.00%	\$80,010
Ferris State University	\$63,400	3.00%	\$65,302
James Madison University	\$80,633	3.00%	\$83,052
Marshall University	\$67,862	0.00%	\$67,862
Southern Illinois University-Edwardsville	\$78,214	0.00%	\$78,214
Truman State University	\$65,551	2.50%	\$67,190
University of Massachusetts-Dartmouth	\$103,736	1.75%	\$105,551
<i>University of Northern Iowa</i>	\$78,635	2.50%	\$80,601
University of Minnesota, Duluth	\$75,883	2.50%	\$77,780
Western Washington University	\$86,545	3.80%	\$89,834

1. *Academe*, the Bulletin of the American Association of University Professors, Special Bulletin. The averages are for the ranks of professor, associate professor, and assistant professor.

2. Estimated increase obtained by universities through contacts with comparison institutions. Average excludes clinical faculty per *Academe* guidelines. Averages exclude clinical faculty per *Academe* guidelines. Average increases for Iowa universities are actual increases.

3. Penn State replaced Arizona as an ISU peer institution in July 2016.

4. FY 2017 is the first year using the new UNI peer group.

nda = No data available.

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2015 (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
Columbia	236,289	464	1	158,776	389	1	121,547	300	2	180,283	1,153	1
Stanford	229,629	464	2	144,490	389	2	125,909	300	1	173,918	1,153	2
Princeton	222,673	464	3	138,244	389	3	107,326	300	10	164,176	1,153	3
Harvard	220,248	464	5	129,154	389	5	120,182	300	3	163,479	1,153	4
Chicago, Univ of	222,611	464	4	127,489	389	7	113,157	300	5	162,039	1,153	5
MIT	202,618	464	7	136,464	389	4	116,414	300	4	157,870	1,153	6
Duke	197,794	464	8	128,429	389	6	109,860	300	8	151,512	1,153	7
Yale	203,463	464	6	122,051	389	10	103,340	300	12	149,945	1,153	8
Northwestern	193,660	464	9	123,100	389	8	111,449	300	6	148,464	1,153	9
Wash. Univ - St Louis	188,688	464	10	117,172	389	12	104,685	300	11	142,703	1,153	10
UCLA	187,639	464	11	122,243	389	9	97,652	300	18	142,162	1,153	11
Rice	185,712	464	12	116,148	389	14	99,574	300	14	139,830	1,153	12
UC Berkeley	178,494	464	14	115,897	389	15	109,433	300	9	139,406	1,153	13
Cornell University - Endow	170,756	464	17	120,287	389	11	110,461	300	7	138,040	1,153	14
Vanderbilt	184,849	464	13	111,693	389	18	93,847	300	23	136,490	1,153	15
Boston University	171,686	464	16	117,126	389	13	99,071	300	16	134,385	1,153	16
Brown	173,734	464	15	114,861	389	16	94,608	300	20	133,283	1,153	17
Johns Hopkins	167,273	464	19	114,290	389	17	98,988	300	17	131,630	1,153	18
Southern Cal	170,567	464	18	107,158	389	22	93,870	300	22	129,218	1,153	19
Virginia	164,948	464	20	111,283	389	19	94,888	300	19	128,614	1,153	20
Michigan	164,802	464	21	109,172	389	20	92,160	300	25	127,133	1,153	21
UC San Diego	159,306	464	24	107,849	389	21	92,274	300	24	124,504	1,153	22
Georgia Tech	154,427	464	27	107,028	389	23	99,454	300	15	124,132	1,153	23
Carnegie-Mellon	152,911	464	28	105,138	389	25	99,988	300	13	123,023	1,153	24
UC Irvine	159,388	464	23	101,532	389	30	90,699	300	29	121,996	1,153	25
Maryland	154,515	464	26	106,606	389	24	89,679	300	30	121,482	1,153	26
UC Santa Barbara	161,291	464	22	100,241	389	34	85,622	300	40	121,005	1,153	27
Texas	154,809	464	25	100,478	389	33	93,880	300	21	120,625	1,153	28
SUNY-Stony Brook	150,381	464	31	103,564	389	26	88,438	300	32	118,469	1,153	29
Penn State	150,905	464	29	101,510	389	31	89,145	300	31	118,171	1,153	30
UC Davis	148,706	464	32	103,313	389	28	88,099	300	33	117,622	1,153	31
North Carolina	150,551	464	30	101,786	389	29	87,081	300	36	117,584	1,153	32
Illinois	147,957	464	33	99,515	389	36	91,256	300	28	116,860	1,153	33
Brandeis	147,575	464	34	103,479	389	27	84,585	300	43	116,309	1,153	34
University of Illinois at Chic	141,805	464	39	101,337	389	32	87,783	300	34	114,096	1,153	35
Ohio State	145,472	464	36	97,952	389	38	85,966	300	38	113,957	1,153	36
Tulane	145,389	464	38	90,876	389	52	91,517	300	27	112,981	1,153	37
Pittsburgh	146,278	464	35	98,195	389	37	80,157	300	50	112,852	1,153	38
Indiana	138,792	464	41	94,065	389	48	91,756	300	26	111,463	1,153	39
Michigan State	145,416	464	37	97,191	389	39	76,597	300	54	111,240	1,153	40
Texas A&M	138,415	464	42	96,149	389	42	86,946	300	37	110,764	1,153	41
Minnesota	137,950	464	43	95,835	389	43	85,804	300	39	110,173	1,153	42
Case Western	139,124	464	40	95,124	389	46	83,408	300	46	109,783	1,153	43
Colorado	134,364	464	47	96,354	389	41	87,509	300	35	109,349	1,153	44
SUNY-Buffalo	137,718	464	44	94,635	389	47	82,252	300	48	108,751	1,153	45
Purdue	134,763	464	46	95,361	389	45	84,884	300	42	108,491	1,153	46
Iowa	136,810	464	45	93,414	389	49	83,815	300	45	108,380	1,153	47
Wisconsin	129,481	464	50	99,734	389	35	85,499	300	41	108,001	1,153	48
Syracuse	130,960	464	49	95,683	389	44	77,599	300	52	105,174	1,153	49
Florida	133,924	464	48	89,261	389	53	79,095	300	51	104,589	1,153	50
Oregon	127,486	464	51	91,499	389	51	84,344	300	44	104,120	1,153	51
Iowa State	126,722	464	52	92,425	389	50	82,001	300	49	103,515	1,153	52
Toronto	123,552	464	56	97,025	389	40	76,135	300	56	102,265	1,153	53
Nebraska	124,247	464	55	86,682	389	55	82,959	300	47	100,831	1,153	54
Arizona	124,528	464	54	86,923	389	54	76,352	300	55	99,306	1,153	55
Kansas	125,963	464	53	82,604	389	56	76,830	300	53	98,551	1,153	56
Missouri	122,967	464	57	80,803	389	57	69,606	300	57	94,858	1,153	57
Mean	\$160,052			\$106,609			\$92,937			\$124,559		

Includes all fulltime instructional faculty (regular and temporary). Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths 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 2015									
Normalized by ISU's rank distribution									
Institution	Professor		Associate Professor		Assistant Professor		Combined		
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	Salary Ranking
Columbia	236,289	524	158,776	421	121,547	393	178,197	1,338	1
Stanford	229,629	524	144,490	421	125,909	393	172,375	1,338	2
Princeton	222,673	524	138,244	421	107,326	393	162,227	1,338	3
Harvard	220,248	524	129,154	421	120,182	393	162,194	1,338	4
Chicago, Univ of	222,611	524	127,489	421	113,157	393	160,532	1,338	5
Penn	202,560	524	132,310	421	123,326	393	157,183	1,338	6
MIT	202,618	524	136,464	421	116,414	393	156,483	1,338	7
Duke	197,794	524	128,429	421	109,860	393	150,140	1,338	8
Yale	203462.7	524	122051.1	421	103339.9	393	148,438	1,338	9
Northwestern	193,660	524	123,100	421	111,449	393	147,311	1,338	10
Wash. Univ - St Louis	188,688	524	117,172	421	104685.2	393	141,512	1,338	11
UCLA	187,817	524	122,630	421	97,898	393	140,895	1,338	12
UC Berkeley	178,881	524	115,915	421	109,550	393	138,705	1,338	13
Rice	185,712	524	116,148	421	99,574	393	138,523	1,338	14
Cornell University - Endowed	170,756	524	120,287	421	110,461	393	137,166	1,338	15
Vanderbilt	184,849	524	111,693	421	93,847	393	135,101	1,338	16
Boston University	171,686	524	117,126	421	99,071	393	133,190	1,338	17
Brown	173,647	524	114,702	421	94,251	393	131,779	1,338	18
Johns Hopkins	167,273	524	114,290	421	98,988	393	130,545	1,338	19
Southern Cal	170,567	524	107,158	421	93,870	393	128,088	1,338	20
Virginia	164,948	524	111,283	421	94,888	393	127,484	1,338	21
Michigan	164,802	524	109,172	421	92,160	393	125,961	1,338	22
UC San Diego	159,770	524	107,956	421	92,305	393	123,651	1,338	23
Georgia Tech	154,427	524	107,028	421	99,454	393	123,366	1,338	24
Rochester	152,648	524	105,522	421	100,620	393	122,538	1,338	25
Carnegie-Mellon	152,911	524	105,138	421	99,988	393	122,335	1,338	26
UC Irvine	159,416	524	101,658	421	90,739	393	121,070	1,338	27
Maryland	154,515	524	106,606	421	89,679	393	120,397	1,338	28
UC Santa Barbara	161,332	524	100,241	421	85,651	393	119,880	1,338	29
Texas	154,809	524	100,478	421	93,880	393	119,817	1,338	30
Rutgers	158,758	524	104,023	421	83,540	393	119,442	1,338	31
UC Davis	151,448	524	104,996	421	89,266	393	118,567	1,338	32
SUNY-Stony Brook	150,381	524	103,564	421	88,438	393	117,456	1,338	33
Penn State**	150,905	524	101,510	421	89,145	393	117,223	1,338	34
Illinois	147,957	524	99,515	421	91,256	393	116,060	1,338	35
Brandeis	147,575	524	103,479	421	84,585	393	115,199	1,338	36
North Carolina	148,235	524	99,366	421	85,620	393	114,467	1,338	37
Washington	133,797	524	104,828	421	98060.245	393	114,186	1,338	38
Univ. of Illinois at Chicago	141,805	524	101,337	421	87,783	393	113,204	1,338	39
Ohio State	145,472	524	97,952	421	85,966	393	113,042	1,338	40
Tulane	145,389	524	90,876	421	91,517	393	112,413	1,338	41
Pittsburgh	146,278	524	98,195	421	80,157	393	111,728	1,338	42
Indiana	138,792	524	94,065	421	91,756	393	110,903	1,338	43
Michigan State	145,416	524	97,191	421	76,597	393	110,028	1,338	44
Texas A&M	138,415	524	96,149	421	86,946	393	109,999	1,338	45
Minnesota	137,950	524	95,835	421	85,804	393	109,382	1,338	46
Case Western	139,124	524	95,123	421	83,408	393	108,915	1,338	47
Colorado	134,364	524	96,354	421	87,509	393	108,642	1,338	48
SUNY-Buffalo	137,718	524	94,635	421	82,252	393	107,870	1,338	49
Purdue	134,763	524	95,361	421	84,884	393	107,714	1,338	50
Iowa	136,810	524	93,414	421	83,815	393	107,590	1,338	51
Wisconsin	129,481	524	99,733	421	85498.667	393	107,202	1,338	52
Syracuse	130,959	524	95,683	421	77,599	393	104,186	1,338	53
Florida	133,924	524	89,261	421	79,095	393	103,766	1,338	54
Oregon	127,486	524	91,499	421	84,344	393	103,491	1,338	55
Toronto	126,804	524	98,831	421	76,204	393	103,140	1,338	56
Iowa State	126,722	524	92,425	421	82,001	393	102,795	1,338	57
Nebraska	124,247	524	86,682	421	82,959	393	100,300	1,338	58
Arizona	124,528	524	86,923	421	76,352	393	98,545	1,338	59
Kansas	125,963	524	82,604	421	76,830	393	97,889	1,338	60
Missouri	122,967	524	80,803	421	69,606	393	94,027	1,338	61
Mean	160,253		106,966		93,489		123,876		

* North Carolina State is not in the AAU.
** Penn State replaced Arizona as an ISU peer institution in 2016.
note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths (.818) factor, unless specified otherwise.
source: Annual AAUP Faculty Salary Survey as exchanged via the AAU Data Exchange (AAUDE).

**Exhibit 4
University of Northern Iowa**

Average Faculty Salaries by Academic Rank, FY 2016 (Peer institutions as listed by Education Trust*)												
Peers Adjusted to UNI Rank Distribution												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking
University of California - Riverside	117,068	480	1	87,200	126	1	94,300	186	3	148,700	168	1
University of New Hampshire	105,590	480	2	84,000	126	2	97,000	186	2	126,000	168	3
University of Massachusetts-Dartmouth	103,736	480	3	83,000	126	3	97,400	186	1	124,400	168	4
University of Alabama	100,501	480	4	72,100	126	10	92,800	186	4	142,800	168	2
University of North Texas	97,437	480	5	73,900	126	8	87,100	186	7	117,300	168	5
University of Mississippi-Main	92,492	480	6	77,700	126	4	89,000	186	5	116,900	168	6
University of North Carolina-Charlotte	90,402	480	7	77,100	126	5	82,400	186	15	114,200	168	7
Ohio University	90,261	480	8	74,700	126	6	84,200	186	13	112,800	168	8
Central Michigan University	90,022	480	9	74,200	126	7	80,700	186	17	104,300	168	21
Kent State University-Main	89,734	480	10	73,200	126	9	85,200	186	9	111,700	168	10
West Chester University of Pennsylvania	88,537	480	11	71,700	126	12	88,000	186	6	109,100	168	11
Indiana University of Pennsylvania-Main	87,106	480	12	64,400	126	40	85,800	186	8	108,700	168	13
Western Washington University	86,545	480	13	69,500	126	17	82,600	186	14	101,600	168	22
Bloomsburg University of Pennsylvania	86,387	480	14	67,200	126	26	85,200	186	10	107,900	168	15
North Dakota State University-Main	85,706	480	15	69,700	126	15	84,500	186	12	109,100	168	12
Bowling Green State University-Main	85,664	480	16	68,600	126	21	79,900	186	20	104,700	168	20
University of North Carolina-Greensboro	84,607	480	17	69,200	126	18	76,100	186	30	106,000	168	18
West Virginia University	84,521	480	18	67,300	126	25	80,500	186	19	112,800	168	9
Grand Valley State University	84,222	480	19	69,100	126	20	81,000	186	16	101,600	168	23
California State University - Fresno	84,006	480	20	70,700	126	13	78,600	186	24	97,000	168	30
Western Illinois University	83,739	480	21	63,600	126	43	80,600	186	18	101,400	168	24
Northern Arizona University	83,469	480	22	63,800	126	42	78,200	186	25	107,100	168	17
Mississippi State University	83,256	480	23	69,600	126	16	77,500	186	28	105,300	168	19
Oakland University	82,602	480	24	67,200	126	27	79,200	186	22	108,300	168	14
Florida A & M University	81,397	480	25	65,200	126	35	79,400	186	21	99,400	168	27
Montana State University-Bozeman	81,071	480	26	68,400	126	22	74,000	186	35	101,400	168	25
Northern Illinois University	80,914	480	27	67,900	126	23	76,200	186	29	97,700	168	28
James Madison University	80,633	480	28	67,500	126	24	74,500	186	33	97,500	168	29
Illinois State University	80,493	480	29	71,800	126	11	74,800	186	32	93,500	168	36
Kutztown University of Pennsylvania	80,348	480	30	64,500	126	39	84,700	186	11	107,800	168	16
Eastern Illinois University	80,010	480	31	67,200	126	28	73,500	186	39	91,700	168	38
East Carolina University	79,189	480	32	69,200	126	19	74,900	186	31	96,800	168	31
Indiana State University	79,167	480	33	64,900	126	37	74,500	186	34	96,000	168	32
University of Nebraska-Omaha	78,833	480	34	65,900	126	31	79,000	186	23	89,800	168	43
University of Northern Iowa	78,568	480	35	65,000	126	36	74,000	186	36	93,800	168	34
Southern Illinois University-Edwardsville	78,214	480	36	65,800	126	32	78,100	186	27	91,700	168	39
University of North Carolina-Wilmington	78,207	480	37	64,800	126	38	72,200	186	42	94,200	168	33
Appalachian State University	77,869	480	38	64,400	126	41	72,200	186	43	91,400	168	40
College of Charleston	76,771	480	39	65,800	126	33	73,300	186	41	92,600	168	37
University of Montana-Missoula	76,530	480	40	61,500	126	49	70,700	186	47	86,200	168	47
University of Minnesota-Duluth	75,883	480	41	62,000	126	45	78,200	186	26	100,200	168	26
Radford University	75,840	480	42	65,700	126	34	71,500	186	44	89,000	168	45
Northern Michigan University	75,502	480	43	61,800	126	48	73,600	186	38	89,600	168	44
Tennessee Technological University	75,295	480	44	62,000	126	46	71,100	186	46	86,700	168	46
Saint Cloud State University	74,117	480	45	61,900	126	47	70,400	186	48	83,400	168	50
University of Northern Colorado	73,792	480	46	56,400	126	58	66,900	186	51	90,800	168	41
Ball State University	73,291	480	47	60,100	126	51	73,500	186	40	93,800	168	35
Georgia Southern University	71,240	480	48	66,300	126	30	71,300	186	45	82,700	168	51
Winona State University	71,160	480	49	60,000	126	52	66,500	186	52	83,800	168	49
University of Wisconsin-Oshkosh	70,552	480	50	66,800	126	29	62,900	186	56	80,400	168	53
University of Wisconsin-Whitewater	70,545	480	51	70,500	126	14	66,100	186	53	76,800	168	56
Murray State University	69,950	480	52	59,800	126	54	68,400	186	49	86,200	168	48
SUNY College At Oswego	69,782	480	53	57,800	126	56	74,000	186	37	89,900	168	42
University of Wisconsin-Eau Claire	69,114	480	54	63,200	126	44	63,500	186	55	77,600	168	55
University of Central Arkansas	68,680	480	55	60,500	126	50	67,800	186	50	81,000	168	52
Marshall University	67,862	480	56	58,900	126	55	65,500	186	54	76,800	168	57
University of West Georgia	65,588	480	57	57,000	126	57	62,000	186	58	80,000	168	54
Truman State University	65,551	480	58	54,100	126	60	61,000	186	59	72,700	168	59
University of Wisconsin-Stout	64,128	480	59	60,000	126	53	62,600	186	57	71,300	168	61
University of Wisconsin-Stevens Point	63,742	480	60	55,300	126	59	59,900	186	60	71,800	168	60
Ferris State University	63,400	480	61	49,000	126	61	54,600	186	61	76,600	168	58
Mean	\$80,506			\$66,518			\$76,149			\$97,743		

*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.

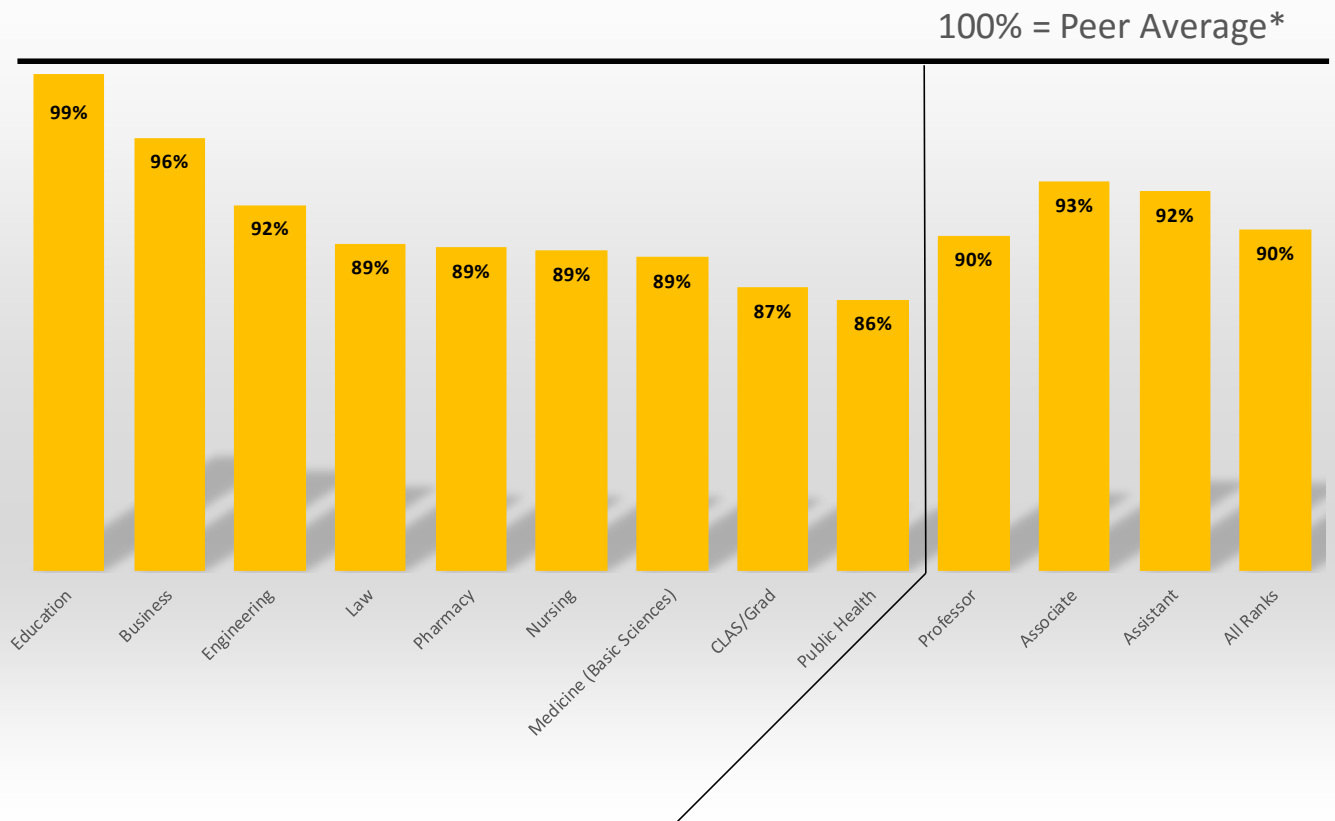
Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.

Data not available for the following peer institution: Stephen F. Austin State University and West Virginia University

Data Source: ACADEME, AAUP, March-April 2016.

Exhibit 5
University of Iowa

UNIVERSITY OF IOWA
FACULTY SALARIES AS A PERCENT OF PEER AVERAGE
FY 2016

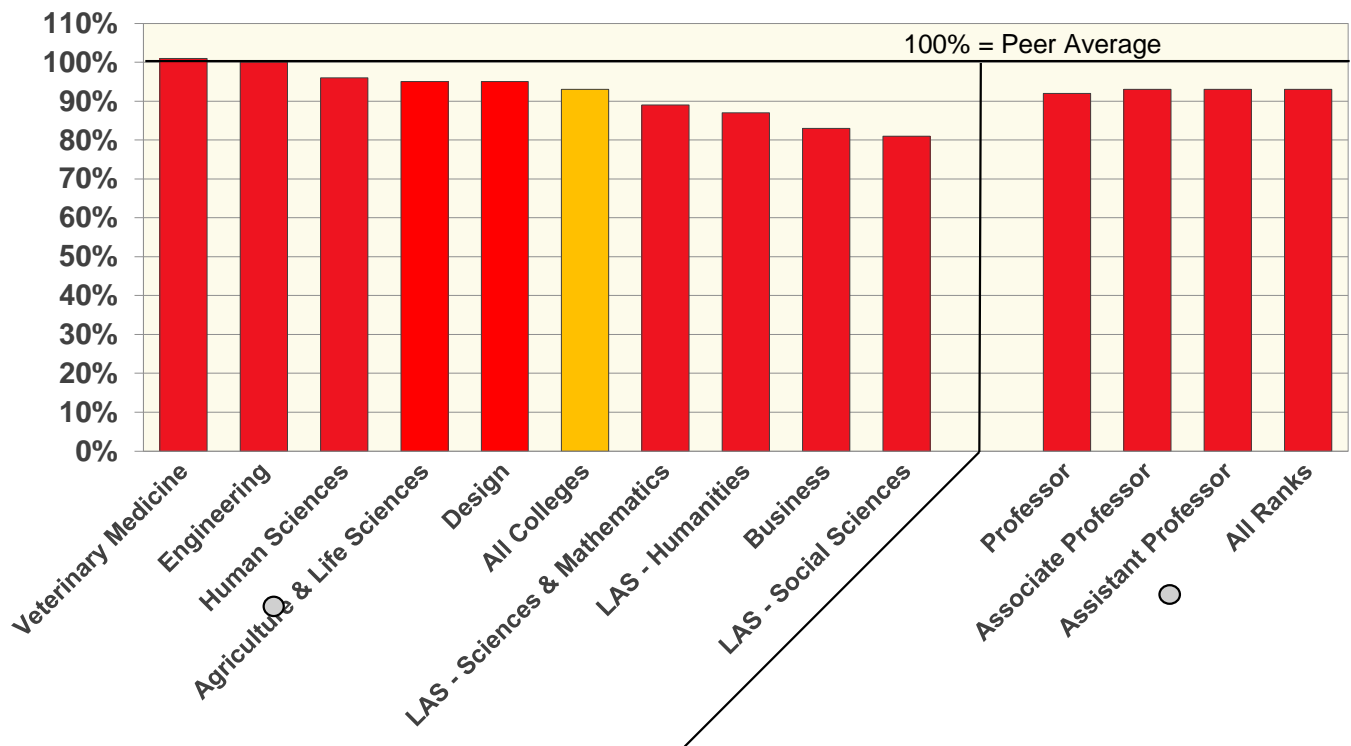


Percentiles by rank do not include the College of Dentistry.
Peer averages are adjusted to Iowa rank distribution.

Source: Association of American Universities Data Exchange (AAUDE).

Exhibit 6
Iowa State University

IOWA STATE UNIVERSITY
Faculty Salary as a Percent of Peer Average - FY 2016



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS FY 2013 - FY 2017					
University of Iowa Peer Group	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Indiana University, Bloomington	2.20%	2.50%	2.00%	2.00%	nda
Ohio State University, Main Campus	3.00%	2.00%	2.00%	2.00%	2.00%
University of Arizona	0.00%	3.00%	0.00%	0.00%	5.00%
University of California, Los Angeles	1.75%	3.50%	3.00%	1.50%	1.50%
University of Illinois, Urbana	2.50%	2.75%	2.50%	0.00%	0.00%
<i>University of Iowa</i>	2.38%	2.10%	2.20%	2.00%	2.64%
University of Michigan, Ann Arbor	nda	nda	nda	nda	nda
University of Minnesota, Twin Cities	2.50%	2.50%	2.50%	2.00%	2.50%
University of North Carolina - Chapel Hill	2.00%	1.00%	nda	0.00%	1.50%
University of Texas, Austin	2.19%	nda	nda	nda	3.98%
University of Wisconsin, Madison	0.00%	1.00%	1.00%	0.00%	2.28%
Iowa State University Peer Group	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
<i>Iowa State University</i> ¹	2.40%	3.20%	3.45%	1.26%	3.81%
Michigan State University	2.50%	2.75%	nda	2.00%	2.50%
North Carolina State University	1.80%	nda	<1.0%*	0.00%	5.10%
Ohio State University, Main Campus	3.00%	2.00%	2.00%	2.00%	2.00%
Pennsylvania State University ²	--	--	--	--	2.00%
Purdue University, Main Campus	2.30%	1.00%	nda	3.80%	3.20%
Texas A&M	nda	nda	nda	nda	4.10%
University of California, Davis	nda	nda	nda	nda	1.50%
University of Illinois, Urbana	2.50%	2.75%	2.50%	0.00%	0.00%
University of Minnesota, Twin Cities	2.50%	2.50%	2.50%	2.00%	2.50%
University of Wisconsin, Madison	0.00%	1.00%	1.00%	0.00%	2.28%
University of Northern Iowa Peer Group	FY 2013³	FY 2014	FY 2015	FY 2016	FY 2017⁴
College of Charleston					0.00%
Eastern Illinois University					0.00%
Ferris State University					3.00%
James Madison University					3.00%
Marshall University					0.00%
Southern Illinois University-Edwardsville					0.00%
Truman State University					2.50%
University of Massachusetts-Dartmouth					1.75%
University of Minnesota, Duluth					2.50%
<i>University of Northern Iowa</i>	3.52%	2.00%	2.25%	2.50%	2.50%
Western Washington University					3.80%

1. Faculty received \$1,000 flat amount.

2. Penn State replaced Arizona as an ISU peer institution in July 2016.

3. The FY 2013 increase for UNI-United Faculty was 2.25% on July 1 and 1.25% on January 1; the 3.52% represents annualization of the increase.

4. FY 2017 is the first year using the new UNI peer group.

nda = No data available.

REGENT INSTITUTIONS COMPARISON GROUPS AVERAGE FACULTY SALARIES, 2015-2016 AVERAGE FACULTY TOTAL COMPENSATION, 2015-2016					
Comparison Groups	Average Faculty Salary (all ranks)	Rank Average Salary	Benefits as % of Salary	Average Faculty Total Compensation ¹	Rank Total Compensation
University of Iowa					
University of California, Los Angeles	\$161,600	1	34.9%	\$217,900	1
University of Michigan, Ann Arbor	\$132,400	2	23.6%	\$163,700	2
University of Illinois, Urbana	\$119,000	4	31.5%	\$156,400	3
University of Texas, Austin	\$127,900	3	19.4%	\$152,800	4
University of North Carolina, Chapel Hill	\$118,500	5	26.1%	\$146,800	5
The Ohio State University, Main Campus	\$115,700	6	26.8%	\$146,700	6
University of Minnesota, Minneapolis	\$112,100	9	30.7%	\$146,600	7
University of Wisconsin, Madison	\$113,300	8	26.8%	\$143,600	8
<i>University of Iowa</i>	\$108,400	10	29.4%	\$140,200	9
Indiana University, Bloomington	\$113,400	7	22.5%	\$138,900	10
University of Arizona	\$101,000	11	26.3%	\$127,500	11
Iowa State University					
University of California, Davis	\$130,300	1	37.3%	\$178,902	1
Pennsylvania State University ²	\$121,800	2	29.2%	\$157,366	2
University of Illinois, Urbana	\$119,000	3	31.5%	\$156,449	3
Ohio State University, Main Campus	\$115,700	4	26.8%	\$146,674	4
University of Minnesota, Twin Cities	\$112,100	7	30.7%	\$146,526	5
Michigan State University	\$110,400	8	30.8%	\$144,403	6
University of Wisconsin	\$113,300	6	26.8%	\$143,624	7
Purdue University, Main Campus	\$109,900	9	28.2%	\$140,892	8
Texas A & M	\$115,700	4	20.4%	\$139,303	9
<i>Iowa State University</i>	\$102,800	10	32.2%	\$135,902	10
North Carolina State University	\$100,900	12	26.9%	\$128,042	11
University of Northern Iowa³					
University of Massachusetts-Dartmouth	\$103,736	1	29.90%	\$134,800	1
James Madison University	\$80,633	3	40.10%	\$112,500	2
Western Washington University	\$86,545	2	28.90%	\$110,700	3
College of Charleston	\$76,771	7	39.50%	\$106,700	4
Eastern Illinois University	\$80,010	4	32.00%	\$104,500	5
Southern Illinois University-Edwardsville	\$78,214	6	35.30%	\$104,100	6
University of Minnesota, Duluth	\$75,883	8	36.60%	\$103,200	7
<i>University of Northern Iowa</i>	\$78,568	5	31.60%	\$101,700	8
Truman State University	\$65,551	10	34.60%	\$88,000	9
Ferris State University	\$63,400	11	33.20%	\$84,400	10
Marshall University	\$67,862	9	24.40%	\$84,200	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 2016

1. Total Compensation includes:

- Retirement Contributions
- Medical Insurance
- Disability Income Protection
- Tuition for Faculty Dependents
- Dental Insurance
- Social Security
- Unemployment Insurance
- Group Life Insurance
- Workers Compensation Premiums
- Other Benefits such as Moving Expenses

2. Penn State replaced Arizona as an ISU peer institution in July 2016.

3. New UNI peer group approved in Fall 2015.

Exhibit 9
Carver College of Medicine

Average Faculty Salaries by Academic Rank, FY 2016 (MD or equivalent degree holders) University of Iowa and All Association of American Medical Colleges Public and Private Medical Schools by Regional Group												
Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	Number	Salary Ranking	Average Salary	Number	Salary Ranking	Average Salary	Number	Salary Ranking	Average Salary	Number	Salary Ranking
Midwest	\$369,700	3,664	2	\$324,700	4,016	2	\$285,500	8,988	1	\$313,500	16,668	2
Northeast	\$386,500	4,195	1	\$344,500	5,050	1	\$279,400	12,815	2	\$314,700	22,060	1
West	\$343,100	3,331	3	\$300,800	2,819	3	\$247,900	5,019	4	\$289,600	11,169	3
South	\$340,500	3,851	4	\$297,400	4,804	4	\$265,400	10,550	3	\$288,500	19,205	4
<i>University of Iowa</i>	\$321,600	229	5	\$278,800	174	5	\$242,100	284	5	\$277,900	687	5
Mean	\$360,400			\$318,400			\$272,500			\$302,800		

Employee Award Programs

In May 2005, the Board approved a pilot program to recognize exceptional performance by non-organized 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 ask the Board to consider an extension of the pilot award program at the University of Iowa, Regent Policy Manual §2.1(2)(A)(v) was revised to authorize such programs at the other institutions. The revision allows each institution to develop its own procedures for recognizing exceptional performance in non-organized faculty and professional and scientific staff.

The University of Iowa program to recognize exceptional performance has been in place for several years. Iowa State University implemented an Extra-Meritorious Performance Pay program in FY 2011.

University of Iowa

Flexible pay is awarded for extra-meritorious performance demonstrated by project completion, sustained above average performance, revenue generation, excellent customer service, or similar achievements.

Two types of performance awards available to non-organized Professional & Scientific (P&S) staff are: (1) Exceptional Performance Awards, and (2) SPOT Performance Awards.

In order to be eligible for the an Exceptional Performance Award, an employee must be employed at the University of Iowa in a regular position for at least six months, have a current Commendable or Distinguished performance evaluation on file, and have received at least the average July 1 salary increase for their college/division.

Flexible pay may be awarded any time during the year in the form of a lump sum payment that is not added to base salary. For exceptional performance, employees can receive up to 10% of their salary in flexible pay upon administrative approval. No more than 10% of the non-organized P&S employees are eligible to receive Exceptional Performance Awards. Spot Awards of \$75.00 (net) or less allow departments to immediately recognize outstanding performance. Employees are eligible to receive up to four Spot Awards per year. Departments are responsible for funding all flexible pay awards.

The University of Iowa Flexible Pay Program has provided colleges and departments with a mechanism for rewarding exceptional performance outside of July 1st **that does not increase base salaries on a continuing basis.** SUI is able to provide timely monetary lump sum payments to employees for completing major projects on time, recommending different and more efficient ways to perform certain activities, revenue generation, and providing excellent customer service. Five-year history of the awards program is shown on the following page.

University of Iowa Flexible Pay Program					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016*
Exceptional Performance Awards					
Eligible Employees	5,314	5,513	5,745	5,980	6,291
Number of Awards Presented	345	306	185	252	288
Dollar Range of Awards	\$250 - \$18,900	\$136 - \$18,593	\$400 - \$22,360	\$300 - \$21,186	\$500 - \$18,900
Average Dollars Awarded	\$4,028	\$3,976	\$3,953	\$4,668	\$4,183
Total Dollars Awarded	\$1,389,508	\$1,216,715	\$731,322	\$1,176,283	\$1,204,583
Spot Awards					
Eligible Employees	5,314	5,513	5,745	5,980	6,291
Number of Awards Presented	403	440	405	637	713
Dollar Range of Awards	\$31 - \$75	\$50 - \$75	\$20 - \$75	\$50 - \$75	\$50 - \$75
Average Dollars Awarded	\$74	\$74	\$74	\$75	\$75
Total Dollars Awarded	\$29,939	\$52,650	\$48,744	\$77,483	\$86,308
Percentage of Exceptional Performance Awards					
Females	63.0%	69.3%	63.2%	74.2%	60.4%
Minorities	8.0%	7.2%	2.7%	5.6%	5.9%
Percentage of Spot Awards					
Females	57.0%	50.2%	56.8%	63.1%	64.1%
Minorities	4.0%	4.1%	2.0%	4.7%	6.2%
Awards Program Five-Year History					
Exceptional Performance Awards	345	306	185	252	288
Spot Awards	403	440	405	637	713

* Of eligible non-bargaining P&S staff members, females make up approximately 62.8% and minorities make up approximately 10.1%.

Examples of SUI Exceptional Performance Awards

1. UI Health Care made a decision to begin offering electronic medical record services to other health care delivery organizations in Iowa. This service would leverage the significant investment UI Health Care made in Epic's suite of clinical software tools, as well as the expertise of the Information Technology team in Health Care Information Systems. The initial phase of this project was to develop a pricing model that was fair to both UI Health Care and the potential consumers of this service.

The employee who received this exceptional payment award was designated to lead this phase due to his expertise and broad understanding of the many complex software and hardware licenses associated with the Epic system at Iowa. This employee also had to incorporate expenses relating to the labor for the initial installation of Epic, as well as support for these services over the time period the customer was using the system, and the model needed to incorporate a number of intangible variables, such as predicting how much storage a new customer might consume on the system over time. This part of the charge model was exceptionally complex, as a review of the clinical and financial operations of the potential customers had not been conducted, and we were entirely unaware of the level of staffing support these customers would need to be successful.

Work on developing these charge models extended into FY16, as discussions with potential customers required additional work to meet legal requirements that the charge model reflected fair market value for services, at the same time being priced competitively to meet customers' needs. Eventually a charge model was developed which required a significant re-work of the financial model. As customers contracted for these services, the employee would be called upon to interact with the senior financial leaders at the customer sites to help understand the details of the charge model, and what services were and were not covered on the offering.

It is important to appreciate the complexity of this financial work. UI Health Care has over 100 different contractual agreements with different hardware and software vendors to legally support the Epic environment at UI Health Care, and these contracts all have different service level agreements and operational criteria which drive pricing.

Some contracts are based upon the number of inpatient beds, or outpatient clinic visits, or concurrent staff using the system, or number of times a particular software tool is utilized. Some of these agreements had provisions to extend their services to affiliated organizations, others prohibited such use. This employee researched each and every agreement engaged legal staff, and structured a pricing model that could scale this complexity for other institutions that were not owned by UI Health Care. University of Iowa is one of the very few organizations who are offering these services to others, and this employee's work was invaluable to making this possible.

The additional factor relating to this initiative is that this employee performed all this work in addition to their regular duties. This employee performed all that was asked of them regarding the Epic hosting initiative, continued to manage a large and complex operational and capital budget, and maintained HR services during a period of significant staff recruitment, all with no disruption or diminished performance.

2. A Research Scientist/Engineer was responsible for the direction of the Transportation & Vehicle Safety Policy Research Program at the UI Public Policy Center. This employee has an outstanding record of scholarship in the field of human factors and vehicle safety research, and the autonomous vehicle policy has earned him stellar national reputation in this field. This employee is frequently invited to present at national meetings and speak to the media, and has been featured on NPR, the Wall Street Journal and other national media outlets.

This employee served as the is the principal investigator on three automotive safety grants, totaling \$17.2 million, funded last year by the Toyota Economic Loss class action settlement (the largest single award on campus last academic year), as well as additional grants from a variety of sponsors.

In collaboration with the National Safety Council, the US Department of Transportation, and the National Highway Transportation Administration, this employee recently launched the My Car Does What Campaign, a national safety campaign to assist drivers in understanding and interacting with their vehicle's lifesaving features. The campaign included the development of videos, graphics, animation, social media, a game, an app, and advertising based on the results of academic and consumer research. This employee was committed to collaborative research that ultimately benefits the general public and this is only one example of how he is furthering the core missions of the University of Iowa and bringing national recognition.

3. In 2015, Information Technology Services (ITS) took over management of the Evaluation and Examination Service (EES) department. This group had recently worked with faculty to purchase a new web-based, all-online faculty evaluation system to replace the old paper-based system.

The overall goals were to increase the efficiency and data collection of the Assessing the Classroom Environment (ACE) surveys by eliminating paper and manual processes, which would involve updating 20-year old technology. Unfortunately, prior to ITS taking responsibility for EES, there had been little work done engaging campus stakeholders on the needs or features, and no project management work was completed or planning done for campus-wide rollout. The Provost's Office, who had sponsored this purchase, was anxious to see it up and running very quickly.

Moving from a decades-old, paper-based faculty evaluation process, to a fully online system was a major culture change. Managing that change was difficult and sometimes emotionally charged. Given all the obstacles, the new system has seen rapid, widespread adoption and is actively being used in almost every college. As of Spring 2016, paper-based evaluations will be completely eliminated on our campus – two semesters earlier than had been predicted or planned.

This project made a significant contribution and process improvement for the University community. It is estimated that approximately \$350,000 will be saved annually through paper, equipment, development, and staff time. Two employees were critical to the success of this project. These employees had to figure out how to connect two campus wide software programs, MAUI with CollegeNET (ACE Online). Course titles, dates, team teachers, cross-listed courses, and several other items were revised several times to accommodate the different needs of the colleges.

Iowa State University

Iowa State University maintains an Extra-Meritorious Performance Pay Program for Professional and Scientific (P&S) employees. Monetary awards may be given to reward an individual or group of individuals for outstanding performance or for a specific accomplishment that is beyond normal job expectations.

Awards can be granted at any time during the fiscal year and are provided in the form of a lump sum payment. Eligible P&S employees can receive only one award per fiscal year. The maximum award is 10% of their base pay. The award does not become part of their base salary.

Evaluation criteria:

- ▶ Completion of a major project or initiative;
- ▶ Significant extraordinary effort beyond the fulfillment of all job duties and normal expectations of the job – effort that is major, key, or vital to the unit and that resulted in a significant positive impact or productivity gain;
- ▶ Recognition of revenue generation (or for the support of revenue generation), or cost savings;
- ▶ Extraordinary effort during times of critical need (e.g., meeting a critical deadline that could otherwise have an adverse impact on critical business operations or major project).

Iowa State University Extra Meritorious Performance Pay Program					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016*
Exceptional Performance Awards					
Eligible Employees	2,522	2,644	2,387	2,803	3,005
Number of Awards Presented	28	53	57	76	72
Dollar Range of Awards	\$1,000 - \$7,000	\$500 - \$8,200	\$500 - \$10,000	\$500 - \$10,000	\$667 - \$10,000
Average Dollars Awarded	\$3,202	\$1,554	\$3,724	\$2,583	\$2,821
Total Dollars Awarded	\$89,663	\$147,549	\$212,280	\$196,304	\$203,165
Percentage of Exceptional Performance Awards					
Females	68.0%	68.0%	56.0%	37.0%	59.7%
Minorities	7.0%	9.0%	7.0%	8.0%	8.3%
Awards Program Five-Year History					
Exceptional Performance Awards	28	53	57	76	72

* Of eligible non-bargaining P&S staff members, females make up approximately 47.6% and minorities make up approximately 8.8%.

Examples of ISU Extra-Meritorious Performance Awards

1. During the extremely high demand time for training of returning and new residence life staff and the fall opening of all facilities, the employee assumed additional and higher level duties beyond normal expectations of job during the search for a new Associate Director including leading parts of professional training and preparing for, executing, and responding to parental and student concerns during opening.

Duties taken on required approximately an additional 8-10 hours of work per week and also included greater responsibility for working with Facilities, Custodial, DP&M to address project and facilities issues and serving as the department representative at meetings; serving as the primary person in identifying, directing, addressing and resolving elevated issues in regard to desk operations; and serving as the departmental contact for the School of Education. Assuming these additional duties enabled the department to maintain critical business operations during the vacancy of a critical department leadership role.

2. During this past year, the employee was part of a team that received a Citation for building space clean-ups and organization with the objective of increasing usable space. The overall project was conceived by the college of Engineering.

The employee's primary role was to lead the clean-up efforts on behalf of the Town Engineering Building. The employee's contributions to this major project were deemed extraordinary and the results positively impacted programs in numerous ways, including cost savings, addressing critical need for space, and performing work in a timely manner.

In summary, the employee's efforts clearly rose to the level of exceeding expectations.

3. At the direction of the Office of the Senior Vice President and Provost, ISU has implemented a predictive analytics system developed by the Education Advisory Board (EAB) to assist academic advisors in supporting undergraduate students with the primary goal of enhancing student success.

Over the past 18 months, the EAB Student Success Collaborative Campus data analytic system has been piloted on campus and a campus-wide implementation of the system has begun. This was a significant new undertaking for the SVPP office and CELT, specifically the employee.

It is in large part through the significant extraordinary effort of the employee that the system was able to be tested in the pilot phase and implemented campus wide. The employee gained buy in and consensus from a broad range of faculty and staff academic advisors, and developed and implemented relevant training materials to onboard the academic advisors.

The employee took on the responsibilities associated with this project and completed them far beyond the fulfillment of their normal job duties. The employee accomplished this major additional initiative while also continuing innovative and substantial contributions to the professional development of advisors at ISU.

UNI, ISD, IBSSS

No Exceptional Performance Awards were issued at the UNI, ISD, or IBSSS for FY 2016.