

# Annual Human Resources Report

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# Regent Employees

## Total Workforce

UNIVERSITY OF IOWA					
Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	380	179	47.1%	36	9.5%
Tenured and Tenure Track Faculty	1,370	448	32.7%	299	21.8%
Non-Tenure Track Faculty	1,257	642	51.1%	271	21.6%
Professional and Scientific Staff	10,576	7,621	72.1%	966	9.1%
Secretarial and Clerical Staff	1,468	1,196	81.5%	109	7.4%
Technical and Paraprofessional Staff	828	644	77.8%	107	12.9%
Skilled Crafts Staff	355	19	5.4%	15	4.2%
Service and Maintenance Staff	2,125	1,170	55.1%	545	25.6%
<b>Total</b>	<b>18,359</b>	<b>11,919</b>	<b>64.9%</b>	<b>2,348</b>	<b>12.8%</b>

IOWA SCHOOL FOR THE DEAF					
Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	5	1	20.0%	0	0.0%
Tenured and Tenure Track Faculty	0	0	0.0%	0	0.0%
Non-Tenure Track Faculty	35	30	85.7%	1	2.9%
Professional and Scientific Staff	41	30	73.2%	1	2.4%
Secretarial and Clerical Staff	5	5	100.0%	0	0.0%
Technical and Paraprofessional Staff	22	16	72.7%	1	4.5%
Skilled Crafts Staff	5	0	0.0%	0	0.0%
Service and Maintenance Staff	13	7	53.8%	1	7.7%
<b>Total</b>	<b>126</b>	<b>89</b>	<b>70.6%</b>	<b>4</b>	<b>3.2%</b>

IOWA STATE UNIVERSITY					
Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	467	209	44.8%	50	10.7%
Tenured and Tenure Track Faculty	1,257	413	32.9%	353	28.1%
Non-Tenure Track Faculty	600	341	56.8%	103	17.2%
Professional and Scientific Staff	2,778	1,420	51.1%	540	19.4%
Secretarial and Clerical Staff	790	684	86.6%	44	5.6%
Technical and Paraprofessional Staff	131	97	74.0%	7	5.3%
Skilled Crafts Staff	259	9	3.5%	8	3.1%
Service and Maintenance Staff	564	268	47.5%	63	11.2%
<b>Total</b>	<b>6,846</b>	<b>3,441</b>	<b>50.3%</b>	<b>1,168</b>	<b>17.1%</b>

IOWA BRAILLE AND SIGHT SAVING SCHOOL					
Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	3	2	66.7%	0	0.0%
Tenured and Tenure Track Faculty	0	0	0.0%	0	0.0%
Non-Tenure Track Faculty	52	43	82.7%	0	0.0%
Professional and Scientific Staff	3	2	66.7%	0	0.0%
Secretarial and Clerical Staff	4	4	100.0%	0	0.0%
Technical and Paraprofessional Staff	1	0	0.0%	0	0.0%
Skilled Crafts Staff	0	0	0.0%	0	0.0%
Service and Maintenance Staff	9	4	44.4%	0	0.0%
<b>Total</b>	<b>72</b>	<b>55</b>	<b>76.4%</b>	<b>0</b>	<b>0.0%</b>

UNIVERSITY OF NORTHERN IOWA					
Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	100	49	49.0%	11	11.0%
Tenured and Tenure Track Faculty	471	216	45.9%	76	16.1%
Non-Tenure Track Faculty	54	34	63.0%	4	7.4%
Professional and Scientific Staff	636	366	57.5%	66	10.4%
Secretarial and Clerical Staff	222	216	97.3%	13	5.9%
Technical and Paraprofessional Staff	19	4	21.1%	2	10.5%
Skilled Crafts Staff	60	3	5.0%	3	5.0%
Service and Maintenance Staff	205	97	47.3%	25	12.2%
<b>Total</b>	<b>1,767</b>	<b>985</b>	<b>55.7%</b>	<b>200</b>	<b>11.3%</b>

TOTAL REGENT INSTITUTIONS					
Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	955	440	46.1%	97	10.2%
Tenured and Tenure Track Faculty	3,098	1,077	34.8%	728	23.5%
Non-Tenure Track Faculty	1,998	1,090	54.6%	379	19.0%
Professional and Scientific Staff	14,034	9,439	67.3%	1,573	11.2%
Secretarial and Clerical Staff	2,489	2,105	84.6%	166	6.7%
Technical and Paraprofessional Staff	1,001	761	76.0%	117	11.7%
Skilled Crafts Staff	679	31	4.6%	26	3.8%
Service and Maintenance Staff	2,916	1,546	53.0%	634	21.7%
<b>Total</b>	<b>27,170</b>	<b>16,489</b>	<b>60.7%</b>	<b>3,720</b>	<b>13.7%</b>

Annual Snapshot data as of October 31, 2017, as reported in the Annual Diversity Report also presented this month.

## Merit System

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	196	57	50	0	1	304
Blue Collar	1,578	656	243	17	9	2,503
Security	92	38	18	0	0	148
Technical	1,673	162	17	22	1	1,875
Clerical	1,378	420	202	5	4	2,009
Educational	0	0	0	3	0	3
<b>Total</b>	<b>4,917</b>	<b>1,333</b>	<b>530</b>	<b>47</b>	<b>15</b>	<b>6,842</b>

Employment Activity - Appointments						
	SUI	ISU	UNI	ISD	IBSSS	Total
Original Entry	916	130	59	8	0	1,113
Reinstatements	51	3	1	0	0	55
Reemployments and Recalls	12	0	0	0	0	12
<b>Total</b>	<b>979</b>	<b>133</b>	<b>60</b>	<b>8</b>	<b>0</b>	<b>1,180</b>

Minority Employment					
	SUI	ISU	UNI	ISD	IBSSS
Male Majority	28.8%	41%	33.6%	32.0%	46.7%
Female Majority	47.7%	52%	57.9%	63.8%	53.3%
Male Minority	5.8%	3%	3.2%	2.1%	0.0%
Female Minority	10.0%	4%	5.3%	2.1%	0.0%
Male Unspecified	1.8%	0%	0.0%	0.0%	0.0%
Female Unspecified	5.9%	0%	0.0%	0.0%	0.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Employment Activity - Other Personnel Transactions				
	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Majority	78	92	45	19
Female Majority	84	178	84	17
Male Minority	15	30	15	1
Female Minority	34	52	30	2
Male Unspecified	5	4	3	0
Female Unspecified	9	17	17	0
<b>Total</b>	<b>225</b>	<b>373</b>	<b>194</b>	<b>39</b>

Employment Activity - Other Personnel Transactions				
	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	164	85	1	15
Female Majority	236	139	2	21
Male Minority	48	4	0	5
Female Minority	69	5	1	7
Male Unspecified	23	0	0	0
Female Unspecified	87	1	0	5
<b>Total</b>	<b>627</b>	<b>234</b>	<b>4</b>	<b>53</b>

## **Classification Activity**

The Regent Merit System Classification Plan consists of 328 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.

## **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.

*See the following page for data on classification activity and appeals.*

Classification Actions						
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017 *
Reclassification Requests	142	96	137	152	161	90
New Position Classifications	251	244	256	378	531	437
<b>TOTAL</b>	<b>393</b>	<b>340</b>	<b>393</b>	<b>530</b>	<b>692</b>	<b>527</b>

\* During FY 2017, 90 reclassification requests were reviewed and appropriate classifications were determined for 437 new positions.

Reclassification Requests Considered - FY 2017						
	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	3	2	0	0	0	5
Blue Collar	13	6	0	0	0	19
Security	0	0	0	0	0	0
Technical	28	8	0	0	0	36
Clerical	16	9	5	0	0	30
<b>TOTAL</b>	<b>60</b>	<b>25</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>90</b>

Results of Reclassification Reviews - FY 2017						
	No Change in Class No Change in Pay Grade	No Change in Class Higher Pay Grade	Change in Class No Change in Pay	Change in Class Higher Pay Grade	Change in Class Lower Pay Grade	Reclassification Requests
SUI	2	3	3	51	1	60
ISU	0	0	1	24	0	25
UNI	0	0	0	5	0	5
ISD	0	0	0	0	0	0
IBSSS	0	0	0	0	0	0
<b>TOTAL</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>90</b>

New Position Classifications						
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
SUI	188		181	305	461	359
ISU	61		66	71	62	77
UNI	2		9	2	8	1
ISD	0		0	0	0	0
IBSSS	0		0	0	0	0
<b>TOTAL</b>	<b>251</b>	<b>244</b>	<b>256</b>	<b>378</b>	<b>531</b>	<b>437</b>

Classification Appeals						
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Decisions Denied	0	0	3	3	1	2
Decisions Upheld	0	0	1	2	3	0
Withdrawn	0	0	0	1	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>2</b>

Classification Changes - FY 2017			
Title	Class Code	Pay Grade	Action
Library Assistant IV	1505	512	New

## 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 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 <sup>th</sup>	2 weeks
5 <sup>th</sup> through 11 <sup>th</sup>	3 weeks
12 <sup>th</sup> through 19 <sup>th</sup>	4 weeks
20 <sup>th</sup> through 24 <sup>th</sup>	4.4 weeks
25 <sup>th</sup> 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.

*See the following page for sick and vacation leave usage during FY 2017.*

### 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 2017								
University of Iowa	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,867	1,697	11,587	11,543	5,554	5,547	20,008	18,787
Total Value of Leave Used	\$4,223,039	\$19,167,157	\$22,104,729	\$53,102,658	\$8,808,522	\$13,969,857	\$35,136,289	\$86,239,673
Total Days Used	6,715.63	24,012.91	87,265.78	194,096.01	53,392.76	78,739.06	147,374.16	296,847.99
Average Days Used Per Employee	2.34	14.15	7.53	16.82	9.61	14.19	7.37	15.80
Iowa State University	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,076	387	3,322	3,276	1,481	1,478	6,879	5,141
Total Value of Leave Used	\$1,132,364	\$2,975,543	\$4,109,526	\$16,067,976	\$2,467,760	\$5,353,082	\$7,709,650	\$24,396,601
Total Days Used	3,006.75	7,027.38	17,939.38	64,059.38	13,934.13	28,511.63	34,880.25	99,598.38
Average Days Used Per Employee	1.45	18.16	5.40	19.55	9.41	19.29	5.07	19.37
University of Northern Iowa	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	495	n/a	662	580	527	527	1,684	1,107
Total Value of Leave Used	\$321,434	n/a	\$1,305,619	\$3,026,855	\$1,388,610	\$1,800,023	\$3,015,663	\$4,826,878
Total Days Used	637.29	n/a	5,180.10	11,173.31	7,754.75	9,587.58	13,572.14	20,760.89
Average Days Used Per Employee	1.29	n/a	7.82	19.26	14.71	18.19	8.06	18.75
Total Universities	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,438	2,084	15,571	15,399	7,562	7,552	28,571	25,035
Total Value of Leave Used	\$5,676,836	\$22,142,700	\$27,519,874	\$72,197,489	\$12,664,892	\$21,122,962	\$45,861,602	\$115,463,152
Total Days Used	10,359.66	31,040.29	110,385.25	269,328.70	75,081.64	116,838.26	195,826.55	417,207.25
Average Days Used Per Employee	1.91	14.89	7.09	17.49	9.93	15.47	6.85	16.66
Iowa School for the Deaf	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	34	n/a	43	19	52	52	129	71
Total Value of Leave Used	\$71,507	n/a	\$97,838	\$151,291	\$104,705	\$143,316	\$274,050	\$294,607
Total Days Used	242.13	n/a	409.50	395.75	574.88	722.88	1,226.50	1,118.63
Average Days Used Per Employee	7.12	n/a	9.52	20.83	11.06	13.90	9.51	15.76
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	17	17	71	23
Total Value of Leave Used	\$111,128	n/a	\$9,352	\$45,028	\$30,861	\$48,443	\$151,341	\$93,471
Total Days Used	316.50	n/a	27.63	130.13	175.88	279.50	520.00	409.63
Average Days Used Per Employee	6.59	n/a	4.60	21.69	10.35	16.44	7.32	17.81
Total Special Schools	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	82	n/a	49	25	69	69	200	94
Total Value of Leave Used	\$182,635	n/a	\$107,190	\$196,319	\$135,566	\$191,759	\$425,391	\$388,078
Total Days Used	558.63	n/a	437.13	525.88	750.75	1,002.38	1,746.50	1,528.25
Average Days Used Per Employee	6.81	n/a	8.92	21.04	10.88	14.53	8.73	16.26
Total System Usage - FY 2017	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,520	2,084	15,620	15,424	7,631	7,621	28,771	25,129
Total Value of Leave Used	\$5,859,471	\$22,142,700	\$27,627,064	\$72,393,808	\$12,800,458	\$21,314,721	\$46,286,993	\$115,851,230
Total Days Used	10,918.29	31,040.29	110,822.38	269,854.58	75,832.39	117,840.64	197,573.05	418,735.50
Average Days Used Per Employee	1.98	14.89	7.09	17.50	9.94	15.46	6.87	16.66

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

## Fringe Benefits

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.

Employees participate in health, dental, life, long-term disability, and accidental death and dismemberment insurance programs. Employees of the special schools participate in benefit programs at Iowa State University.

### Insurance and Retirement Programs

INSURANCE AND RETIREMENT PROGRAM EXPENDITURES – FY 2017						
FY 2017	SUI	ISU	UNI	ISD	IBSSS	TOTAL
<b>Mandated Benefits</b>						
Social Security and Medicare	\$99,631,541	\$34,883,426	\$7,555,884	\$526,026	\$356,110	\$142,952,987
IPERS	10,061,435	4,283,053	1,875,616	318,347	283,547	\$16,821,998
TIAA	116,885,309	41,748,306	9,430,367	334,552	136,369	\$168,534,903
Substitute Plans	0	78,678	7,751	0	0	\$86,429
Federal Retirement	0	434,629	0	0	0	\$434,629
TIAA Waiver of Premium	1,527,604	780,041	314,544	5,503	0	\$2,627,692
Unemployment Compensation	636,774	179,268	28,192	7,689	29,185	\$881,108
Workers' Compensation	6,674,929	2,510,393	1,053,111	145,852	81,820	\$10,466,105
<b>Total Mandated Benefits</b>	<b>\$235,417,593</b>	<b>\$84,897,794</b>	<b>\$20,265,465</b>	<b>\$1,337,969</b>	<b>\$887,031</b>	<b>\$342,805,851</b>
<b>Other Benefits</b>						
Life Insurance (less dividends)	\$4,640,494	\$2,233,156	\$295,922	\$38,549	\$22,710	\$7,230,831
Accidental Death and Dismemberment	0	433,768	0	5,425	3,277	\$442,470
Long-Term Disability	5,463,082	1,735,305	958,448	76,795	47,076	\$8,280,706
Health Insurance	201,518,009	70,384,058	22,015,067	1,478,401	821,551	\$296,217,086
Dental Insurance	13,979,696	2,174,218	708,868	50,310	21,688	\$16,934,780
<b>Total Other Benefits</b>	<b>\$225,601,281</b>	<b>\$76,960,505</b>	<b>\$23,978,305</b>	<b>\$1,649,480</b>	<b>\$916,302</b>	<b>\$329,105,873</b>
<b>Total Fringe Benefit Expenditures</b>	<b>\$461,018,874</b>	<b>\$161,858,299</b>	<b>\$44,243,769</b>	<b>\$2,987,449</b>	<b>\$1,803,333</b>	<b>\$671,911,724</b>
Percent of Non-Student Payroll	31.0%	32.4%	34.2%	43.8%	38.3%	

### Social Security and Medicare

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

Social Security and Medicare Contributions	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>Social Security</b>					
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	\$117,000	\$118,500	\$118,500	\$127,200	\$128,400
<b>Medicare</b>					
Employer Contribution	1.45%	1.45%	1.45%	1.45%	1.45%
Employee Contribution on the first \$200,000 of wages	1.45%	1.45%	1.45%	1.45%	1.45%
Employee Contribution on all wages in excess of \$200,000	2.35%	2.35%	2.35%	2.35%	2.35%



## 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.

### **Contribution Rate – TIAA and approved substitutes**

- ▶ Ten percent on the first \$4,800 of salary for employees 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 include a fixed annuity, which is adjusted periodically. These can be received as a lifetime annuity, systematic payment, cash withdrawal, or a combination of these options. Vesting of employee and employer contributions in TIAA and approved substitutes is immediate at SUI, UNI, ISD and IBSSS. Effective July 1, 2009, ISU implemented a three-year cliff vesting of employer contributions.

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.

### **Contribution Rate – IPERS**

The employer pays 8.93% of salary while the employee pays 5.95%.

### **Contribution Rate – Federal Programs at ISU**

Employees select one of four federal retirement programs (FERS/CSRS/Offset/TSP). Each program contributes varying percentages based on employee contributions; no new enrollments in these programs.

FY 2017	Employer Contributions to TIAA	Employer Contributions to IPERS	Employer Contributions to Federal Retirement	Employer Contributions to Substitute Plans
University of Iowa	\$116,885,309	\$10,061,435	\$0	\$0
Iowa State University	\$41,748,306	\$4,283,053	\$434,629	\$78,678
University of Northern Iowa	\$9,430,367	\$1,875,616	\$0	\$7,751
Iowa School for the Deaf	\$334,552	\$318,347	\$0	\$0
Iowa Braille and Sight Saving School	\$136,369	\$283,547	\$0	\$0
<b>Total</b>	<b>\$168,534,903</b>	<b>\$16,821,998</b>	<b>\$434,629</b>	<b>\$86,429</b>

## **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.

- ▶ The amount of coverage is twice the employee's annual budgeted salary with a maximum coverage of \$750,000.
- ▶ Coverage is reduced by 35% percent at age 65.
- ▶ The University pays an annual rate of \$2.64 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. Employees contribute \$0.60/year per \$1,000 coverage with the balance of the premium paid by the University.

Basic Term Life ends upon termination of employment. 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 have life insurance coverage equal to 2 ½ times their annual budgeted salary. These plans are administered through UNI. The Schools assume the entire annual premium cost of \$2.52 per \$1,000 of coverage.

## **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 \$0.60 per \$1,000 coverage.

### **University of Northern Iowa**

Employees may elect to purchase additional term life insurance and AD&D coverage. Employees pay the full cost of the premium with after-tax dollars through payroll deduction and rates are based on age and coverage amount. Employees can elect up to \$300,000 of coverage for themselves and monthly rates are based on age and per \$10,000 of coverage. Coverage up to \$50,000 is available for spouses and monthly rates are based on age and per \$5,000 of coverage. Employees can also elect to pay a single monthly rate of \$2.00 to cover all their eligible children 14 days to age 26 with \$10,000 coverage per child. Spouse and dependent coverage cannot exceed 100% of employee's coverage. The benefit reduces 35% at age 70 and an additional 15% reduction at age 75.

### **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. The Schools assume the entire annual premium cost of \$0.40 per \$1,000 of coverage.

## **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**

ISD and IBSSS employees are covered by the long-term disability plan provided by UNI. The Schools assume the entire annual premium cost of \$2.04 per \$10 of coverage.

## **Health Insurance** *(See pages 14 – 17 for contribution rates)*

*Beginning with new Merit hires effective July 1, 2017, Merit employees participate with the Faculty and Staff plan and no longer are allowed to participate with the state's AFSCME medical and dental plans. Effective January 1, 2018, all new and current Merit employees will be required to move to the Faculty and Staff medical and dental plans.*

### **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 point-of service product, is available to benefit eligible faculty, professional and scientific staff and merit supervisory staff. See <https://hr.uiowa.edu/uichoice> for details on covered charges, co-pays, deductibles, out-of-pocket limits, etc.

UIGRADCARE plan is only available to graduate students, post-doctoral scholars, and post-doctoral fellows. Program is a restricted panel managed care product utilizing the University health providers. See <https://hr.uiowa.edu/uigradcare> for details on covered charges, co-pays, deductibles, out-of-pocket limits, etc.

HOUSE STAFF is a closed-panel HMO with all services obtained from UI Health Care. The program is closed to new employees and will end in approximately two years. All new house staff hires are covered by UICHOICE.

### **Iowa State University**

ISU offered two insurance plans (a Preferred Provider Organization (PPO) and a Health Maintenance Organization (HMO)) 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. An opt-out credit of \$107 is also available.

See <https://www.hr.iastate.edu/benefits/insurance/isu-plan#medical> for details on coverage levels, covered charges, co-pays, deductibles, out-of-pocket limits, etc.

### **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.

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.

See <https://hrs.uni.edu/mybenefits/health> for details on coverage levels, covered charges, co-pays, deductibles, out-of-pocket limits, etc.

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

Employees of the two Special Schools participate in the health insurance plans at ISU.

UNIVERSITY OF IOWA					
Health Insurance - Single					
UIChoice	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$476.00	\$476.00	\$534.00	\$576.00	\$605.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$476.00</b>	<b>\$476.00</b>	<b>\$534.00</b>	<b>\$576.00</b>	<b>\$605.00</b>
House Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$554.00	\$554.00	\$554.00	\$554.00	\$554.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$554.00</b>	<b>\$554.00</b>	<b>\$554.00</b>	<b>\$554.00</b>	<b>\$554.00</b>
UIGRADCare <sup>1, 2</sup>	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$218.00	\$222.00	\$229.00	\$240.30	\$265.50
Employee Contribution	\$24.00	\$25.00	\$25.00	\$26.70	\$29.50
<b>Total</b>	<b>\$242.00</b>	<b>\$247.00</b>	<b>\$254.00</b>	<b>\$267.00</b>	<b>\$295.00</b>
Health Insurance - Family					
UIChoice	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$931.00	\$931.00	\$1,030.00	\$1,178.00	\$1,238.00
Employee Contribution	\$232.00	\$232.00	\$258.00	\$295.00	\$309.00
<b>Total</b>	<b>\$1,163.00</b>	<b>\$1,163.00</b>	<b>\$1,288.00</b>	<b>\$1,473.00</b>	<b>\$1,547.00</b>
House Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$1,396.00	\$1,362.00	\$1,396.00	\$1,396.00	\$1,396.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$1,396.00</b>	<b>\$1,362.00</b>	<b>\$1,396.00</b>	<b>\$1,396.00</b>	<b>\$1,396.00</b>
UIGRADCare <sup>1, 2</sup>	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$792.00	\$729.00	\$838.00	\$938.00	\$1,011.50
Employee Contribution	\$340.00	\$312.00	\$359.00	\$402.00	\$433.50
<b>Total</b>	<b>\$1,132.00</b>	<b>\$1,041.00</b>	<b>\$1,197.00</b>	<b>\$1,340.00</b>	<b>\$1,445.00</b>
Health Insurance - Employee with Children					
UIChoice	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$728.00	\$728.00	\$816.00	\$897.00	\$942.00
Employee Contribution	\$182.00	\$182.00	\$204.00	\$224.00	\$235.00
<b>Total</b>	<b>\$910.00</b>	<b>\$910.00</b>	<b>\$1,020.00</b>	<b>\$1,121.00</b>	<b>\$1,177.00</b>
House Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$1,314.00	\$920.00	\$1,314.00	\$1,314.00	\$1,314.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$1,314.00</b>	<b>\$920.00</b>	<b>\$1,314.00</b>	<b>\$1,314.00</b>	<b>\$1,314.00</b>
UIGRADCare <sup>1, 2</sup>	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$1,010.00	\$986.00	n/a	n/a	n/a
Employee Contribution	\$433.00	\$423.00	n/a	n/a	n/a
<b>Total</b>	<b>\$1,443.00</b>	<b>\$1,409.00</b>	<b>n/a</b>	<b>\$0.00</b>	<b>\$0.00</b>
Health Insurance - Employee with Spouse					
UIChoice	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$885.00	\$885.00	\$936.00	\$1,099.00	\$1,154.00
Employee Contribution	\$221.00	\$221.00	\$234.00	\$275.00	\$289.00
<b>Total</b>	<b>\$1,106.00</b>	<b>\$1,106.00</b>	<b>\$1,170.00</b>	<b>\$1,374.00</b>	<b>\$1,443.00</b>
House Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$747.00	\$747.00	\$747.00	\$747.00	\$747.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$747.00</b>	<b>\$747.00</b>	<b>\$747.00</b>	<b>\$747.00</b>	<b>\$747.00</b>
UIGRADCare <sup>1, 2</sup>	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$376.00	\$373.00	\$400.00	\$511.00	\$511.00
Employee Contribution	\$161.00	\$160.00	\$171.00	\$219.00	\$219.00
<b>Total</b>	<b>\$537.00</b>	<b>\$533.00</b>	<b>\$571.00</b>	<b>\$730.00</b>	<b>\$730.00</b>

1. AY = Academic Year.

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

IOWA STATE UNIVERSITY					
IOWA SCHOOL FOR THE DEAF / IOWA BRAILLE AND SIGHT SAVING SCHOOL *					
Health Insurance - Single					
	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>PPO - Faculty/Staff</b>					
Employer Contribution	\$481.00	\$481.00	\$481.00	\$481.00	\$481.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
<b>Total</b>	<b>\$501.00</b>	<b>\$501.00</b>	<b>\$501.00</b>	<b>\$501.00</b>	<b>\$501.00</b>
<b>HMO - Faculty/Staff</b>					
Employer Contribution	\$485.00	\$485.00	\$485.00	\$485.00	\$485.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$485.00</b>	<b>\$485.00</b>	<b>\$485.00</b>	<b>\$485.00</b>	<b>\$485.00</b>
<b>PPO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$671.00	\$671.00
Employee Contribution	n/a	n/a	n/a	\$20.00	\$20.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$691.00</b>	<b>\$691.00</b>
<b>HMO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$669.00	\$669.00
Employee Contribution	n/a	n/a	n/a	\$0.00	\$0.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$669.00</b>	<b>\$669.00</b>
Health Insurance - Family					
	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>PPO - Faculty/Staff</b>					
Employer Contribution	\$1,129.00	\$1,129.00	\$1,129.00	\$1,129.00	\$1,129.00
Employee Contribution	\$339.00	\$339.00	\$339.00	\$339.00	\$339.00
<b>Total</b>	<b>\$1,468.00</b>	<b>\$1,468.00</b>	<b>\$1,468.00</b>	<b>\$1,468.00</b>	<b>\$1,468.00</b>
<b>HMO - Faculty/Staff</b>					
Employer Contribution	\$1,305.00	\$1,305.00	\$1,305.00	\$1,305.00	\$1,305.00
Employee Contribution	\$112.00	\$112.00	\$112.00	\$112.00	\$112.00
<b>Total</b>	<b>\$1,417.00</b>	<b>\$1,417.00</b>	<b>\$1,417.00</b>	<b>\$1,417.00</b>	<b>\$1,417.00</b>
<b>PPO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$1,687.00	\$1,687.00
Employee Contribution	n/a	n/a	n/a	\$339.00	\$339.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$2,026.00</b>	<b>\$2,026.00</b>
<b>HMO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$1,843.00	\$1,843.00
Employee Contribution	n/a	n/a	n/a	\$112.00	\$112.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,955.00</b>	<b>\$1,955.00</b>
Health Insurance - Employee with Children					
	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>PPO - Faculty/Staff</b>					
Employer Contribution	\$721.00	\$721.00	\$721.00	\$721.00	\$721.00
Employee Contribution	\$173.00	\$173.00	\$173.00	\$173.00	\$173.00
<b>Total</b>	<b>\$894.00</b>	<b>\$894.00</b>	<b>\$894.00</b>	<b>\$894.00</b>	<b>\$894.00</b>
<b>HMO - Faculty/Staff</b>					
Employer Contribution	\$825.00	\$825.00	\$825.00	\$825.00	\$825.00
Employee Contribution	\$46.00	\$46.00	\$46.00	\$46.00	\$46.00
<b>Total</b>	<b>\$871.00</b>	<b>\$871.00</b>	<b>\$871.00</b>	<b>\$871.00</b>	<b>\$871.00</b>
<b>PPO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$1,061.00	\$1,061.00
Employee Contribution	n/a	n/a	n/a	\$173.00	\$173.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,234.00</b>	<b>\$1,234.00</b>
<b>HMO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$1,156.00	\$1,156.00
Employee Contribution	n/a	n/a	n/a	\$46.00	\$46.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,202.00</b>	<b>\$1,202.00</b>
Health Insurance - Employee with Spouse					
	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>PPO - Faculty/Staff</b>					
Employer Contribution	\$882.00	\$882.00	\$882.00	\$882.00	\$882.00
Employee Contribution	\$263.00	\$263.00	\$263.00	\$263.00	\$263.00
<b>Total</b>	<b>\$1,145.00</b>	<b>\$1,145.00</b>	<b>\$1,145.00</b>	<b>\$1,145.00</b>	<b>\$1,145.00</b>
<b>HMO - Faculty/Staff</b>					
Employer Contribution	\$1,036.00	\$1,036.00	\$1,036.00	\$1,036.00	\$1,036.00
Employee Contribution	\$78.00	\$78.00	\$78.00	\$78.00	\$78.00
<b>Total</b>	<b>\$1,114.00</b>	<b>\$1,114.00</b>	<b>\$1,114.00</b>	<b>\$1,114.00</b>	<b>\$1,114.00</b>
<b>PPO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$1,317.00	\$1,317.00
Employee Contribution	n/a	n/a	n/a	\$263.00	\$263.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,580.00</b>	<b>\$1,580.00</b>
<b>HMO - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$1,459.00	\$1,459.00
Employee Contribution	n/a	n/a	n/a	\$78.00	\$78.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,537.00</b>	<b>\$1,537.00</b>

PPO = Preferred Provider Organization // HMO = Health Maintenance Organization

\* Employees of ISD and IBSSS participate in insurance plans at ISU.

UNIVERSITY OF NORTHERN IOWA					
Health Insurance - Single					
	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>UNI Health Classic Blue *</b>					
Employer Contribution	\$506.00	\$506.00	\$513.75	\$667.80	n/a
Employee Contribution	\$78.00	\$160.00	\$278.25	\$1,613.16	n/a
<b>Total</b>	<b>\$584.00</b>	<b>\$666.00</b>	<b>\$792.00</b>	<b>\$2,280.96</b>	<b>\$0.00</b>
<b>UNI PPO Alliance Select</b>					
Employer Contribution	\$506.00	\$506.00	\$513.75	\$667.80	\$742.96
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$21.00
<b>Total</b>	<b>\$506.00</b>	<b>\$506.00</b>	<b>\$513.75</b>	<b>\$667.80</b>	<b>\$763.96</b>
<b>UNI Blue Advantage HMO</b>					
Employer Contribution	\$486.00	\$486.00	\$486.00	\$614.79	\$707.01
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$486.00</b>	<b>\$486.00</b>	<b>\$486.00</b>	<b>\$614.79</b>	<b>\$707.01</b>
Health Insurance - Family					
	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
<b>UNI Health Classic Blue *</b>					
Employer Contribution	\$1,023.20	\$1,023.20	\$1,038.00	\$1,349.40	n/a
Employee Contribution	\$472.80	\$681.80	\$990.75	\$4,493.40	n/a
<b>Total</b>	<b>\$1,496.00</b>	<b>\$1,705.00</b>	<b>\$2,028.75</b>	<b>\$5,842.80</b>	<b>\$0.00</b>
<b>UNI PPO Alliance Select</b>					
Employer Contribution	\$1,023.20	\$1,023.20	\$1,038.00	\$1,349.40	\$1,430.23
Employee Contribution	\$255.80	\$255.80	\$259.50	\$337.35	\$357.55
<b>Total</b>	<b>\$1,279.00</b>	<b>\$1,279.00</b>	<b>\$1,297.50</b>	<b>\$1,686.75</b>	<b>\$1,787.78</b>
<b>UNI Blue Advantage HMO</b>					
Employer Contribution	\$1,023.20	\$1,023.20	\$1,038.00	\$1,349.40	\$1,430.23
Employee Contribution	\$192.80	\$192.80	\$178.50	\$188.85	\$188.85
<b>Total</b>	<b>\$1,216.00</b>	<b>\$1,216.00</b>	<b>\$1,216.50</b>	<b>\$1,538.25</b>	<b>\$1,619.08</b>

\* This plan expired December 31, 2017.



## **Dental Insurance** *(See pages 19 – 21 for contribution rates)*

*Beginning with new Merit hires effective July 1, 2017, Merit employees participate with the Faculty and Staff plan and no longer are allowed to participate with the state's AFSCME medical and dental plans. Effective January 1, 2018, all new and current Merit employees will be required to move to the Faculty and Staff medical and dental plans.*

### **University of Iowa**

Faculty, professional and scientific staff, and Regents Merit System supervisory staff with a regular appointment of 50% or more are eligible to participate in the University of Iowa's dental insurance program.

For further details, see → <https://hr.uiowa.edu/benefits/dental-2>

### **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. An Opt-Out credit of \$24 is also available.

For further details, see → <https://www.hr.iastate.edu/benefits/insurance/isu-plan#dental>

### **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 insurance program.

For further details, see → <https://hrs.uni.edu/mybenefits/dental>

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

Employees of the two Special Schools participate in the dental insurance plans at ISU.

UNIVERSITY OF IOWA				
Dental Insurance - Single				
Dental	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$42.00	\$42.00	\$45.00	\$45.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$45.00</b>	<b>\$45.00</b>
House Staff	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$34.00	\$34.00	\$34.00	\$34.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$34.00</b>	<b>\$34.00</b>	<b>\$34.00</b>	<b>\$34.00</b>
Grad Dental <sup>1</sup>	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$21.00	\$21.00	\$21.25	\$21.25
Employee Contribution	\$4.00	\$4.00	\$3.75	\$3.75
<b>Total</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>	<b>\$25.00</b>
Dental Insurance - Family				
Dental	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$101.00	\$101.00	\$106.40	\$106.00
Employee Contribution	\$25.00	\$25.00	\$26.60	\$27.00
<b>Total</b>	<b>\$126.00</b>	<b>\$126.00</b>	<b>\$133.00</b>	<b>\$133.00</b>
House Staff	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$89.00	\$89.00	\$89.00	\$89.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$89.00</b>	<b>\$89.00</b>	<b>\$89.00</b>	<b>\$89.00</b>
Grad Dental <sup>1</sup>	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$45.00	\$55.30	\$56.00	\$56.00
Employee Contribution	\$19.00	\$23.70	\$24.00	\$24.00
<b>Total</b>	<b>\$64.00</b>	<b>\$79.00</b>	<b>\$80.00</b>	<b>\$80.00</b>
Dental Insurance - Employee with Children				
Dental	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$80.00	\$80.00	\$80.00	\$80.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$20.00
<b>Total</b>	<b>\$100.00</b>	<b>\$100.00</b>	<b>\$100.00</b>	<b>\$100.00</b>
House Staff	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$70.00	\$70.00	\$70.00	\$70.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>
Grad Dental <sup>1</sup>	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$43.40	\$43.40	\$46.90	\$46.90
Employee Contribution	\$18.60	\$18.60	\$20.10	\$20.10
<b>Total</b>	<b>\$62.00</b>	<b>\$62.00</b>	<b>\$67.00</b>	<b>\$67.00</b>
Dental Insurance - Employee with Spouse				
Dental	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$68.00	\$68.00	\$74.00	\$74.00
Employee Contribution	\$16.00	\$16.00	\$19.00	\$19.00
<b>Total</b>	<b>\$84.00</b>	<b>\$84.00</b>	<b>\$93.00</b>	<b>\$93.00</b>
House Staff	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$87.00	\$87.00	\$87.00	\$87.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$87.00</b>	<b>\$87.00</b>	<b>\$87.00</b>	<b>\$87.00</b>
Grad Dental <sup>1</sup>	AY 2015	AY 2016	AY 2017	AY 2018
Employer Contribution	\$31.50	\$31.50	\$31.50	\$31.50
Employee Contribution	\$13.50	\$13.50	\$13.50	\$13.50
<b>Total</b>	<b>\$45.00</b>	<b>\$45.00</b>	<b>\$45.00</b>	<b>\$45.00</b>

1. AY = Academic Year.

IOWA STATE UNIVERSITY					
IOWA SCHOOL FOR THE DEAF / IOWA BRAILLE AND SIGHT SAVING SCHOOL *					
Dental Insurance - Single					
Basic - Faculty/Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$26.00</b>	<b>\$26.00</b>	<b>\$26.00</b>	<b>\$26.00</b>	<b>\$26.00</b>
<b>Comprehensive - Faculty/Staff</b>					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
<b>Total</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>	<b>\$42.00</b>
<b>Basic - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$0.00	\$0.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$26.00</b>	<b>\$26.00</b>
<b>Comprehensive - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$16.00	\$16.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$42.00</b>	<b>\$42.00</b>
Dental Insurance - Family					
Basic - Faculty/Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
<b>Total</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>	<b>\$71.00</b>
<b>Comprehensive - Faculty/Staff</b>					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$96.00	\$96.00	\$96.00	\$96.00	\$96.00
<b>Total</b>	<b>\$122.00</b>	<b>\$122.00</b>	<b>\$122.00</b>	<b>\$122.00</b>	<b>\$122.00</b>
<b>Basic - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$45.00	\$45.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$71.00</b>	<b>\$71.00</b>
<b>Comprehensive - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$96.00	\$96.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$122.00</b>	<b>\$122.00</b>
Dental Insurance - Employee with Children					
Basic - Faculty/Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
<b>Total</b>	<b>\$63.00</b>	<b>\$63.00</b>	<b>\$63.00</b>	<b>\$63.00</b>	<b>\$63.00</b>
<b>Comprehensive - Faculty/Staff</b>					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$82.00	\$82.00	\$82.00	\$82.00	\$82.00
<b>Total</b>	<b>\$108.00</b>	<b>\$108.00</b>	<b>\$108.00</b>	<b>\$108.00</b>	<b>\$108.00</b>
<b>Basic - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$37.00	\$37.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$63.00</b>	<b>\$63.00</b>
<b>Comprehensive - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$82.00	\$82.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$108.00</b>	<b>\$108.00</b>
Dental Insurance - Employee with Spouse					
Basic - Faculty/Staff	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
<b>Total</b>	<b>\$56.00</b>	<b>\$56.00</b>	<b>\$56.00</b>	<b>\$56.00</b>	<b>\$56.00</b>
<b>Comprehensive - Faculty/Staff</b>					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Employee Contribution	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
<b>Total</b>	<b>\$103.00</b>	<b>\$103.00</b>	<b>\$103.00</b>	<b>\$103.00</b>	<b>\$103.00</b>
<b>Basic - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$30.00	\$30.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$56.00</b>	<b>\$56.00</b>
<b>Comprehensive - Merit</b>					
Employer Contribution	n/a	n/a	n/a	\$26.00	\$26.00
Employee Contribution	n/a	n/a	n/a	\$77.00	\$77.00
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$103.00</b>	<b>\$103.00</b>

\* Employees of ISD and IBSSS participate in insurance plans at ISU.

UNIVERSITY OF NORTHERN IOWA				
Dental Insurance - Single				
Dental I <sup>1</sup>	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$25.00	\$25.50	\$25.50	n/a
Employee Contribution	\$0.00	\$0.00	\$0.00	n/a
<b>Total</b>	<b>\$25.00</b>	<b>\$25.50</b>	<b>\$25.50</b>	<b>\$0.00</b>
Dental II	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$25.00	\$25.50	\$25.50	\$25.50
Employee Contribution	\$6.00	\$6.00	\$6.00	\$6.00
<b>Total</b>	<b>\$31.00</b>	<b>\$31.50</b>	<b>\$31.50</b>	<b>\$31.50</b>
Dental II - Faculty <sup>2</sup>	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$25.00	\$25.50	\$25.50	\$25.50
Employee Contribution	\$6.00	\$6.00	\$6.00	\$6.00
<b>Total</b>	<b>\$31.00</b>	<b>\$31.50</b>	<b>\$31.50</b>	<b>\$31.50</b>
Dental Insurance - Family				
Dental I <sup>1</sup>	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$25.00	\$25.50	\$25.50	n/a
Employee Contribution	\$62.00	\$61.50	\$61.50	n/a
<b>Total</b>	<b>\$87.00</b>	<b>\$87.00</b>	<b>\$87.00</b>	<b>\$0.00</b>
Dental II	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$54.50	\$54.75	\$54.75	\$54.75
Employee Contribution	\$54.50	\$54.75	\$54.75	\$54.75
<b>Total</b>	<b>\$109.00</b>	<b>\$109.50</b>	<b>\$109.50</b>	<b>\$109.50</b>
Dental II - Faculty <sup>2</sup>	CY 2015	CY 2016	CY 2017	CY 2018
Employer Contribution	\$25.00	\$25.50	\$25.50	\$54.75
Employee Contribution	\$84.00	\$84.00	\$84.00	\$54.75
<b>Total</b>	<b>\$109.00</b>	<b>\$109.50</b>	<b>\$109.50</b>	<b>\$109.50</b>
1. This plan expired December 31, 2017.				
2. This plan became one in the same as Dental II effective January 1, 2018.				

## Retirements

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 last program expired on June 30, 2017. Details may be found in Regent Policy Manual §2.1(2)(H)(i) – Phased and Early Retirement. To date 1,501 faculty and staff have participated in the program. There have been no participants from ISD or IBSSS.

Regular Retirements - FY 2017				
	Faculty	P&S	Merit	Total
SUI	72	238	156	466
ISU	41	76	88	205
UNI	22	15	24	61
ISD	4	0	4	8
IBSSS	1	0	0	1
<b>TOTAL</b>	<b>140</b>	<b>329</b>	<b>272</b>	<b>741</b>

Phased Retirement Program New Entrants - FY 2017				
	Faculty	P&S	Merit	Total
SUI	37	21	6	64
ISU	21	14	5	40
UNI	19	4	12	35
<b>TOTAL</b>	<b>77</b>	<b>39</b>	<b>23</b>	<b>139</b>

Phased Retirement Program Participants				
FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
60	60	82	68	139

Phased Retirement Impact - FY 2017		
	Incentive	Released
SUI	\$2,045,382	\$4,839,454
ISU	1,055,566	1,559,978
UNI	629,300	1,426,327
<b>TOTAL</b>	<b>\$3,730,248</b>	<b>\$7,825,759</b>

“*Incentive*” 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*” 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.

## Salaries

In June 2017, the Board approved the following salary policies for the institutions for FY 2018:

### **COLLECTIVE BARGAINING AGREEMENTS**

American Federation of State, County, and Municipal Employees (AFSCME - all institutions):

The statewide collective bargaining agreement with AFSCME provides for a one percent (1.0%) increase on July 1, 2017. The Board of Regents employs approximately six thousand five hundred (6,500) AFSCME covered staff in blue collar, security, technical and clerical units at its institutions.

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

The parties failed to reach an agreement, so beginning on July 1, 2017, there will not be a collective bargaining in place between the parties. The University of Iowa Hospitals and Clinics will provide an increase of two percent (2.00%) on July 1, 2017 (there are no step increases). There are approximately three thousand four hundred (3,400) SEIU covered staff.

COGS (University of Iowa graduate assistants):

A collective bargaining agreement for a two-year contract beginning July 1, 2017, with the United Electrical, Radio and Machine Workers of America, Local 896/COGS provides a one and one-tenth percent (1.1%) increase in the average graduate assistant stipend on July 1, 2017 (there are no steps). There are approximately two thousand two hundred fifty (2,250) COGS covered staff.

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

A voluntary agreement for a two-year contract beginning July 1, 2017, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of one and one-tenth percent (1.1%) on July 1, 2017 (there are no step increases). There are approximately seven hundred (700) UNI-United Faculty covered staff.

### **REGENT MERIT SYSTEM SALARY POLICY**

Regent Merit System Supervisory and Confidential Staff Wage Increase: As customary, the wage increase 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 attached pay matrix (See Attachment A). The two-year AFSCME agreement beginning July 1, 2017, provides for a one percent (1.0%) increase on July 1, 2017.

Regent Merit System Employee Merit/Step Increase: Due to amendments made to Iowa Code Chapter 20 during the 2017 legislative session, merit/step increases will be set in salary policy for both represented and non-represented merit employees. For FY 2018 no merit/step increases will be given.

Board of Regents, State of Iowa Regent Merit System Pay Matrix July 1, 2017			
Grade	Pay Basis	7/1/2017 Minimum	7/1/2017 Maximum
1	Hourly	\$9.55	\$17.57
2	Hourly	\$10.49	\$18.34
3	Hourly	\$12.91	\$19.19
	Semi-Monthly	\$1,118.87	\$1,663.13
	Monthly	\$2,237.73	\$3,326.27
	Annual	\$26,852.80	\$39,915.20
4	Hourly	\$13.47	\$20.06
	Semi-Monthly	\$1,167.40	\$1,738.53
	Monthly	\$2,334.80	\$3,477.07
	Annual	\$28,017.60	\$41,724.80
5	Hourly	\$14.09	\$20.96
	Semi-Monthly	\$1,221.13	\$1,816.53
	Monthly	\$2,442.27	\$3,633.07
	Annual	\$29,307.20	\$43,596.80
6	Hourly	\$14.74	\$21.91
	Semi-Monthly	\$1,277.47	\$1,898.87
	Monthly	\$2,554.93	\$3,797.73
	Annual	\$30,659.20	\$45,572.80
7	Hourly	\$15.38	\$22.88
	Semi-Monthly	\$1,332.93	\$1,982.93
	Monthly	\$2,665.87	\$3,965.87
	Annual	\$31,990.40	\$47,590.40
8	Hourly	\$16.07	\$23.91
	Semi-Monthly	\$1,392.73	\$2,072.20
	Monthly	\$2,785.47	\$4,144.40
	Annual	\$33,425.60	\$49,732.80
9	Hourly	\$16.83	\$24.99
	Semi-Monthly	\$1,458.60	\$2,165.80
	Monthly	\$2,917.20	\$4,331.60
	Annual	\$35,006.40	\$51,979.20
10	Hourly	\$17.56	\$26.11
	Semi-Monthly	\$1,521.87	\$2,262.87
	Monthly	\$3,043.73	\$4,525.73
	Annual	\$36,524.80	\$54,308.80

Continued on the following page.

Board of Regents, State of Iowa Regent Merit System Pay Matrix July 1, 2017			
Grade	Pay Basis	7/1/2017 Minimum	7/1/2017 Maximum
11	Hourly	\$18.33	\$27.30
	Semi-Monthly	\$1,588.60	\$2,366.00
	Monthly	\$3,177.20	\$4,732.00
	Annual	\$38,126.40	\$56,784.00
12	Hourly	\$19.19	\$28.52
	Semi-Monthly	\$1,663.13	\$2,471.73
	Monthly	\$3,326.27	\$4,943.47
	Annual	\$39,915.20	\$59,321.60
13	Hourly	\$20.03	\$29.80
	Semi-Monthly	\$1,735.93	\$2,582.67
	Monthly	\$3,471.87	\$5,165.33
	Annual	\$41,662.40	\$61,984.00
14	Hourly	\$20.96	\$31.14
	Semi-Monthly	\$1,816.53	\$2,698.80
	Monthly	\$3,633.07	\$5,397.60
	Annual	\$43,596.80	\$64,771.20
15	Hourly	\$21.89	\$32.54
	Semi-Monthly	\$1,897.13	\$2,820.13
	Monthly	\$3,794.27	\$5,640.27
	Annual	\$45,531.20	\$67,683.20
16	Hourly	\$22.87	\$33.99
	Semi-Monthly	\$1,982.07	\$2,945.80
	Monthly	\$3,964.13	\$5,891.60
	Annual	\$47,569.60	\$70,699.20
17	Hourly	\$23.90	\$35.55
	Semi-Monthly	\$2,071.33	\$3,081.00
	Monthly	\$4,142.67	\$6,162.00
	Annual	\$49,712.00	\$73,944.00
18	Hourly	\$24.98	\$37.12
	Semi-Monthly	\$2,164.93	\$3,217.07
	Monthly	\$4,329.87	\$6,434.13
	Annual	\$51,958.40	\$77,209.60
19	Hourly	\$26.09	\$38.78
	Semi-Monthly	\$2,261.13	\$3,360.93
	Monthly	\$4,522.27	\$6,721.87
	Annual	\$54,267.20	\$80,662.40



### **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, 2017, that was reached with the organized faculty (UNI-United Faculty). The agreement provided for a wage increase of 1.1% on July 1, 2017.

As approved by the Executive Director, the FY 2018 salary increase for P&S staff was an amount equal to 1.5% of combined annual salaries. The funds were distributed as a 1.5% increase on July 1, 2017, with 1% for employees with satisfactory performance and the remaining .5% based on performance and equity.

**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 1.0% and salary increases for institutional officials was 1.0%.

**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, 2017, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of one and one-tenth percent (1.1%) on July 1, 2017 (there are no step increases). There are approximately seven hundred (700) UNI-United Faculty covered staff.

Average Estimated Total Compensation - FY 2018 <sup>1</sup>						
	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average <sup>2</sup>		
SUI <sup>3</sup>	\$226,815	\$172,360	\$163,321	\$190,732	\$96,303	\$67,893
ISU	\$167,003	\$125,069	\$106,065	\$118,993	\$85,319	\$62,410
UNI	\$133,536	\$105,266	\$90,075	\$109,495	\$95,375	\$74,425
ISD <sup>4</sup>	--	--	--	\$90,426	\$73,558	\$57,400
IBSSS <sup>4</sup>	--	--	--	\$93,847	\$84,405	\$68,601

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

Average Salaries <sup>1, 2</sup>					
Faculty <sup>3</sup>	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
SUI <sup>4</sup>	\$103,492	\$104,483	\$105,611	\$107,798	\$111,952
ISU <sup>4</sup>	\$86,142	\$88,113	\$89,008	\$94,341	\$93,328
UNI	\$76,221	\$75,780	\$76,733	\$78,912	\$79,691
ISD	\$64,966	\$68,355	\$65,098	\$67,823	\$66,867
IBSSS	\$64,270	\$66,763	\$66,764	\$67,785	\$69,155
Professional and Scientific	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
SUI <sup>5</sup>	\$66,769	\$68,169	\$68,711	\$69,477	\$70,688
ISU	\$60,057	\$59,483	\$61,415	\$62,376	\$63,434
UNI	\$63,245	\$65,468	\$65,901	\$68,188	\$68,101
ISD	\$57,136	\$58,626	\$58,132	\$60,354	\$61,912
IBSSS	\$67,443	\$70,148	\$59,768	\$61,507	\$62,122
Service Employees International Union (SEIU)	\$64,414	\$65,512	\$66,225	\$67,146	\$68,237
Merit	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 <sup>2</sup>
SUI	\$41,383	\$41,072	\$41,454	\$42,035	
ISU	44,207	43,848	44,687	43,117	
UNI	44,879	45,047	45,670	46,539	
ISD	38,920	40,340	32,982	34,878	
IBSSS	40,981	41,507	41,780	44,143	
System-Wide	42,074	42,363	41,315	42,142	

1. Excludes benefits.
2. Faculty and Professional and Scientific numbers are as of June 30, 2017; Merit numbers are as of June 30, 2017 and allow for all mid-year changes (step increases & other.) FY 2018 Merit salaries will be included in the next report.
3. Faculty salaries are shown as annualized figures for 9-month equivalent positions.
4. Excludes salaries for: (1) professional colleges of Medicine, Dentistry, and Law at SUI; and (2) Veterinary Medicine and faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service at ISU.
5. Includes all university and hospital non-SEIU employees. Does not include SEIU or three highest paid head coaches.

Average Salary Increases						
Faculty	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	Five-Year Period
University of Iowa	2.1%	2.2%	1.9%	2.6%	2.6%	2.3%
Iowa State University	3.2%	3.5%	1.3%	3.8%	0.0%	2.4%
University of Northern Iowa	2.0%	2.3%	2.5%	2.5%	1.4%	2.1%
Iowa School for the Deaf	2.8%	4.0%	1.6%	2.1%	2.3%	2.6%
Iowa Braille and Sight Saving School	3.2%	5.1%	3.3%	3.4%	2.7%	3.5%
Professional and Scientific	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	Five-Year Period
University of Iowa *	2.4%	2.6%	2.4%	2.6%	1.8%	2.4%
Iowa State University	2.9%	3.0%	1.2%	3.7%	0.0%	2.2%
University of Northern Iowa	2.6%	2.2%	1.3%	2.5%	1.7%	2.1%
Iowa School for the Deaf	3.3%	4.8%	1.6%	6.5%	1.8%	3.6%
Iowa Braille and Sight Saving School	2.7%	4.0%	1.0%	1.6%	1.0%	2.1%
Service Employees International Union (SEIU)	2.2%	2.5%	2.7%	2.7%	2.9%	2.6%
Merit	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	Five-Year Period
University of Iowa	2.0%	2.1%	4.6%	5.0%	1.0%	2.9%
Iowa State University	1.2%	1.3%	3.9%	4.6%	1.4%	2.5%
University of Northern Iowa	1.1%	1.0%	3.5%	3.9%	1.0%	2.1%
Iowa School for the Deaf	2.9%	1.8%	3.3%	3.2%	1.3%	2.5%
Iowa Braille and Sight Saving School	1.8%	1.0%	3.6%	5.1%	2.3%	2.8%

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

Teaching and Research Assistants
<p><b>University of Iowa</b></p> <p>At the University of Iowa, the minimum salary for half-time academic appointments for teaching and research assistants is \$19,225. The minimum academic salary increased 2.21% 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 50% of mandatory student fees.</p>
<p><b>Iowa State University</b></p> <p>Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$19,000 - \$48,000. Stipends increased 5.6% on the minimum and 9.0% on the maximum from FY 2016.</p>
<p><b>University of Northern Iowa</b></p> <p>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 \$10,240 while that of a doctoral level is paid \$15,348. This represents an average increase of 1.5% 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 \$13,642 in Geography to \$20,480 in Biology.</p>

# Faculty Salary Comparisons

## **Peer Institutions** (See pages 31 –39x for exhibits)

### **Exhibit 1**

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.

### **Exhibits 2 and 3**

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.

### **Exhibit 4**

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. 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)**

These exhibits compare average salaries as a percent of the respective peer averages.

### **Exhibit 7**

This exhibit provides a 5-year history of faculty salary increases at peer institutions.

### **Exhibit 8**

This exhibit provides a comparison of average faculty salaries of peer institutions along with total average compensation.

### **Exhibit 9**

This exhibit 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, 2016-2017 ESTIMATED FACULTY SALARY INCREASES, 2017-2018			
University of Iowa	Average Faculty Salary 2016-2017 <sup>1</sup>	Estimated Average % Increase 2017-2018 <sup>2</sup>	Estimated Average Faculty Salary 2017-2018
University of California, Los Angeles	\$166,300	3.00%	\$171,289
University of Texas, Austin	\$133,400	3.73%	\$138,376
University of Michigan, Ann Arbor	\$134,500	nda	\$134,500
University of North Carolina, Chapel Hill	\$124,400	nda	\$124,400
University of Illinois, Urbana	\$119,000	2.37%	\$121,820
The Ohio State University, Main Campus	\$118,000	2.00%	\$120,360
University of Wisconsin, Madison	\$115,900	2.00%	\$118,218
University of Minnesota, Minneapolis	\$115,200	2.00%	\$117,504
Indiana University, Bloomington	\$115,400	1.70%	\$117,362
<i>University of Iowa</i>	\$110,400	2.42%	\$113,072
University of Arizona	\$104,400	2.00%	\$106,488
Iowa State University	Average Faculty Salary 2016-2017 <sup>1</sup>	Estimated Average % Increase 2017-2018 <sup>2</sup>	Estimated Average Faculty Salary 2017-2018
University of California, Davis	\$135,600	3.00%	\$139,668
Pennsylvania State University <sup>3</sup>	\$124,700	nda	\$124,700
University of Illinois, Urbana	\$119,000	2.37%	\$121,820
Ohio State University, Main Campus	\$118,000	2.00%	\$120,360
Texas A & M University	\$120,100	nda	\$120,100
University of Wisconsin, Madison	\$115,900	2.00%	\$118,218
University of Minnesota, Twin Cities	\$115,200	2.00%	\$117,504
Purdue University, Main Campus	\$117,300	nda	\$117,300
Michigan State University	\$112,700	nda	\$112,700
<i>Iowa State University</i>	\$106,700	0.00%	\$106,700
North Carolina State University	\$104,900	\$1,000 per person	** \$104,900 + \$1,000
University of Northern Iowa	Average Faculty Salary 2016-2017 <sup>1</sup>	Estimated Average % Increase 2017-2018 <sup>2</sup>	Estimated Average Faculty Salary 2017-2018
University of Massachusetts-Dartmouth	\$105,353	nda	\$105,353
Western Washington University	\$88,037	5.66%	\$93,020
Ferris State University	\$89,892	2.50%	\$92,139
Eastern Illinois University	\$83,352	1.50%	\$84,603
James Madison University	\$79,528	3.00%	\$81,914
<i>University of Northern Iowa</i>	\$79,860	1.38%	\$80,962
University of Minnesota, Duluth	\$77,786	2.20%	\$79,498
College of Charleston	\$79,358	nda	\$79,358
Southern Illinois University-Edwardsville	\$77,374	nda	\$77,374
Marshall University	\$68,959	nda	\$68,959
Truman State University	\$66,704	0.00%	\$66,704

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.

\*\* Each person received \$1,000.

nda = No data available.

<b>Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2016 (Adjusted to SUI Rank Distribution)</b>												
<b>Institution</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Three-Professorial-Ranks Combined</b>		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Columbia	244,421	472	1	162,576	379	1	122,751	297	5	185,923	1,148	1
Stanford	236,637	472	2	150,201	379	2	128,156	297	1	180,036	1,148	2
Princeton	229,442	472	3	141,152	379	5	109,873	297	12	169,360	1,148	3
Harvard	227,674	472	5	127,415	379	11	123,744	297	4	167,687	1,148	4
Chicago, Univ of	228,121	472	4	127,066	379	12	118,152	297	7	166,309	1,148	5
MIT	212,138	472	6	143,350	379	4	120,565	297	6	165,737	1,148	6
Caltech	199,937	472	12	147,191	379	3	127,901	297	2	163,887	1,148	7
Penn	209,157	472	9	134,982	379	6	126,958	297	3	163,403	1,148	8
Duke	204,187	472	10	134,586	379	7	113,983	297	10	157,872	1,148	9
Yale	209,477	472	8	131,012	379	8	108,740	297	15	157,511	1,148	10
NYU	209,742	472	7	122,833	379	14	117,459	297	8	157,175	1,148	11
Northwestern	200,726	472	11	130,754	379	9	117,221	297	9	156,021	1,148	12
<b>UCLA</b>	<b>195,024</b>	<b>472</b>	<b>13</b>	<b>128,971</b>	<b>379</b>	<b>10</b>	<b>101,421</b>	<b>297</b>	<b>21</b>	<b>149,001</b>	<b>1,148</b>	<b>13</b>
Wash. Univ - St Louis	191,465	472	14	120,025	379	16	108,799	297	14	146,493	1,148	14
UC Berkeley	185,063	472	17	123,647	379	13	109,831	297	13	145,324	1,148	15
Rice	189,162	472	16	116,724	379	20	105,402	297	17	143,578	1,148	16
Vanderbilt	190,623	472	15	114,721	379	23	97,043	297	27	141,355	1,148	17
Cornell University - Endow	174,324	472	21	122,651	379	15	112,502	297	11	141,271	1,148	18
Boston University	177,392	472	19	119,990	379	17	101,103	297	22	138,705	1,148	19
Emory	172,033	472	23	118,386	379	18	104,904	297	18	136,955	1,148	20
Brown	178,911	472	18	115,973	379	21	95,387	297	31	136,524	1,148	21
Johns Hopkins	171,635	472	24	116,858	379	19	105,463	297	16	136,431	1,148	22
Virginia	172,422	472	22	115,705	379	22	95,967	297	29	133,918	1,148	23
Southern Cal	175,806	472	20	109,870	379	28	97,370	297	26	133,746	1,148	24
<b>Michigan</b>	<b>168,183</b>	<b>472</b>	<b>26</b>	<b>111,409</b>	<b>379</b>	<b>25</b>	<b>93,085</b>	<b>297</b>	<b>34</b>	<b>130,011</b>	<b>1,148</b>	<b>25</b>
UC San Diego	164,161	472	28	112,332	379	24	98,070	297	25	129,952	1,148	26
Georgia Tech	162,089	472	30	107,719	379	32	103,097	297	19	128,877	1,148	27
UC Irvine	165,704	472	27	109,155	379	30	95,273	297	32	128,814	1,148	28
Rochester	159,042	472	34	109,313	379	29	102,432	297	20	127,979	1,148	29
Maryland	160,142	472	32	110,248	379	27	95,710	297	30	127,001	1,148	30
UC Santa Barbara	169,550	472	25	103,422	379	40	88,289	297	43	126,695	1,148	31
UC Davis	160,058	472	33	110,776	379	26	92,447	297	36	126,296	1,148	32
<b>Texas</b>	<b>160,424</b>	<b>472</b>	<b>31</b>	<b>103,582</b>	<b>379</b>	<b>39</b>	<b>98,837</b>	<b>297</b>	<b>24</b>	<b>125,725</b>	<b>1,148</b>	<b>33</b>
Rutgers	163,476	472	29	107,999	379	31	86,256	297	49	125,183	1,148	34
<b>North Carolina</b>	<b>155,156</b>	<b>472</b>	<b>35</b>	<b>104,880</b>	<b>379</b>	<b>34</b>	<b>91,215</b>	<b>297</b>	<b>38</b>	<b>122,016</b>	<b>1,148</b>	<b>35</b>
Penn State	154,266	472	36	104,756	379	35	89,628	297	41	121,198	1,148	36
SUNY-Stony Brook	152,372	472	37	104,692	379	36	87,371	297	46	119,815	1,148	37
Brandeis	148,129	472	42	106,290	379	33	88,504	297	42	118,890	1,148	38
University of Illinois at Chic	145,544	472	44	104,047	379	37	91,059	297	39	117,748	1,148	39
<b>Illinois</b>	<b>147,679</b>	<b>472</b>	<b>43</b>	<b>99,514</b>	<b>379</b>	<b>46</b>	<b>92,198</b>	<b>297</b>	<b>37</b>	<b>117,424</b>	<b>1,148</b>	<b>40</b>
Tulane	152,331	472	38	92,304	379	57	93,181	297	33	117,211	1,148	41
<b>Ohio State</b>	<b>149,502</b>	<b>472</b>	<b>40</b>	<b>99,800</b>	<b>379</b>	<b>43</b>	<b>87,343</b>	<b>297</b>	<b>47</b>	<b>117,012</b>	<b>1,148</b>	<b>42</b>
Washington	138,049	472	52	103,862	379	38	99,043	297	23	116,671	1,148	43
Pittsburgh	149,444	472	41	99,920	379	42	81,505	297	56	115,518	1,148	44
Michigan State	150,080	472	39	99,601	379	45	79,687	297	59	115,204	1,148	45
Texas A&M	143,433	472	45	99,782	379	44	89,643	297	40	115,106	1,148	46
Colorado	139,553	472	49	99,474	379	47	92,635	297	35	114,183	1,148	47
<b>Indiana</b>	<b>140,046</b>	<b>472</b>	<b>48</b>	<b>95,722</b>	<b>379</b>	<b>54</b>	<b>96,278</b>	<b>297</b>	<b>28</b>	<b>114,090</b>	<b>1,148</b>	<b>48</b>
<b>Minnesota</b>	<b>141,983</b>	<b>472</b>	<b>47</b>	<b>99,349</b>	<b>379</b>	<b>48</b>	<b>87,548</b>	<b>297</b>	<b>45</b>	<b>113,825</b>	<b>1,148</b>	<b>49</b>
Case Western	142,245	472	46	96,730	379	52	85,731	297	50	112,598	1,148	50
Purdue	138,677	472	50	97,958	379	49	88,095	297	44	112,148	1,148	51
<b>Wisconsin</b>	<b>132,705</b>	<b>472</b>	<b>56</b>	<b>100,970</b>	<b>379</b>	<b>41</b>	<b>87,195</b>	<b>297</b>	<b>48</b>	<b>110,454</b>	<b>1,148</b>	<b>52</b>
Iowa	138,332	472	51	96,105	379	53	84,252	297	53	110,400	1,148	53
SUNY-Buffalo	136,340	472	54	94,182	379	56	82,331	297	55	108,449	1,148	54
Syracuse	134,662	472	55	97,711	379	50	79,587	297	60	108,214	1,148	55
Iowa State	130,968	472	57	97,560	379	51	83,784	297	54	107,732	1,148	56
Florida	137,490	472	53	91,569	379	58	80,696	297	57	107,637	1,148	57
Oregon	128,936	472	60	94,231	379	55	85,578	297	51	106,261	1,148	58
<b>Arizona</b>	<b>129,443</b>	<b>472</b>	<b>59</b>	<b>91,343</b>	<b>379</b>	<b>59</b>	<b>80,069</b>	<b>297</b>	<b>58</b>	<b>104,091</b>	<b>1,148</b>	<b>59</b>
Nebraska	126,788	472	61	87,569	379	60	84,684	297	52	102,948	1,148	60
Kansas	130,443	472	58	84,480	379	61	79,389	297	61	102,061	1,148	61
Missouri	122,263	472	62	81,341	379	62	69,005	297	62	94,975	1,148	62
<b>Mean</b>	<b>\$167,019</b>			<b>\$111,102</b>			<b>\$97,442</b>			<b>\$130,559</b>		

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 2016									
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	244,421	514	162,576	387	122,751	394	182,945	1,295	1
Stanford	236,637	514	150,201	387	128,156	394	177,801	1,295	2
Princeton	229,442	514	141,152	387	109,873	394	166,679	1,295	3
Harvard	227,674	514	127,415	387	123,744	394	166,092	1,295	4
Chicago, Univ of	228,121	514	127,066	387	118,152	394	164,464	1,295	5
MIT	212,138	514	143,350	387	120,565	394	163,720	1,295	6
Caltech	199,937	514	147,191	387	127,901	394	162,258	1,295	7
Penn	209,157	514	134,982	387	126,958	394	161,981	1,295	8
Duke	204,187	514	134,586	387	113,983	394	155,943	1,295	9
NYU	209,742	514	122,833	387	117,459	394	155,693	1,295	10
Yale	209,477	514	131,012	387	108,740	394	155,380	1,295	11
Northwestern	200,726	514	130,754	387	117,221	394	154,409	1,295	12
UCLA	195,024	514	128,971	387	101,421	394	146,806	1,295	13
Wash. Univ - St Louis	191,465	514	120,025	387	108,799	394	144,965	1,295	14
UC Berkeley	185,063	514	123,647	387	109,831	394	143,820	1,295	15
Rice	189,162	514	116,724	387	105,402	394	142,031	1,295	16
Cornell	174,324	514	122,651	387	112,502	394	140,073	1,295	17
Vanderbilt	190,623	514	114,721	387	97,043	394	139,469	1,295	18
Boston University	177,392	514	119,990	387	101,103	394	137,027	1,295	19
Emory	172,033	514	118,386	387	104,904	394	135,577	1,295	20
Johns Hopkins	171,635	514	116,858	387	105,463	394	135,133	1,295	21
Brown	178,911	514	115,973	387	95,387	394	134,690	1,295	22
Southern Cal	175,806	514	109,870	387	97,370	394	132,238	1,295	23
Virginia	172,422	514	115,705	387	95,967	394	132,211	1,295	24
UC San Diego	164,161	514	112,332	387	98,070	394	128,564	1,295	25
Michigan	168,183	514	111,409	387	93,085	394	128,368	1,295	26
Georgia Tech	162,089	514	107,719	387	103,097	394	127,893	1,295	27
UC Irvine	165,704	514	109,155	387	95,273	394	127,376	1,295	28
Rochester	159,042	514	109,313	387	102,432	394	126,957	1,295	29
Maryland	160,142	514	110,248	387	95,710	394	125,628	1,295	30
UC Santa Barbara	169,550	514	103,422	387	88,289	394	125,065	1,295	31
UC Davis	160,058	514	110,776	387	92,447	394	124,760	1,295	32
Texas	160,424	514	103,582	387	98,837	394	124,699	1,295	33
Rutgers	163,476	514	107,999	387	86,256	394	123,403	1,295	34
North Carolina	155,156	514	104,880	387	91,215	394	120,678	1,295	35
Penn State	154,266	514	104,756	387	89,628	394	119,804	1,295	36
SUNY-Stony Brook	152,372	514	104,692	387	87,371	394	118,347	1,295	37
Brandeis	148,129	514	106,290	387	88,504	394	117,485	1,295	38
Illinois	147,679	514	99,514	387	92,198	394	116,405	1,295	39
Tulane	152,331	514	92,304	387	93,181	394	116,396	1,295	40
Washington	138,049	514	103,862	387	99,043	394	115,965	1,295	41
Ohio State	149,502	514	99,800	387	87,343	394	115,737	1,295	42
Texas A&M	143,433	514	99,782	387	89,643	394	114,023	1,295	43
Pittsburgh	149,444	514	99,920	387	81,505	394	113,974	1,295	44
Michigan State	150,080	514	99,601	387	79,687	394	113,578	1,295	45
Indiana	140,046	514	95,722	387	96,278	394	113,484	1,295	46
Colorado	139,553	514	99,474	387	92,635	394	113,301	1,295	47
Minnesota	141,983	514	99,349	387	87,548	394	112,681	1,295	48
Case Western	142,245	514	96,730	387	85,731	394	111,449	1,295	49
Purdue	138,677	514	97,958	387	88,095	394	111,119	1,295	50
Wisconsin	132,705	514	100,970	387	87,195	394	109,375	1,295	51
Iowa	138,332	514	96,105	387	84,252	394	109,259	1,295	52
SUNY-Buffalo	136,340	514	94,182	387	82,331	394	107,309	1,295	53
Syracuse	134,662	514	97,711	387	79,587	394	106,863	1,295	54
Iowa State	130,968	514	97,560	387	83,784	394	106,629	1,295	55
Toronto	130,752	514	101,980	387	79,355	394	106,516	1,295	56
Florida	137,490	514	91,569	387	80,696	394	106,488	1,295	57
Oregon	128,936	514	94,231	387	85,578	394	105,373	1,295	58
Arizona	129,443	514	91,343	387	80,069	394	103,035	1,295	59
Nebraska	126,788	514	87,569	387	84,684	394	102,258	1,295	60
Kansas	130,443	514	84,480	387	79,389	394	101,174	1,295	61
Missouri	122,263	514	81,341	387	69,005	394	93,830	1,295	62
<b>Mean</b>	<b>166,781</b>	<b>514</b>	<b>111,069</b>	<b>387</b>	<b>97,253</b>	<b>394</b>	<b>128,978</b>	<b>1,295</b>	

\*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).



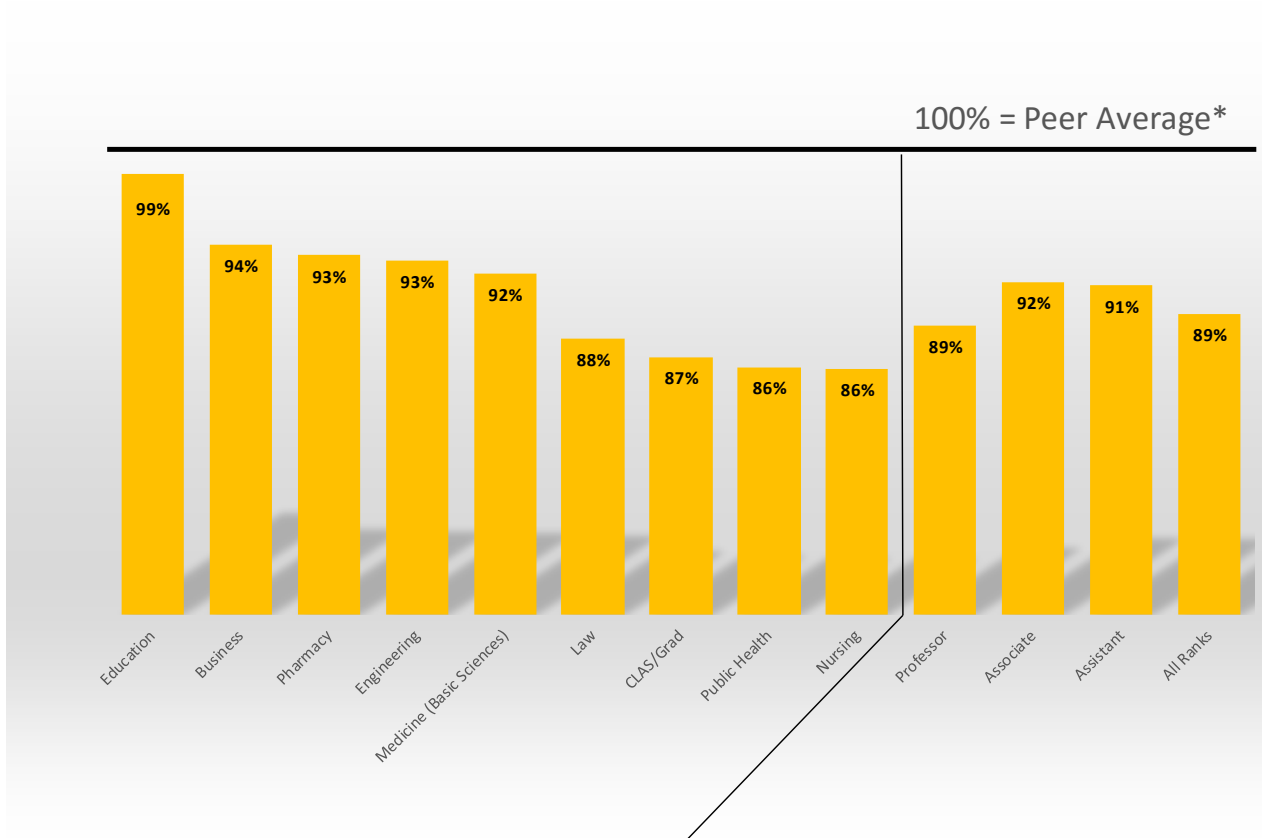
Exhibit 4

University of Northern Iowa

Average Faculty Salaries by Academic Rank, FY 2017 (Peer institutions as listed by Education Trust*) Peers Adjusted to UNI Rank Distribution												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary
	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking
University of California - Riverside	120,189	459	1	87,800	114	1	99,700	179	2	155,400	166	1
University of New Hampshire	108,521	459	2	87,300	114	2	102,600	179	1	130,200	166	3
University of Massachusetts-Dartmouth	105,353	459	3	83,400	114	3	99,200	179	3	126,700	166	4
University of Alabama	101,483	459	4	74,600	114	11	94,000	179	4	144,500	166	2
University of North Texas	95,881	459	5	73,000	114	17	85,600	179	14	115,700	166	9
University of North Carolina-Charlotte	95,106	459	6	78,000	114	5	87,500	179	9	122,000	166	5
Kent State University-Main	93,461	459	7	74,800	114	8	88,700	179	7	117,000	166	8
Ohio University	93,369	459	8	80,100	114	4	87,000	179	12	113,700	166	10
University of Mississippi-Main	92,649	459	9	76,600	114	6	89,000	179	6	118,300	166	7
Central Michigan University	91,523	459	10	74,600	114	12	81,000	179	22	107,000	166	21
West Chester University of Pennsylvania	90,550	459	11	73,400	114	16	89,100	179	5	111,100	166	12
West Virginia University	90,213	459	12	73,000	114	18	84,000	179	17	120,800	166	6
Ferris State University	89,892	459	13	74,600	114	13	85,800	179	13	107,100	166	20
Bloomsburg University of Pennsylvania	89,710	459	14	70,200	114	27	87,600	179	8	110,700	166	13
Indiana University of Pennsylvania-Main	89,525	459	15	67,000	114	35	87,500	179	10	111,300	166	11
University of North Carolina-Greensboro	89,466	459	16	74,700	114	10	80,400	179	25	110,400	166	15
California State University - Fresno	88,921	459	17	75,100	114	7	84,400	179	16	103,800	166	25
Bowling Green State University-Main	88,349	459	18	71,000	114	25	82,200	179	20	108,300	166	18
Western Washington University	88,037	459	19	72,300	114	20	83,300	179	18	103,000	166	27
North Dakota State University-Main	87,050	459	20	71,400	114	23	85,300	179	15	109,300	166	16
Mississippi State University	86,741	459	21	72,100	114	22	80,300	179	26	110,500	166	14
Grand Valley State University	85,602	459	22	69,700	114	30	82,500	179	19	103,100	166	26
East Carolina University	85,596	459	23	74,500	114	14	79,500	179	28	104,900	166	23
Montana State University-Bozeman	85,531	459	24	74,800	114	9	76,100	179	34	105,100	166	22
Oakland University	84,984	459	25	70,600	114	26	81,000	179	21	109,300	166	17
Kutztown University of Pennsylvania	84,741	459	26	63,700	114	45	87,300	179	11	108,100	166	19
Eastern Illinois University	83,352	459	27	72,300	114	21	75,900	179	37	93,900	166	38
Western Illinois University	82,864	459	28	61,500	114	49	78,100	179	29	98,100	166	31
Appalachian State University	82,852	459	29	68,100	114	34	77,200	179	30	97,300	166	34
Florida A & M University	82,314	459	30	66,400	114	37	80,900	179	24	99,600	166	29
University of North Carolina-Wilmington	82,030	459	31	68,800	114	31	74,900	179	41	98,600	166	30
Northern Arizona University	81,456	459	32	63,500	114	47	76,400	179	32	104,500	166	24
University of Nebraska-Omaha	81,311	459	33	69,800	114	29	81,000	179	23	92,500	166	40
Northern Illinois University	81,134	459	34	70,100	114	28	75,900	179	35	97,500	166	32
Illinois State University	80,868	459	35	73,700	114	15	74,200	179	43	92,900	166	39
Indiana State University	80,319	459	36	66,100	114	38	75,900	179	36	97,400	166	33
<b>University of Northern Iowa</b>	<b>79,860</b>	<b>459</b>	<b>37</b>	<b>65,400</b>	<b>114</b>	<b>39</b>	<b>75,400</b>	<b>179</b>	<b>38</b>	<b>94,600</b>	<b>166</b>	<b>36</b>
University of Montana-Missoula	79,735	459	38	64,600	114	41	72,500	179	45	89,600	166	44
James Madison University	79,528	459	39	68,800	114	32	74,600	179	42	91,800	166	41
College of Charleston	79,358	459	40	68,700	114	33	75,200	179	40	94,200	166	37
University of Minnesota-Duluth	77,786	459	41	64,100	114	42	79,800	179	27	101,300	166	28
Southern Illinois University-Edwardsville	77,374	459	42	63,800	114	43	76,600	179	31	91,300	166	42
Northern Michigan University	77,192	459	43	63,800	114	44	75,400	179	39	88,700	166	45
Ball State University	75,689	459	44	62,400	114	48	76,300	179	33	96,500	166	35
Radford University	75,611	459	45	64,800	114	40	71,200	179	47	88,600	166	46
Georgia Southern University	74,945	459	46	72,900	114	19	72,500	179	46	82,000	166	51
University of Northern Colorado	73,453	459	47	56,800	114	56	68,100	179	49	89,900	166	43
University of Wisconsin-Whitewater	72,215	459	48	71,100	114	24	67,900	179	50	79,400	166	53
University of Wisconsin-Oshkosh	71,166	459	49	66,500	114	36	64,500	179	54	79,700	166	52
University of Central Arkansas	69,879	459	50	61,100	114	50	69,600	179	48	83,200	166	50
Murray State University	69,377	459	51	60,300	114	51	67,400	179	51	86,500	166	48
University of Wisconsin-Eau Claire	69,030	459	52	63,600	114	46	64,000	179	55	76,300	166	55
Marshall University	68,959	459	53	59,800	114	53	66,900	179	52	78,600	166	54
SUNY College At Oswego	68,945	459	54	57,200	114	55	73,700	179	44	88,300	166	47
University of West Georgia	68,051	459	55	58,400	114	54	64,500	179	53	83,400	166	49
Truman State University	66,704	459	56	54,800	114	57	62,300	179	57	75,800	166	56
University of Wisconsin-Stout	64,343	459	57	60,100	114	52	63,500	179	56	71,100	166	58
University of Wisconsin-Stevens Point	62,758	459	58	54,600	114	58	58,500	179	58	72,100	166	57
<b>Mean</b>	<b>\$83,154</b>			<b>\$69,003</b>			<b>\$78,645</b>			<b>\$100,733</b>		

\*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.  
 Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.  
 Data not available for the following peer institution: Stephen F Austin State University and West Virginia University  
 Data Source: ACADEME, AAUP, March-April 2017.  
<https://www.insidehighered.com/aaup-compensation-survey2015-2016>  
<http://www.aaup.org/report/higher-education-crossroads-annual-report-economic-status-profession-2015-16>

UNIVERSITY OF IOWA  
FACULTY SALARIES AS A PERCENT OF PEER AVERAGE  
FY 2017

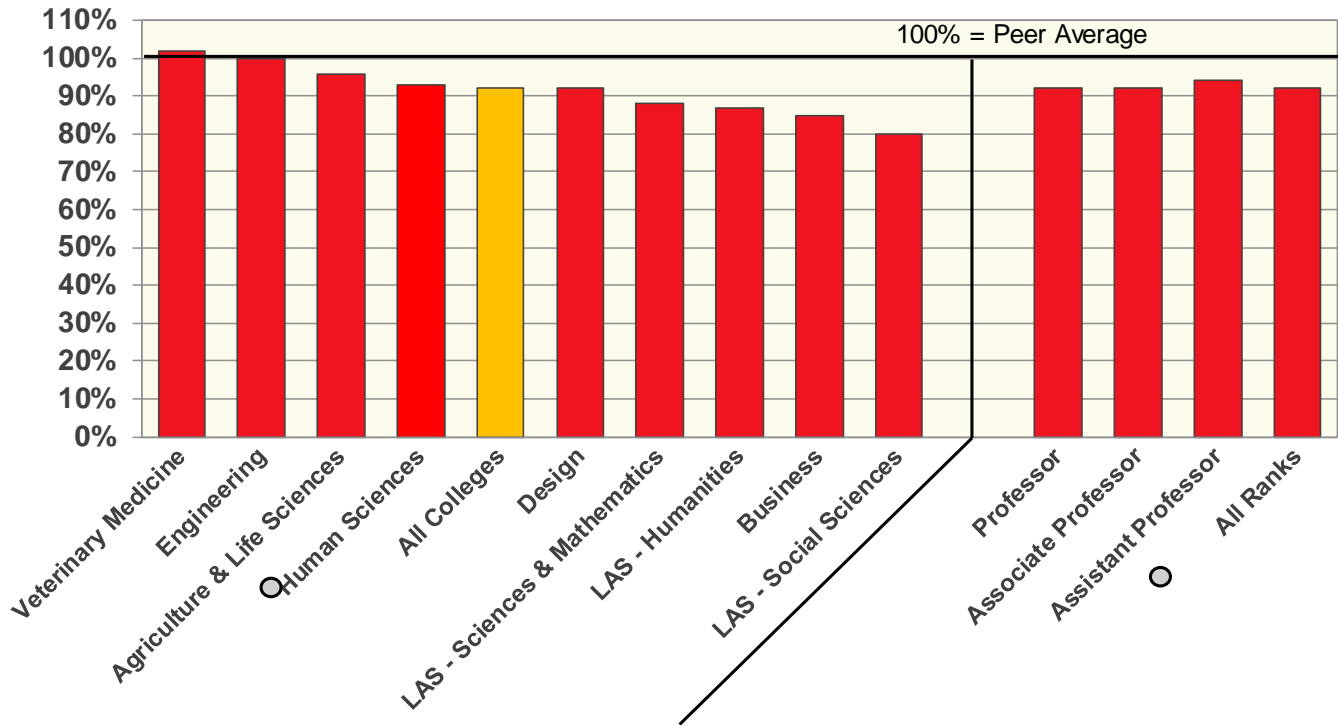


Percentiles by rank do not include the College of Dentistry.  
Peer averages are adjusted to Iowa rank distribution.

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 2017



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS FY 2014 - FY 2018					
<b>University of Iowa Peer Group</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
University of Michigan, Ann Arbor	nda	nda	nda	nda	nda
University of North Carolina - Chapel Hill	1.00%	nda	0.00%	1.50%	nda
University of Texas, Austin	nda	nda	nda	3.98%	3.73%
University of California, Los Angeles	3.50%	3.00%	1.50%	1.50%	3.00%
<i>University of Iowa</i>	2.10%	2.20%	2.00%	2.64%	2.42%
University of Illinois, Urbana	2.75%	2.50%	0.00%	0.00%	2.37%
Ohio State University, Main Campus	2.00%	2.00%	2.00%	2.00%	2.00%
University of Arizona	3.00%	0.00%	0.00%	5.00%	2.00%
University of Minnesota, Twin Cities	2.50%	2.50%	2.00%	2.50%	2.00%
University of Wisconsin, Madison	1.00%	1.00%	0.00%	2.28%	2.00%
Indiana University, Bloomington	2.50%	2.00%	2.00%	nda	1.70%
<b>Iowa State University Peer Group</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
Michigan State University	2.75%	nda	2.00%	2.50%	nda
Pennsylvania State University <sup>2</sup>	--	--	--	2.00%	nda
Purdue University, Main Campus	1.00%	nda	3.80%	3.20%	nda
Texas A&M	nda	nda	nda	4.10%	nda
North Carolina State University	nda	<1.0%*	0.00%	5.10%	**
University of California, Davis	nda	nda	nda	1.50%	3.00%
University of Illinois, Urbana	2.75%	2.50%	0.00%	0.00%	2.37%
Ohio State University, Main Campus	2.00%	2.00%	2.00%	2.00%	2.00%
University of Minnesota, Twin Cities	2.50%	2.50%	2.00%	2.50%	2.00%
University of Wisconsin, Madison	1.00%	1.00%	0.00%	2.28%	2.00%
<i>Iowa State University<sup>1</sup></i>	3.20%	3.45%	1.26%	3.81%	0.00%
<b>University of Northern Iowa Peer Group</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017<sup>3</sup></b>	<b>FY 2018</b>
College of Charleston				0.00%	nda
Marshall University				0.00%	nda
Southern Illinois University-Edwardsville				0.00%	nda
University of Massachusetts-Dartmouth				1.75%	nda
Western Washington University				3.80%	5.66%
James Madison University				3.00%	3.00%
Ferris State University				3.00%	2.50%
University of Minnesota, Duluth				2.50%	2.20%
Eastern Illinois University				0.00%	1.50%
<i>University of Northern Iowa</i>	2.00%	2.25%	2.50%	2.50%	1.38%
Truman State University				2.50%	0.00%

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

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

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

\*\* Each person received \$1,000.

nda = No data available.

REGENT INSTITUTIONS COMPARISON GROUPS AVERAGE FACULTY SALARIES, 2016-2017 AVERAGE FACULTY TOTAL COMPENSATION, 2016-2017					
Comparison Groups	Average Faculty Salary (all ranks)	Rank Average Salary	Benefits as % of Salary	Average Faculty Total Compensation <sup>1</sup>	Rank Total Compensation
University of California, Los Angeles	\$166,300	1	34.4%	\$223,600	1
University of Michigan, Ann Arbor	\$134,500	2	23.6%	\$166,200	2
University of Texas, Austin	\$133,400	3	20.0%	\$160,100	3
University of North Carolina, Chapel Hill	\$124,400	4	25.9%	\$156,700	4
University of Illinois, Urbana	\$119,000	5	30.0%	\$154,700	5
University of Minnesota, Minneapolis	\$115,200	9	30.1%	\$149,900	6
The Ohio State University, Main Campus	\$118,000	6	26.0%	\$148,700	7
University of Wisconsin, Madison	\$115,900	7	26.0%	\$146,000	8
<i>University of Iowa</i>	\$110,400	10	30.0%	\$143,500	9
Indiana University, Bloomington	\$115,400	8	22.4%	\$141,200	10
University of Arizona	\$104,400	11	25.7%	\$131,200	11
<b>University of Iowa</b>					
<b>Iowa State University</b>					
University of California, Davis	\$135,600	1	36.5%	\$185,094	1
Pennsylvania State University <sup>2</sup>	\$124,700	2	27.5%	\$158,993	2
University of Illinois, Urbana	\$119,000	3	30.5%	\$155,295	3
University of Minnesota, Twin Cities	\$115,200	7	30.8%	\$150,682	4
Ohio State University, Main Campus	\$118,000	4	26.0%	\$148,680	5
Purdue University, Main Campus	\$117,300	6	26.6%	\$148,502	6
University of Wisconsin, Madison	\$115,900	8	27.1%	\$147,309	7
Michigan State University	\$112,700	9	30.4%	\$146,961	8
Texas A & M University	\$120,100	5	20.7%	\$144,961	9
<i>Iowa State University</i>	\$106,700	10	31.5%	\$140,311	10
North Carolina State University	\$104,900	11	27.0%	\$133,223	11
<b>University of Northern Iowa<sup>3</sup></b>					
University of Massachusetts-Dartmouth	\$105,353	1	34.4%	\$141,618	1
Ferris State University	\$89,892	2	38.8%	\$124,814	2
Western Washington University	\$88,037	3	28.2%	\$112,851	3
James Madison University	\$79,528	6	40.5%	\$111,764	4
College of Charleston	\$79,358	7	39.1%	\$110,357	5
Eastern Illinois University	\$83,352	4	31.7%	\$109,750	6
University of Minnesota, Duluth	\$77,786	8	35.2%	\$105,204	7
<i>University of Northern Iowa</i>	\$79,860	5	31.0%	\$104,629	8
Southern Illinois University-Edwardsville	\$77,374	9	34.4%	\$103,979	9
Truman State University	\$66,704	11	32.1%	\$88,114	10
Marshall University	\$68,959	10	24.2%	\$85,663	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 2017 (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	\$377,900	3,682	2	\$335,000	4,008	2	\$293,100	9,122	1	\$321,700	16,812	2
Northeast	\$395,600	4,305	1	\$355,500	5,217	1	\$285,500	13,205	2	\$322,400	22,727	1
West	\$357,100	3,539	4	\$320,500	2,942	3	\$267,500	4,920	4	\$309,000	11,401	3
South	\$360,800	4,140	3	\$314,500	5,028	4	\$276,000	11,190	3	\$302,800	20,358	4
<i>University of Iowa</i>	\$350,000	206	5	\$306,500	208	5	\$251,800	297	5	\$296,300	711	5
<b>Mean</b>	<b>\$373,200</b>			<b>\$332,400</b>			<b>\$282,000</b>			<b>\$314,300</b>		

## 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.

See examples of Exceptional Performance Awards at SUI and ISU below and on the following pages. No Exceptional Performance Awards were issued at UNI, ISD, or IBSSS for FY 2017.

University of Iowa - Flexible Pay Program					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017 *
<b>Exceptional Performance Awards</b>					
Eligible Employees	5,513	5,745	5,980	6,291	6,844
Number of Awards Presented	306	185	252	288	298
Dollar Range of Awards	\$136 - \$18,593	\$400 - \$22,360	\$300 - \$21,186	\$500 - \$18,900	\$250 - \$21,500
Average Dollars Awarded	\$3,976	\$3,953	\$4,668	\$4,183	\$3,862
<b>Total Dollars Awarded</b>	<b>\$1,216,715</b>	<b>\$731,322</b>	<b>\$1,176,283</b>	<b>\$1,204,583</b>	<b>\$1,155,126</b>
<b>Spot Awards</b>					
Eligible Employees	5,513	5,745	5,980	6,291	6,844
Number of Awards Presented	440	405	637	713	805
Dollar Range of Awards	\$50 - \$75	\$20 - \$75	\$50 - \$75	\$50 - \$75	\$45 - \$75
Average Dollars Awarded	\$74	\$74	\$75	\$75	\$75
<b>Total Dollars Awarded</b>	<b>\$52,650</b>	<b>\$48,744</b>	<b>\$77,483</b>	<b>\$86,308</b>	<b>\$97,725</b>
<b>Percentage of Exceptional Performance Awards</b>					
Females	69.3%	63.2%	74.2%	60.4%	64.4%
Minorities	7.2%	2.7%	5.6%	5.9%	7.4%
<b>Percentage of Spot Awards</b>					
Females	50.2%	56.8%	63.1%	64.1%	65.0%
Minorities	4.1%	2.0%	4.7%	6.2%	5.8%
<b>Awards Program Five-Year History</b>					
Exceptional Performance Awards	306	185	252	288	298
Spot Awards	440	405	637	713	805

\* Of eligible non-bargaining P&S staff members, females make up approximately 63.3% and minorities make up approximately 10.6%.

### 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 1<sup>st</sup> **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.

### Examples of SUI Exceptional Performance Awards

1. An employee was instrumental in the RFP process and led the implementation of a new merchant credit card processor (US Bank/Elavon). The individual dedicated additional time and effort to ensure the successful completion of this project. The initial phase involved extensive planning and collaboration with peers which enabled a straightforward RFP document that addressed the issues most relevant to University of Iowa. The new contract benefits 140 department locations across campus and facilitates the collection of \$80 million in annual revenue.

It was important to keep the implementation on track to ensure no interruption in service to mission-critical departments. The implementation process included complex interactions with Elavon as well as frequent communication with departments to identify and troubleshoot onboarding problems. Prioritization of campus locations was key to allow departments time to coordinate with their external software vendors for conversion details.

Along with the processing conversion, it was necessary to update the eDeposit system to enable the automatic posting of receipts from Elavon. In addition, a new merchant credit card application was developed within eDeposits which documents department approvals, provides the key data elements needed by Elavon, and captures general ledger elements to enable posting of receipts. Jonathan successfully completed this phase of the implementation which required analysis of bank data, understanding of systems and the assistance of Business Services IT for programming and testing updates.

The overall implementation and conversion process required diligent planning and understanding of systems and processes in order to prioritize and successfully complete the project. The employee's strong leadership and project management skills, ensured deadlines were met throughout the transition period and resulted in a timely and accurate conversion.



2. The University of Iowa and Northern Iowa signed a Memorandum of Understanding in May 2013 approving the initiative to rewrite ProTrav for the University of Northern Iowa. ProTrav is a home grown electronic application developed by SUI used for receiving, reconciling, auditing and reporting procurement card and travel related expenses. This initiative was one of the first strategic collaborations across State institutions to share technological financial solutions for common business processes.

The planning stage to determine scope, feature/functional gaps, and software requirements was approximately 16 months. Code development began in Fall 2014. A delivered product was rolled out to SUI in November, 2015 and ProTrav@UNI was released at Northern Iowa in March 2016.

The high-level objectives of the project are as follows:

Implement an electronic procurement card and travel expense management system for UNI with very limited customization to improve the current manual procurement card and travel expense business processes at UNI while adopting best practices inherent within the system when possible. Gain a deeper understanding of UNI business practices and technical systems and built foundation for further collaboration.

The effort by this team is unprecedented and extensive. Creating the first delivery of a full end to end system by one institution to another. The project actually began to be developed by a collaborative effort a few years ago. Application developers had to understand both University systems and build interfaces with other UNI systems, mask menus and pages with UNI logo.

This project and its delivery, were history in the making. The pressure to be successful cannot be underestimate. These individuals deserve recognition for their dedication and incredible efforts.

3. A team of employees were instrumental in developing a new Collegiate Economic Analysis (CEA) budget model. Their work directly supported the Provost Office and University Budget Office help define and design the new responsibility centered management (RCM) based budgeting model. The new budget model incentivizes revenue growth and cost containment, while also providing funding for strategic initiatives. It also provides flexibility and transparency in budgeting and decision making process.

To support the new budget process, the team had to aggregate appropriate academic tuition and fee assessment data with financial aid award data, perform the various weighted attributions, resident/non-resident blending algorithms and finally provide a comparative visualization so the Collegiate Budget Officers and Deans could determine which model was most appropriate for FY18. The team was involved in weekly campus-wide functional meetings plus almost daily technical meetings. The data aggregations, simulations and visualizations were a very iterative process requiring several refinements to derive the final CEA model with suitable accuracy.

To verify the model, various simulations were performed using previous, current, and future year's enrollment data with a variety of fee structures and allocation models. The simulations were very complex requiring technical knowledge from Admissions, Financial Aid, Billing and database and business intelligence expertise.

In addition to conducting their regular technical workload of supporting MAUI applications, enterprise databases and business intelligence solutions, they participated in the design, analysis and implementation of the new Collegiate Economic Analysis. The data complexity, processing requirements and tight timelines required significant effort and expertise.

**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).

<b>Iowa State University - Extra Meritorious Performance Pay Program</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017 *</b>
<b>Exceptional Performance Awards</b>					
Eligible Employees	2,644	2,387	2,803	3,005	3,077
Number of Awards Presented	53	57	76	72	49
Dollar Range of Awards	\$500 - \$8,200	\$500 - \$10,000	\$500 - \$10,000	\$667 - \$10,000	\$675-\$10,000
Average Dollars Awarded	\$1,554	\$3,724	\$2,583	\$2,821	\$2,763
Total Dollars Awarded	\$147,549	\$212,280	\$196,304	\$203,165	\$135,395
<b>Percentage of Exceptional Performance Awards</b>					
Females	68.0%	56.0%	37.0%	59.7%	73.0%
Minorities	9.0%	7.0%	8.0%	8.3%	8.0%
<b>Awards Program Five-Year History</b>					
Exceptional Performance Awards	53	57	76	72	49

\* Of eligible non-bargaining P&S staff members, females make up approximately 57% and minorities make up approximately 12%.

**Examples of ISU Extra-Meritorious Performance Awards**

1. Ann saved the university and student's money this year by ensuring that tuition for graduate assistants is assessed correctly. In December 2016, Ann caught a coding error that resulted in inaccurate tuition assessment for many graduate students. She dealt effectively with IT and demonstrated professionalism and persistence when initial reaction did not convince her that the problem would be resolved. Eventually, IT identifies the coding error that was leading to numerous incorrect tuition assessments for spring 2017. IT was only because of Ann that many graduate students were not either overbilled or under-billed during the past year. Ann continues to lead efforts with IT and the registrar's office to create reports that find student who are incorrect assessed due to C-base coding problems. Ann's efforts continues to prevent costly and embarrassing efforts. For example, Ann recently identified students who would have been incorrectly assessed summer tuition. Ann's diligence and thorough understanding of the various factors that determine tuition of graduate students are highly valuable. Although Ann is consistently an outstanding employee, the on-time request for extra compensation is justified due to Ann's extraordinary effectiveness in recent months.

2. In 2015 a collaborative initiative between CELT and ITS began to review the audience response system (clickers) used university wide. The tool/technology at the time was reaching an end of life state and a new product needed to be reviewed, piloted and implemented across campus.

Between August 2015 and April 2016 products were reviewed and a new tool TopHat, was selected. Due in large part of the reorganization of ITS (began May 2016), implementation of the new technology became the responsibility of Lesya Hassall, CELT Instructional Design Specialist.

Over the past 14 months Lesya has lead this effort. The initial migration and ongoing implementation has been successful because of the significant extraordinary efforts of Lesya. She has managed the internal and vendor communication which has been a significant undertaking as the vendor's business model has changed over the past 6 months as have some product features.

Lesya gained buy in from faculty and developed/implemented relevant training materials to on board them, Lesya took on the responsibilities associated with this project and completed them far beyond the fulfillment of her normal job duties and in addition to her ongoing job responsibilities supporting faculty across campus with course and instructional design needs.

Without her tremendous effort we would not have been able to transition 170 faculty users to the new system and impact 14,330 student users (spring 2017). TopHat is a critical part of many courses including high enrollment courses.

3. Most of ISU's websites are not accessible to people with disabilities. Ann (Program Coordinator I) served as the driving force for creating a new website template that provides accessibility for Iowa State University websites.

Working with the university web accessibility coordinator and the university theme committee, Ann conducted usability studies and led development of a reusable website template that achieves Section 508 and WCAG AA accessibility standards.

Ann's work, which is outside the scope of her regular position responsibilities, will save hundreds of hours of work and protect ISU from potential lawsuits by ensuring that new websites are accessibility-compliant from the start. The template will be used for the IT Leadership Committee project to provide self-service faculty websites, which will affect the entire campus.

4. Katie Blair provides support services to students and faculty in multiple interdepartmental graduate majors. She has consistently performed well since she joined the Graduate College 10 years ago.

During the past year, however, Katie's performance was particularly noteworthy. She was able to avert possible student attrition related to conflicts with peers and advisors. She worked on developing team meetings to promote cohesiveness and a sense of community, an idea that promises to work well going forward in part due to Katie's exceptionally pleasant demeanor and professionalism.

Katie also was exceptionally active this year in professional development opportunities that others in her job category typically do not pursue. As a result, the web sites of her programs are improving, and she is strengthening program governance documents.

These achievements are not required of her but contribute to our efforts to recruit, on-board, and retain students through timely degree completion.