

**ANNUAL HUMAN RESOURCES REPORT**

**Action Requested:** Receive the report.

**Executive Summary:** This memorandum includes an overview on:

- ▶ The total number of Regent employees (below);
- ▶ Average salaries for faculty, professional and scientific, and merit employees (page 2); and
- ▶ The cost for insurance and retirement programs (see page 2).

For the complete Annual Human Resources Report, see the attachment to this agenda item on the Board's web site ([www.iowaregents.edu](http://www.iowaregents.edu)).

TOTAL NUMBER OF REGENT EMPLOYEES											
UNIVERSITY OF IOWA						IOWA SCHOOL FOR THE DEAF					
Primary Occupational Activity Group	October 31, 2017					Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total		Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	380	179	47.1%	36	9.5%	Executive / Administrative / Managerial Staff	5	1	20.0%	0	0.0%
Tenured and Tenure Track Faculty	1,370	448	32.7%	299	21.8%	Tenured and Tenure Track Faculty	0	0	0.0%	0	0.0%
Non-Tenure Track Faculty	1,257	642	51.1%	271	21.6%	Non-Tenure Track Faculty	35	30	85.7%	1	2.9%
Professional and Scientific Staff	10,576	7,621	72.1%	966	9.1%	Professional and Scientific Staff	41	30	73.2%	1	2.4%
Secretarial and Clerical Staff	1,468	1,196	81.5%	109	7.4%	Secretarial and Clerical Staff	5	5	100.0%	0	0.0%
Technical and Paraprofessional Staff	828	644	77.8%	107	12.9%	Technical and Paraprofessional Staff	22	16	72.7%	1	4.5%
Skilled Crafts Staff	355	19	5.4%	15	4.2%	Skilled Crafts Staff	5	0	0.0%	0	0.0%
Service and Maintenance Staff	2,125	1,170	55.1%	545	25.6%	Service and Maintenance Staff	13	7	53.8%	1	7.7%
<b>Total</b>	<b>18,359</b>	<b>11,919</b>	<b>64.9%</b>	<b>2,348</b>	<b>12.8%</b>	<b>Total</b>	<b>126</b>	<b>89</b>	<b>70.6%</b>	<b>4</b>	<b>3.2%</b>

  

IOWA STATE UNIVERSITY						IOWA BRAILLE AND SIGHT SAVING SCHOOL					
Primary Occupational Activity Group	October 31, 2017					Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total		Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	467	209	44.8%	50	10.7%	Executive / Administrative / Managerial Staff	3	2	66.7%	0	0.0%
Tenured and Tenure Track Faculty	1,257	413	32.9%	353	28.1%	Tenured and Tenure Track Faculty	0	0	0.0%	0	0.0%
Non-Tenure Track Faculty	600	341	56.8%	103	17.2%	Non-Tenure Track Faculty	52	43	82.7%	0	0.0%
Professional and Scientific Staff	2,778	1,420	51.1%	540	19.4%	Professional and Scientific Staff	3	2	66.7%	0	0.0%
Secretarial and Clerical Staff	790	684	86.6%	44	5.6%	Secretarial and Clerical Staff	4	4	100.0%	0	0.0%
Technical and Paraprofessional Staff	131	97	74.0%	7	5.3%	Technical and Paraprofessional Staff	1	0	0.0%	0	0.0%
Skilled Crafts Staff	259	9	3.5%	8	3.1%	Skilled Crafts Staff	0	0	0.0%	0	0.0%
Service and Maintenance Staff	564	268	47.5%	63	11.2%	Service and Maintenance Staff	9	4	44.4%	0	0.0%
<b>Total</b>	<b>6,846</b>	<b>3,441</b>	<b>50.3%</b>	<b>1,168</b>	<b>17.1%</b>	<b>Total</b>	<b>72</b>	<b>55</b>	<b>76.4%</b>	<b>0</b>	<b>0.0%</b>

  

UNIVERSITY OF NORTHERN IOWA						TOTAL REGENT INSTITUTIONS					
Primary Occupational Activity Group	October 31, 2017					Primary Occupational Activity Group	October 31, 2017				
	Total Workforce	Female	% of Total	Minority	% of Total		Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	100	49	49.0%	11	11.0%	Executive / Administrative / Managerial Staff	955	440	46.1%	97	10.2%
Tenured and Tenure Track Faculty	471	216	45.9%	76	16.1%	Tenured and Tenure Track Faculty	3,098	1,077	34.8%	728	23.5%
Non-Tenure Track Faculty	54	34	63.0%	4	7.4%	Non-Tenure Track Faculty	1,998	1,090	54.6%	379	19.0%
Professional and Scientific Staff	636	366	57.5%	66	10.4%	Professional and Scientific Staff	14,034	9,439	67.3%	1,573	11.2%
Secretarial and Clerical Staff	222	216	97.3%	13	5.9%	Secretarial and Clerical Staff	2,489	2,105	84.6%	166	6.7%
Technical and Paraprofessional Staff	19	4	21.1%	2	10.5%	Technical and Paraprofessional Staff	1,001	761	76.0%	117	11.7%
Skilled Crafts Staff	60	3	5.0%	3	5.0%	Skilled Crafts Staff	679	31	4.6%	26	3.8%
Service and Maintenance Staff	205	97	47.3%	25	12.2%	Service and Maintenance Staff	2,916	1,546	53.0%	634	21.7%
<b>Total</b>	<b>1,767</b>	<b>985</b>	<b>55.7%</b>	<b>200</b>	<b>11.3%</b>	<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.*

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.

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>
<b>Percent of Non-Student Payroll</b>	<b>31.0%</b>	<b>32.4%</b>	<b>34.2%</b>	<b>43.8%</b>	<b>38.3%</b>	