

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).
- ▶ The number of faculty resignations at the Regent Universities (see page 3).

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

| UNIVERSITY OF IOWA | | | | | | IOWA SCHOOL FOR THE DEAF | | | | | |
|---|------------------|---------------|--------------|--------------|--------------|---|------------------|-----------|--------------|----------|-------------|
| Primary Occupational Activity Group | October 31, 2019 | | | | | Primary Occupational Activity Group | October 31, 2019 | | | | |
| | Total Workforce | Female | % of Total | Minority | % of Total | | Total Workforce | Female | % of Total | Minority | % of Total |
| Executive / Administrative / Managerial Staff | 369 | 178 | 48.2% | 43 | 11.7% | Executive / Administrative / Managerial Staff | 6 | 2 | 33.3% | | 0.0% |
| Tenured and Tenure Track Faculty | 1,335 | 455 | 34.1% | 306 | 22.9% | Tenured and Tenure Track Faculty | | | 0.0% | | 0.0% |
| Non-Tenure Track Faculty | 1,458 | 767 | 52.6% | 346 | 23.7% | Non-Tenure Track Faculty | 30 | 25 | 83.3% | | 0.0% |
| Professional and Scientific Staff | 11,162 | 8,106 | 72.6% | 1060 | 9.5% | Professional and Scientific Staff | 38 | 26 | 68.4% | 1 | 2.6% |
| Secretarial and Clerical Staff | 1,255 | 999 | 79.6% | 124 | 9.9% | Secretarial and Clerical Staff | 4 | 4 | 100.0% | | 0.0% |
| Technical and Paraprofessional Staff | 936 | 740 | 79.1% | 150 | 16.0% | Technical and Paraprofessional Staff | 21 | 17 | 81.0% | 1 | 4.8% |
| Skilled Crafts Staff | 319 | 18 | 5.6% | 16 | 5.0% | Skilled Crafts Staff | 5 | | 0.0% | | 0.0% |
| Service and Maintenance Staff | 2,143 | 1,222 | 57.0% | 607 | 28.3% | Service and Maintenance Staff | 13 | 7 | 53.8% | 2 | 15.4% |
| Total | 18,977 | 12,485 | 65.8% | 2,652 | 14.0% | Total | 117 | 81 | 69.2% | 4 | 3.4% |

| IOWA STATE UNIVERSITY | | | | | | IOWA BRAILLE AND SIGHT SAVING SCHOOL | | | | | |
|---|------------------|--------------|--------------|--------------|--------------|---|------------------|-----------|--------------|----------|-------------|
| Primary Occupational Activity Group | October 31, 2019 | | | | | Primary Occupational Activity Group | October 31, 2019 | | | | |
| | Total Workforce | Female | % of Total | Minority | % of Total | | Total Workforce | Female | % of Total | Minority | % of Total |
| Executive / Administrative / Managerial Staff | 478 | 229 | 47.9% | 46 | 9.6% | Executive / Administrative / Managerial Staff | 2 | 2 | 100.0% | | 0.0% |
| Tenured and Tenure Track Faculty | 1,203 | 398 | 33.1% | 337 | 28.0% | Tenured and Tenure Track Faculty | | | 0.0% | | 0.0% |
| Non-Tenure Track Faculty | 642 | 359 | 55.9% | 102 | 15.9% | Non-Tenure Track Faculty | 54 | 46 | 85.2% | 1 | 1.9% |
| Professional and Scientific Staff | 2,791 | 1,469 | 52.6% | 478 | 17.1% | Professional and Scientific Staff | 3 | 2 | 66.7% | | 0.0% |
| Secretarial and Clerical Staff | 712 | 616 | 86.5% | 45 | 6.3% | Secretarial and Clerical Staff | 4 | 4 | 100.0% | | 0.0% |
| Technical and Paraprofessional Staff | 106 | 68 | 64.2% | 5 | 4.7% | Technical and Paraprofessional Staff | 2 | 1 | 50.0% | | 0.0% |
| Skilled Crafts Staff | 264 | 12 | 4.5% | 8 | 3.0% | Skilled Crafts Staff | | | 0.0% | | 0.0% |
| Service and Maintenance Staff | 623 | 331 | 53.1% | 76 | 12.2% | Service and Maintenance Staff | 8 | 3 | 37.5% | | 0.0% |
| Total | 6,819 | 3,482 | 51.1% | 1,097 | 16.1% | Total | 73 | 58 | 79.5% | 1 | 1.4% |

| UNIVERSITY OF NORTHERN IOWA | | | | | | TOTAL REGENT INSTITUTIONS | | | | | |
|---|------------------|------------|--------------|------------|--------------|---|------------------|---------------|--------------|--------------|--------------|
| Primary Occupational Activity Group | October 31, 2019 | | | | | Primary Occupational Activity Group | October 31, 2019 | | | | |
| | Total Workforce | Female | % of Total | Minority | % of Total | | Total Workforce | Female | % of Total | Minority | % of Total |
| Executive / Administrative / Managerial Staff | 101 | 51 | 50.5% | 11 | 10.9% | Executive / Administrative / Managerial Staff | 956 | 462 | 48.3% | 100 | 10.5% |
| Tenured and Tenure Track Faculty | 441 | 203 | 46.0% | 84 | 19.0% | Tenured and Tenure Track Faculty | 2,979 | 1,056 | 35.4% | 727 | 24.4% |
| Non-Tenure Track Faculty | 58 | 35 | 60.3% | 5 | 8.6% | Non-Tenure Track Faculty | 2,242 | 1,232 | 55.0% | 454 | 20.2% |
| Professional and Scientific Staff | 632 | 360 | 57.0% | 77 | 12.2% | Professional and Scientific Staff | 14,626 | 9,963 | 68.1% | 1,616 | 11.0% |
| Secretarial and Clerical Staff | 201 | 191 | 95.0% | 12 | 6.0% | Secretarial and Clerical Staff | 2,176 | 1,814 | 83.4% | 181 | 8.3% |
| Technical and Paraprofessional Staff | 18 | 3 | 16.7% | 3 | 16.7% | Technical and Paraprofessional Staff | 1,083 | 829 | 76.5% | 159 | 14.7% |
| Skilled Crafts Staff | 54 | 3 | 5.6% | 2 | 3.7% | Skilled Crafts Staff | 642 | 33 | 5.1% | 26 | 4.0% |
| Service and Maintenance Staff | 211 | 96 | 45.5% | 30 | 14.2% | Service and Maintenance Staff | 2,998 | 1,596 | 53.2% | 715 | 23.8% |
| Total | 1,716 | 942 | 54.9% | 224 | 13.1% | Total | 27,702 | 16,985 | 61.3% | 3,978 | 14.4% |

| Average Salaries ^{1, 2} | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| Faculty ³ | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
| SUI ⁴ | \$104,483 | \$105,611 | \$107,798 | \$111,952 | \$112,243 | \$113,206 |
| ISU ⁴ | \$88,113 | \$89,008 | \$94,341 | \$93,328 | \$96,766 | \$97,153 |
| UNI | \$75,780 | \$76,733 | \$78,912 | \$79,691 | \$76,751 | \$80,436 |
| ISD | \$68,355 | \$65,098 | \$67,823 | \$66,867 | \$67,573 | \$81,004 |
| IBSSS | \$66,763 | \$66,764 | \$67,785 | \$69,155 | \$68,315 | \$71,924 |
| Professional and Scientific | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
| SUI ⁵ | \$68,169 | \$68,711 | \$69,477 | \$70,688 | \$70,480 | \$71,600 |
| ISU | \$59,483 | \$61,415 | \$62,376 | \$63,434 | \$64,319 | \$65,341 |
| UNI | \$65,468 | \$65,901 | \$68,188 | \$66,101 | \$68,910 | \$66,247 |
| ISD | \$58,626 | \$58,132 | \$60,354 | \$61,912 | \$64,526 | \$60,065 |
| IBSSS | \$70,148 | \$59,768 | \$61,507 | \$62,122 | \$53,253 | \$57,792 |
| Service Employees International Union (SEIU) | \$65,512 | \$66,225 | \$67,146 | \$68,237 | \$69,029 | |
| Merit | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
| SUI | \$41,072 | \$41,454 | \$42,035 | \$42,389 | \$41,690 | |
| ISU | 43,848 | 44,687 | 43,117 | \$42,805 | \$42,059 | |
| UNI | 45,047 | 45,670 | 46,539 | \$46,742 | \$47,463 | |
| ISD | 40,340 | 32,982 | 34,878 | \$31,825 | \$34,379 | |
| IBSSS | 41,507 | 41,780 | 44,143 | \$41,571 | \$42,162 | |
| System-Wide | 42,363 | 41,315 | 42,142 | \$41,066 | \$41,550 | |

1. Excludes benefits.

2. Faculty and Professional and Scientific numbers are as of July 1, 2019; Merit numbers are as of June 30, 2018 and allow for all mid-year changes (step increases and other.)

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. Includes the top three Faculty ranks at SUI.

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 2019 | | | | | | |
|---|----------------------|----------------------|---------------------|--------------------|--------------------|----------------------|
| FY 2019 | SUI | ISU | UNI | ISD | IBSSS | TOTAL |
| Mandated Benefits | | | | | | |
| Social Security and Medicare | \$105,835,648 | \$35,874,862 | \$8,307,596 | \$536,662 | \$381,264 | \$150,936,032 |
| IPERS | \$12,380,590 | \$5,616,205 | \$1,942,584 | \$334,078 | \$292,588 | \$20,566,045 |
| TIAA | \$122,157,302 | \$42,113,013 | \$9,762,933 | \$334,668 | \$172,851 | \$174,540,766 |
| Substitute Plans | \$0 | \$63,150 | \$0 | \$0 | \$0 | \$63,150 |
| Federal Retirement | \$0 | \$300,542 | \$0 | \$0 | \$0 | \$300,542 |
| TIAA Waiver of Premium | \$345,123 | \$764,320 | \$292,937 | \$5,483 | \$3,921 | \$1,411,784 |
| Unemployment Compensation | \$826,256 | \$157,619 | \$39,327 | \$0 | \$12,990 | \$1,036,192 |
| Workers' Compensation | \$7,313,069 | \$2,679,205 | \$978,023 | \$136,648 | \$61,144 | \$11,168,089 |
| Total Mandated Benefits | \$248,857,989 | \$87,568,916 | \$21,323,399 | \$1,347,539 | \$924,758 | \$360,022,601 |
| Other Benefits | | | | | | |
| Life Insurance (less dividends) | \$1,864,904 | \$2,273,895 | \$615,984 | \$41,076 | \$29,873 | \$4,825,733 |
| Accidental Death and Dismemberment | \$0 | \$497,021 | \$0 | \$4,818 | \$3,645 | \$505,484 |
| Health Insurance | \$212,519,031 | \$69,690,317 | \$23,713,264 | \$1,371,274 | \$867,758 | \$308,161,644 |
| Long-Term Disability | \$1,899,171 | \$1,774,793 | \$1,574,417 | \$80,351 | \$52,148 | \$5,380,880 |
| Dental Insurance | \$16,651,933 | \$2,003,744 | \$822,134 | \$37,778 | \$20,573 | \$19,536,161 |
| Total Other Benefits | \$232,935,039 | \$76,239,770 | \$26,725,799 | \$1,535,297 | \$973,996 | \$338,409,902 |
| Total Fringe Benefit Expenditures | \$481,793,028 | \$163,808,686 | \$48,049,199 | \$2,882,836 | \$1,898,754 | \$698,432,504 |
| Percent of Non-Student Payroll | 30.50% | 31.90% | 37.50% | 43.87% | 19.87% | |

