

**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);
- ▶ The cost for insurance and retirement programs (page 2); and
- ▶ The number of faculty resignations at the Regent Universities (page 3).

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

UNIVERSITY OF IOWA					
Primary Occupational Activity Group	October 31, 2020				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	377	188	49.9%	53	14.1%
Tenured and Tenure Track Faculty	1,318	447	33.9%	306	23.2%
Non-Tenure Track Faculty	1,445	749	51.8%	350	24.2%
Professional and Scientific Staff	11,403	8,281	72.6%	1,112	9.8%
Secretarial and Clerical Staff	1,143	904	79.1%	114	10.0%
Technical and Paraprofessional Staff	933	741	79.4%	150	16.1%
Skilled Crafts Staff	251	14	5.6%	11	4.4%
Service and Maintenance Staff	2,140	1,206	56.4%	647	30.2%
<b>Total</b>	<b>19,010</b>	<b>12,530</b>	<b>65.9%</b>	<b>2,743</b>	<b>14.4%</b>

IOWA SCHOOL FOR THE DEAF					
Primary Occupational Activity Group	October 31, 2020				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	5	2	40.0%		0.0%
Tenured and Tenure Track Faculty			0.0%		0.0%
Non-Tenure Track Faculty	30	26	86.7%		0.0%
Professional and Scientific Staff	39	28	71.8%	2	5.1%
Secretarial and Clerical Staff	5	5	100.0%		0.0%
Technical and Paraprofessional Staff	21	17	81.0%	1	4.8%
Skilled Crafts Staff	5	0	0.0%	0	0.0%
Service and Maintenance Staff	12	6	50.0%	1	8.3%
<b>Total</b>	<b>117</b>	<b>84</b>	<b>71.8%</b>	<b>4</b>	<b>3.4%</b>

IOWA STATE UNIVERSITY					
Primary Occupational Activity Group	October 31, 2020				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	591	305	51.6%	45	7.6%
Tenured and Tenure Track Faculty	1,279	423	33.1%	359	28.1%
Non-Tenure Track Faculty	597	335	56.1%	98	16.4%
Professional and Scientific Staff	3,062	1,742	56.9%	521	17.0%
Secretarial and Clerical Staff	397	336	84.6%	18	4.5%
Technical and Paraprofessional Staff	185	123	66.5%	11	5.9%
Skilled Crafts Staff	138	2	1.4%	2	1.4%
Service and Maintenance Staff	616	273	44.3%	72	11.7%
<b>Total</b>	<b>6,865</b>	<b>3,539</b>	<b>51.6%</b>	<b>1,126</b>	<b>16.4%</b>

IOWA BRAILLE AND SIGHT SAVING SCHOOL					
Primary Occupational Activity Group	October 31, 2020				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	3	2	66.7%		0.0%
Tenured and Tenure Track Faculty			0.0%		0.0%
Non-Tenure Track Faculty	56	47	83.9%	1	1.8%
Professional and Scientific Staff	3	2	66.7%		0.0%
Secretarial and Clerical Staff	4	4	100.0%		0.0%
Technical and Paraprofessional Staff	2	2	100.0%		0.0%
Skilled Crafts Staff			0.0%		0.0%
Service and Maintenance Staff	5	3	60.0%		0.0%
<b>Total</b>	<b>73</b>	<b>60</b>	<b>82.2%</b>	<b>1</b>	<b>1.4%</b>

UNIVERSITY OF NORTHERN IOWA					
Primary Occupational Activity Group	October 31, 2020				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	107	54	50.5%	12	11.2%
Tenured and Tenure Track Faculty	417	199	47.7%	82	19.7%
Non-Tenure Track Faculty	60	33	55.0%	6	10.0%
Professional and Scientific Staff	618	344	55.7%	67	10.8%
Secretarial and Clerical Staff	190	181	95.3%	12	6.3%
Technical and Paraprofessional Staff	20	3	15.0%	3	15.0%
Skilled Crafts Staff	48	2	4.2%	2	4.2%
Service and Maintenance Staff	209	92	44.0%	32	15.3%
<b>Total</b>	<b>1,669</b>	<b>908</b>	<b>54.4%</b>	<b>216</b>	<b>12.9%</b>

TOTAL REGENT INSTITUTIONS					
Primary Occupational Activity Group	October 31, 2020				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	1,083	551	50.9%	110	10.2%
Tenured and Tenure Track Faculty	3,014	1,069	35.5%	747	24.8%
Non-Tenure Track Faculty	2,188	1,190	54.4%	455	20.8%
Professional and Scientific Staff	15,125	10,397	68.7%	1,702	11.3%
Secretarial and Clerical Staff	1,739	1,430	82.2%	144	8.3%
Technical and Paraprofessional Staff	1,161	886	76.3%	165	14.2%
Skilled Crafts Staff	442	18	4.1%	15	3.4%
Service and Maintenance Staff	2,982	1,580	53.0%	752	25.2%
<b>Total</b>	<b>27,734</b>	<b>17,121</b>	<b>61.7%</b>	<b>4,090</b>	<b>14.7%</b>

Average Salaries <sup>1, 2</sup>						
Faculty <sup>3</sup>	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
SUI <sup>4</sup>	\$105,611	\$107,798	\$111,952	\$112,243	\$113,206	\$115,164
ISU <sup>4</sup>	\$89,008	\$94,341	\$93,328	\$96,766	\$97,153	\$98,142
UNI	\$76,733	\$78,912	\$79,691	\$76,751	\$80,436	\$77,317
ISD	\$65,098	\$67,823	\$66,867	\$67,573	\$81,004	\$80,508
IBSSS	\$66,764	\$67,785	\$69,155	\$68,315	\$71,924	\$70,013
Professional and Scientific	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
SUI <sup>5</sup>	\$68,711	\$69,477	\$70,688	\$70,480	\$71,600	\$72,478
ISU	\$61,415	\$62,376	\$63,434	\$64,319	\$65,341	\$64,819
UNI	\$65,901	\$68,188	\$66,101	\$68,910	\$66,247	\$69,690
ISD	\$58,132	\$60,354	\$61,912	\$64,526	\$60,065	\$54,213
IBSSS	\$59,768	\$61,507	\$62,122	\$53,253	\$57,792	\$57,983
Service Employees International Union (SEIU)	\$66,225	\$67,146	\$68,237	\$69,029	\$69,723	\$70,476
Merit	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
SUI	\$41,454	\$42,035	\$42,389	\$41,690	\$41,147	
ISU	44,687	43,117	\$42,805	\$42,059	\$42,584	
UNI	45,670	46,539	\$46,742	\$47,463	\$47,266	
ISD	32,982	34,878	\$31,825	\$34,379	\$34,250	
IBSSS	41,780	44,143	\$41,571	\$42,162	\$38,027	
System-Wide	41,315	42,142	\$41,066	\$41,551	\$40,655	

1. Excludes benefits.

2. Faculty and Professional and Scientific numbers are as of July 1, 2020; Merit numbers are as of June 30, 2019 and allow for all mid-year changes (step increases and other.) FY2021 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. 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 2020						
FY 2020	SUI	ISU	UNI	ISD	IBSSS	TOTAL
<b>Mandated Benefits</b>						
Social Security and Medicare	\$110,203,909	\$36,384,526	\$8,908,673	\$528,522	\$378,895	\$156,404,524
IPERS	\$14,094,796	\$6,487,100	\$2,237,081	\$335,640	\$309,914	\$23,464,532
TIAA	\$125,741,138	\$42,487,710	\$9,474,329	\$326,358	\$156,207	\$178,185,741
Substitute Plans	\$0	\$90,185	\$0	\$0	\$0	\$90,185
Federal Retirement	\$0	\$269,579	\$0	\$0	\$0	\$269,579
TIAA Waiver of Premium	\$207,148	\$763,397	\$282,419	\$5,663	\$3,625	\$1,262,252
Unemployment Compensation	\$705,116	\$215,521	\$30,491	\$0	\$217	\$951,346
Workers' Compensation	\$7,277,791	\$2,805,469	\$985,756	\$94,788	\$10,404	\$11,174,209
<b>Total Mandated Benefits</b>	<b>\$258,229,898</b>	<b>\$89,503,487</b>	<b>\$21,918,750</b>	<b>\$1,290,971</b>	<b>\$859,263</b>	<b>\$371,802,368</b>
<b>Other Benefits</b>						
Life Insurance (less dividends)	\$2,624,802	\$2,385,589	\$653,261	\$41,029	\$31,505	\$5,736,187
Accidental Death and Dismemberment	\$0	\$522,709	\$0	\$5,051	\$3,749	\$531,509
Health Insurance	\$226,615,148	\$71,475,384	\$23,168,377	\$1,314,220	\$904,579	\$323,477,708
Long-Term Disability	\$1,268,397	\$1,813,985	\$1,501,029	\$70,655	\$52,615	\$4,706,681
Dental Insurance	\$16,925,363	\$2,008,840	\$797,944	\$36,556	\$21,190	\$19,789,893
<b>Total Other Benefits</b>	<b>\$247,433,710</b>	<b>\$78,206,507</b>	<b>\$26,120,611</b>	<b>\$1,467,511</b>	<b>\$1,013,638</b>	<b>\$354,241,977</b>
<b>Total Fringe Benefit Expenditures</b>	<b>\$505,663,608</b>	<b>\$167,709,994</b>	<b>\$48,039,361</b>	<b>\$2,758,482</b>	<b>\$1,872,901</b>	<b>\$726,044,345</b>
Percent of Non-Student Payroll	30.80%	32.28%	38.40%	43.36%	18.72%	

