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Annual Human Resources Report

FY 2020

Regent Employees

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Regent Employees

Total Workforce

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%
Total	19,010	12,530	65.9%	2,743	14.4%

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%
Total	6,865	3,539	51.6%	1,126	16.4%

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%
Total	1,669	908	54.4%	216	12.9%

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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%
Total	117	84	71.8%	4	3.4%
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%
Total	73	60	82.2%	1	1.4%
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%
Total	27,734	17,121	61.7%	4,090	14.7%

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 FY 2020						
	SUI	ISU	UNI	ISD	IBSS	Total
Supervisory	176	56	41	0	1	274
Blue Collar	1,451	681	222	17	7	2,378
Security	87	42	17	0	0	146
Technical	1,865	172	19	23	2	2,081
Clerical	1,035	358	178	5	4	1,580
Educational	0	0	0	3	0	3
Total	4,614	1,309	477	48	14	6,462

Employment Activity - Appointments FY 2020						
	SUI	ISU	UNI	ISD	IBSS	Total
Original Entry	922	180	47	15	1	1,165
Reinstatements	36	2	2	0	0	40
Reemployment and Recalls	5	0	0	0	0	5
Total	963	182	49	15	1	1,210

Minority Employment FY 2020					
	SUI	ISU	UNI	ISD	IBSS
Male Majority	26.4%	40.9%	35.2%	29.2%	42.9%
Female Majority	45.0%	49.9%	54.1%	62.5%	57.1%
Male Minority	7.5%	3.7%	4.2%	2.1%	0.0%
Female Minority	12.9%	4.6%	6.5%	6.3%	0.0%
Male Unspecified	2.0%	0.4%	0.0%	0.0%	0.0%
Female Unspecified	6.3%	0.5%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%	100%

Employment Activity - Other Personnel Transactions FY 2020				
	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Majority	78	0	65	15
Female Majority	97	0	142	39
Male Minority	20	0	20	1
Female Minority	31	0	48	7
Male Unspecified	5	0	2	0
Female Unspecified	13	0	21	3
Total	244	0	298	65

Employment Activity - Other Personnel Transactions FY 2020				
	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	259	67	2	21
Female Majority	283	118	1	28
Male Minority	75	4	0	8
Female Minority	114	8	0	10
Male Unspecified	26	1	0	3
Female Unspecified	93	2	0	9
Total	850	200	3	79

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 2020						
FY 2020	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Mandated Benefits						
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
Total Mandated Benefits	\$258,229,898	\$89,503,487	\$21,918,750	\$1,290,971	\$859,263	\$371,802,368
Other Benefits						
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
Total Other Benefits	\$247,433,710	\$78,206,507	\$26,120,611	\$1,467,511	\$1,013,638	\$354,241,977
Total Fringe Benefit Expenditures	\$505,663,608	\$167,709,994	\$48,039,361	\$2,758,482	\$1,872,901	\$726,044,345
Percent of Non-Student Payroll	30.80%	32.28%	38.40%	43.36%	18.72%	

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 2017	CY 2018	CY 2019	CY 2020	CY 2021
Social Security					
Employer Contribution	6.20%	6.20%	6.20%	6.20%	6.20%
Employee Contribution	6.20%	6.20%	6.20%	6.20%	6.20%
Maximum Salary	\$127,200	\$128,400	\$132,900	\$137,700	\$142,800
Medicare					
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 in a substitute program approved by the Board [IAC 495-5.2(32)]. The Board approved allowing the employees of the special schools to select between TIAA and IPERS effective January 1996. Participation in a retirement program is required.

Contribution Rate – TIAA and approved substitutes

The employer pays 10% of salary while the employee pays 5% with the exceptions noted below.

- ▶ Employees with less than five years of service pay 3.33% of the first \$4,800 of earnings in a fiscal year. The employer pays 6.66% of the first \$4,800. Above \$4,800 of earnings in a fiscal year the employee pays 5% and the employers pays 10% for a total of 15% up to applicable IRS limitations.
- ▶ Employees with more than five years of service contribute 5% and the employer pays 10% for a total of 15% up to applicable IRS limitations.

Contribution Rate – IPERS

The employer pays 9.44% of salary while the employee pays 6.29%.

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 2020	Employer Contributions to TIAA	Employer Contributions to IPERS	Employer Contributions to Federal	Employer Contributions to Substitute Plans
University of Iowa	\$125,741,138	\$14,094,796	\$0	\$0
Iowa State University	\$42,487,710	\$6,487,100	\$269,579	\$90,185
University of Northern Iowa	\$9,474,329	\$2,237,081	\$0	\$0
Iowa School for the Deaf	\$326,358	\$335,640	\$0	\$0
Iowa Braille and Sight Saving School	\$156,207	\$309,914	\$0	\$0
Total	\$178,185,741	\$23,464,532	\$269,579	\$90,185

Regular Retirements - FY 2020				
	Faculty	P&S	Merit	Total
University of Iowa	89	269	187	545
Iowa State University	40	79	52	171
University of Northern Iowa	26	18	30	74
Iowa School for the Deaf	5	1	2	8
Iowa Braille and Sight Saving School	1	0	0	1
Total	161	367	271	799

In addition to regular retirement through either IPERS or TIAA, with approval of the institution, employees who have been employed by the Board of Regents for a period of at least 15 years and who attained the age of 57 are eligible to enter the Phased Retirement Program. The Phasing period is limited to two years. Faculty and Staff from all universities have participated in the program. There have been no participants from ISD or IBSSS.

The Board first approved the Phased Retirement Program in 1982. The last program expired on June 30, 2017. The Board renewed the program for the period of July 1, 2017 to June 30, 2022. Details on the Phased Retirement Program may be found in Regent Policy Manual § 2.1(2)(H)(i).

Phased Retirement Program - New Participants - FY 2020				
	Faculty	P&S	Merit	Total
University of Iowa	12	11	1	24
Iowa State University	8	8	2	18
University of Northern Iowa	6	0	3	9
Total	26	19	6	51

Phased Retirement Financial Impact - FY 2020		
	Incentive Amounts	Released Funds
University of Iowa	\$1,284,846	\$3,320,649
Iowa State University	\$899,104	\$1,716,262
University of Northern Iowa	\$209,464	\$948,938
Total	\$2,393,414	\$5,985,849

“*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 and reallocation within the retirees’ employing units to fund others areas of need.

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.

Unemployment and Workers' Compensation Expenditures - FY 2020						
FY 2020	SUI	ISU	UNI	ISD	IBSSS	Total
Unemployment Compensation	\$705,116	\$215,521	\$30,491	\$0	\$217	\$951,345
Workers' Compensation	\$7,277,791	\$2,805,469	\$985,756	\$94,788	\$10,404	\$11,174,208
Total	\$7,982,907	\$3,020,990	\$1,016,247	\$94,788	\$10,621	\$12,125,553

Life Insurance

University of Iowa

Participation in the university's group term life insurance program is mandatory for regular university faculty and staff members who hold 50% time or greater appointments. The amount of life insurance coverage is based on the employee's annual benefits salary.

- ▶ The maximum amount of obtainable group life insurance is \$400,000.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ The cost is \$.246 per thousand dollars of coverage per month.
- ▶ The university contribution to the cost is equal to the cost of two times the rounded annual budgeted benefits salary for all benefits-eligible employees.

For further details see <https://hr.uiowa.edu/benefits/life-insurance/group-life-insurance>.

Iowa State University

Iowa State University offers Group Term Basic Life Insurance. Faculty, Professional & Scientific (P&S) and Merit employees with an appointment of ½ time or greater have the option to participate in the life insurance program. There are two options for life insurance coverage: (1) twice the employee's annual budgeted salary rounded to the nearest \$1,000 or (2) \$50,000 policy.

- ▶ The maximum amount of obtainable group life insurance is \$250,000.
- ▶ Coverage is reduced by 35% percent at age 65.
- ▶ The life insurance program is underwritten by Principal Financial Group.
- ▶ The University pays 100% of the share for the Group Term Basic Life Insurance.

For further details see <https://www.hr.iastate.edu/benefits/insurance/isu-plan-life-insurance>.

University of Northern Iowa

Non-temporary employees holding a permanent position of half-time or more for a period of no less than nine months are included in the university-sponsored life insurance program automatically. The amount of life insurance coverage is based on the employee's University fringe benefits salary and rounded to the nearest \$1,000.

- ▶ Coverage for Faculty, Academic Administrators, Institutional Officials, P&S, and Merit Supervisory is 1.5 times their annual fringe benefits salary up to a maximum of \$250,000.
- ▶ Coverage for Merit staff is 2 times their annual fringe benefits salary up to a maximum of \$124,000.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ Premiums for the insurance are paid by the University.

For further details see <https://hrs.uni.edu/mybenefits/life-insurance>.

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

All permanent employees working at least 50% time or greater are included in the life insurance program. The amount of life insurance coverage is 2 ½ times the employees annual budgeted salary.

- ▶ The maximum amount of obtainable life insurance is \$250,000.
- ▶ Coverage is reduced by 35% at age 65.
- ▶ Premiums for the insurance are paid by ISD and IBSSS.

Accidental Death and Dismemberment Insurance

University of Iowa

Faculty and staff may elect to purchase Accidental Death and Dismemberment Insurance (AD&D). Coverage is available in \$100,000 increments up to a maximum of \$1,000,000. There are four plans to choose from (Employee, Employee and Spouse or Domestic Partner, Employee and Children, and Employee and Family). Monthly premium rates based on \$100,000 coverage are \$1.60 single, \$2.70 employee/spouse, \$1.90 employee/children and \$3.00 family. Employees pay the full cost of the premium.

Iowa State University

AD&D coverage is available on the employee paid voluntary group life benefit. An additional benefit equal to an employee's voluntary term life insurance amount for loss of life, hands, feet or vision as the result of an accident. Coverage includes payment for injuries arising from or during employment for wage or profit for insured employees.

University of Northern Iowa

Eligible employees may elect to purchase additional voluntary term life insurance and AD&D coverage. Employees pay the full cost of the premium with after-tax dollars through monthly payroll deduction. Coverage for employees is available in \$10,000 increments up to a maximum of \$300,000, up to age 70. Coverage for spouses is available in \$5,000 increments up to a maximum of 100% of the employee coverage, not more than \$50,000 up to age 70. Coverage for children up to age 26 is \$10,000 and children under 14 days old is \$1,000. Children's benefits cannot exceed 100% of the 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% time are covered by the accidental death and dismemberment insurance equal to twice the employee's annual budgeted salary. ISD and IBSSS pay the entire premium cost.

Long-Term Disability Insurance

University of Iowa

Long-Term disability insurance is mandatory and provided by the university at no out-of-pocket cost to faculty and staff members who hold a 50% time or greater appointment. Long-Term disability insurance provides 60% salary replacement coverage. The amount an employee receives is reduced by any benefit paid by Social Security and/or Workers' Compensation. Benefits continue for as long as a faculty or staff member remains disabled up to a certain age.

For further details see <https://hr.uiowa.edu/benefits/disability-and-other-insurance/long-term-disability-insurance>

Iowa State University

Faculty, P&S and Merit Employees with an appointment of ½ time or greater are automatically enrolled in the long-term disability plan after 12 months of service with coverage being effective the first of the month following the one-year anniversary date. Employees have the option to apply for LTD coverage for the first year of employment during their initial benefits enrollment period or during the open change period, subject to medical approval. Once approved, the employee pays the premium for the first year of coverage. After one full year of continuous, active employment ISU will pay 100% of the premium.

The amount of coverage is based on the employee's university annual budgeted salary. The ISU Plan pays monthly, 63% of the employee's salary up to a maximum of \$10,000 per month. LTD income is fully taxable and is considered lost wages.

For further details on LTD summary plan descriptions for Merit, Faculty and P&S see <https://www.hr.iastate.edu/benefits/insurance/long-term-disability>.

University of Northern Iowa

Non-temporary employees with an appointment of ½ time or greater for a period no less than nine months are automatically enrolled in the university-sponsored long-term disability plan. Coverage begins on the first day of work for new hires and the university pays 100% of the premium.

Long-Term disability is 66 2/3% of the employee's pre-disability appointment salary earnings up to a maximum monthly benefit of \$6,667. The amount an employee receives is reduced by any benefits paid by Social Security and/or Workers' Compensation. The Cost of Living Adjustment will not exceed 5% in any given year. LTD is fully taxable.

For further details see <https://hrs.uni.edu/mybenefits/ltid>

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. ISD and IBSSS will pay 100% of the premium.

Health Insurance (See pages 13 – 15 for contribution rates)

Effective January 1, 2018, all new and current Merit employees moved to the Faculty and Staff medical plans.

University of Iowa

The University of Iowa offers two medical plans: UIChoice and UISelect. Regular faculty and staff with at least 50 percent appointment and their eligible dependents are able to enroll in these medical plans. Retirees may also enroll.

- ▶ UICHOICE is a high-quality plan with extensive coverage inside and outside of Iowa. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/health-insurance/employee-health-plans/uichoice-health-plan>
- ▶ UISELECT is designed for employees who value high-quality coverage but want more of a say over their spending to meet financial needs. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/health-insurance/employee-health-plans/uiselect-health-plan>

The University also offers health insurance to students through the University of Iowa Student Insurance Plan (SHIP) and UIGRADCare. Both group policies are administered by Wellmark Blue Cross and Blue Shield of Iowa. Student insurance is available to degree seeking students who are registered for 5 or more credit hours each semester.

- ▶ UIGRADCare is a comprehensive health care program that covers hospital, medical, surgical, outpatient, and other health care services such as physical therapy. Coverage is also provided for routine physicals, newborn care, well-child checkups, and prescription drugs. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/ui-student-insurance>
- ▶ SHIP is a Blue Cross Blue Shield plan, which provides coverage for preventive care, hospitalization, surgery, maternity, well-baby/well-child care, emergency care for accidents or illness, medically necessary physician care, prescription drugs and mental health. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/ui-student-insurance/student-health-insurance-plan-ship>

Iowa State University

Iowa State University offers two insurance plans: Wellmark BluePPO and Wellmark BlueHMO. Faculty, P&S, Merit and Pre/Post-Doctoral employees appointed to positions with an appointment of ½ time or greater are eligible to participate.

- ▶ Wellmark BluePPO is a managed care plan that gives you a choice each time you need health care to access a Blue Cross/Blue Shield Preferred Provider or to use any provider. It is part of the Preferred Provider Organization, a national network of participating medical service providers.
- ▶ Wellmark BlueHMO is a managed care plan that requires use of the Wellmark Health Plan of Iowa (WHPI) network. Most services are paid at 100%. The plan design has a network of participating physicians based in Iowa. Current network participation is 99% of hospitals (acute care), 93% of primary care physicians (includes pediatricians, 91% OB/GYN providers and 93% specialists).

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

University of Northern Iowa

University of Northern Iowa offers two self-insured plans: UNI PPO (Alliance Select) and UNI Blue Advantage (HMO). Non-temporary employees with at least 20 (50%) hours per week and an appointment for nine months or longer are eligible. Temporary faculty must be appointed for 9 months working 20 hours (50%) a week or more or be appointed for a second consecutive semester at 20 hours (50%) a week or more to be eligible.

- ▶ UNI PPO Alliance Select contracts with a network of “preferred” providers in the Alliance Select network from which you can choose and is administered by Wellmark Blue Cross and Blue Shield. This plan does not require you to select a Primary Care Physician.
- ▶ UNI Blue Advantage HMO requires members to designate a Primary Care Physician who becomes the gatekeeper for the employees’ health care needs and is administered by Wellmark Blue Cross and Blue Shield.

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

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 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$576.00	\$605.00	\$620.00	\$649.00	\$645.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$34.00	\$72.00
Total	\$576.00	\$605.00	\$620.00	\$683.00	\$717.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$554.00	\$554.00	\$554.00	\$554.00	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	NA
Total	\$554.00	\$554.00	\$554.00	\$554.00	\$0.00
UIGRADCare ^{1,2}	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$240.30	\$265.50	\$312.30	\$324.90	\$357.30
Employee Contribution	\$26.70	\$29.50	\$34.70	\$36.10	\$39.70
Total	\$267.00	\$295.00	\$347.00	\$361.00	\$397.00
UISelect	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution				\$569.00	\$597.00
Employee Contribution				\$0.00	\$0.00
Total	\$0.00	\$0.00	\$0.00	\$569.00	\$597.00

Health Insurance - Family					
UIChoice	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,178.00	\$1,238.00	\$1,269.00	\$1,398.00	\$1,467.00
Employee Contribution	\$295.00	\$309.00	\$317.00	\$349.00	\$367.00
Total	\$1,473.00	\$1,547.00	\$1,586.00	\$1,747.00	\$1,834.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,396.00	\$1,396.00	\$1,396.00	\$1,396.00	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	NA
Total	\$1,396.00	\$1,396.00	\$1,396.00	\$1,396.00	\$0.00
UIGRADCare ^{1,2}	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$938.00	\$1,011.50	\$1,011.50	\$1,181.60	\$1,257.00
Employee Contribution	\$402.00	\$433.50	\$433.50	\$506.40	\$538.00
Total	\$1,340.00	\$1,445.00	\$1,445.00	\$1,688.00	\$1,795.00
UISelect	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution				\$1,165.00	\$1,222.00
Employee Contribution				\$291.00	\$306.00
Total	\$0.00	\$0.00	\$0.00	\$1,456.00	\$1,528.00

Health Insurance - Employee with Children					
UIChoice	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$897.00	\$942.00	\$965.00	\$1,065.00	\$1,118.00
Employee Contribution	\$224.00	\$235.00	\$241.00	\$266.00	\$279.00
Total	\$1,121.00	\$1,177.00	\$1,206.00	\$1,331.00	\$1,397.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,314.00	\$1,314.00	\$1,314.00	\$1,314.00	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	NA
Total	\$1,314.00	\$1,314.00	\$1,314.00	\$1,314.00	\$0.00
UISelect	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution				\$887.00	\$931.00
Employee Contribution				\$222.00	\$233.00
Total	\$0.00	\$0.00	\$0.00	\$1,109.00	\$1,164.00

Health Insurance - Employee with Spouse					
UIChoice	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,099.00	\$1,154.00	\$1,183.00	\$1,305.00	\$1,370.00
Employee Contribution	\$275.00	\$289.00	\$296.00	\$326.00	\$342.00
Total	\$1,374.00	\$1,443.00	\$1,479.00	\$1,631.00	\$1,712.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$747.00	\$747.00	\$747.00	\$747.00	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	NA
Total	\$747.00	\$747.00	\$747.00	\$747.00	\$0.00
UIGRADCare ^{1,2}	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$511.00	\$511.00	\$511.00	\$511.00	\$511.00
Employee Contribution	\$219.00	\$219.00	\$219.00	\$219.00	\$219.00
Total	\$730.00	\$730.00	\$730.00	\$730.00	\$730.00
UISelect	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution				\$1,087.00	\$1,142.00
Employee Contribution				\$272.00	\$285.00
Total	\$0.00	\$0.00	\$0.00	\$1,359.00	\$1,427.00

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					
PPO - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$481.00	\$481.00	\$481.00	\$481.00	\$498.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$20.00	\$40.00
Total	\$501.00	\$501.00	\$501.00	\$501.00	\$538.00
HMO - Faculty/Staff					
Employer Contribution	\$485.00	\$485.00	\$485.00	\$485.00	\$501.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$20.00
Total	\$485.00	\$485.00	\$485.00	\$485.00	\$521.00
PPO - Merit					
Employer Contribution	\$671.00	\$671.00	\$671.00	\$671.00	\$702.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$20.00	\$40.00
Total	\$691.00	\$691.00	\$691.00	\$691.00	\$742.00
HMO - Merit					
Employer Contribution	\$669.00	\$669.00	\$669.00	\$669.00	\$699.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$20.00
Total	\$669.00	\$669.00	\$669.00	\$669.00	\$719.00
Health Insurance - Family					
PPO - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,129.00	\$1,129.00	\$1,129.00	\$1,129.00	\$1,213.00
Employee Contribution	\$339.00	\$339.00	\$339.00	\$339.00	\$364.00
Total	\$1,468.00	\$1,468.00	\$1,468.00	\$1,468.00	\$1,577.00
HMO - Faculty/Staff					
Employer Contribution	\$1,305.00	\$1,305.00	\$1,305.00	\$1,305.00	\$1,385.00
Employee Contribution	\$112.00	\$112.00	\$112.00	\$112.00	\$137.00
Total	\$1,417.00	\$1,417.00	\$1,417.00	\$1,417.00	\$1,522.00
PPO - Merit					
Employer Contribution	\$1,687.00	\$1,687.00	\$1,687.00	\$1,687.00	\$1,812.00
Employee Contribution	\$339.00	\$339.00	\$339.00	\$339.00	\$364.00
Total	\$2,026.00	\$2,026.00	\$2,026.00	\$2,026.00	\$2,176.00
HMO - Merit					
Employer Contribution	\$1,843.00	\$1,844.00	\$1,844.00	\$1,844.00	\$1,964.00
Employee Contribution	\$112.00	\$112.00	\$112.00	\$112.00	\$137.00
Total	\$1,955.00	\$1,956.00	\$1,956.00	\$1,956.00	\$2,101.00
Health Insurance - Employee with Children					
PPO - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$721.00	\$721.00	\$721.00	\$721.00	\$767.00
Employee Contribution	\$173.00	\$173.00	\$173.00	\$173.00	\$193.00
Total	\$894.00	\$894.00	\$894.00	\$894.00	\$960.00
HMO - Faculty/Staff					
Employer Contribution	\$825.00	\$825.00	\$825.00	\$825.00	\$864.00
Employee Contribution	\$46.00	\$46.00	\$46.00	\$46.00	\$71.00
Total	\$871.00	\$871.00	\$871.00	\$871.00	\$935.00
PPO - Merit					
Employer Contribution	\$1,061.00	\$1,061.00	\$1,061.00	\$1,061.00	\$1,132.00
Employee Contribution	\$173.00	\$173.00	\$173.00	\$173.00	\$193.00
Total	\$1,234.00	\$1,234.00	\$1,234.00	\$1,234.00	\$1,325.00
HMO - Merit					
Employer Contribution	\$1,156.00	\$1,156.00	\$1,156.00	\$1,156.00	\$1,220.00
Employee Contribution	\$46.00	\$46.00	\$46.00	\$46.00	\$71.00
Total	\$1,202.00	\$1,202.00	\$1,202.00	\$1,202.00	\$1,291.00
Health Insurance - Employee with Spouse					
PPO - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$882.00	\$882.00	\$882.00	\$882.00	\$947.00
Employee Contribution	\$263.00	\$263.00	\$263.00	\$263.00	\$283.00
Total	\$1,145.00	\$1,145.00	\$1,145.00	\$1,145.00	\$1,230.00
HMO - Faculty/Staff					
Employer Contribution	\$1,036.00	\$1,036.00	\$1,036.00	\$1,036.00	\$1,093.00
Employee Contribution	\$78.00	\$78.00	\$78.00	\$78.00	\$103.00
Total	\$1,114.00	\$1,114.00	\$1,114.00	\$1,114.00	\$1,196.00
PPO - Merit					
Employer Contribution	\$1,317.00	\$1,317.00	\$1,317.00	\$1,317.00	\$1,414.00
Employee Contribution	\$263.00	\$263.00	\$263.00	\$263.00	\$283.00
Total	\$1,580.00	\$1,580.00	\$1,580.00	\$1,580.00	\$1,697.00
HMO - Merit					
Employer Contribution	\$1,459.00	\$1,459.00	\$1,459.00	\$1,459.00	\$1,548.00
Employee Contribution	\$78.00	\$78.00	\$78.00	\$78.00	\$103.00
Total	\$1,537.00	\$1,537.00	\$1,537.00	\$1,537.00	\$1,651.00

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					
UNI PPO Alliance Select	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$667.80	\$742.96	\$742.96	\$757.81	\$757.81
Employee Contribution	\$0.00	\$21.00	\$21.00	\$21.45	\$21.45
Total	\$667.80	\$763.96	\$763.96	\$779.26	\$779.26
UNI Blue Advantage HMO	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$614.79	\$707.01	\$707.01	\$757.81	\$757.81
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$614.79	\$707.01	\$707.01	\$757.81	\$757.81
Health Insurance - Family					
UNI PPO Alliance Select	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,349.40	\$1,430.23	\$1,430.23	\$1,458.83	\$1,458.83
Employee Contribution	\$188.85	\$357.55	\$357.55	\$364.80	\$364.80
Total	\$1,538.25	\$1,787.78	\$1,787.78	\$1,823.63	\$1,823.63
UNI Blue Advantage HMO	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$1,349.40	\$1,430.23	\$1,430.23	\$1,458.83	\$1,458.83
Employee Contribution	\$337.35	\$188.85	\$188.85	\$192.60	\$192.60
Total	\$1,686.75	\$1,619.08	\$1,619.08	\$1,651.43	\$1,651.43

Dental Insurance (See pages 17 – 19 for contribution rates)

Effective January 1, 2018 all new and current Merit employees moved to the Faculty and Staff dental plans.

University of Iowa

The University offers one dental insurance plan: Dental II. As an employer-sponsored plan, the university offers dental insurance for all eligible faculty, staff, retirees and students. All plans are administered by Delta Dental of Iowa.

- ▶ Dental II has a \$0 annual deductible and the maximum annual benefit is dependent on the service. For further details see <https://hr.uiowa.edu/benefits/dental-insurance>

Iowa State University

The University offers two dental plan options: Basic and Comprehensive. Faculty, P&S, Merit and Pre/Post-Doctoral employees who are appointed to positions with an appointment of ½ time or greater are eligible to participate. Both plans are administered by Delta Dental of Iowa.

- ▶ Basic Plan has a \$25 deductible and \$750 annual maximum benefit per person/year.
- ▶ Comprehensive Plan has a \$50 annual deductible, \$1500 annual maximum benefit per person/year, \$2000 lifetime maximum for orthodontics and 3-year participation required upon enrollment.

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

University of Northern Iowa

The University offers one dental insurance plan: UNI Dental Plan. Non-temporary employees who work at least 20 (50%) hours per week and have an appointment for nine months or greater are eligible. Temporary faculty that are appointed for nine months working 20 hours (50%) a week or more or are appointed for a second consecutive semester at 20 hours (50%) a week or more are eligible.

- ▶ UNI Dental Plan has a \$0 deductible, \$1500 annual maximum benefit per person/year, and \$1500 lifetime maximum for orthodontics.

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 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$34.00	\$34.00			
Employee Contribution	\$0.00	\$0.00			
Total	\$34.00	\$34.00	\$0.00	\$0.00	\$0.00
Grad Dental ¹	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$21.25	\$21.25	\$21.25	\$21.25	\$21.25
Employee Contribution	\$3.75	\$3.75	\$3.75	\$3.75	\$3.75
Total	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Dental Insurance - Family					
Dental	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$106.40	\$106.00	\$106.00	\$106.00	\$106.00
Employee Contribution	\$26.60	\$27.00	\$27.00	\$27.00	\$27.00
Total	\$133.00	\$133.00	\$133.00	\$133.00	\$133.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$89.00	\$89.00	\$89.00	\$89.00	\$89.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$89.00	\$89.00	\$89.00	\$89.00	\$89.00
Grad Dental ¹	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$56.00	\$56.00	\$56.00	\$56.00	\$56.00
Employee Contribution	\$24.00	\$24.00	\$24.00	\$24.00	\$24.00
Total	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Dental Insurance - Employee with Children					
Dental	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Total	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00
Grad Dental ¹	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$46.90	\$46.90	\$46.90	\$46.90	\$46.90
Employee Contribution	\$20.10	\$20.10	\$20.10	\$20.10	\$20.10
Total	\$67.00	\$67.00	\$67.00	\$67.00	\$67.00
Dental Insurance - Employee with Spouse					
Dental	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$0.00	\$74.00	\$74.00	\$74.00	\$74.00
Employee Contribution	\$0.00	\$19.00	\$19.00	\$19.00	\$19.00
Total	\$0.00	\$93.00	\$93.00	\$93.00	\$93.00
House Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$87.00	\$87.00	\$87.00	\$87.00	\$87.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$87.00	\$87.00	\$87.00	\$87.00	\$87.00
Grad Dental ¹	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Employer Contribution	\$31.50	\$31.50	\$31.50	\$32.90	\$32.90
Employee Contribution	\$13.50	\$13.50	\$13.50	\$14.10	\$14.10
Total	\$45.00	\$45.00	\$45.00	\$47.00	\$47.00

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 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
Total	\$42.00	\$42.00	\$42.00	\$42.00	\$38.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
Total	\$42.00	\$42.00	\$42.00	\$42.00	\$38.00
Dental Insurance - Family					
Basic - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
Total	\$71.00	\$71.00	\$71.00	\$71.00	\$67.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$96.00	\$96.00	\$96.00	\$96.00	\$96.00
Total	\$122.00	\$122.00	\$122.00	\$122.00	\$118.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
Total	\$71.00	\$71.00	\$71.00	\$71.00	\$67.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$96.00	\$96.00	\$96.00	\$96.00	\$96.00
Total	\$122.00	\$122.00	\$122.00	\$122.00	\$118.00
Dental Insurance - Employee with Children					
Basic - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
Total	\$63.00	\$63.00	\$63.00	\$63.00	\$59.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$82.00	\$82.00	\$82.00	\$82.00	\$82.00
Total	\$108.00	\$108.00	\$108.00	\$108.00	\$104.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
Total	\$63.00	\$63.00	\$63.00	\$63.00	\$59.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$82.00	\$82.00	\$82.00	\$82.00	\$82.00
Total	\$108.00	\$108.00	\$108.00	\$108.00	\$104.00
Dental Insurance - Employee with Spouse					
Basic - Faculty/Staff	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Total	\$56.00	\$56.00	\$56.00	\$56.00	\$52.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
Total	\$103.00	\$103.00	\$103.00	\$103.00	\$99.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Total	\$56.00	\$56.00	\$56.00	\$56.00	\$52.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$26.00	\$22.00
Employee Contribution	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
Total	\$103.00	\$103.00	\$103.00	\$103.00	\$99.00

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

UNIVERSITY OF NORTHERN IOWA					
Dental Insurance - Single					
Dental II*	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$25.50	\$25.50	\$25.50	\$25.50	\$25.50
Employee Contribution	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
Total	\$31.50	\$31.50	\$31.50	\$31.50	\$31.50
<i>* Dental II includes Faculty as of 1/1/18</i>					
Dental Insurance - Family					
Dental II*	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021
Employer Contribution	\$54.75	\$54.75	\$54.75	\$54.75	\$54.75
Employee Contribution	\$54.75	\$54.75	\$54.75	\$54.75	\$54.75
Total	\$109.50	\$109.50	\$109.50	\$109.50	\$109.50

Salaries

Salary Policies

In June 2020, the Board approved the Regent Merit System Pay Matrix and for all non-organized faculty and staff, directed each institution and the Board office, in consultation with the Executive Director and Board Leadership, to develop salary policies for FY 2021 that best meet the needs of the institution and Board office.

Regent Merit System Pay Matrix (Continued on next page)

Board of Regents, State of Iowa Regent Merit System Pay Matrix July 1, 2020			
Grade	Pay Basis	7/1/2020 Minimum	7/1/2020 Maximum
1	Hourly	10.06	18.50
2	Hourly	11.04	19.31
3	Hourly	13.59	20.21
	Semi-Monthly	1,186.86	1,765.01
	Monthly	2,373.72	3,530.01
	Annual	28,484.64	42,360.16
4	Hourly	14.18	21.12
	Semi-Monthly	1,238.39	1,844.48
	Monthly	2,476.77	3,688.96
	Annual	29,721.28	44,267.52
5	Hourly	14.84	22.06
	Semi-Monthly	1,296.03	1,926.57
	Monthly	2,592.05	3,853.15
	Annual	31,104.64	46,237.76
6	Hourly	15.52	23.06
	Semi-Monthly	1,355.41	2,013.91
	Monthly	2,710.83	4,027.81
	Annual	32,529.92	48,333.76
7	Hourly	16.19	24.10
	Semi-Monthly	1,413.93	2,104.73
	Monthly	2,827.85	4,209.47
	Annual	33,934.24	50,513.60
8	Hourly	16.92	25.18
	Semi-Monthly	1,477.68	2,199.05
	Monthly	2,955.36	4,398.11
	Annual	35,464.32	52,777.28
9	Hourly	17.72	26.31
	Semi-Monthly	1,547.55	2,297.74
	Monthly	3,095.09	4,595.48
	Annual	37,141.12	55,145.76

10	Hourly	18.49	27.49
	Semi-Monthly	1,614.79	2,400.79
	Monthly	3,229.59	4,801.59
	Annual	38,755.04	57,619.04
11	Hourly	19.30	28.74
	Semi-Monthly	1,685.53	2,509.96
	Monthly	3,371.07	5,019.92
	Annual	40,452.80	60,239.04
12	Hourly	20.21	30.04
	Semi-Monthly	1,765.01	2,623.49
	Monthly	3,530.01	5,246.99
	Annual	42,360.16	62,963.84
13	Hourly	21.08	31.38
	Semi-Monthly	1,840.99	2,740.52
	Monthly	3,681.97	5,481.04
	Annual	44,183.68	65,772.48
14	Hourly	22.06	32.78
	Semi-Monthly	1,926.57	2,862.79
	Monthly	3,853.15	5,725.57
	Annual	46,237.76	68,706.88
15	Hourly	23.04	34.26
	Semi-Monthly	2,012.16	2,992.04
	Monthly	4,024.32	5,984.08
	Annual	48,291.84	71,808.96
16	Hourly	24.09	35.79
	Semi-Monthly	2,103.86	3,125.66
	Monthly	4,207.72	6,251.32
	Annual	50,492.64	75,015.84
17	Hourly	25.17	37.43
	Semi-Monthly	2,198.18	3,268.89
	Monthly	4,396.36	6,537.77
	Annual	52,756.32	78,453.28
18	Hourly	26.30	39.08
	Semi-Monthly	2,296.87	3,412.99
	Monthly	4,593.73	6,825.97
	Annual	55,124.80	81,911.68
19	Hourly	27.46	40.83
	Semi-Monthly	2,398.17	3,565.82
	Monthly	4,796.35	7,131.64
	Annual	57,556.16	85,579.68

**On January 1, 2021, the number of weekday calendar hours changed from 2096 to 2088.*

Average Estimated Total Compensation - FY 2021 ¹						
	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average ²		
SUI ³	\$239,451	\$173,231	\$172,329	\$197,043	\$102,259	\$63,161
ISU	\$166,025	\$114,444	\$98,067	\$124,935	\$87,181	\$64,323
UNI	\$124,085	\$105,655	\$95,114	\$110,012	\$97,984	\$72,076
ISD ⁴				\$109,448	\$78,166	\$53,407
IBSSS ⁴				\$98,999	\$79,297	\$62,124

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 ^{1, 2}						
Faculty ³	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
SUI ⁴	\$105,611	\$107,798	\$111,952	\$112,243	\$113,206	\$115,164
ISU ⁴	\$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 ⁵	\$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.

Average Salary Increases						
Faculty	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Five-Year Period
University of Iowa*	2.6%	2.6%	0.8%	3.4%*	1.4%*	2.0%
Iowa State University	3.8%	0.0%	1.0%	3.1%	0.0%	1.6%
University of Northern Iowa	2.5%	1.4%	1.3%	2.1%	2.1%	1.9%
Iowa School for the Deaf	2.1%	2.3%	1.1%	3.7%	2.2%	2.3%
Iowa Braille and Sight Saving School	3.4%	2.7%	2.9%	3.0%	2.2%	2.8%
Professional and Scientific	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Five-Year Period
University of Iowa*	2.6%	1.8%	0.6%	2.4%	1.5%*	1.8%
Iowa State University	3.7%	0.0%	1.0%	3.4%	0.0%	1.6%
University of Northern Iowa	2.5%	1.7%	1.5%	2.1%	0.0%	1.6%
Iowa School for the Deaf	6.5%	1.8%	1.0%	4.3%	2.2%	3.2%
Iowa Braille and Sight Saving School	1.6%	1.0%	1.0%	3.0%	1.5%	1.6%
Service Employees International Union (SEIU)	2.7%	2.9%	1.9%	2.1%	2.1%	2.3%
Merit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Five-Year Period
University of Iowa	5.0%	1.0%	1.0%	2.1%	2.1%	2.2%
Iowa State University	4.6%	1.4%	1.0%	2.5%	2.1%	2.3%
University of Northern Iowa	3.9%	1.0%	1.3%	2.1%	2.1%	2.1%
Iowa School for the Deaf	3.2%	1.3%	1.1%	2.4%	2.1%	2.0%
Iowa Braille and Sight Saving School	5.1%	2.3%	1.0%	2.2%	1.9%	2.5%

* Please note, for the University of Iowa, this is taking the total budget impact for each population comparing 6/30 to 7/1 and 12/31 to 1/1. The University of Iowa has two distinct salary processes and each college/division has chosen which cycle to use.

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 faculty, professional and scientific and merit 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. No Exceptional Performance Awards were issued at UNI, ISD, or IBSSS for FY 2020.

University of Iowa

Flexible Pay is awarded for extra-meritorious performance that may include rewarding a variety of outcomes and behaviors e.g., project completion, sustained high level performance and revenue generation, etc.

There are two types of Flexible pay: (1) Exceptional Performance Awards and (2) SPOT Performance Awards. Flexible pay may be awarded any time during the year, in the form of a lump sum payment that is not added to the base salary.

- ▶ **Exceptional Performance Awards:** All regular, professional and scientific and SEIU employees are eligible. An employee must be employed at the University of Iowa in a regular position for six months and have an exceeds expectations or outstanding performance evaluation (within the past 12 months) on file. Employees may receive up to 10% of their salary for Exceptional Performance Awards per fiscal year, upon approval. An employee may receive a maximum of two Exceptional Performance Awards per fiscal year but the total must not exceed 10% of their base salary. No more than 10% of a College or Division's P&S and SEIU staff are eligible to receive an Exceptional Performance Award in a given fiscal year.
- ▶ **SPOT Performance Awards:** All regular, professional and scientific, SEIU and Merit employees are eligible. SPOT Awards cannot total more than \$150.00 (net). Employees may receive no more than four SPOT Awards.

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

University of Iowa - Flexible Pay Program					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020*
Exceptional Performance Awards					
Eligible Employees	6,291	6,844	10,562	10,949	11,241
Number of Awards Presented	288	298	261	284	363
Dollar Range of Awards	\$500 - \$18,900	\$250 - \$21,500	\$125 - \$19,281	\$200 - \$22,130	\$250 - \$20,000
Average Dollars Awarded	\$4,183	\$3,862	\$4,140	\$4,994	\$5,147
Total Dollars Awarded	\$1,204,583	\$1,155,126	\$1,080,510	\$1,418,202	\$1,868,352
Spot Awards**					
Eligible Employees	6,291	6,844	10,562	10,949	15,952
Number of Awards Presented	713	805	1,343	1,465	7,363
Dollar Range of Awards	\$50 - \$75	\$45 - \$75	\$25 - \$75	\$25 - \$150	\$6 - \$300
Average Dollars Awarded	\$75	\$75	\$74	\$126	\$225
Total Dollars Awarded	\$86,308	\$97,725	\$160,381	\$286,294	\$1,655,940
Percentage of Exceptional Performance Awards					
Females	60.4%	64.4%	64.8%	67.3%	62.8%
Minorities	5.9%	7.4%	4.6%	7.4%	7.5%
Percentage of Spot Awards					
Females	64.1%	65.0%	73.4%	71.3%	61.2%
Minorities	6.2%	5.8%	7.6%	9.4%	11.3%
Awards Program Five-Year History					
Exceptional Performance Awards	288	298	361	284	363
Spot Awards	713	805	1,343	1,465	7,363

* Of eligible P&S and SEIU staff members, females make up approximately 72.2% and minorities make up approximately 9.3%.
 ** Merit staff became eligible for spot awards beginning on 10/1/2019 so the population includes P&S, SEIU and Merit.
 *** The large increase in spot awards is primarily due to the pandemic and specifically, the Health Care enterprise and the units that support it, directly or indirectly.

Iowa State University

Iowa State University maintains an Extra-Meritorious Performance Pay Program for Professional and Scientific (P&S) employees who have at least one year of experience at the university at the time of the award and be a current employee in a term or continuous position. This program awards one-time payments for employees who perform beyond the scope of their duties.

Awards can be granted 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 award does not become part of their base salary.

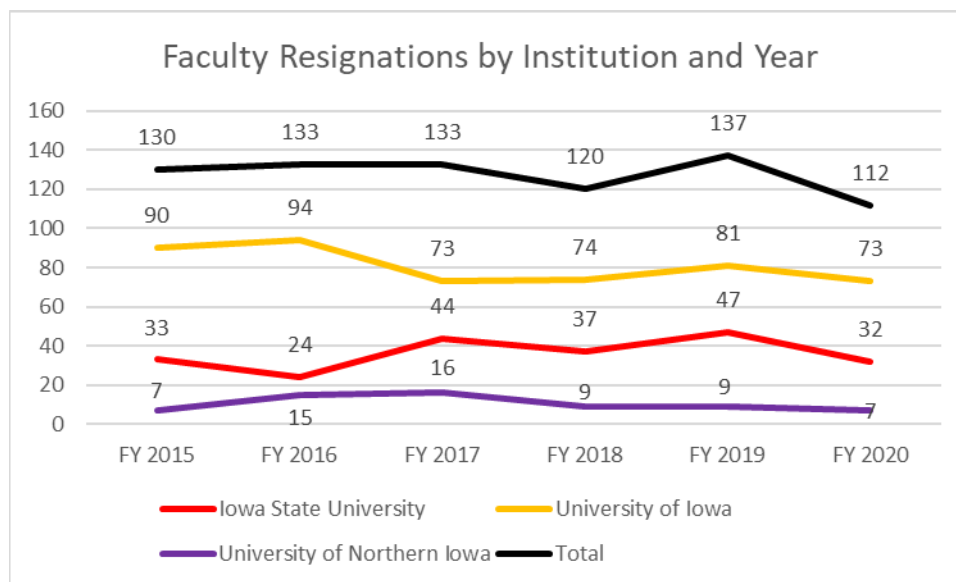
Five-year history of the awards program is shown below.

Iowa State University - Extra Meritorious Performance Pay Program					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020*
Exceptional Performance Awards					
Eligible Employees	3,005	3,077	3,103	3,409	3,244
Number of Awards Presented	72	49	81	112	114
Dollar Range of Awards	\$667 - \$10,000	\$675-\$10,000	\$250-\$10,000	\$750-\$12,000	\$700-\$20,785
Average Dollars Awarded	\$2,821	\$2,763	\$3,218	\$3,028	\$3,162
Total Dollars Awarded	\$203,165	\$135,395	\$236,550	\$339,186	\$360,421
Percentage of Exceptional Performance Awards					
Females	59.7%	73.0%	60.5%	58.0%	52.6%
Minorities	8.3%	8.0%	6.2%	5.0%	7.0%
Awards Program Five-Year History					
Exceptional Performance Awards	72	49	81	112	114

* Of eligible non-bargaining P&S staff members, females make up approximately 55% and minorities make up approximately 12%.

Faculty Resignations

The number of faculty resignations at the Regent universities went down in FY2020, though still within a consistent range at each institution over the past five years. At Iowa State University, there were 32 resignations. The University of Iowa had 73 resignations. The University of Northern Iowa had 7 resignations. The Covid-19 pandemic likely had some impact on this year's trends as campuses and employers nationwide went virtual for much of the spring term.



In FY2020, females made up 43% of the total faculty and 45% of faculty resignations. Over the past five years, the percent of resignations by minority and faculty has ranged from a low of 11% in FY2017, to a high of 39% in FY2020. Approximately 24% of total Regent faculty are of a minority race/ethnicity. Many of the minority faculty who resigned were clinical faculty in the Carve College of Medicine who left for other academic appointments or to enter private practice.

Faculty Resignations by Sex and Minority Status					
	MALE	FEMALE	TOTAL	MINORITY	NON-MINORITY
FY 2016	66	67	133	27	85
FY 2017	69	64	133	15	45
FY 2018	69	51	120	40	80
FY 2019	86	51	137	51	86
FY 2020	62	50	112	44	68

A steep drop in the number of resignations by tenured faculty in FY2020 is likely due to the impact of the Covid-19 pandemic in spring 2020, as many people sought stability in a challenging time.

Faculty Resignations by Appointment Type					
	TENURED	TENURE- TRACK	CLINICAL TRACK	OTHER	TOTAL
FY 2016	47	35	49	2	133
FY 2017	45	42	42	4	133
FY 2018	42	35	42	1	120
FY 2019	45	43	45	4	137
FY 2020	25	41	41	5	112

The Iowa Braille and Sight Saving School had three faculty resignation in FY2020. The Iowa School for the Deaf had none.