

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).

UNIVERSITY OF IOWA						IOWA SCHOOL FOR THE DEAF					
Primary Occupational Activity Group	October 31, 2021					Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total		Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	384	185	48.2%	60	15.6%	Executive / Administrative / Managerial Staff	5	3	60.0%		0.0%
Tenured and Tenure Track Faculty	1,300	450	34.6%	302	23.2%	Tenured and Tenure Track Faculty			0.0%		0.0%
Non-Tenure Track Faculty	1,472	782	53.1%	353	24.0%	Non-Tenure Track Faculty	29	25	86.2%		0.0%
Professional and Scientific Staff	11,578	8,439	72.9%	1,162	10.0%	Professional and Scientific Staff	38	26	68.4%	3	7.9%
Secretarial and Clerical Staff	1,081	846	78.3%	120	11.1%	Secretarial and Clerical Staff	5	5	100.0%		0.0%
Technical and Paraprofessional Staff	941	732	77.8%	169	18.0%	Technical and Paraprofessional Staff	26	21	80.8%	3	11.5%
Skilled Crafts Staff	230	9	3.9%	11	4.8%	Skilled Crafts Staff	5	0	0.0%		0.0%
Service and Maintenance Staff	2,109	1,199	56.9%	655	31.1%	Service and Maintenance Staff	12	5	41.7%	1	8.3%
Total	19,095	12,642	66.2%	2,832	14.8%	Total	120	85	70.8%	7	5.8%
IOWA STATE UNIVERSITY						IOWA EDUCATIONAL SERVICES FOR THE BLIND & VISUALLY IMPAIRED					
Primary Occupational Activity Group	October 31, 2021					Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total		Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	658	329	50.0%	57	8.7%	Executive / Administrative / Managerial Staff	3	2	66.7%		0.0%
Tenured and Tenure Track Faculty	1,125	368	32.7%	339	30.1%	Tenured and Tenure Track Faculty			0.0%		0.0%
Non-Tenure Track Faculty	586	321	54.8%	99	16.9%	Non-Tenure Track Faculty	58	52	89.7%	1	1.7%
Professional and Scientific Staff	2,756	1,589	57.7%	525	19.0%	Professional and Scientific Staff	4	3	75.0%		0.0%
Secretarial and Clerical Staff	494	398	80.6%	29	5.9%	Secretarial and Clerical Staff	5	5	100.0%		0.0%
Technical and Paraprofessional Staff	532	302	56.8%	58	10.9%	Technical and Paraprofessional Staff	1	1	100.0%		0.0%
Skilled Crafts Staff	127	8	6.3%	8	6.3%	Skilled Crafts Staff			0.0%		0.0%
Service and Maintenance Staff	578	267	46.2%	73	12.6%	Service and Maintenance Staff	3	2	66.7%		0.0%
Total	6,856	3,582	52.2%	1,188	17.3%	Total	74	65	87.8%	1	1.4%
UNIVERSITY OF NORTHERN IOWA						TOTAL REGENT INSTITUTIONS					
Primary Occupational Activity Group	October 31, 2021					Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total		Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	103	50	48.5%	13	12.6%	Executive / Administrative / Managerial Staff	1,153	569	49.3%	130	11.3%
Tenured and Tenure Track Faculty	398	195	49.0%	83	20.9%	Tenured and Tenure Track Faculty	2,823	1,013	35.9%	724	25.6%
Non-Tenure Track Faculty	60	33	55.0%	6	10.0%	Non-Tenure Track Faculty	2,205	1,213	55.0%	459	20.8%
Professional and Scientific Staff	605	339	56.0%	65	10.7%	Professional and Scientific Staff	14,981	10,396	69.4%	1,755	11.7%
Secretarial and Clerical Staff	183	174	95.1%	12	6.6%	Secretarial and Clerical Staff	1,768	1,428	80.8%	161	9.1%
Technical and Paraprofessional Staff	15	3	20.0%	2	13.3%	Technical and Paraprofessional Staff	1,515	1,059	69.9%	232	15.3%
Skilled Crafts Staff	49	1	2.0%	2	4.1%	Skilled Crafts Staff	411	18	4.4%	21	5.1%
Service and Maintenance Staff	206	90	43.7%	27	13.1%	Service and Maintenance Staff	2,908	1,563	53.7%	756	26.0%
Total	1,619	885	54.7%	210	13.0%	Total	27,764	17,259	62.2%	4,238	15.3%

Average Salaries ^{1, 2}						
Faculty ³	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
SUI ⁴	\$107,798	\$111,952	\$112,243	\$113,206	\$115,164	\$116,581
ISU ⁴	\$94,341	\$93,328	\$96,766	\$97,153	\$98,142	\$101,765
UNI	\$78,912	\$79,691	\$76,751	\$80,436	\$77,317	\$76,740
ISD	\$67,823	\$66,867	\$67,573	\$81,004	\$80,508	\$83,186
IESBVI	\$67,785	\$69,155	\$68,315	\$71,924	\$70,013	\$75,415
Professional and Scientific	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
SUI ⁵	\$69,477	\$70,688	\$70,480	\$71,600	\$72,478	\$73,523
ISU	\$62,376	\$63,434	\$64,319	\$65,341	\$64,819	\$65,021
UNI	\$68,188	\$66,101	\$68,910	\$66,247	\$69,690	\$72,390
ISD	\$60,354	\$61,912	\$64,526	\$60,065	\$54,213	\$57,067
IESBVI	\$61,507	\$62,122	\$53,253	\$57,792	\$57,983	\$64,170
Service Employees International Union (SEIU)	\$67,146	\$68,237	\$69,029	\$69,723	\$70,476	\$71,829
Merit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
SUI	\$42,035	\$42,389	\$41,690	\$41,147	\$41,221	
ISU	43,117	\$42,805	\$42,059	\$42,584	\$44,638	
UNI	46,539	\$46,742	\$47,463	\$47,266	\$47,923	
ISD	34,878	\$31,825	\$34,379	\$34,250	\$34,506	
IESBVI	44,143	\$41,571	\$42,162	\$38,027	\$38,740	
System-Wide	42,142	\$41,066	\$41,551	\$40,655	\$41,406	

1. Excludes benefits.

2. Faculty and Professional and Scientific numbers are as of July 1, 2021; Merit numbers are as of June 30, 2020 and allow for all mid-year changes (step increases and other.) FY2022 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 2021						
FY 2020	SUI	ISU	UNI	ISD	IESBVI	TOTAL
Mandated Benefits						
Social Security and Medicare	\$112,591,255	\$36,844,891	\$8,543,834	\$522,806	\$306,075	\$158,808,861
IPERS	\$15,898,558	\$7,022,725	\$2,212,467	\$327,560	\$308,070	\$25,769,379
TIAA	\$125,580,715	\$35,541,322	\$8,999,672	\$327,402	\$153,889	\$170,603,000
Substitute Plans	\$0	\$70,085	\$0	\$0	\$0	\$70,085
Federal Retirement	\$0	\$210,728	\$0	\$0	\$0	\$210,728
TIAA Waiver of Premium	\$924,445	\$386,547	\$274,715	\$5,534	\$3,822	\$1,595,063
Unemployment Compensation	\$604,917	\$340,517	\$113,333	\$991	\$26,203	\$1,085,961
Workers' Compensation	\$7,664,887	\$2,890,745	\$871,917	\$72,735	\$15,549	\$11,515,833
Total Mandated Benefits	\$263,264,777	\$83,307,560	\$21,015,937	\$1,257,028	\$813,608	\$369,658,910
Other Benefits						
Life Insurance (less dividends)	\$4,893,791	\$2,204,788	\$619,315	\$40,844	\$29,824	\$7,788,561
Accidental Death and Dismemberment	\$0	\$264,145	\$0	\$5,032	\$3,781	\$272,958
Health Insurance	\$239,028,608	\$72,941,258	\$22,398,511	\$1,331,070	\$903,506	\$336,602,953
Long-Term Disability	\$3,877,362	\$1,882,088	\$1,351,442	\$67,687	\$51,066	\$7,229,645
Dental Insurance	\$17,040,626	\$1,835,045	\$763,588	\$32,664	\$18,861	\$19,690,784
Total Other Benefits	\$264,840,387	\$79,127,324	\$25,132,856	\$1,477,297	\$1,007,037	\$371,584,901
Total Fringe Benefit Expenditures	\$528,105,164	\$162,434,884	\$46,148,793	\$2,734,325	\$1,820,645	\$741,243,811
Percent of Non-Student Payroll	32.20%	30.74%	38.43%	42.14%	31.75%	

