

Contact: Kristin Bauer

Annual Human Resources Report

FY 2021

Regent Employees

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Regent Employees

Total Workforce

UNIVERSITY OF IOWA					
Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	384	185	48.2%	60	15.6%
Tenured and Tenure Track Faculty	1,300	450	34.6%	302	23.2%
Non-Tenure Track Faculty	1,472	782	53.1%	353	24.0%
Professional and Scientific Staff	11,578	8,439	72.9%	1,162	10.0%
Secretarial and Clerical Staff	1,081	846	78.3%	120	11.1%
Technical and Paraprofessional Staff	941	732	77.8%	169	18.0%
Skilled Crafts Staff	230	9	3.9%	11	4.8%
Service and Maintenance Staff	2,109	1,199	56.9%	655	31.1%
Total	19,095	12,642	66.2%	2,832	14.8%

IOWA STATE UNIVERSITY					
Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	658	329	50.0%	57	8.7%
Tenured and Tenure Track Faculty	1,125	368	32.7%	339	30.1%
Non-Tenure Track Faculty	586	321	54.8%	99	16.9%
Professional and Scientific Staff	2,756	1,589	57.7%	525	19.0%
Secretarial and Clerical Staff	494	398	80.6%	29	5.9%
Technical and Paraprofessional Staff	532	302	56.8%	58	10.9%
Skilled Crafts Staff	127	8	6.3%	8	6.3%
Service and Maintenance Staff	578	267	46.2%	73	12.6%
Total	6,856	3,582	52.2%	1,188	17.3%

UNIVERSITY OF NORTHERN IOWA					
Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	103	50	48.5%	13	12.6%
Tenured and Tenure Track Faculty	398	195	49.0%	83	20.9%
Non-Tenure Track Faculty	60	33	55.0%	6	10.0%
Professional and Scientific Staff	605	339	56.0%	65	10.7%
Secretarial and Clerical Staff	183	174	95.1%	12	6.6%
Technical and Paraprofessional Staff	15	3	20.0%	2	13.3%
Skilled Crafts Staff	49	1	2.0%	2	4.1%
Service and Maintenance Staff	206	90	43.7%	27	13.1%
Total	1,619	885	54.7%	210	13.0%

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IOWA SCHOOL FOR THE DEAF					
Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	5	3	60.0%		0.0%
Tenured and Tenure Track Faculty			0.0%		0.0%
Non-Tenure Track Faculty	29	25	86.2%		0.0%
Professional and Scientific Staff	38	26	68.4%	3	7.9%
Secretarial and Clerical Staff	5	5	100.0%		0.0%
Technical and Paraprofessional Staff	26	21	80.8%	3	11.5%
Skilled Crafts Staff	5	0	0.0%		0.0%
Service and Maintenance Staff	12	5	41.7%	1	8.3%
Total	120	85	70.8%	7	5.8%
IOWA EDUCATIONAL SERVICES FOR THE BLIND & VISUALLY IMPAIRED					
Primary Occupational Activity Group	October 31, 2021				
	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	58	52	89.7%	1	1.7%
Professional and Scientific Staff	4	3	75.0%		0.0%
Secretarial and Clerical Staff	5	5	100.0%		0.0%
Technical and Paraprofessional Staff	1	1	100.0%		0.0%
Skilled Crafts Staff			0.0%		0.0%
Service and Maintenance Staff	3	2	66.7%		0.0%
Total	74	65	87.8%	1	1.4%
TOTAL REGENT INSTITUTIONS					
Primary Occupational Activity Group	October 31, 2021				
	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial Staff	1,153	569	49.3%	130	11.3%
Tenured and Tenure Track Faculty	2,823	1,013	35.9%	724	25.6%
Non-Tenure Track Faculty	2,205	1,213	55.0%	459	20.8%
Professional and Scientific Staff	14,981	10,396	69.4%	1,755	11.7%
Secretarial and Clerical Staff	1,768	1,428	80.8%	161	9.1%
Technical and Paraprofessional Staff	1,515	1,059	69.9%	232	15.3%
Skilled Crafts Staff	411	18	4.4%	21	5.1%
Service and Maintenance Staff	2,908	1,563	53.7%	756	26.0%
Total	27,764	17,259	62.2%	4,238	15.3%

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 2021						
	SUI	ISU	UNI	ISD	IESBVI	Total
Supervisory	186	48	42	0	0	276
Blue Collar	1,380	629	208	18	4	2,239
Security	106	38	16	0	0	160
Technical	1,869	177	15	22	2	2,085
Clerical	996	311	164	5	4	1,480
Educational	0	0	0	2	0	2
Total	4,537	1,203	445	47	10	6,242

Employment Activity - Appointments FY 2021						
	SUI	ISU	UNI	ISD	IESBVI	Total
Original Entry	968	241	25	8	4	1,246
Reinstatements	19	5	1	0	0	25
Reemployment and Recalls	11	0	1	0	0	12
Total	998	246	27	8	4	1,283

Minority Employment FY 2021						
	SUI	ISU	UNI	ISD	IESBVI	
Male Majority	26.1%	41.5%	36.4%	31.9%	20.0%	
Female Majority	44.6%	49.1%	53.3%	61.7%	80.0%	
Male Minority	7.8%	4.0%	3.6%	2.1%	0.0%	
Female Minority	13.6%	5.2%	6.7%	4.3%	0.0%	
Male Unspecified	1.9%	0.2%	0.0%	0.0%	0.0%	
Female Unspecified	6.0%	0.0%	0.0%	0.0%	0.0%	
Total	100.0%	100.0%	100.0%	100.0%	100.0%	

Employment Activity - Other Personnel Transactions FY 2021				
	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Majority	69	0	80	17
Female Majority	90	0	109	23
Male Minority	18	0	23	4
Female Minority	44	0	46	9
Male Unspecified	5	0	3	0
Female Unspecified	19	0	18	7
Total	245	0	279	60

Employment Activity - Other Personnel Transactions FY 2021				
	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	214	134	4	21
Female Majority	404	197	7	19
Male Minority	94	10	0	5
Female Minority	148	6	0	11
Male Unspecified	30	2	0	2
Female Unspecified	86	2	0	3
Total	976	351	11	61

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 2021						
FY 2021	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%	

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 2018	CY 2019	CY 2020	CY 2021	CY 2022
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	\$128,400	\$132,900	\$137,700	\$142,800	\$147,000
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 budgeted salary while the employee pays 5% for a total of 15% up to applicable IRS limitations with the exceptions noted below.

- ▶ Employees with one to five years of service pay 3.33% of the first \$4,800 of earnings and 5% of the remainder. The employer pays 6.66% of the first \$4,800 and 10% of the remainder.
- ▶ Employees with six or more years of service contribute 5% and the employer pays 10%.

Contribution Rate – IPERS

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

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 2021	Employer Contributions to TIAA	Employer Contributions to IPERS	Employer Contributions to Federal	Employer Contributions to Substitute Plans
University of Iowa	\$ 125,580,715	\$ 15,898,558	\$ -	\$ -
Iowa State University	\$ 35,541,322	\$ 7,022,725	\$ 210,728	\$ 70,085
University of Northern Iowa	\$ 8,999,672	\$ 2,212,467	\$ -	\$ -
Iowa School for the Deaf	\$ 327,402	\$ 327,560	\$ -	\$ -
Iowa Educational Services for the Blind & Visually Impaired	\$ 153,889	\$ 308,070	\$ -	\$ -
Total	\$ 170,603,000	\$ 25,769,380	\$ 210,728	\$ 70,085

Regular Retirements FY 2021				
	Faculty	P&S	Merit	Total
University of Iowa	94	289	213	596
Iowa State University*	78	162	163	403
University of Northern Iowa	17	16	22	55
Iowa School for the Deaf	2	1	1	4
Iowa Educational Services for the Blind & Visually Impaired	1	0	2	3
Total	192	468	401	1061

*Iowa State University offered a Retirement Incentive Option (RIO) in FY21.

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 have 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. Details on the Phased Retirement Program may be found in Regent Policy Manual § 2.1(2)(H)(i).

Phased Retirements FY 2021				
	Faculty	P&S	Merit	Total
University of Iowa	10	11	3	24
Iowa State University	8	3	0	11
University of Northern Iowa	11	2	3	16
Total	29	16	6	51

Phased Retirements Financial Impact - FY 2021		
	Incentive Amounts	Released Funds
University of Iowa	\$ 775,354	\$ 2,494,378
Iowa State University	\$ 458,416	\$ 1,155,769
University of Northern Iowa	\$ 200,154	\$ 721,044
Total	\$ 1,433,924	\$ 4,371,191

“*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 2021						
FY 2021	SUI	ISU	UNI	ISD	IESBVI	Total
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	\$8,269,804	\$3,231,262	\$ 985,250	\$ 73,726	\$ 41,752	\$12,601,794

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 Group.
- ▶ 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) Two times 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

Participation in the university-sponsored life insurance program is automatic and effective the first day of work for non-temporary employees working at least half-time (20 hours per week) and appointed for nine months or more. 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 University fringe benefits salary up to a maximum of \$250,000.
- ▶ Coverage for Merit AFSCME and Merit Confidential is 2 times their University fringe benefits salary up to a maximum of \$124,000.
- ▶ The life insurance program is underwritten by Principal Financial Group.
- ▶ 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 Educational Services for the Blind & Visually Impaired

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 IESBVI.

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 per \$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. The loss must occur within 365 days of the accident.

University of Northern Iowa

Non-temporary employees who work at least half-time (20 hours per week) with a nine month appointment or more may elect to purchase additional voluntary term life insurance (VTL) coverage. Employees pay the full cost of the premium with after-tax dollars through monthly payroll deduction. If enrolled within 30 days of the employees hire the coverage is guaranteed for employees up to a maximum of \$300,000 and for a spouse/domestic partner up to a maximum of \$50,000, with no medical information required. If the amount elected is greater than \$300,000 for employees and \$50,000 for spouse/domestic partner, proof-of-good health questionnaire is required and the amount requires approval from Principal Financial. If an employee enrolls in coverage during the annual open enrollment period a statement of health questionnaire will be required if electing an amount greater than \$20,000 or increasing a current election by any amount greater than \$20,000. Once approved, coverage begins on January 1. Spouse/domestic partner and child coverage cannot exceed 100% of the employee's coverage.

Iowa School for the Deaf and Iowa Educational Services for the Blind & Visually Impaired

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 IESBVI 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/other-insurance-benefits/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 the LTD coverage for the first year of employment during their initial benefits enrollment period or during the open change period, subject to medical approval by Principal Financial Group. 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 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 see <https://www.hr.iastate.edu/benefits/insurance/long-term-disability>

University of Northern Iowa

Non-temporary employees who work at least half-time (20 hours per week) or more with an appointment of nine months or more are automatically enrolled in the university-sponsored long-term disability insurance. Coverage begins on the first day of work for new hires and the university pays 100% of the premium.

The monthly benefit is equal to 66 2/3% of the employee's earnings before becoming disabled, but will not exceed \$6,667. The amount an employee receives is reduced by any benefits paid by Social Security and/or Workers' Compensation. LTD is fully taxable.

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

Iowa School for the Deaf and Iowa Educational Services for the Blind & Visually Impaired

ISD and IESBVI employees are covered by the long-term disability plan provided by UNI. ISD and IESBVI 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 the medical plans. Retirees may also enroll in these plans.

- ▶ UIChoice is a high-quality plan with extensive coverage inside and outside of Iowa. For details on UIChoice see <https://hr.uiowa.edu/benefits/health-insurance/employee-health-insurance/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 UISelect see <https://hr.uiowa.edu/benefits/health-insurance/employee-health-insurance/uiselect-health-plan>

The University also offers health insurance to students through the University of Iowa Student Health 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 (undergrad students only) each semester.

- ▶ UIGRADCare is a comprehensive health care program that covers Health Science and Graduate students and their eligible dependents. Participants must use Student Health or UI Health Care providers for their care. Providers outside UI Health Care are not covered. Covered services include hospital, medical, surgical, outpatient, and other health care services such as physical therapy. For additional details see <https://hr.uiowa.edu/benefits/health-insurance/student-health-insurance/uigradcare-plan>
- ▶ SHIP is a high-quality student medical plan with coverage in and outside of Iowa. Students may choose any provider they wish. Covered services include preventive care, mental health visits, chiropractic care, well-child care, physical therapy and more. For details on SHIP see <https://hr.uiowa.edu/benefits/health-insurance/student-health-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. For additional details see <https://www.hr.iastate.edu/benefits/insurance/isu-plan#medical>
- ▶ 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%. You pay the full cost of any care received outside the network except for emergency care when you are traveling out of the service area. For additional details 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). Both plans are administered by Wellmark Blue Cross and Blue Shield of Iowa. Non-temporary employees who work half-time (20 hours per week) and have an appointment for nine months or greater are eligible. Temporary faculty must meet one of the following criteria to be eligible: (1) be appointed for 9 months working 20 hours (50% time) or more per week or (2) be appointed for a second consecutive semester at 20 hours (50% time) or more per week.

- ▶ UNI PPO (Alliance Select) allows you to visit any in-network physician or healthcare providers without first requiring a referral from a Designated Personal Doctor. For additional details see <https://hrs.uni.edu/mybenefits/health#ppo>
- ▶ UNI Blue Advantage (HMO) is groups of doctors, clinics, hospitals, pharmacies and other providers who work together to take care of their members' health care needs. This plan requires members to designate a Primary Care Physician who becomes the gatekeeper for the employees' health care needs. For additional details see <https://hrs.uni.edu/mybenefits/health#blu-adv>

Iowa School for the Deaf and Iowa Educational Services for the Blind & Visually Impaired

Employees of ISD and IESBVI participate in the health insurance plans at ISU.

UNIVERSITY OF IOWA

Health Insurance - Single					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
UIChoice					
Employer Contribution	\$605.00	\$620.00	\$649.00	\$645.00	\$691.00
Employee Contribution	\$0.00	\$0.00	\$34.00	\$72.00	\$77.00
Total	\$605.00	\$620.00	\$683.00	\$717.00	\$768.00
House Staff					
Employer Contribution	\$554.00	\$554.00	\$554.00	NA	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	NA	NA
Total	\$554.00	\$554.00	\$554.00	\$0.00	\$0.00
UIGRADCare^{1,2}					
Employer Contribution	\$265.50	\$312.30	\$324.90	\$357.30	\$366.30
Employee Contribution	\$29.50	\$34.70	\$36.10	\$39.70	\$40.70
Total	\$295.00	\$347.00	\$361.00	\$397.00	\$407.00
UISelect					
Employer Contribution			\$569.00	\$597.00	\$614.00
Employee Contribution			\$0.00	\$0.00	\$0.00
Total	\$0.00	\$0.00	\$569.00	\$597.00	\$614.00
Health Insurance - Family					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
UIChoice					
Employer Contribution	\$1,238.00	\$1,269.00	\$1,398.00	\$1,467.00	\$1,570.00
Employee Contribution	\$309.00	\$317.00	\$349.00	\$367.00	\$393.00
Total	\$1,547.00	\$1,586.00	\$1,747.00	\$1,834.00	\$1,963.00
House Staff					
Employer Contribution	\$1,396.00	\$1,396.00	\$1,396.00	NA	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	NA	NA
Total	\$1,396.00	\$1,396.00	\$1,396.00	\$0.00	\$0.00
UIGRADCare^{1,2}					
Employer Contribution	\$1,011.50	\$1,011.50	\$1,181.60	\$1,257.00	\$1,257.20
Employee Contribution	\$433.50	\$433.50	\$506.40	\$538.00	\$538.80
Total	\$1,445.00	\$1,445.00	\$1,688.00	\$1,795.00	\$1,796.00
UISelect					
Employer Contribution			\$1,165.00	\$1,222.00	\$1,258.00
Employee Contribution			\$291.00	\$306.00	\$314.00
Total	\$0.00	\$0.00	\$1,456.00	\$1,528.00	\$1,572.00
Health Insurance - Employee with Children					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
UIChoice					
Employer Contribution	\$942.00	\$965.00	\$1,065.00	\$1,118.00	\$1,197.00
Employee Contribution	\$235.00	\$241.00	\$266.00	\$279.00	\$299.00
Total	\$1,177.00	\$1,206.00	\$1,331.00	\$1,397.00	\$1,496.00
House Staff					
Employer Contribution	\$1,314.00	\$1,314.00	\$1,314.00	NA	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	NA	NA
Total	\$1,314.00	\$1,314.00	\$1,314.00	\$0.00	\$0.00
UISelect					
Employer Contribution			\$887.00	\$931.00	\$958.00
Employee Contribution			\$222.00	\$233.00	\$239.00
Total	\$0.00	\$0.00	\$1,109.00	\$1,164.00	\$1,197.00
Health Insurance - Employee with Spouse					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
UIChoice					
Employer Contribution	\$1,154.00	\$1,183.00	\$1,305.00	\$1,370.00	\$1,466.00
Employee Contribution	\$289.00	\$296.00	\$326.00	\$342.00	\$367.00
Total	\$1,443.00	\$1,479.00	\$1,631.00	\$1,712.00	\$1,833.00
House Staff					
Employer Contribution	\$747.00	\$747.00	\$747.00	NA	NA
Employee Contribution	\$0.00	\$0.00	\$0.00	NA	NA
Total	\$747.00	\$747.00	\$747.00	\$0.00	\$0.00
UIGRADCare^{1,2}					
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					
Employer Contribution			\$1,087.00	\$1,142.00	\$1,174.00
Employee Contribution			\$272.00	\$285.00	\$294.00
Total	\$0.00	\$0.00	\$1,359.00	\$1,427.00	\$1,468.00

IOWA STATE UNIVERSITY					
IOWA SCHOOL FOR THE DEAF / IOWA EDUCATIONAL SERVICES FOR THE BLIND & VISUALLY IMPAIRED					
Health Insurance - Single					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
PPO - Faculty/Staff					
Employer Contribution	\$481.00	\$481.00	\$481.00	\$498.00	\$520.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$40.00	\$45.00
Total	\$501.00	\$501.00	\$501.00	\$538.00	\$565.00
HMO - Faculty/Staff					
Employer Contribution	\$485.00	\$485.00	\$485.00	\$501.00	\$522.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$20.00	\$25.00
Total	\$485.00	\$485.00	\$485.00	\$521.00	\$547.00
PPO - Merit					
Employer Contribution	\$671.00	\$671.00	\$671.00	\$702.00	\$734.00
Employee Contribution	\$20.00	\$20.00	\$20.00	\$40.00	\$45.00
Total	\$691.00	\$691.00	\$691.00	\$742.00	\$779.00
HMO - Merit					
Employer Contribution	\$669.00	\$669.00	\$669.00	\$699.00	\$730.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$20.00	\$25.00
Total	\$669.00	\$669.00	\$669.00	\$719.00	\$755.00
Health Insurance - Family					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
PPO - Faculty/Staff					
Employer Contribution	\$1,129.00	\$1,129.00	\$1,129.00	\$1,213.00	\$1,292.00
Employee Contribution	\$339.00	\$339.00	\$339.00	\$364.00	\$364.00
Total	\$1,468.00	\$1,468.00	\$1,468.00	\$1,577.00	\$1,656.00
HMO - Faculty/Staff					
Employer Contribution	\$1,305.00	\$1,305.00	\$1,305.00	\$1,385.00	\$1,438.00
Employee Contribution	\$112.00	\$112.00	\$112.00	\$137.00	\$160.00
Total	\$1,417.00	\$1,417.00	\$1,417.00	\$1,522.00	\$1,598.00
PPO - Merit					
Employer Contribution	\$1,687.00	\$1,687.00	\$1,687.00	\$1,812.00	\$1,921.00
Employee Contribution	\$339.00	\$339.00	\$339.00	\$364.00	\$364.00
Total	\$2,026.00	\$2,026.00	\$2,026.00	\$2,176.00	\$2,285.00
HMO - Merit					
Employer Contribution	\$1,844.00	\$1,844.00	\$1,844.00	\$1,964.00	\$2,046.00
Employee Contribution	\$112.00	\$112.00	\$112.00	\$137.00	\$160.00
Total	\$1,956.00	\$1,956.00	\$1,956.00	\$2,101.00	\$2,206.00
Health Insurance - Employee with Children					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
PPO - Faculty/Staff					
Employer Contribution	\$721.00	\$721.00	\$721.00	\$767.00	\$806.00
Employee Contribution	\$173.00	\$173.00	\$173.00	\$193.00	\$202.00
Total	\$894.00	\$894.00	\$894.00	\$960.00	\$1,008.00
HMO - Faculty/Staff					
Employer Contribution	\$825.00	\$825.00	\$825.00	\$864.00	\$899.00
Employee Contribution	\$46.00	\$46.00	\$46.00	\$71.00	\$83.00
Total	\$871.00	\$871.00	\$871.00	\$935.00	\$982.00
PPO - Merit					
Employer Contribution	\$1,061.00	\$1,061.00	\$1,061.00	\$1,132.00	\$1,189.00
Employee Contribution	\$173.00	\$173.00	\$173.00	\$193.00	\$202.00
Total	\$1,234.00	\$1,234.00	\$1,234.00	\$1,325.00	\$1,391.00
HMO - Merit					
Employer Contribution	\$1,156.00	\$1,156.00	\$1,156.00	\$1,220.00	\$1,273.00
Employee Contribution	\$46.00	\$46.00	\$46.00	\$71.00	\$83.00
Total	\$1,202.00	\$1,202.00	\$1,202.00	\$1,291.00	\$1,356.00
Health Insurance - Employee with Spouse					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
PPO - Faculty/Staff					
Employer Contribution	\$882.00	\$882.00	\$882.00	\$947.00	\$1,008.00
Employee Contribution	\$263.00	\$263.00	\$263.00	\$283.00	\$284.00
Total	\$1,145.00	\$1,145.00	\$1,145.00	\$1,230.00	\$1,292.00
HMO - Faculty/Staff					
Employer Contribution	\$1,036.00	\$1,036.00	\$1,036.00	\$1,093.00	\$1,135.00
Employee Contribution	\$78.00	\$78.00	\$78.00	\$103.00	\$121.00
Total	\$1,114.00	\$1,114.00	\$1,114.00	\$1,196.00	\$1,256.00
PPO - Merit					
Employer Contribution	\$1,317.00	\$1,317.00	\$1,317.00	\$1,414.00	\$1,498.00
Employee Contribution	\$263.00	\$263.00	\$263.00	\$283.00	\$284.00
Total	\$1,580.00	\$1,580.00	\$1,580.00	\$1,697.00	\$1,782.00
HMO - Merit					
Employer Contribution	\$1,459.00	\$1,459.00	\$1,459.00	\$1,548.00	\$1,613.00
Employee Contribution	\$78.00	\$78.00	\$78.00	\$103.00	\$121.00
Total	\$1,537.00	\$1,537.00	\$1,537.00	\$1,651.00	\$1,734.00

UNIVERSITY OF NORTHERN IOWA					
Health Insurance - Single					
UNI PPO Alliance Select	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$742.96	\$742.96	\$757.81	\$757.81	\$765.42
Employee Contribution	\$21.00	\$21.00	\$21.45	\$21.45	\$21.60
Total	\$763.96	\$763.96	\$779.26	\$779.26	\$787.02
UNI Blue Advantage HMO	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$707.01	\$707.01	\$757.81	\$757.81	\$765.42
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$707.01	\$707.01	\$757.81	\$757.81	\$765.42
Health Insurance - Family					
UNI PPO Alliance Select	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$1,430.23	\$1,430.23	\$1,458.83	\$1,458.83	\$1,473.50
Employee Contribution	\$357.55	\$357.55	\$364.80	\$364.80	\$368.40
Total	\$1,787.78	\$1,787.78	\$1,823.63	\$1,823.63	\$1,841.90
UNI Blue Advantage HMO	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$1,430.23	\$1,430.23	\$1,458.83	\$1,458.83	\$1,473.50
Employee Contribution	\$188.85	\$188.85	\$192.60	\$192.60	\$194.55
Total	\$1,619.08	\$1,619.08	\$1,651.43	\$1,651.43	\$1,668.05

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. The plan is 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, and \$2000 lifetime maximum for orthodontics. 3-year participation is required upon enrollment in this plan.

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

University of Northern Iowa

The University offers a self-insured plan to cover dental expenses. Non-temporary employees who work half-time (20 hours per week) and have an appointment for nine months or greater are eligible. Temporary faculty must meet one of the following criteria to be eligible: (1) be appointed for 9 months working 20 hours (50% time) or more per week or (2) be appointed for a second consecutive semester at 20 hours (50% time) or more per week.

- ▶ UNI's self-insured plan has a \$0 deductible, \$1500 annual maximum benefit per person/calendar year, and \$1500 lifetime maximum for orthodontics.

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

Iowa School for the Deaf and Iowa Educational Services for the Blind & Visually Impaired

Employees of ISD and IESBVI participate in the dental insurance plans at ISU.

UNIVERSITY OF IOWA					
Dental Insurance - Single					
Dental	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
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 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$34.00				
Employee Contribution	\$0.00				
Total	\$34.00	\$0.00	\$0.00	\$0.00	\$0.00
Grad Dental ¹	AY 2018	AY 2019	AY 2020	AY 2021	AY 2022
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 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$106.00	\$106.00	\$106.00	\$106.00	\$106.00
Employee Contribution	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
Total	\$133.00	\$133.00	\$133.00	\$133.00	\$133.00
House Staff	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$89.00				
Employee Contribution	\$0.00				
Total	\$89.00	\$0.00	\$0.00	\$0.00	\$0.00
Grad Dental ¹	AY 2018	AY 2019	AY 2020	AY 2021	AY 2022
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 2018	CY 2019	CY 2020	CY 2021	CY 2022
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 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$70.00				
Employee Contribution	\$0.00				
Total	\$70.00	\$0.00	\$0.00	\$0.00	\$0.00
Grad Dental ¹	AY 2018	AY 2019	AY 2020	AY 2021	AY 2022
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 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$74.00	\$74.00	\$74.00	\$74.00	\$74.00
Employee Contribution	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
Total	\$93.00	\$93.00	\$93.00	\$93.00	\$93.00
House Staff	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Employer Contribution	\$87.00				
Employee Contribution	\$0.00				
Total	\$87.00	\$0.00	\$0.00	\$0.00	\$0.00
Grad Dental ¹	AY 2018	AY 2019	AY 2020	AY 2021	AY 2022
Employer Contribution	\$31.50	\$31.50	\$32.90	\$32.90	\$32.90
Employee Contribution	\$13.50	\$13.50	\$14.10	\$14.10	\$12.10
Total	\$45.00	\$45.00	\$47.00	\$47.00	\$45.00

IOWA STATE UNIVERSITY					
IOWA SCHOOL FOR THE DEAF / IOWA EDUCATIONAL SERVICES FOR THE BLIND & VISUALLY IMPAIRED					
Dental Insurance - Single					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Basic - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
Total	\$42.00	\$42.00	\$42.00	\$38.00	\$38.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
Total	\$42.00	\$42.00	\$42.00	\$38.00	\$38.00
Dental Insurance - Family					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Basic - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
Total	\$71.00	\$71.00	\$71.00	\$67.00	\$67.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$96.00	\$96.00	\$96.00	\$96.00	\$96.00
Total	\$122.00	\$122.00	\$122.00	\$118.00	\$118.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00
Total	\$71.00	\$71.00	\$71.00	\$67.00	\$67.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$96.00	\$96.00	\$96.00	\$96.00	\$96.00
Total	\$122.00	\$122.00	\$122.00	\$118.00	\$118.00
Dental Insurance - Employee with Children					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Basic - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
Total	\$63.00	\$63.00	\$63.00	\$59.00	\$59.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$82.00	\$82.00	\$82.00	\$82.00	\$82.00
Total	\$108.00	\$108.00	\$108.00	\$104.00	\$104.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
Total	\$63.00	\$63.00	\$63.00	\$59.00	\$59.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$82.00	\$82.00	\$82.00	\$82.00	\$82.00
Total	\$108.00	\$108.00	\$108.00	\$104.00	\$104.00
Dental Insurance - Employee with Spouse					
	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
Basic - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Total	\$56.00	\$56.00	\$56.00	\$52.00	\$52.00
Comprehensive - Faculty/Staff					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
Total	\$103.00	\$103.00	\$103.00	\$99.00	\$99.00
Basic - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Total	\$56.00	\$56.00	\$56.00	\$52.00	\$52.00
Comprehensive - Merit					
Employer Contribution	\$26.00	\$26.00	\$26.00	\$22.00	\$22.00
Employee Contribution	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
Total	\$103.00	\$103.00	\$103.00	\$99.00	\$99.00

UNIVERSITY OF NORTHERN IOWA					
Dental Insurance - Single					
Dental II*	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
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

Dental Insurance - Family					
Dental II	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022
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 2021, the Board approved the Regent Merit System Pay Matrix and directed each institution and the Board office, in consultation with the Executive Director and Board Leadership, to develop salary policies for all non-organized faculty and staff for FY 2022 that best meet the needs of the institution and Board office.

Regent Merit System Pay Matrix (July 1, 2021)

Grade	Pay Basis	7/1/2021 Minimum	7/1/2021 Maximum				
1	Hourly	10.17	18.70	13	Hourly	21.31	31.73
	Semi-Monthly				Semi-Monthly	1,853.97	2,760.51
	Monthly				Monthly	3,707.94	5,521.02
	Annual				Annual	44,495.28	66,252.24
2	Hourly	11.16	19.52	14	Hourly	22.30	33.14
	Semi-Monthly	1,195.38	1,777.41		Semi-Monthly	1,940.10	2,883.18
	Monthly	2,390.76	3,554.82		Monthly	3,880.20	5,766.36
	Annual	28,689.12	42,657.84		Annual	46,562.40	69,196.32
3	Hourly	13.74	20.43	15	Hourly	23.29	34.64
	Semi-Monthly	1,247.58	1,857.45		Semi-Monthly	2,026.23	3,013.68
	Monthly	2,495.16	3,714.90		Monthly	4,052.46	6,027.36
	Annual	29,941.92	44,578.80		Annual	48,629.52	72,328.32
4	Hourly	14.34	21.35	16	Hourly	24.35	36.18
	Semi-Monthly	1,305.00	1,940.10		Semi-Monthly	2,118.45	3,147.66
	Monthly	2,610.00	3,880.20		Monthly	4,236.90	6,295.32
	Annual	31,320.00	46,562.40		Annual	50,842.80	75,543.84
5	Hourly	15.69	23.31	17	Hourly	25.45	37.84
	Semi-Monthly	1,365.03	2,027.97		Semi-Monthly	2,214.15	3,292.08
	Monthly	2,730.06	4,055.94		Monthly	4,428.30	6,584.16
	Annual	32,760.72	48,671.28		Annual	53,139.60	79,009.92
6	Hourly	16.37	24.37	18	Hourly	26.59	39.51
	Semi-Monthly	1,424.19	2,120.19		Semi-Monthly	2,313.33	3,437.37
	Monthly	2,848.38	4,240.38		Monthly	4,626.66	6,874.74
	Annual	34,180.56	50,884.56		Annual	55,519.92	82,496.88
7	Hourly	17.11	25.46	19	Hourly	27.76	41.28
	Semi-Monthly	1,488.57	2,215.02		Semi-Monthly	2,415.12	3,591.36
	Monthly	2,977.14	4,430.04		Monthly	4,830.24	7,182.72
	Annual	35,725.68	53,160.48		Annual	57,962.88	86,192.64
8	Hourly	17.91	26.60	20	Hourly	29.01	43.14
	Semi-Monthly	1,558.17	2,314.20		Semi-Monthly	2,523.87	3,753.18
	Monthly	3,116.34	4,628.40		Monthly	5,047.74	7,506.36
	Annual	37,396.08	55,540.80		Annual	60,572.88	90,076.32
9	Hourly	18.69	27.79	21	Hourly	30.32	45.08
	Semi-Monthly	1,626.03	2,417.73		Semi-Monthly	2,637.84	3,921.96
	Monthly	3,252.06	4,835.46		Monthly	5,275.68	7,843.92
	Annual	39,024.72	58,025.52		Annual	63,308.16	94,127.04
10	Hourly	19.51	29.06	22	Hourly	31.68	47.11
	Semi-Monthly	1,697.37	2,528.22		Semi-Monthly	2,756.16	4,098.57
	Monthly	3,394.74	5,056.44		Monthly	5,512.32	8,197.14
	Annual	40,736.88	60,677.28		Annual	66,147.84	98,365.68
11	Hourly	20.43	30.37	23	Hourly	33.11	49.23
	Semi-Monthly	1,777.41	2,642.19		Semi-Monthly	2,880.57	4,283.01
	Monthly	3,554.82	5,284.38		Monthly	5,761.14	8,566.02
	Annual	42,657.84	63,412.56		Annual	69,133.68	102,792.24

*On January 1, 2022 the number of weekday calendar hours changed from 2088 to 2080. New paygrades 20-23 became effective for FY22.

Average Estimated Total Compensation - FY 2022 ¹						
	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average ²		
SUI ³	\$239,411	\$170,769	\$171,673	\$195,590	\$101,384	\$63,577
ISU	\$168,085	\$118,788	\$102,329	\$128,529	\$87,843	\$65,372
UNI	\$126,637	\$108,534	\$96,098	\$112,515	\$102,504	\$72,946
ISD ⁴				\$115,002	\$78,845	\$55,426
IESBVI ⁴				\$102,285	\$85,060	\$56,758

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 IESBVI merit employees are on nine-month appointments.

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.

Average Salary Increases						
Faculty	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Five-Year Period
SUI*	2.6%	0.8%	3.4%	1.4%	2.3%	2.1%
ISU***	0.0%	1.0%	2.2%	0.0%	3.5%	1.4%
UNI	1.4%	1.3%	2.1%	2.1%	1.3%	1.6%
ISD	2.3%	1.1%	3.7%	2.2%	3.0%	2.5%
IESBVI	2.7%	2.9%	3.0%	2.2%	2.6%	2.7%
Professional and Scientific	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Five-Year Period
SUI*	1.8%	0.6%	2.4%	1.5%	2.2%	1.7%
ISU***	0.0%	1.0%	1.7%	0.0%	3.6%	1.2%
UNI	1.7%	1.5%	2.1%	0.0%	1.3%	1.3%
ISD	1.8%	1.0%	4.3%	2.2%	3.3%	2.5%
IESBVI	1.0%	1.0%	3.0%	1.5%	2.1%	1.7%
Service Employees International Union (SEIU)	2.9%	1.9%	2.1%	2.1%	2.1%	2.2%
Merit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Five-Year Period
SUI**	1.0%	1.0%	2.1%	2.1%	1.8%	1.6%
ISU	1.4%	1.0%	2.5%	2.1%	2.1%	1.8%
UNI	1.0%	1.3%	2.1%	2.1%	1.1%	1.5%
ISD	1.3%	1.1%	2.4%	2.1%	1.9%	1.8%
IESBVI	2.3%	1.0%	2.2%	1.9%	1.9%	1.9%

* 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.

**In FY22, 1% merit increases were given to anyone not at their pay grade maximum. At the University of Iowa, approximately 71% of Merit staff received the merit increase.

***FY2020 ISU Faculty & P&S average salary increases have been updated to reflect accurate increases.

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, with approval by the Executive Director, to recognize exceptional performance by 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. Iowa School for the Deaf and Iowa Educational Services for the Blind and Visually Impaired implemented a pay for exceptional performance program in FY 2021. No Exceptional Performance Awards were issued at UNI or IESBVI for FY 2021.

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. The standard gross amount for a Spot Award cannot exceed \$150 (net). For FY 2021, the maximum gross amount for a Spot Award is \$300 (net). Normally an employee may receive no more than four Spot Awards and the awards must be 30 calendar days apart. For FY 2021, employees may receive no more than eight SPOT Awards and there is no required wait period between 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 2017	FY 2018	FY 2019	FY 2020	FY 2021*
Exceptional Performance Awards					
Eligible Employees	6,844	10,562	10,949	11,241	11,694
Number of Awards Presented	298	261	284	363	575
Dollar Range of Awards	\$250 - \$21,500	\$125 - \$19,281	\$200 - \$22,130	\$250 - \$20,000	\$300 - \$100,000
Average Dollars Awarded	\$3,862	\$4,140	\$4,994	\$5,147	\$4,415
Total Dollars Awarded	\$1,155,126	\$1,080,510	\$1,418,202	\$1,868,352	\$2,538,361
Spot Awards**					
Eligible Employees	6,844	10,562	10,949	15,952	16,303
Number of Awards Presented	805	1,343	1,465	7,363	8,070
Dollar Range of Awards	\$45 - \$75	\$25 - \$75	\$25 - \$150	\$6 - \$300	\$8 - \$300
Average Dollars Awarded	\$75	\$74	\$126	\$225	\$242
Total Dollars Awarded	\$97,725	\$160,381	\$286,294	\$1,655,940	\$3,036,729
Percentage of Exceptional Performance Awards					
Females	64.4%	64.8%	67.3%	62.8%	58.8%
Minorities	7.4%	4.6%	7.4%	7.5%	9.7%
Percentage of Spot Awards					
Females	65.0%	73.4%	71.3%	61.2%	57.3%
Minorities	5.8%	7.6%	9.4%	11.3%	12.2%
Awards Program Five-Year History					
Exceptional Performance Awards	298	361	284	363	575
Spot Awards	805	1,343	1,465	7,363	8,070

* Of eligible P&S and SEIU staff members, females make up approximately 72.2% and minorities make up approximately 9.7%.
 ** 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) staff with 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 2017	FY 2018	FY 2019	FY 2020	FY 2021*
Exceptional Performance Awards					
Eligible Employees	3,077	3,103	3,409	3,244	2896**
Number of Awards Presented	49	81	112	114	266
Dollar Range of Awards	\$675-\$10,000	\$250-\$10,000	\$750-\$12,000	\$700-\$20,785	\$500-\$16995
Average Dollars Awarded	\$2,763	\$3,218	\$3,028	\$3,162	\$2,288
Total Dollars Awarded	\$135,395	\$236,550	\$339,186	\$360,421	\$608,646
Percentage of Exceptional Performance Awards					
Females	73.0%	60.5%	58.0%	52.6%	70.0%
Minorities	8.0%	6.2%	5.0%	7.0%	11.0%
Awards Program Five-Year History					
Exceptional Performance Awards	49	81	112	114	266

* Of eligible non-bargaining P&S staff members, females make up approximately 59% and minorities make up approximately 12%.

Iowa School for the Deaf

Exceptional Performance Awards are awarded for extra-meritorious performance that may include a variety of outcomes. All regular, Professional and Scientific (P&S) employees who have been employed in a regular position for six months or more are eligible. All awards are in the form of a lump sum payment, not added to the base salary, and can awarded any time during the year. Employees may receive a maximum of two awards per fiscal year up to 10% of their base salary, with approval by the Superintendent.

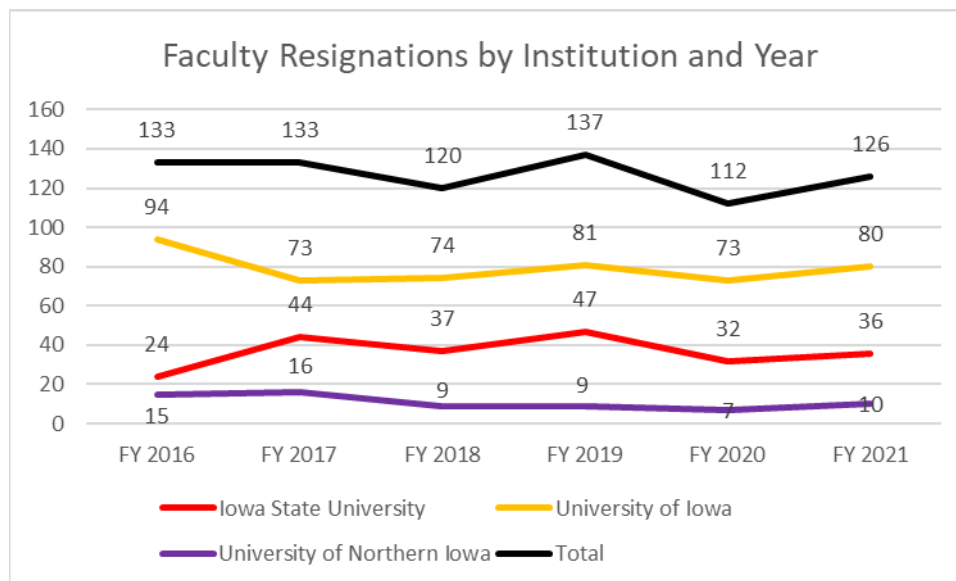
Iowa School for the Deaf	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Exceptional Performance Awards					
Eligible Employees					36
Number of Awards Presented	0	0	0	0	1
Dollar Range of Awards	0	0	0	0	\$3,000
Average Dollars Awarded	\$0	\$0	\$0	\$0	\$3,000
Total Dollars Awarded	\$0	\$0	\$0	\$0	\$3,000
Percentage of Exceptional Performance Awards					
Females ¹	0.0%	0.0%	0.0%	0.0%	100.0%
Minorities ²	0.0%	0.0%	0.0%	0.0%	0.0%
Awards Program Five-Year History					
Exceptional Performance Awards	0	0	0	0	1

1. Females make up approximately 67% of eligible non-bargaining P&S staff members.

2. Minorities make up approximately 6% of eligible non-bargaining P&S staff members.

Faculty Resignations

The number of faculty resignations at the Regent universities went slightly up in FY2021, though still within a consistent range at each institution over the past five years. At Iowa State University, there were 36 resignations. The University of Iowa had 80 resignations. The University of Northern Iowa had 10 resignations.



In FY2021 faculty resignations for males and females were proportional with their representation on the faculty (43% of faculty are female; 42% of resignations were females). Minority faculty represent 24% of all faculty, but were 35% of the resignations in FY2021. This is an improvement from the past two years (FY2019: 37% and FY2020: 39%).

Faculty Resignations by Sex and Minority Status					
	MALE	FEMALE	TOTAL	MINORITY	NON-MINORITY
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
FY 2021	73	53	126	44	82

Resignations by appointment type were in line with prior years. Clinical faculty in the health sciences most commonly resign for positions outside of academe, while tenured and tenure-track faculty are most likely to leave to a position at another university.

Faculty Resignations by Appointment Type					
	TENURED	TENURE- TRACK	CLINICAL TRACK	OTHER	TOTAL
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
FY 2021	34	44	42	6	126