

Contact: Kristin Bauer

ANNUAL HUMAN RESOURCES REPORT

Action Requested: Receive the report.

Executive Summary: This memorandum includes an overview on:

- ▶ The total number of Regent employees (below);
- ▶ The cost for insurance and retirement programs (below);
- ▶ Average salaries for faculty, professional & scientific and merit employees (page 2); and
- ▶ The number of faculty resignations at the Regent universities (page 2).

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

Total workforce

Total Workforce ³						
	SUI	ISU	UNI	ISD	IESBVI	TOTAL
Faculty ¹	3,070	1,768	472	35	59	5,404
Professional & Scientific ²	12,242	3,461	618	36	5	16,362
Merit	4,231	1,160	453	46	10	5,900
Total	19,543	6,389	1,543	117	74	27,666

¹Faculty includes institutional officials and academic administrators.

²The University of Iowa's P&S staff include SEIU employees.

³Total workforce does not include temporary or student employees. Headcount is as of October 1, 2022.

Insurance and Retirement Program Expenditures

INSURANCE AND RETIREMENT PROGRAM EXPENDITURES – FY 2022						
	SUI	ISU	UNI	ISD	IESBVI	TOTAL
Mandated Benefits						
Social Security and Medicare	\$120,043,684	\$37,629,539	\$8,670,791	\$526,056	\$291,405	\$167,161,476
IPERS	\$18,570,611	\$8,231,678	\$2,371,763	\$345,048	\$308,017	\$29,827,117
TIAA	\$128,665,078	\$43,458,994	\$8,834,011	\$298,463	\$129,453	\$181,385,999
Substitute Plans	\$0	\$70,513	\$0	\$0	\$0	\$70,513
Federal Retirement	\$0	\$117,332	\$0	\$0	\$0	\$117,332
TIAA Waiver of Premium	\$1,007,576	\$0	\$269,460	\$5,092	\$3,690	\$1,285,819
Unemployment Compensation	\$598,384	\$170,933	\$93,696	(\$496)	\$0	\$862,517
Workers' Compensation	\$8,084,700	\$2,276,933	\$719,017	\$72,589	\$10,446	\$11,163,685
Total Mandated Benefits	\$276,970,033	\$91,955,923	\$20,958,739	\$1,246,752	\$743,010	\$391,874,458
Other Benefits						
Life Insurance (less dividends)	\$4,969,147	\$2,051,148	\$606,172	\$40,106	\$32,328	\$7,698,901
Accidental Death and Dismemberment	\$0	\$0	\$0	\$4,939	\$4,855	\$9,794
Health Insurance	\$247,660,419	\$74,303,060	\$21,859,781	\$1,363,904	\$850,610	\$346,037,774
Long-Term Disability	\$4,093,562	\$1,783,125	\$1,340,749	\$66,919	\$53,876	\$7,338,231
Dental Insurance	\$16,905,870	\$1,675,073	\$740,074	\$30,957	\$15,977	\$19,367,950
Total Other Benefits	\$273,628,998	\$79,812,405	\$24,546,776	\$1,506,825	\$957,646	\$380,452,650
Total Fringe Benefit Expenditures	\$550,599,031	\$171,768,329	\$45,505,515	\$2,753,577	\$1,700,656	\$772,327,108

Average Salaries

Average Salaries ^{1, 2}						
Faculty ³	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
SUI ⁴	\$111,952	\$112,243	\$113,206	\$115,164	\$116,581	\$121,818
ISU ⁴	\$93,328	\$96,766	\$97,153	\$98,142	\$101,765	\$105,102
UNI	\$79,691	\$76,751	\$80,436	\$77,317	\$76,740	\$77,472
ISD	\$66,867	\$67,573	\$81,004	\$80,508	\$83,186	\$82,534
IESBVI	\$69,155	\$68,315	\$71,924	\$70,013	\$75,415	\$76,328
Professional and Scientific	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
SUI ⁵	\$70,688	\$70,480	\$71,600	\$72,478	\$73,523	\$76,412
ISU	\$63,434	\$64,319	\$65,341	\$64,819	\$65,021	\$69,654
UNI	\$66,101	\$68,910	\$66,247	\$69,690	\$72,390	\$74,715
ISD	\$61,912	\$64,526	\$60,065	\$54,213	\$57,067	\$60,111
IESBVI	\$62,122	\$53,253	\$57,792	\$57,983	\$64,170	\$65,181
Service Employees International Union (SEIU)	\$68,237	\$69,029	\$69,723	\$70,476	\$71,829	\$77,417
Merit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
SUI	\$42,389	\$41,690	\$41,147	\$41,221	\$42,041	
ISU	\$42,805	\$42,059	\$42,584	\$44,638	\$44,731	
UNI	\$46,742	\$47,463	\$46,426	\$47,267	\$47,167	
ISD	\$31,825	\$34,379	\$34,250	\$34,506	\$35,176	
IESBVI	\$41,571	\$42,162	\$38,027	\$38,740	\$39,135	

¹Excludes Benefits

²Faculty and Professional & Scientific numbers are as of July 1, 2022; Merit numbers are as of June 30, 2021 and allow for all mid-year changes (merit increases and other). FY2023 Merit salaries will be included in the next report.

³Faculty salaries are shown as annualized figures for 9-month equivalent positions.

⁴Excludes 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.

⁵Includes all university and hospital non-SEIU employees. Does not include the three highest paid head coaches.

Faculty Resignations

