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Annual Human Resources Report

FY 2022

Regent Employees

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Regent Employees

Total Workforce¹

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.

Merit System²

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 2022						
	SUI	ISU	UNI	ISD	IESBVI	Total
Supervisory	187	48	29	0	0	264
Blue Collar	1335	625	212	19	3	2194
Security	87	16	4	0	0	107
Technical	1801	173	15	17	2	2008
Clerical	864	283	178	5	5	1335
Educational	0	0	0	3	0	3
Public Safety	30	23	13	0	0	66
Total	4304	1168	451	44	10	5977

Employment Activity - Appointments FY 2022						
	SUI	ISU	UNI	ISD	IESBVI	Total
Original Entry	1086	261	70	8	3	1428
Reinstatements	12	13	2	0	0	27
Reemployment and Recalls	14	0	1	0	0	15
Total	1112	274	73	8	3	1470

¹ Headcount for Total Workforce is as of October 1, 2022.

² Headcount and totals for Merit System is as of June 30, 2022.

Minority Employment - FY 2022					
	SUI	ISU	UNI	ISD	IESBVI
Male Majority	25.9%	42.2%	37.3%	38.6%	10.0%
Female Majority	42.6%	47.9%	51.9%	50.0%	90.0%
Male Minority	8.3%	4.0%	3.5%	2.3%	0.0%
Female Minority	14.7%	5.6%	7.3%	9.1%	0.0%
Male Unspecified	2.2%	0.3%	0.0%	0.0%	0.0%
Female Unspecified	6.3%	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 2022							
	Promotions	Merit Transfers	Demotions	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	112	80	37	313	83	0	12
Female Majority	108	146	43	516	147	0	22
Male Minority	23	26	7	116	4	0	4
Female Minority	49	64	26	194	7	0	5
Male Unspecified	7	9	1	33	0	0	0
Female Unspecified	19	27	5	101	1	0	3
Total	318	352	119	1273	242	0	46

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 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

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. The current (2022) tax rate for social security is 6.2% for the employer and 6.2% for the employee. The social security tax has a wage base limit. The wage base limit is the maximum wage that's subject to the tax for that year. For earnings in 2022, this base is \$147,000. The current (2022) rate for Medicare is 1.45% for the employer and 1.45% for the employee on the first \$200,000 of wages. Employers are responsible for withholding 2.35% on an individual's wages paid in excess of \$200,000 in a calendar year, without regard to filing status.

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.

Regular Retirements FY 2022				
	Faculty	P&S	Merit	Total
University of Iowa	114	364	230	708
Iowa State University	43	51	26	120
University of Northern Iowa	21	3	14	38
Iowa School for the Deaf	3	1	0	4
Iowa Educational Services for the Blind & Visually Impaired	2	0	1	3
Total	183	419	271	873

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 IESBVI.

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 2022				
	Faculty	P&S	Merit	Total
University of Iowa	11	13	1	25
Iowa State University	12	6	2	20
University of Northern Iowa	5	0	4	9
Total	28	19	7	54

Phased Retirement Financial Impact - FY 2022		
	Incentive Amounts	Released Funds
University of Iowa	\$760,077	\$2,319,592
Iowa State University	\$479,998	\$1,040,934
University of Northern Iowa	\$225,627	\$1,059,702
Total	\$1,465,702	\$4,420,228

“*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.

Life Insurance

University of Iowa

Participation in the University of Iowa’s group term life insurance program is mandatory for regular university faculty and staff members who hold 50% time or greater appointments. For further details see

<https://hr.uiowa.edu/benefits/employee-benefits/regular-faculty-staff-benefits/life-disability-insurance/group-life>.

Iowa State University

Iowa State University offers Group Term Basic Insurance. Faculty, Professional & Scientific (P&S) and Merit employees with an appointment of ½ time or greater have the option to participate. For further details see <https://www.hr.iastate.edu/isu-plan-life-insurance>.

University of Northern Iowa

Participation in the University of Northern Iowa 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. 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). For further details see <https://hr.uiowa.edu/benefits/life-disability-insurance/accidental-death-and-dismemberment-insurance>.

Iowa State University

AD&D coverage is available on the employee paid voluntary group life benefit. For further details see <https://www.hr.iastate.edu/supplemental-voluntary-life-insurance>.

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

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. For further details see <https://hr.uiowa.edu/benefits/life-disability-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. For further details see <https://www.hr.iastate.edu/long-term-disability-insurance>.

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

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.

Health Insurance *(See pages 9 – 11 for contribution rates)*

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. For further details see <https://hr.uiowa.edu/benefits/employee-benefits/regular-faculty-staff-benefits/employee-health-insurance>.

The University also offers health insurance to students through the University of Iowa Student Health Insurance Plan (SHIP) and UIGRADCare. Student insurance is available to degree seeking students who are registered for 5 or more credit hours (undergrad students only) each semester. For further details see <https://hr.uiowa.edu/benefits/ui-student-insurance>.

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. For further details see <https://www.hr.iastate.edu/medical-plan>.

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

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	
UIChoice	CY 2023
Employer Contribution	\$733.00
Employee Contribution	\$81.00
Total	\$814.00
UIGRADCare^{1, 2}	AY 2023
Employer Contribution	\$396.90
Employee Contribution	\$44.10
Total	\$441.00
UISelect	CY 2023
Employer Contribution	\$651.00
Employee Contribution	\$0.00
Total	\$651.00
Health Insurance - Employee with Children	
UIChoice	CY 2023
Employer Contribution	\$1,268.00
Employee Contribution	\$317.00
Total	\$1,585.00
UISelect	CY 2023
Employer Contribution	\$1,014.00
Employee Contribution	\$254.00
Total	\$1,268.00

Health Insurance - Family	
UIChoice	CY 2023
Employer Contribution	\$1,665.00
Employee Contribution	\$416.00
Total	\$2,081.00
UIGRADCare^{1, 2}	AY 2023
Employer Contribution	\$1,361.50
Employee Contribution	\$583.50
Total	\$1,945.00
UISelect	CY 2023
Employer Contribution	\$1,332.00
Employee Contribution	\$333.00
Total	\$1,665.00
Health Insurance - Employee with Spouse	
UIChoice	CY 2023
Employer Contribution	\$1,554.00
Employee Contribution	\$389.00
Total	\$1,943.00
UIGRADCare^{1, 2}	AY 2023
Employer Contribution	\$553.70
Employee Contribution	\$237.30
Total	\$791.00
UISelect	CY 2023
Employer Contribution	\$1,243.00
Employee Contribution	\$311.00
Total	\$1,554.00

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

Health Insurance - Single		Health Insurance - Family	
PPO - Faculty/Staff	CY 2023	PPO - Faculty/Staff	CY 2023
Employer Contribution	\$571.00	Employer Contribution	\$1,435.00
Employee Contribution	\$49.00	Employee Contribution	\$382.00
Total	\$620.00	Total	\$1,817.00
HMO - Faculty/Staff		HMO - Faculty/Staff	
Employer Contribution	\$571.00	Employer Contribution	\$1,560.00
Employee Contribution	\$29.00	Employee Contribution	\$193.00
Total	\$600.00	Total	\$1,753.00
PPO - Merit		PPO - Merit	
Employer Contribution	\$794.00	Employer Contribution	\$2,090.00
Employee Contribution	\$49.00	Employee Contribution	\$382.00
Total	\$843.00	Total	\$2,472.00
HMO - Merit		HMO - Merit	
Employer Contribution	\$788.00	Employer Contribution	\$2,193.00
Employee Contribution	\$29.00	Employee Contribution	\$193.00
Total	\$817.00	Total	\$2,386.00

Health Insurance - Employee with Children		Health Insurance - Employee with Spouse	
PPO - Faculty/Staff	CY 2023	PPO - Faculty/Staff	CY 2023
Employer Contribution	\$885.00	Employer Contribution	\$1,119.00
Employee Contribution	\$221.00	Employee Contribution	\$298.00
Total	\$1,106.00	Total	\$1,417.00
HMO - Faculty/Staff		HMO - Faculty/Staff	
Employer Contribution	\$977.00	Employer Contribution	\$1,226.00
Employee Contribution	\$100.00	Employee Contribution	\$152.00
Total	\$1,077.00	Total	\$1,378.00
PPO - Merit		PPO - Merit	
Employer Contribution	\$1,284.00	Employer Contribution	\$1,630.00
Employee Contribution	\$221.00	Employee Contribution	\$298.00
Total	\$1,505.00	Total	\$1,928.00
HMO - Merit		HMO - Merit	
Employer Contribution	\$1,367.00	Employer Contribution	\$1,724.00
Employee Contribution	\$100.00	Employee Contribution	\$152.00
Total	\$1,467.00	Total	\$1,876.00

University of Northern Iowa

Health Insurance - Single		Health Insurance - Family	
UNI PPO Alliance Select	CY 2023	UNI PPO Alliance Select	CY 2023
Employer Contribution	\$788.39	Employer Contribution	\$1,517.71
Employee Contribution	\$24.30	Employee Contribution	\$379.50
Total	\$812.69	Total	\$1,897.21
UNI Blue Advantage HMO	CY 2023	UNI Blue Advantage HMO	CY 2023
Employer Contribution	\$788.39	Employer Contribution	\$1,517.71
Employee Contribution	\$0.00	Employee Contribution	\$200.40
Total	\$788.39	Total	\$1,718.11

Dental Insurance *(See pages 13 – 15 for contribution rates)*

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. For further details see <https://hr.uiowa.edu/benefits/employee-benefits/regular-faculty-staff-benefits/employee-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. For further details see <https://www.hr.iastate.edu/dental-plan>.

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. 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 Insurance - Family	
Dental	CY 2023	Dental	CY 2023
Employer Contribution	\$46.50	Employer Contribution	\$110.00
Employee Contribution	\$0.00	Employee Contribution	\$27.50
Total	\$46.50	Total	\$137.50
Grad Dental¹	AY 2023	Grad Dental¹	AY 2023
Employer Contribution	\$21.25	Employer Contribution	\$56.00
Employee Contribution	\$3.75	Employee Contribution	\$24.00
Total	\$25.00	Total	\$80.00
Dental Insurance - Employee with Children		Dental Insurance - Employee with Spouse	
Dental	CY 2023	Dental	CY 2023
Employer Contribution	\$82.00	Employer Contribution	\$78.00
Employee Contribution	\$20.50	Employee Contribution	\$19.50
Total	\$102.50	Total	\$97.50
Grad Dental¹	AY 2023	Grad Dental¹	AY 2023
Employer Contribution	\$46.90	Employer Contribution	\$32.90
Employee Contribution	\$20.20	Employee Contribution	\$14.10
Total	\$67.10	Total	\$47.00

¹.AY = Academic Year

Iowa State University

Dental Insurance - Single		Dental Insurance - Family	
Basic - Faculty/Staff	CY 2023	Basic - Faculty/Staff	CY 2023
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$0.00	Employee Contribution	\$48.00
Total	\$23.00	Total	\$71.00
Comprehensive - Faculty/Staff		Comprehensive - Faculty/Staff	
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$17.00	Employee Contribution	\$101.00
Total	\$40.00	Total	\$124.00
Basic - Merit		Basic - Merit	
Employer Contribution	\$22.00	Employer Contribution	\$23.00
Employee Contribution	\$0.00	Employee Contribution	\$48.00
Total	\$22.00	Total	\$71.00
Comprehensive - Merit		Comprehensive - Merit	
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$17.00	Employee Contribution	\$101.00
Total	\$40.00	Total	\$124.00
Dental Insurance - Employee with Children		Dental Insurance - Employee with Spouse	
Basic - Faculty/Staff	CY 2023	Basic - Faculty/Staff	CY 2023
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$39.00	Employee Contribution	\$32.00
Total	\$62.00	Total	\$55.00
Comprehensive - Faculty/Staff		Comprehensive - Faculty/Staff	
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$87.00	Employee Contribution	\$81.00
Total	\$110.00	Total	\$104.00
Basic - Merit		Basic - Merit	
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$39.00	Employee Contribution	\$32.00
Total	\$62.00	Total	\$55.00
Comprehensive - Merit		Comprehensive - Merit	
Employer Contribution	\$23.00	Employer Contribution	\$23.00
Employee Contribution	\$87.00	Employee Contribution	\$81.00
Total	\$110.00	Total	\$104.00

University of Northern Iowa

Dental Insurance - Single		Dental Insurance - Family	
Dental II	CY 2023	Dental II	CY 2023
Employer Contribution	\$25.50	Employer Contribution	\$54.75
Employee Contribution	\$6.00	Employee Contribution	\$54.75
Total	\$31.50	Total	\$109.50

Salaries

Salary Policies

In June 2022, the Board approved the FY 2023 Salary Policies. See https://www.iowaregents.edu/media/cms/0522_ITEM_8j_FY_2023_Salary_Polici_8A28033AF7DEC.pdf.

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.

Average Salary Increases						
Faculty	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	Five-Year Period
SUI ¹	1.7%	3.4%	1.4%	2.3%	2.7%	2.3%
ISU ³	1.0%	2.2%	0.0%	3.5%	4.1%	2.2%
UNI	1.3%	2.1%	2.1%	1.3%	1.3%	1.6%
ISD	1.1%	3.7%	2.2%	3.0%	2.9%	2.6%
IESBVI	2.9%	3.0%	2.2%	2.6%	2.7%	2.7%
Professional and Scientific	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	Five-Year Period
SUI ¹	1.4%	2.4%	1.5%	2.2%	3.0%	2.1%
ISU ³	1.0%	1.7%	0.0%	3.6%	3.7%	2.0%
UNI ⁴	1.5%	2.1%	2.4%	1.3%	3.2%	2.1%
ISD	1.0%	4.3%	2.2%	3.3%	5.8%	3.3%
IESBVI	1.0%	3.0%	1.5%	2.1%	2.0%	1.9%
Service Employees International Union (SEIU)	1.9%	2.1%	2.1%	2.1%	4.0%	2.4%
Merit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	Five-Year Period
SUI ²	1.0%	2.1%	2.1%	1.8%	2.5%	1.9%
ISU	1.0%	2.5%	2.1%	2.1%	2.7%	2.1%
UNI	1.3%	2.1%	2.1%	1.7%	2.4%	1.9%
ISD	1.1%	2.4%	2.1%	1.9%	2.2%	1.9%
IESBVI	1.0%	2.2%	1.9%	1.9%	1.9%	1.8%

¹For 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 had two distinct salary processes and each college/division had chosen which cycle to use. This practice ended at the beginning of FY23.

²In FY22 1% merit increases were given to anyone not at their pay grade maximum. In FY23 2% merit increases were given to anyone not at their pay grade maximum. At the University of Iowa approximately 71% of the Merit population were eligible for the merit increase.

³In FY23 ISU Faculty and P&S average salary increases include July 1 and Oct 1 performance increases.

⁴In FY21 UNI P&S salary increase was effective January 1, 2021.

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.

University of Iowa

The University of Iowa Program to recognize exceptional performance has been in place since FY 2006. 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 either have an exceeds expectations or outstanding performance evaluation or are expected to receive one of those ratings on their next evaluation. 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 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 and FY 2022, 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 and FY 2022, 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 2018	FY 2019	FY 2020	FY 2021	FY 2022 ¹
Exceptional Performance Awards					
Eligible Employees	10,562	10,949	11,241	11,694	11,777
Number of Awards Presented	261	284	363	575	667
Dollar Range of Awards	\$125 - \$19,281	\$200 - \$22,130	\$250 - \$20,000	\$300 - \$100,000	\$345 - \$21,955
Average Dollars Awarded	\$4,140	\$4,994	\$5,147	\$4,415	\$4,343
Total Dollars Awarded	\$1,080,510	\$1,418,202	\$1,868,352	\$2,538,361	\$2,491,901
Spot Awards²					
Eligible Employees	10,562	10,949	15,952	16,303	16,303
Number of Awards Presented	1,343	1,465	7,363	8,070	17,483
Dollar Range of Awards	\$25 - \$75	\$25 - \$150	\$6 - \$300	\$8 - \$300	\$20 - \$300
Average Dollars Awarded	\$74	\$126	\$225	\$242	\$268
Total Dollars Awarded	\$160,381	\$286,294	\$1,655,940	\$3,036,729	\$7,292,539
Percentage of Exceptional Performance Awards					
Females	64.8%	67.3%	62.8%	58.8%	67.5%
Minorities	4.6%	7.4%	7.5%	9.7%	7.9%
Percentage of Spot Awards					
Females	73.4%	71.3%	61.2%	57.3%	72.3%
Minorities	7.6%	9.4%	11.3%	12.2%	18.2%
Awards Program Five-Year History					
Exceptional Performance Awards	361	284	363	575	667
Spot Awards	1,343	1,465	7,363	8,070	17,483

¹Of eligible P&S and SEIU staff members, females make up approximately 70.2% and minorities make up approximately 13.1%.

² Merit staff became eligible for spot awards beginning 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 implemented an Extra-Meritorious Performance Pay Program in FY 2011. The Extra-Meritorious Performance Pay Program is for Professional and Scientific (P&S) staff with at least one year of experience at the university at the time of the award and must 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 2018	FY 2019	FY 2020	FY 2021	FY 2022 ¹
Exceptional Performance Awards					
Eligible Employees ²	3,103	3,409	3,244	2,896	2,846
Number of Awards Presented	81	112	114	266	197
Dollar Range of Awards	\$250-\$10,000	\$750-\$12,000	\$700-\$20,785	\$500-\$16995	\$235-19,268
Average Dollars Awarded	\$3,218	\$3,028	\$3,162	\$2,288	\$3,583
Total Dollars Awarded	\$236,550	\$339,186	\$360,421	\$608,646	\$705,860
Percentage of Exceptional Performance Awards					
Females	60.5%	58.0%	52.6%	70.0%	60.4%
Minorities	6.2%	5.0%	7.0%	11.0%	5.1%
Awards Program Five-Year History					
Exceptional Performance Awards	81	112	114	266	197

¹Of eligible non-bargaining P&S staff members, females make up approximately 58.6% and minorities make up approximately 11.9%.

²The FY2021 number changed to reflect eligibility after 1 year of continuous employment.

University of Northern Iowa

UNI launched the Variable Pay Program in April 2022 as a discretionary management tool for recognizing and motivating Professional & Scientific (P&S) staff by rewarding exemplary performance and behaviors. There are two types of Variable Pay:

- ▶ **Exceptional Performance Awards:** Recognition of a significant goal achievement or accomplishment. The P&S staff member must be employed in a non-temporary position for at least 12 months and have a successful, exceed or exceptional overall performance appraisal rating with the past 12 months. Individual and combined multiple awards in any fiscal year cannot exceed 10% of the employees appointment base salary. No more than 10% of a College or Division’s staff would be eligible to receive an Exceptional Performance Award in any given fiscal year.
- ▶ **Spot Performance Awards:** Recognize special contributions over a relatively short time period and/or recognize highly effective behaviors. The P&S staff member must be employed in a non-temporary position (no minimum employment period) and have a successful, exceeds or exceptional overall performance appraisal rating within the past 12 months. Each award cannot total more than \$250. An employee may receive no more than four awards per fiscal year and multiple spot awards to the same employee must be submitted at least 30 days apart.

University of Northern Iowa					
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022*
Exceptional Performance Awards					
Eligible Employees					590
Number of Awards Presented	0	0	0	0	22
Dollar Range of Awards	0	0	0	0	\$1500-\$5000
Average Dollars Awarded	\$0	\$0	\$0	\$0	\$3,409
Total Dollars Awarded	\$0	\$0	\$0	\$0	\$75,000
Spot Awards					
Eligible Employees	0	0	0	0	590
Number of Awards Presented	0	0	0	0	5
Dollar Range of Awards	0	0	0	0	\$100-\$200
Average Dollars Awarded	\$0	\$0	\$0	\$0	\$160
Total Dollars Awarded	\$0	\$0	\$0	\$0	\$800
Percentage of Exceptional Performance Awards					
Females ¹	0.0%	0.0%	0.0%	0.0%	86.4%
Minorities ²	0.0%	0.0%	0.0%	0.0%	31.8%
Percentage of Spot Awards					
Females ¹	0.0%	0.0%	0.0%	0.0%	40.0%
Minorities ²	0.0%	0.0%	0.0%	0.0%	40.0%
Awards Program Five-Year History					
Exceptional Performance Awards	0	0	0	0	22
Spot Awards	0	0	0	0	5

¹ Females make up approximately 56.8% of eligible P&S staff members.

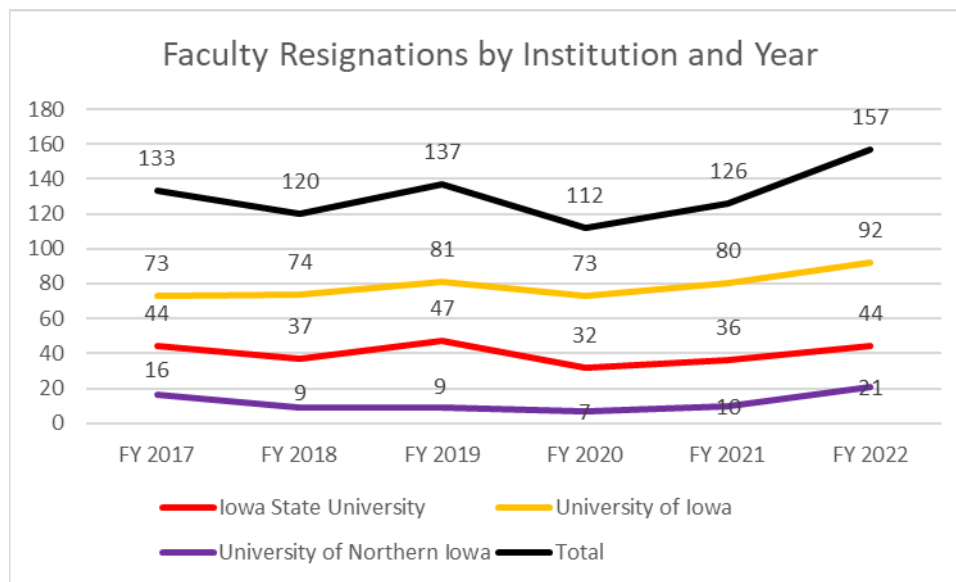
² Minorities make up approximately 10.5% of eligible P&S staff members.

Iowa School for the Deaf

Iowa School for the Deaf implemented a pay for exceptional performance program in FY 2021. 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. No Exceptional Performance Awards were issued at ISD or IESBVI for FY 2022.

Faculty Resignations

The number of faculty resignations at the Regent universities went up in FY2022. At Iowa State University, there were 44 resignations. The University of Iowa had 92 resignations. The University of Northern Iowa had 21 resignations.



In FY2022 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. While disproportional, this is a modest improvement from the past two years (FY2019: 37% and FY2020: 39%).

	MALE	FEMALE	TOTAL	MINORITY	NON-MINORITY
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
FY 2022	81	76	157	63	94

Resignations by appointment type increased among tenured, clinical track and other appointments (ex. lecturer, instructor). Clinical faculty in the health sciences most commonly resign for positions outside of academe (all of these are from SUI), while tenured and tenure-track faculty are most likely to leave for a position at another university.

	TENURED	TENURE-TRACK	CLINICAL TRACK	OTHER	TOTAL
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
FY 2022	41	42	57	17	157