

Contact: Kristin Bauer Davis

**ANNUAL SPAN OF CONTROL REPORT****Actions Requested:**

- ▶ Receive the report;
- ▶ Approve the exclusion of departments with 28 or fewer FTEs from span of control calculations; and
- ▶ Approve submission of the report to the Governor and the Iowa General Assembly in accordance with Iowa Code §262.9C and Board Policy § 2.1.3.G.

**Executive Summary:** Iowa Code § 262.9C requires the Board of Regents to develop and maintain a policy regarding the aggregate ratio of the number of employees per supervisory employees at each university (span of control policy). Iowa Code establishes a target span of control ratio at one supervisory employee to every 15 employees. Departments with 28 or fewer full-time employees may be exempted from the span of control policy by the Board. The Board of Regents span of control policy is contained in Regent Policy Manual section [2.1.3.G](#).

Span of control analysis is one consideration in determining the appropriate staff mix for each institution along with: (1) skills and expertise to perform the various forms of work required; (2) degree of oversight and regulation required in each context; (3) risk of errors; and (4) other considerations balancing efficiency with quality and effectiveness of the work.

Calculations to determine span of control ratios are based upon October 1 payrolls at the three institutions.

Employees involved with direct patient care, faculty and employees in other areas of the institutions that must maintain different span of control ratios due to federal or state regulations were not included in calculation of the ratios.

The resulting analysis represents a comparison of numbers of merit exempt and professional staff at each institution that have administrative supervision as any portion of their overall job responsibilities as compared to the number of other employees with no supervisory responsibilities. This analysis is based upon headcount and does not measure the amount of effort spent by individuals to fulfill their supervisory responsibilities. Each institution has unique considerations, which impact individual calculations.

For consistency with other reports, the universities have defined “departments” as those entities identified in the institutional budgets. SUI requests exclusion of 329 departments (pages 2-9); ISU – 149 departments (pages 10-13); and UNI – 94 departments (pages 14-16). These departments are consistent with those previously excluded by the Board.

Ratios for the three universities for the last five years are as follows:

	2019	2020	2021	2022	2023
University of Iowa	1/9.44	1/9.10	1/9.18	1/8.68	1/9.16
Iowa State University	1/14.27	1/11.68	1/10.85	1/10.52	1/10.63
University of Northern Iowa	1/12.05	1/11.38	1/10.26	1/10.40	1/10.79

**UNIVERSITY OF IOWA**  
**Departments with 28 or Fewer FTEs**

Accounting/Tippie College of Business  
Accounts Payable & Travel/VP Finance & Operations  
Acquisitions/Library  
Administration/Center for Disabilities & Development  
Administration/Library  
Administration/Student Health and Wellness  
Administration/VP Medical Affairs  
Aerospace Studies/University College  
Air & Mobile Critical Care/UIHC  
Ambulatory Care Clinic/Psychiatric Hospital  
American Studies/College of Liberal Arts & Sciences  
Anthropology/College of Liberal Arts & Sciences  
Art & Art History/College of Liberal Arts & Sciences  
Art Museum/Office of the Provost  
Assessment/Office of the Provost  
Associate VP Finance and CFO, UIHC/VP Medical Affairs  
Athletic Trainer Positions/Carver College of Medicine  
Athletics Facility/Athletics  
Baker Teacher Leader Center/College of Education  
Banquets and Catering/Student Life  
Belin-Blank Center/College of Education  
Biocatalysis/Bioprocessing Center/VP Research  
Biochemistry/Carver College of Medicine  
Biomedical Engineering/College of Engineering  
BioVentures Center/Oakdale Campus  
Branch Libraries/Library  
Broadcasting Services/VP External Relations  
Business Administration-Undergraduate/Tippie College of Business  
Business Analytics/Tippie College of Business  
Business Managers Office/VP Finance & Operations  
Business Office/VP Finance & Operations  
Business Services Administration/VP Finance & Operations  
Campus Dining Administration/Student Life  
Campus Dining Operations/Student Life  
Cancer Center Support Administration/UIHC  
Capital Management/UIHC  
Cardiothoracic Surgery/Carver College of Medicine  
Care Coordination Division/UIHC  
Career Center/Office of the Provost  
CASMA/College of Education  
Cataloging/Library

CDD Scheduling/Center for Disabilities & Development  
CDD State & Community Projects/Center for Disabilities & Development  
CEA/College of Education  
Center Bioinformatics Comput Biology/College of Engineering  
Center for Diversity and Enrichment/Office of the Provost  
Center for Public Health Statistics/College of Public Health  
Central Control Hygienic Lab/University Hygienic Lab  
Central Control/Center for Disabilities & Development  
Central Mail System/VP Finance & Operations  
Centralized Transcription Services/UIHC  
Chemical & Biochemical Engineering/College of Engineering  
Chemistry/College of Liberal Arts & Sciences  
Chief Diversity Office/Office of the Provost  
Chief Medical Officer/UIHC  
CHSC Per Patient per month/Spec Child Health Services-M&R  
Circ-UE/Library  
Civil-Environmental Engineering/College of Engineering  
Classics/College of Liberal Arts & Sciences  
Clinical Staff Office/UIHC  
Clinics/Student Health and Wellness  
Communication Sciences and Disorders/College of Liberal Arts & Sciences  
Communication Studies/College of Liberal Arts & Sciences  
Community & Behavioral Health/College of Public Health  
Computer Science/College of Liberal Arts & Sciences  
Conferences/University College  
Conservation/Library  
Consultation & Res Med Educ/Carver College of Medicine  
Continuing Education/Carver College of Medicine  
Contracts & Assignments/Student Life  
Core Research Facilities/VP Research  
Creative Writing/College of Liberal Arts & Sciences  
C-Stores/Student Life  
Ctr for Child Hlth Impr Innov/Spec Child Health Services-M&R  
CTR Health Effect of Environment/VP Research  
Dance/College of Liberal Arts & Sciences  
Dean of Students/Student Life  
Dental Research/College of Dentistry  
Dentistry Administration/College of Dentistry  
Dentistry/UIHC  
Dermatology/Carver College of Medicine  
Dermatology/UIHC  
Des Moines Pgms/University College  
Diabetes Research Center/Carver College of Medicine  
Digital Studio/Library

Division of Performing Arts/College of Liberal Arts & Sciences  
Division of Sponsored Programs/VP Research  
Documentation & Coding/UIHC  
Earth and Environmental Sciences/College of Liberal Arts & Sciences  
Educ Policy & Leadership Studies/College of Education  
Education Administration/College of Education  
Education Technology Center/College of Education  
Electrical-Computer Engineering/College of Engineering  
Emerg Med/UIHC  
Emergency Medicine/Carver College of Medicine  
EMSLRC/UIHC  
Endodontics/College of Dentistry  
Engineering Administration/College of Engineering  
Engineering Computer Network/College of Engineering  
English as Second Language/College of Liberal Arts & Sciences  
English/College of Liberal Arts & Sciences  
Environmental Health and Safety/VP Research  
Facilities Administration/Student Life  
Facilities Management/VP Finance & Operations  
Facilities Management-Inventory/VP Finance & Operations  
Facilities Management-Surplus/VP Finance & Operations  
Facility Services Admin/UIHC  
Family Dentistry/College of Dentistry  
Family Medicine/Carver College of Medicine  
Finance & University Services/VP Finance & Operations  
Finance/Tippie College of Business  
FM Bus & Fin Svcs/VP Finance & Operations  
FM Oakdale/VP Finance & Operations  
FM Utilities/VP Finance & Operations  
Food & Nutrition Services/Psychiatric Hospital  
General Counsel/Office of the General Counsel  
General University Annual/University Related Organizations  
Geographical and Sustainability Sciences/College of Liberal Arts & Sciences  
Global Region Environmental Research Center/VP Research  
Governmental Relations/VP External Relations  
Graduate College Administration/Graduate College  
Graduate Medical Education/UIHC  
Grants & Contracts/Spec Child Health Services-M&R  
Grounds/UIHC  
Guest Services, Helen Rossi Guest House/UIHC  
Guest Services-info desk/UIHC  
Hancher/VP External Relations  
Hardin Library/Library  
Health and Human Physiology/College of Liberal Arts & Sciences

Health Information Management/Psychiatric Hospital  
Health Management & Policy/College of Public Health  
Heart and Vascular Center/Carver College of Medicine  
History/College of Liberal Arts & Sciences  
Honors Program/University College  
Hospital Based Programs/Carver College of Medicine  
Hospital Dentistry/College of Dentistry  
Housekeeping & Grounds/Center for Disabilities & Development  
Housekeeping & Grounds/Psychiatric Hospital  
HSS-Scholarly Impact/Library  
Human Subjects/IRB Office/VP Research  
Hygienic Laboratory-Administration/University Hygienic Lab  
Hygienic Laboratory-REC/Acctg/University Hygienic Lab  
ICTS - Administration/Inst for Clinical and Translational Science  
ICTS - CTRO Cost Recovery /Inst for Clinical and Translational Science  
ICTS - Design Biostat and Ethics/Inst for Clinical and Translational Science  
ICTS - Education/Inst for Clinical and Translational Science  
ICTS - Informatics/Inst for Clinical and Translational Science  
Industrial Engineering/College of Engineering  
Innovation & Economic Development/VP External Relations  
Inst for Vision Research/Carver College of Medicine  
Institute for Human Genetics/Carver College of Medicine  
Institute for Public Health Practice/College of Public Health  
Integrated Strategic Planning/VP Medical Affairs  
Interdepartmental Programs/Tippie College of Business  
Interdisciplinary Programs/College of Liberal Arts & Sciences  
Interdisciplinary Programs/Graduate College  
Internal Medicine/UIHC  
International Writing/Graduate College  
Iowa Institute for Public Health Research & Policy (IIPHRP)/College of Public Health  
Iowa Memorial Union/Student Life  
Iowa Reading Research Center/College of Education  
Iowa Testing Programs/College of Education  
IRL-Anesthesia/Iowa River Landing  
IRL-Dermatology/Iowa River Landing  
IRL-Diabetes Management/Iowa River Landing  
IRL-East Neurology/Iowa River Landing  
IRL-Engineering Services/Iowa River Landing  
IRL-ESS & Guest Services/Iowa River Landing  
IRL-Family Medicine/Iowa River Landing  
IRL-Gastroenterology/Iowa River Landing  
IRL-General Internal Medicine/Iowa River Landing  
IRL-General Pediatrics/Iowa River Landing  
IRL-Hospital Based Clinics/Iowa River Landing

IRL-Materials Services/Iowa River Landing  
IRL-Ophthalmology/Iowa River Landing  
IRL-Orthopaedic Clinic/Iowa River Landing  
IRL-Otolaryngology/Iowa River Landing  
IRL-Pathology/Iowa River Landing  
IRL-Pediatrics Speciality/Iowa River Landing  
IRL-Pharmacy/Iowa River Landing  
IRL-Procedure Suite/Iowa River Landing  
IRL-Radiology/Iowa River Landing  
IRL-Urology/Iowa River Landing  
IRL-Women's Wellness/Iowa River Landing  
ITS-CIO Office/Information Technology  
ITS-Research Services/Information Technology  
ITS-Security Office/Information Technology  
Journalism & Mass Communication/College of Liberal Arts & Sciences  
Laboratory/Student Health and Wellness  
Lakeside/University College  
Law Library/College of Law  
Law, Labor Center/College of Law  
Law,HP & Disability Center/College of Law  
Law-Central Admin,Facilities/College of Law  
Law-Faculty/College of Law  
Law-Iowa Nonprofit Resource Center/College of Law  
Law-Student Services Programs/College of Law  
Leadership & Engagement/Student Life  
Level 1 Trauma Program/UIHC  
Library & Information Science/Graduate College  
Library Administration & General/Library  
Library IT-Digital Initiatives/Library  
Mail Room/UIHC  
Management and Entrepreneurship/Tippie College of Business  
Marketing/Tippie College of Business  
Material Management/VP Finance & Operations  
Material Services, Central Steralizing/Iowa River Landing  
Material Services/UIHC  
Mathematics/College of Liberal Arts & Sciences  
Mechanical Engineering/College of Engineering  
Medical Ethics/Carver College of Medicine  
Medical Instruments/UIHC  
Medical Museum/UIHC  
Military Science/University College  
MISSE/Student Life  
Molecular Physiology & Biophysics/Carver College of Medicine  
Music/College of Liberal Arts & Sciences

National Advanced Driving Simulator (NADS)/College of Engineering  
Neurology/UIHC  
Neuroscience and Pharmacology/Carver College of Medicine  
Neuroscience Institute/Carver College of Medicine  
Neurosurgery HR/UIHC  
Neurosurgery/Carver College of Medicine  
Non-Hospital Units/UIHC  
Nursing Administration & General/College of Nursing  
Nursing/Student Health and Wellness  
Obermann Center For Advanced Studies/VP Research  
Ob-Gyn/UIHC  
Obstetrics & Gynecology/UIHC  
Occupational Therapy/Center for Disabilities & Development  
Ofc of Statewide Clinical Educ Prog/Carver College of Medicine  
Off Campus Admin/UIHC  
Off Campus Specialty Clinic/UIHC  
Office of Institutional Equity/Office of the Provost  
Office of Management & Business Development/Tippie College of Business  
Office of Student Services/College of Education  
Office of the IACUC/VP Research  
Office of the Patient Experience/UIHC  
Office of Transparency/VP External Relations  
Operative Dentistry/College of Dentistry  
Oral & Maxillofacial Surgery/College of Dentistry  
Oral Path,Radiology&Medicine/College of Dentistry  
Organizational Development/Human Resources  
Orthodontics/College of Dentistry  
Outreach and Engagement/Office of the Provost  
Outreach Clinics/UIHC Affiliates  
Pastoral Services/UIHC  
Patient Financial Services/Psychiatric Hospital  
Patient Library/UIHC  
Payor Relations/VP Medical Affairs  
Pediatric Dentistry/College of Dentistry  
Pediatrics/UIHC  
Pentacrest Museums/VP Research  
Periodontics/College of Dentistry  
Pharmaceutical Sciences and Experimental Therapeutics/College of Pharmacy  
Pharmacy Practice and Science/College of Pharmacy  
Pharmacy/College of Pharmacy  
Philosophy/College of Liberal Arts & Sciences  
Physical Therapy & Rehab Science/Carver College of Medicine  
Physician Assistant/Carver College of Medicine  
Plant Operation & Maintenance/Psychiatric Hospital

Political Science/College of Liberal Arts & Sciences  
Ponseti International/Carver College of Medicine  
President/Office of the President  
Preventive & Community Dentistry/College of Dentistry  
Printing Department Services/VP Finance & Operations  
Production Units/College of Liberal Arts & Sciences  
Project Art/UIHC  
Prosthodontics/College of Dentistry  
Provost Office Administration/Office of the Provost  
Psych & Quant Foundations/College of Education  
Psychological and Brain Sciences/College of Liberal Arts & Sciences  
Psychology/Center for Disabilities & Development  
Public Health Administration/College of Public Health  
Public Policy Center/VP Research  
Purchasing/VP Finance & Operations  
Quick Care Administration/UIHC  
Radiation Oncology/Carver College of Medicine  
Radiation Oncology/UIHC  
Rape Victim Advocacy Program/Student Life  
Regents Innovation Fund/VP External Relations  
Rehab Therapy/UIHC  
Religion/College of Liberal Arts & Sciences  
Research Administration/VP Research  
Research Development/VP Research  
Residence Hall Maintenance/Student Life  
Residence Life/Student Life  
Respiratory Care/UIHC  
Retail Operations/Student Life  
Rhetoric/College of Liberal Arts & Sciences  
Risk Management Office/VP Finance & Operations  
School of Planning and Public Affairs/Graduate College  
Social Work/College of Liberal Arts & Sciences  
Sociology and Criminology/College of Liberal Arts & Sciences  
Spanish & Portuguese/College of Liberal Arts & Sciences  
Special Collections/Library  
State Archaeologist/VP Research  
Statistics & Actuarial Science/College of Liberal Arts & Sciences  
Stead Technology Services Group/Tippie College of Business  
Student Disability Services/Student Life  
Student Organizations/Student Life  
Surgery/UIHC  
Talent/Human Resources  
Teaching and Learning/College of Education  
Training & Project Services/Center for Disabilities & Development



Treasury Operations/VP Finance & Operations  
UHC Clinics/Center for Disabilities & Development  
UI Press Office Operations/Graduate College  
UI REACH/College of Education  
UI Technology Institute/College of Engineering  
UI Ventures Operations/VP External Relations  
UIHC & FPP Outreach-Administration/UIHC Affiliates  
UIHC Otolaryngology/UIHC  
UIHC Urology/UIHC  
UIRF Operations/VP Research  
University College/University College  
University Communication and Marketing/VP External Relations  
University Counseling/Student Life  
University Creative Services/VP External Relations  
University Employee Health Clinic/UIHC  
University Housing Administration/Student Life  
University Marketing and Media Production/VP External Relations  
University News Services/VP External Relations  
University of Iowa Center for Human Rights/College of Law  
Urology/Carver College of Medicine  
Volunteer Program/UIHC  
Wellness/Student Health and Wellness  
Women's Resource & Action Center/Student Life  
World Languages, Literatures, and Cultures/College of Liberal Arts & Sciences

**IOWA STATE UNIVERSITY**  
**Departments with 28 or Fewer FTEs**

ACADEMIC SUCCESS CENTER  
ACCOUNTING  
AEROSPACE ENGINEERING  
AGRICULTURAL EDUCATION & STUDIES  
AIR FORCE AEROSPACE STUDIES  
APPAREL, EVENTS & HOSPITALITY MGMT  
ASSISTANT VP FOR STUDENT HEALTH SERVICES  
ATTENDING VETERINARIAN  
AVP ENROLLMENT MANAGEMENT  
BIOCHEMISTRY, BIOPHYSICS & MOLEC BIOLOGY  
BIOECONOMY INSTITUTE  
BIOMEDICAL SCIENCES  
BOOKSTORE  
BRENTON CENTER FOR AG INSTR TECH TRANSF  
BUSINESS CAREER SERVICES  
BUSINESS GRADUATE PROGRAM  
BUSINESS UNDERGRADUATE PROGRAM  
CAMPUS ORGANIZATIONS  
CARRIE CHAPMAN CATT CENTER  
CENTER FOR AGRICULTURAL & RURAL DEVELOP  
CENTER FOR AGRICULTURAL LAW & TAXATION  
CENTER FOR FOOD SECURITY/PUBLIC HEALTH  
CENTER FOR LGBTQIA+ STUDENT SUCCESS  
CHEMICAL & BIOLOGICAL ENGINEERING  
CHEMISTRY  
CHEMISTRY STORES  
CIVIL, CONSTRUCTION & ENVIRONMENTAL ENG  
COMMUNITIES - EXTENSION  
COMPUTER SCIENCE  
CONFERENCE PLANNING & MANAGEMENT  
CROP BIOENGINEERING CENTER  
CTR FOR BIORENEWABLE CHEMICALS  
CTR FOR NONDESTRUCTIVE EVALUATION  
CTR STAT & APPLCTN IN FORENSIC EVIDENCE  
DEAN OF STUDENTS OFFICE  
ECOLOGY, EVOLUTION & ORGANISMAL BIOL  
ECONOMIC DVLPMNT & INDUSTRY RELATIONS  
ECONOMICS  
EDUCATIONAL TALENT SEARCH  
ELECTRICAL AND COMPUTER ENGINEERING  
ENGINEERING ADMINISTRATION

ENGINEERING CAREER SERVICES  
ENGINEERING COLLEGE RELATIONS  
ENGINEERING RESEARCH INSTITUTE  
ENGINEERING STUDENT SERVICES  
ENGINEERING TECHNOLOGY SUPPORT  
ENGINEERING-LAS ONLINE LEARNING  
ENGLISH  
EQUAL OPPORTUNITY OFFICE  
EXTENSION IT  
EXTENSION ORGANIZATIONAL ADVANCEMENT  
EXTENSION PROFESSIONAL DEVELOPMENT  
EXTENSION STORE & DISTRIBUTION CENTER  
FARM, FOOD, AND ENTERPRISE DEVELOPMENT  
FINANCE EXTENSION  
FOOD SCIENCE & HUMAN NUTRITION  
GENERAL COUNSEL  
GENETICS, DEVELOPMENT & CELL BIOLOGY  
GEOLOGICAL AND ATMOSPHERIC SCIENCES  
GRADUATE COLLEGE  
GRANTS HUB  
GREENLEE SCHOOL JOURNALISM/COMMUNICATION  
HISTORY  
HIXSON OPPORTUNITY AWARDS OFFICE  
HONORS PROGRAM-PRV  
HORTICULTURE  
HUMAN SCIENCES ADMINISTRATION  
HUMAN SCIENCES INTERNATIONAL PROGRAMS  
HUMAN SCIENCES STUDENT SERVICES  
INDUSTRIAL & MANUFACTURING SYSTEMS ENGR  
INDUSTRIAL DESIGN  
INSTITUTE FOR DESIGN RESEARCH & OUTREACH  
INSTITUTIONAL RESEARCH  
INTERNATIONAL STUDENTS & SCHOLARS  
IOWA SOYBEAN RESEARCH CENTER  
IOWA STATE RESEARCH FOUNDATION  
IOWA STATE UNIV RESEARCH PARK  
KINESIOLOGY  
LABORATORY ANIMAL RESOURCES  
LANDSCAPE ARCHITECTURE  
LEARNING COMMUNITIES  
LECTURES PROGRAM  
MANAGEMENT  
MARGARET SLOSS CNTR WOMEN/GENDER EQUITY  
MATERIALS SCIENCE & ENGINEERING

MATHEMATICS  
MECHANICAL ENGINEERING  
MICROELECTRONICS RESEARCH CTR  
MILITARY SCIENCE & TACTICS  
MILITARY-AFFILIATED STUDENT CENTER  
MULTICULTURAL STUDENT AFFAIRS  
MUSIC AND THEATRE  
NANOVACCINE INSTITUTE  
NATL CONFERENCE ON RACE/ETHNICITY  
NATL INST OF AMR RESEARCH & EDUCATION  
NATURAL RESOURCE ECOLOGY AND MANAGEMENT  
NAVAL SCIENCE  
OFC INTELLECTUAL PROPERTY & TECH TRANSFR  
OFFICE OF RESEARCH ETHICS  
PAYROLL, BENEFITS & TAX  
PHILOSOPHY & RELIGIOUS STUDIES  
PHYSICS & ASTRONOMY  
PLANT SCIENCES INSTITUTE  
POSTAL & PARCEL SERVICES  
PRESIDENT  
PRINTING SERVICES  
PROCUREMENT SERVICES  
PROG FOR WOMEN IN SCIENCE & ENGR  
PSYCHOLOGY  
RECEIVABLES OFFICE  
REIMAN GARDENS  
SEED SCIENCE CENTER - EXPERIMENT STATION  
SENIOR VICE PRESIDENT & PROVOST  
SMALL BUSINESS DEVELOPMENT CENTER  
SOCIOLOGY AND CRIMINAL JUSTICE  
SOFTWARE ENGINEERING  
SORORITY AND FRATERNITY ENGAGEMENT  
SPECIALTY BUSINESS SERV & CULTURAL ARTS  
SPONSORED PROGRAMS ADMINISTRATION  
STATISTICS  
STRATEGIC RELATIONS AND COMMUNICATIONS  
STUDENT ACCESSIBILITY SERVICES  
STUDENT COUNSELING SERVICE  
STUDENT INNOVATION CENTER  
STUDENT LEGAL SERVICES  
STUDENT SUPPORT SERVICES PROGRAM  
STUDENT WELLNESS  
STUDY ABROAD CENTER  
SUPPLY CHAIN MANAGEMENT

TRADEMARK OFFICE  
TRANSLATIONAL AI RESEARCH & ED CENTER  
TRANSPORTATION SERVICES  
TREASURER  
UNIVERSITY MARKETING & PROMOTIONS  
UNIVERSITY MUSEUMS  
VEENKER MEMORIAL GOLF COURSE  
VET DIAGNOSTIC & PRODUCTION ANIMAL MED  
VET MICROBIOLOGY & PREVENTIVE MEDICINE  
VETERINARY CLINICAL SCIENCES  
VETERINARY PATHOLOGY  
VICE PRESIDENT EXTENSION AND OUTREACH  
VICE PRESIDENT FOR RESEARCH  
VICE PRESIDENT STUDENT AFFAIRS  
VIRTUAL REALITY APPLICATIONS CNTR  
VP FOR DIVERSITY, EQUITY, AND INCLUSION  
WATER RESOURCES RESEARCH INSTITUTE  
WOMENS AND GENDER STUDIES  
WORLD LANGUAGES AND CULTURES  
WRITING AND MEDIA CENTER

**UNIVERSITY OF NORTHERN IOWA**  
**Departments with 28 or Fewer FTEs**

Academic Advising  
Academic Affairs  
Accounting  
Applied Engineering & Technical Management  
Art  
Biology  
Board & Governmental Relations  
Budget Office  
Business Operations  
Career Services  
Center for Early Developmental Education  
Center for Educational Transformation  
Center for Energy & Environmental Education  
Center for Excellence in Teaching & Learning  
Center for Social & Behavioral Research  
Center for Teaching & Learning Mathematics  
Center for Violence Prevention  
Chemistry & Biochemistry  
Child Development Center  
College of Business  
College of Business Professional Distinction Operations  
College of Education  
College of Education Academic Advising & Teacher Education Success  
College of Humanities, Arts & Sciences  
College for Social & Behavioral Sciences  
Communication & Media  
Communication Sciences & Disorders  
Community Engagement  
Compliance & Equity Management  
Computer Science  
Continuing Education & Special Programs  
Culture & Intensive English Program  
Curriculum & Instruction  
Dean of Students  
Diversity, Inclusion & Social Justice  
Earth & Environmental Sciences  
Economics  
Ed Psych, Foundations & Ldrshp Studies  
Environmental Health & Safety  
Family, Aging & Counseling  
Finance  
Finance & Operations

Financial Accounting & Reporting Services  
Financial Aid  
Gallagher-Bluedorn Performing Arts Center  
Geography  
Graduate College  
Health, Recreation & Community Services  
History  
Honors & Scholars Programs  
Human Resource Services  
Individual Studies  
Institutional Effectiveness & Planning  
International Engagement  
Instructional Resources & Technology Services  
Jacobson Center for Comprehensive Literacy  
Kinesiology & Athletic Training  
Languages & Literatures  
Library  
Management  
Marketing & Entrepreneurship  
Mathematics  
Metal Casting Center  
Military Science-ROTC  
Music, School of  
National Program for Playground Safety  
North American Review  
Nursing & Public Health  
Philosophy & World Religions  
Physics  
Political Science  
President's Office  
Psychology  
Public Safety  
Registrar's Office  
Research & Sponsored Programs  
Science Education  
Social Work  
Sociology, Anthropology & Criminology  
Special Education  
Student Involvement & Event Services  
Student Life  
Student Success & Retention  
Study Abroad Center  
Sustainability  
Tallgrass Prairie Center

Teaching  
Theatre  
Treasury  
UNI Bookstore  
Undergraduate Studies  
University Counsel  
University Relations  
Women's & Gender Studies