

Contact: Kristin Bauer Davis

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	TOTAL
Faculty ¹	2,909	1,752	463	5,124
Professional & Scientific ²	12,719	3,653	629	17,001
Merit	4,345	1,169	431	5,945
Total	19,973	6,574	1,523	28,070

¹Faculty includes Institutional Officials and Academic Administrators.²The University of Iowa's P&S include SEIU employees.³Total workforce does not include temporary or student employees. Headcount is as of October 1, 2023.**Insurance and Retirement Program Expenditures**

INSURANCE AND RETIREMENT PROGRAM EXPENDITURES – FY 2023				
	SUI	ISU	UNI	TOTAL
Mandated Benefits				
Social Security and Medicare	\$125,246,741	\$39,802,947	\$6,938,383	\$171,988,071
IPERS	\$21,898,977	\$10,103,404	\$2,657,461	\$34,659,842
TIAA	\$133,418,872	\$43,183,892	\$8,411,132	\$185,013,896
Substitute Plans	\$0	\$76,803	\$0	\$76,803
Federal Retirement	\$0	\$119,372	\$0	\$119,372
TIAA Waiver of Premium	\$1,106,072	\$0	\$254,933	\$1,361,005
Unemployment Compensation	\$251,230	\$158,730	\$0	\$409,960
Workers' Compensation	\$8,651,356	\$2,676,551	\$778,331	\$12,106,239
Total Mandated Benefits	\$290,573,248	\$96,121,699	\$19,040,241	\$405,735,188
Other Benefits				
Life Insurance (less dividends)	\$5,286,256	\$2,067,443	\$578,071	\$7,931,771
Accidental Death and Dismemberment	\$0	\$0	\$0	\$0
Health Insurance	\$263,429,698	\$80,025,468	\$21,894,692	\$365,349,858
Long-Term Disability	\$4,486,665	\$1,803,363	\$1,330,130	\$7,620,158
Dental Insurance	\$17,285,145	\$1,740,832	\$724,853	\$19,750,830
Total Other Benefits	\$290,487,764	\$85,637,106	\$24,527,747	\$400,652,617
Total Fringe Benefit Expenditures	\$581,061,012	\$181,758,805	\$43,567,988	\$806,387,805

Average Salaries

Average Salaries ^{1, 2}						
Faculty ³	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
SUI ⁴	\$112,243	\$113,206	\$115,164	\$116,581	\$121,818	\$123,989
ISU ⁴	\$96,766	\$97,153	\$98,142	\$101,765	\$105,102	\$105,164
UNI	\$76,751	\$80,436	\$77,317	\$76,740	\$77,472	\$77,755
Professional and Scientific	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
SUI ⁵	\$70,480	\$71,600	\$72,478	\$73,523	\$76,412	\$78,234
ISU	\$64,319	\$65,341	\$64,819	\$65,021	\$69,654	\$69,814
UNI	\$68,910	\$66,247	\$69,690	\$72,390	\$74,715	\$76,447
Service Employees International Union (SEIU)	\$69,029	\$69,723	\$70,476	\$71,829	\$77,417	\$79,902
Merit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
SUI	\$41,690	\$41,147	\$41,221	\$42,041	\$43,313	
ISU	\$42,059	\$42,584	\$44,638	\$44,731	\$46,076	
UNI	\$47,463	\$46,426	\$47,267	\$47,167	\$47,366	

¹Excludes Benefits

²Faculty and Professional & Scientific numbers are as of July 1, 2023; Merit numbers are as of June 30, 2022 and allow for all mid-year changes (merit increases and other). FY2024 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

