

Contact: Kristin Bauer Davis

Annual Human Resources Report

FY 2023¹

Regent Employees

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¹ Effective July 1, 2023, Iowa School for the Deaf (ISD) and Iowa Braille and Sight Saving School (IBSSS) transferred from the Iowa Board of Regents to the Iowa Department of Education. The FY 2023 Annual Human Resources report does not include ISD or IBSSS.

Regent Employees

Total Workforce²

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.

Merit System³

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 2023				
	SUI	ISU	UNI	Total
Supervisory	183	46	30	259
Blue Collar	1,366	657	203	2,226
Security	75	25	4	104
Technical	1,894	159	15	2,068
Clerical	791	263	177	1,231
Educational	0	0	0	0
Public Safety	33	24	13	70
Total	4,342	1,174	442	5,958

Employment Activity - Appointments FY 2023				
	SUI	ISU	UNI	Total
Original Entry	1,329	247	62	1,638
Reinstatements	11	13	1	25
Reemployment and Recalls	21	0	0	21
Total	1,361	260	63	1,684

² Headcount for Total Workforce is as of October 1, 2023.

³ Headcount and totals for Merit System is as of June 30, 2023.

Minority Employment - FY 2023			
	SUI	ISU	UNI
Male Majority	26.1%	42.6%	35.3%
Female Majority	39.6%	45.2%	52.9%
Male Minority	8.9%	5.6%	4.3%
Female Minority	16.7%	6.4%	7.5%
Male Unspecified	2.3%	0.1%	0.0%
Female Unspecified	6.4%	0.1%	0.0%
Total	100.0%	100.0%	100.0%

Employment Activity - Other Personnel Transactions FY 2023							
	Promotions	Merit Transfers	Demotions	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	121	76	20	214	49	0	27
Female Majority	160	126	43	499	112	0	22
Male Minority	26	21	4	134	5	0	10
Female Minority	44	50	11	210	10	0	6
Male Unspecified	3	3	2	29	1	0	2
Female Unspecified	14	26	3	102	1	0	3
Total	368	302	83	1,188	178	0	70

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.

Insurance and Retirement Programs

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

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 2023
Social Security	
Employer Contribution	6.20%
Employee Contribution	6.20%
Maximum Salary	\$160,200
Medicare	
Employer Contribution	1.45%
Employee Contribution on the first \$200,000 of wages	1.45%
Employee Contribution on all wages in excess of \$200,000	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 a substitute program approved by the Board [IAC 495-5.2(32)]. 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 2023				
	Faculty	P&S	Merit	Total
University of Iowa	89	251	178	518
Iowa State University	19	57	26	102
University of Northern Iowa	18	17	20	55
Total	126	325	224	675

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.

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 2023				
	Faculty	P&S	Merit	Total
University of Iowa	13	25	4	42
Iowa State University	6	1	2	9
University of Northern Iowa	5	2	3	10
Total	24	28	9	61

Phased Retirement Financial Impact - FY 2023		
	Incentive Amounts	Released Funds
University of Iowa	\$939,087	\$2,462,252
Iowa State University	\$522,335	\$1,142,066
University of Northern Iowa	\$133,031	\$681,619
Total	\$1,594,453	\$4,285,937

“*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 Basic Term Life 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://hr.iastate.edu/group-life-insurance#GroupTermBasicLifeInsurance>.

University of Northern Iowa

Participation in the University of Northern Iowa-Sponsored Group Term 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>.

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>.

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/ltd>.

Health Insurance *(See pages 9 – 10 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% 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>.

University of Iowa

Health Insurance - Single	
UIChoice	CY 2024
Employer Contribution	\$775.00
Employee Contribution	\$86.00
Total	\$861.00
UIGRADCare^{1,2}	AY 2024
Employer Contribution	\$416.70
Employee Contribution	\$46.30
Total	\$463.00
UISelect	CY 2024
Employer Contribution	\$662.00
Employee Contribution	\$0.00
Total	\$662.00

Health Insurance - Family	
UIChoice	CY 2024
Employer Contribution	\$1,761.00
Employee Contribution	\$440.00
Total	\$2,201.00
UIGRADCare^{1,2}	AY 2024
Employer Contribution	\$1,429.40
Employee Contribution	\$612.60
Total	\$2,042.00
UISelect	CY 2024
Employer Contribution	\$1,354.00
Employee Contribution	\$339.00
Total	\$1,693.00

Health Insurance - Employee with Children	
UIChoice	CY 2024
Employer Contribution	\$1,341.00
Employee Contribution	\$335.00
Total	\$1,676.00
UISelect	CY 2024
Employer Contribution	\$1,032.00
Employee Contribution	\$258.00
Total	\$1,290.00

Health Insurance - Employee with Spouse	
UIChoice	CY 2024
Employer Contribution	\$1,644.00
Employee Contribution	\$411.00
Total	\$2,055.00
UIGRADCare^{1,2}	AY 2024
Employer Contribution	\$600.60
Employee Contribution	\$257.40
Total	\$858.00
UISelect	CY 2024
Employer Contribution	\$1,264.00
Employee Contribution	\$316.00
Total	\$1,580.00

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	
PPO - Faculty/Staff	CY 2024
Employer Contribution	\$636.00
Employee Contribution	\$55.00
Total	\$691.00
HMO - Faculty/Staff	
Employer Contribution	\$635.00
Employee Contribution	\$33.00
Total	\$668.00
PPO - Merit	
Employer Contribution	\$790.00
Employee Contribution	\$55.00
Total	\$845.00
HMO - Merit	
Employer Contribution	\$786.00
Employee Contribution	\$33.00
Total	\$819.00

Health Insurance - Family	
PPO - Faculty/Staff	CY 2024
Employer Contribution	\$1,599.00
Employee Contribution	\$425.00
Total	\$2,024.00
HMO - Faculty/Staff	
Employer Contribution	\$1,719.00
Employee Contribution	\$234.00
Total	\$1,953.00
PPO - Merit	
Employer Contribution	\$2,052.00
Employee Contribution	\$425.00
Total	\$2,477.00
HMO - Merit	
Employer Contribution	\$2,157.00
Employee Contribution	\$234.00
Total	\$2,391.00

Health Insurance - Employee with Children	
PPO - Faculty/Staff	CY 2024
Employer Contribution	\$986.00
Employee Contribution	\$246.00
Total	\$1,232.00
HMO - Faculty/Staff	
Employer Contribution	\$1,080.00
Employee Contribution	\$120.00
Total	\$1,200.00
PPO - Merit	
Employer Contribution	\$1,262.00
Employee Contribution	\$246.00
Total	\$1,508.00
HMO - Merit	
Employer Contribution	\$1,350.00
Employee Contribution	\$120.00
Total	\$1,470.00

Health Insurance - Employee with Spouse	
PPO - Faculty/Staff	CY 2024
Employer Contribution	\$1,247.00
Employee Contribution	\$332.00
Total	\$1,579.00
HMO - Faculty/Staff	
Employer Contribution	\$1,351.00
Employee Contribution	\$184.00
Total	\$1,535.00
PPO - Merit	
Employer Contribution	\$1,600.00
Employee Contribution	\$332.00
Total	\$1,932.00
HMO - Merit	
Employer Contribution	\$1,696.00
Employee Contribution	\$184.00
Total	\$1,880.00

University of Northern Iowa

Health Insurance - Single	
UNI PPO Alliance Select	CY 2024
Employer Contribution	\$906.65
Employee Contribution	\$45.00
Total	\$951.65
UNI Blue Advantage HMO	CY 2024
Employer Contribution	\$886.55
Employee Contribution	\$20.10
Total	\$906.65

Health Insurance - Family	
UNI PPO Alliance Select	CY 2024
Employer Contribution	\$1,745.37
Employee Contribution	\$436.35
Total	\$2,181.72
UNI Blue Advantage HMO	CY 2024
Employer Contribution	\$1,745.37
Employee Contribution	\$230.40
Total	\$1,975.77

Dental Insurance *(See pages 12 – 13 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. 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>.

University of Iowa

Dental Insurance - Single		Dental Insurance - Family	
Dental	CY 2024	Dental	CY 2024
Employer Contribution	\$48.00	Employer Contribution	\$113.60
Employee Contribution	\$0.00	Employee Contribution	\$28.40
Total	\$48.00	Total	\$142.00
Grad Dental¹	AY 2024	Grad Dental¹	AY 2024
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 2024	Dental	CY 2024
Employer Contribution	\$84.80	Employer Contribution	\$80.40
Employee Contribution	\$21.20	Employee Contribution	\$20.10
Total	\$106.00	Total	\$100.50
Grad Dental¹	AY 2024	Grad Dental¹	AY 2024
Employer Contribution	\$46.90	Employer Contribution	\$32.90
Employee Contribution	\$20.10	Employee Contribution	\$14.10
Total	\$67.00	Total	\$47.00

¹.AY = Academic Year

Iowa State University

Dental Insurance - Single		Dental Insurance - Family	
Basic - Faculty/Staff	CY 2024	Basic - Faculty/Staff	CY 2024
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$0.00	Employee Contribution	\$50.00
Total	\$24.00	Total	\$74.00
Comprehensive - Faculty/Staff		Comprehensive - Faculty/Staff	
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$18.00	Employee Contribution	\$106.00
Total	\$42.00	Total	\$130.00
Basic - Merit		Basic - Merit	
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$0.00	Employee Contribution	\$50.00
Total	\$24.00	Total	\$74.00
Comprehensive - Merit		Comprehensive - Merit	
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$18.00	Employee Contribution	\$106.00
Total	\$42.00	Total	\$130.00
Dental Insurance - Employee with Children		Dental Insurance - Employee with Spouse	
Basic - Faculty/Staff	CY 2024	Basic - Faculty/Staff	CY 2024
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$41.00	Employee Contribution	\$34.00
Total	\$65.00	Total	\$58.00
Comprehensive - Faculty/Staff		Comprehensive - Faculty/Staff	
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$91.00	Employee Contribution	\$85.00
Total	\$115.00	Total	\$109.00
Basic - Merit		Basic - Merit	
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$41.00	Employee Contribution	\$34.00
Total	\$65.00	Total	\$58.00
Comprehensive - Merit		Comprehensive - Merit	
Employer Contribution	\$24.00	Employer Contribution	\$24.00
Employee Contribution	\$91.00	Employee Contribution	\$85.00
Total	\$115.00	Total	\$109.00

University of Northern Iowa

Dental Insurance - Single		Dental Insurance - Family	
Dental II	CY 2024	Dental II	CY 2024
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 2023, the Board approved the [FY 2024 Salary Polices](#).

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.

Average Salary Increases						
Faculty	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Five-Year Period
SUI	3.4%	1.4%	2.3%	2.7%	4.2%	2.8%
ISU ²	2.2%	0.0%	3.5%	4.1%	4.2%	2.8%
UNI	2.1%	2.1%	1.3%	1.3%	3.0%	2.0%
Professional and Scientific	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Five-Year Period
SUI	2.4%	1.5%	2.2%	3.0%	3.2%	2.5%
ISU ²	1.7%	0.0%	3.6%	3.7%	4.1%	2.6%
UNI ³	2.1%	2.4%	1.3%	3.2%	3.5%	2.5%
Service Employees International Union (SEIU)	2.1%	2.1%	2.1%	4.0%	3.0%	2.7%
Merit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Five-Year Period
SUI ¹	2.1%	2.1%	1.8%	2.5%	4.5%	2.6%
ISU	2.5%	2.1%	2.1%	2.7%	3.6%	2.6%
UNI	2.1%	2.1%	1.7%	2.4%	4.1%	2.5%

¹In FY22 1% merit increases were given to anyone not at their pay grade maximum. In FY23 and FY24, 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.

²In FY23 ISU Faculty and P&S average salary increases include July 1 and Oct 1 performance increases.

³In 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 staff 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. Employees may receive a maximum of two Exceptional Performance Awards per fiscal year but the total of the two must not exceed 10% of their current base salary. No more than 10% of the eligible population may receive an Exceptional Performance Award in a given fiscal year.
- ▶ **Spot Performance Awards:** All regular faculty, institutional officers, professional and scientific, SEIU and Merit employees are eligible. The maximum amount for a Spot Award cannot exceed \$200 (net). An employee may receive no more than 6 awards per fiscal year (net \$200 or less) and the awards must be at least 30 calendar days apart.

Five-year history of the awards program is shown on the following page.

University of Iowa - Flexible Pay Program					
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 ¹
Exceptional Performance Awards					
Eligible Employees	10,949	11,241	11,694	11,777	11,955
Number of Awards Presented	284	363	575	667	726
Dollar Range of Awards	\$200 - \$22,130	\$250 - \$20,000	\$300 - \$100,000	\$345 - \$21,955	\$250 - \$30,172
Average Dollars Awarded	\$4,994	\$5,147	\$4,415	\$4,343	\$5,021
Total Dollars Awarded	\$1,418,202	\$1,868,352	\$2,538,361	\$2,491,901	\$3,645,184
Spot Awards²					
Eligible Employees	10,949	15,952	16,303	16,303	16,256
Number of Awards Presented	1,465	7,363	8,070	17,483	5,118
Dollar Range of Awards	\$25 - \$150	\$6 - \$300	\$8 - \$300	\$20 - \$300	\$25 - \$200
Average Dollars Awarded	\$126	\$225	\$242	\$268	\$181
Total Dollars Awarded	\$286,294	\$1,655,940	\$3,036,729	\$7,292,539	\$1,443,989
Percentage of Exceptional Performance Awards					
Females	67.3%	62.8%	58.8%	67.5%	65.0%
Minorities	7.4%	7.5%	9.7%	7.9%	9.2%
Percentage of Spot Awards					
Females	71.3%	61.2%	57.3%	72.3%	65.2%
Minorities	9.4%	11.3%	12.2%	18.2%	14.5%
Awards Program Five-Year History					
Exceptional Performance Awards	284	363	575	667	726
Spot Awards	1,465	7,363	8,070	17,483	5,118

¹Of eligible P&S and SEIU staff members, females make up approximately 72.5% and minorities make up approximately 10.6%.

² Merit staff became eligible for spot awards beginning 10/1/2019. In FY 2021 and FY 2022 the maximum amount for a spot award was \$300 (net) and employees could receive no more than 8 Spot Awards.

*** 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 has two programs to recognize outstanding work by Professional and Scientific (P&S) staff: (1) Extra-Meritorious Performance Pay (EMPP) Program and (2) Spot Awards.

- ▶ **Extra-Meritorious Performance Pay:** All regular, current P&S employees (term or continuous and full or part time) who have served in a P&S position at the university for at least one continuous year at the time of the award and have a satisfactory performance evaluation on file within the past 12 months are eligible. EMPP may be awarded at any time during the fiscal year in the form of a taxable one-time payment that is not added to base salary. A P&S employee may receive an EMPP multiple times per fiscal year, but the total cannot exceed 10% of their base salary.
- ▶ **Spot Awards:** This is a new program at Iowa State University, implemented on 2/25/2023. All current regular or emergency P&S employees (term or continuous and full or part time) who have worked at Iowa State in a P&S position for at least three continuous months at the time of the award are eligible. Spot Awards can range between \$50 and \$500 and are taxable, one-time payments. A P&S employee can earn a Spot Award up to three times per fiscal year.

Five-year history of the awards program is shown on the following page.

Iowa State University - Extra Meritorious Performance Pay Program					
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 ¹
Exceptional Performance Awards					
Eligible Employees ²	3,409	3,244	2,896	2,846	3,115
Number of Awards Presented	112	114	266	197	202
Dollar Range of Awards	\$750-\$12,000	\$700-\$20,785	\$500-\$16,995	\$235-19,268	\$250-\$15,000
Average Dollars Awarded	\$3,028	\$3,162	\$2,288	\$3,583	\$2,827
Total Dollars Awarded	\$339,186	\$360,421	\$608,646	\$705,860	\$571,044
Spot Awards³					
Eligible Employees					3,606
Number of Awards Presented					54
Dollar Range of Awards					\$100-\$500
Average Dollars Awarded					\$394
Total Dollars Awarded					\$21,300
Percentage of Exceptional Performance Awards					
Females	58.0%	52.6%	70.0%	60.4%	62.4%
Minorities	5.0%	7.0%	11.0%	5.1%	5.9%
Percentage of Spot Awards					
Females					53.7%
Minorities					7.4%
Awards Program Five-Year History					
Exceptional Performance Awards	112	114	266	197	202
Spot Awards					54

¹Of eligible non-bargaining P&S staff members, females make up approximately 58.9% and minorities make up approximately 12.3%.

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

³ New program implemented at Iowa State University on 2/25/2023.

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. Effective November 1, 2022, Merit staff were added to the SPOT award component and continued their eligibility for the exceptional performance pay as outlined in the Regents Merit System rule 3.39(10).

Variable Pay is separate and distinct from base pay increases provided through actions such as fiscal year pay increases, market adjustments or promotional pay and should not be used as a substitute for ongoing base pay adjustments intended to ensure equitable and competitive salaries.

There are two types of Variable Pay:

- ▶ **Exceptional Performance Awards:** Recognition of a significant goal achievement or accomplishment. The staff member must be employed in a non-temporary position for at least 12 months and have a successful, exceeds or exceptional overall performance appraisal rating within the past 12 months. Individual and combined multiple awards in any fiscal year cannot exceed 10% of the employee's appointment base salary. No more than 10% of a College or Division's staff would be eligible to receive an Exceptional Performance Award in a given fiscal year.
- ▶ **Spot Performance Awards:** recognize special contributions over a relatively short time period and/or recognize highly effective behaviors. The 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.

Five-year history of the awards program is shown below. FY 2023 awards include Merit staff for both award types.

University of Northern Iowa					
	FY 2019	FY 2020	FY 2021	FY 2022 ³	FY 2023 ⁴
Exceptional Performance Awards					
Eligible Employees				590	1,074
Number of Awards Presented	0	0	0	22	30
Dollar Range of Awards	0	0	0	\$1500-\$5000	\$500-\$10,935
Average Dollars Awarded	\$0	\$0	\$0	\$3,409	\$3,770
Total Dollars Awarded	\$0	\$0	\$0	\$75,000	\$113,090
Spot Awards					
Eligible Employees	0	0	0	590	1,074
Number of Awards Presented	0	0	0	5	33
Dollar Range of Awards	0	0	0	\$100-\$200	\$250-\$250
Average Dollars Awarded	\$0	\$0	\$0	\$160	\$250
Total Dollars Awarded	\$0	\$0	\$0	\$800	\$8,250
Percentage of Exceptional Performance Awards					
Females ¹	0.0%	0.0%	0.0%	86.4%	66.7%
Minorities ²	0.0%	0.0%	0.0%	31.8%	6.7%
Percentage of Spot Awards					
Females ¹	0.0%	0.0%	0.0%	40.0%	42.4%
Minorities ²	0.0%	0.0%	0.0%	40.0%	6.1%
Awards Program Five-Year History					
Exceptional Performance Awards	0	0	0	22	52
Spot Awards	0	0	0	5	38

¹ Females make up approximately 59.8% of eligible staff members.

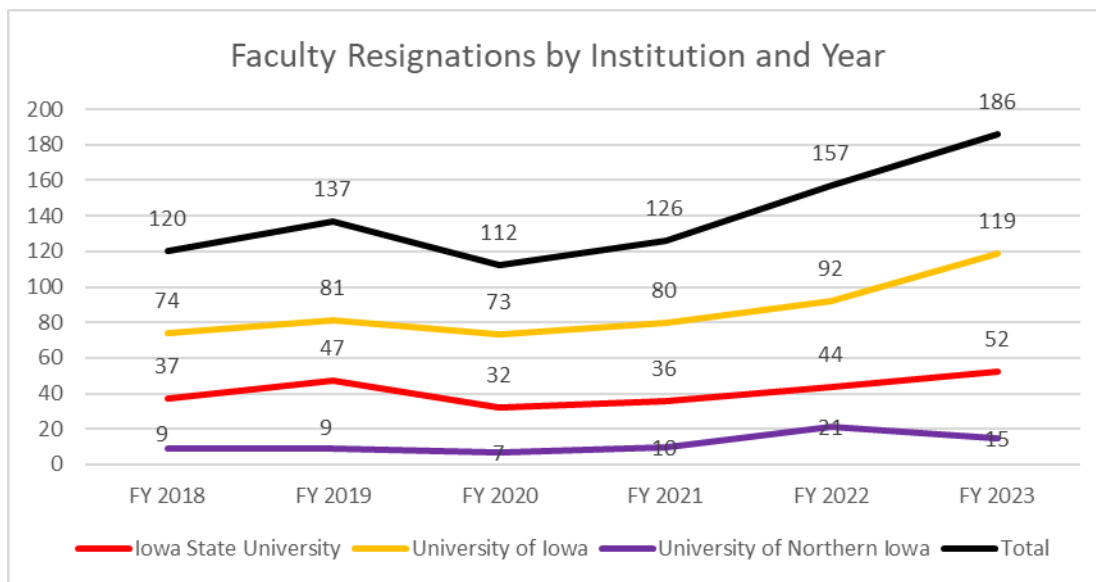
² Minorities make up approximately 11.8% of eligible staff members.

³ Award program launched 4/1/2022

⁴ Merit was added to the program effective 11/1/2022

Faculty Resignations

The number of faculty resignations at the Regent universities went up in FY2023. At Iowa State University, there were 52 resignations. The University of Iowa had 119 resignations. The University of Northern Iowa had 15 resignations.



In FY2023 52% of faculty resignations were from males and 48% were females, a shift from the prior year when 43% of faculty who resigned were female. Minority faculty were 39% of the resignations in FY2023, up from 35% in FY2022.

	MALE	FEMALE	TOTAL	MINORITY	NON-MINORITY
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
FY 2023	97	89	186	72	114

Resignations by appointment type increased among tenured and clinical track appointments and decreased for tenure-track appointments. Clinical faculty in the health sciences are part of a very competitive job market outside of academe (all of these are from SU), 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 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
FY 2023	59	34	78	15	186