

Contact: Kristin Bauer Davis

Annual Human Resources Report

FY 2024

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Regent Employees

Total Workforce

Total Workforce ³				
	SUI	ISU ⁴	UNI	TOTAL
Faculty ¹	3,006	1,746	441	5,193
Professional & Scientific ²	13,505	3,712	630	17,847
Merit	4,732	1,137	441	6,310
Total	21,243	6,595	1,512	29,350

¹Faculty includes Institutional Officials and Academic Administrators.

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

³Does not include temporary or student employees. Headcount is as of October 1, 2024.

⁴Iowa State University's headcount is as of October 31, 2024.

Merit System¹

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 agreements.

Merit System Employees by Institution FY 2024				
	SUI	ISU	UNI	Total
Supervisory	202	49	27	278
Blue Collar	1,473	672	205	2,350
Security	89	25	4	118
Technical	2,072	158	18	2,248
Clerical	817	251	175	1,243
Educational	0	0	0	0
Public Safety	38	21	13	72
Total	4,691	1,176	442	6,309

Employment Activity - Appointments FY 2024				
	SUI	ISU	UNI	Total
Original Entry	1,506	234	73	1,813
Reinstatements	10	12	1	23
Reemployment and recalls	18	0	3	21
Total	1,534	246	77	1,857

¹ Headcount and totals for Merit System is as of June 30, 2024.

Minority Employment - FY 2024			
	SUI	ISU	UNI
Male Majority	24.7%	42.3%	35.1%
Female Majority	39.4%	44.9%	51.8%
Male Minority	9.8%	5.4%	4.1%
Female Minority	17.3%	7.1%	9.0%
Male Unspecified	2.3%	0.1%	0.0%
Female Unspecified	6.5%	0.1%	0.0%
Total	100.0%	100.0%	100.0%

Employment Activity - Other Personnel Transactions FY 2024							
	Promotions	Transfers	Demotions	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Majority	94	56	21	247	60	0	26
Female Majority	94	98	38	467	102	0	14
Male Minority	11	24	3	127	4	0	8
Female Minority	38	48	11	227	4	0	11
Male Unspecified	6	3	3	36	2	0	1
Female Unspecified	7	16	6	113	1	0	2
Total	250	245	82	1,217	173	0	62

Fringe Benefits

The 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 2024				
	SUI	ISU	UNI	TOTAL
Mandated Benefits				
Social Security and Medicare	\$135,816,417	\$41,751,143	\$7,184,675	\$184,752,234
IPERS	\$26,873,653	\$11,904,588	\$2,964,741	\$41,742,982
TIAA	\$141,678,103	\$44,335,224	\$8,281,267	\$194,294,594
Substitute Plans	\$0	\$80,422	\$0	\$80,422
Federal Retirement	\$0	\$59,457	\$0	\$59,457
TIAA Waiver of Premium	\$1,007,423	\$0	\$269,195	\$1,276,618
Unemployment Compensation	\$230,338	\$76,821	\$0	\$307,159
Workers' Compensation	\$9,380,615	\$3,070,319	\$925,611	\$13,376,544
Total Mandated Benefits	\$314,986,549	\$101,277,973	\$19,625,489	\$435,890,011
Other Benefits				
Life Insurance (less dividends)	\$5,125,007	\$2,129,660	\$579,305	\$7,833,972
Accidental Death and Dismemberment	\$0	\$0	\$0	\$0
Health Insurance	\$285,627,243	\$87,784,131	\$23,447,356	\$396,858,730
Long-Term Disability	\$3,989,213	\$1,908,286	\$1,334,997	\$7,232,495
Dental Insurance	\$18,507,985	\$1,851,050	\$722,010	\$21,081,045
Total Other Benefits	\$313,249,448	\$93,673,127	\$26,083,668	\$433,006,243
Total Fringe Benefit Expenditures	\$628,235,997	\$194,951,100	\$45,709,156	\$868,896,254
Percent of Non-Student Payroll	32.50%	32.99%	36.94%	

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 Contributions	CY 2025
Social Security	
Employer Contribution	6.20%
Employee Contribution	6.20%
Maximum Salary	\$176,100

Medicare Contributions	CY 2025
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 2024				
	Faculty	P&S	Merit	Total
University of Iowa	94	316	166	576
Iowa State University	46	91	37	174
University of Northern Iowa	18	9	22	49
Total	158	416	225	799

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 2024				
	Faculty	P&S	Merit	Total
University of Iowa	13	14	2	29
Iowa State University	7	4	1	12
University of Northern Iowa	7	1	1	9
Total	27	19	4	50

Phased Retirement Financial Impact - FY 2024		
	Incentive Amounts	Released Funds
University of Iowa	\$1,065,544	\$2,579,454
Iowa State University	\$435,346	\$996,406
University of Northern Iowa	\$136,382	\$464,136
Total	\$1,637,272	\$4,039,996

“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 other 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 and UNI Blue 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 2025
Employer Contribution	\$814.00
Employee Contribution	\$90.00
Total	\$904.00
UIGRADCare^{1,2}	AY 2025
Employer Contribution	\$416.70
Employee Contribution	\$46.30
Total	\$463.00
UISelect	CY 2025
Employer Contribution	\$670.00
Employee Contribution	\$0.00
Total	\$670.00

Health Insurance - Family	
UIChoice	CY 2025
Employer Contribution	\$1,849.00
Employee Contribution	\$462.00
Total	\$2,311.00
UIGRADCare^{1,2}	AY 2025
Employer Contribution	\$1,558.20
Employee Contribution	\$667.80
Total	\$2,226.00
UISelect	CY 2025
Employer Contribution	\$1,370.00
Employee Contribution	\$343.00
Total	\$1,713.00

Health Insurance - Employee with Children	
UIChoice	CY 2025
Employer Contribution	\$1,408.00
Employee Contribution	\$352.00
Total	\$1,760.00
UISelect	CY 2025
Employer Contribution	\$1,044.00
Employee Contribution	\$261.00
Total	\$1,305.00

Health Insurance - Employee with Spouse	
UIChoice	CY 2025
Employer Contribution	\$1,726.00
Employee Contribution	\$431.00
Total	\$2,157.00
UIGRADCare^{1,2}	AY 2025
Employer Contribution	\$636.30
Employee Contribution	\$272.70
Total	\$909.00
UISelect	CY 2025
Employer Contribution	\$1,279.00
Employee Contribution	\$320.00
Total	\$1,599.00

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

Beginning January 1, 2025, all health insurance premium rates are uniform for each employee group.

Health Insurance - Single	
PPO - Faculty/Staff	CY 2025
Employer Contribution	\$741.00
Employee Contribution	\$76.00
Total	\$817.00
HMO - Faculty/Staff	
Employer Contribution	\$753.00
Employee Contribution	\$45.00
Total	\$798.00
PPO - Merit	
Employer Contribution	\$741.00
Employee Contribution	\$76.00
Total	\$817.00
HMO - Merit	
Employer Contribution	\$753.00
Employee Contribution	\$45.00
Total	\$798.00

Health Insurance - Family	
PPO - Faculty/Staff	CY 2025
Employer Contribution	\$1,873.00
Employee Contribution	\$522.00
Total	\$2,395.00
HMO - Faculty/Staff	
Employer Contribution	\$2,031.00
Employee Contribution	\$300.00
Total	\$2,331.00
PPO - Merit	
Employer Contribution	\$1,873.00
Employee Contribution	\$522.00
Total	\$2,395.00
HMO - Merit	
Employer Contribution	\$2,031.00
Employee Contribution	\$300.00
Total	\$2,331.00

Health Insurance - Employee with Children	
PPO - Faculty/Staff	CY 2025
Employer Contribution	\$1,201.00
Employee Contribution	\$257.00
Total	\$1,458.00
HMO - Faculty/Staff	
Employer Contribution	\$1,282.00
Employee Contribution	\$150.00
Total	\$1,432.00
PPO - Merit	
Employer Contribution	\$1,201.00
Employee Contribution	\$257.00
Total	\$1,458.00
HMO - Merit	
Employer Contribution	\$1,282.00
Employee Contribution	\$150.00
Total	\$1,432.00

Health Insurance - Employee with Spouse	
PPO - Faculty/Staff	CY 2025
Employer Contribution	\$1,495.00
Employee Contribution	\$373.00
Total	\$1,868.00
HMO - Faculty/Staff	
Employer Contribution	\$1,615.00
Employee Contribution	\$217.00
Total	\$1,832.00
PPO - Merit	
Employer Contribution	\$1,495.00
Employee Contribution	\$373.00
Total	\$1,868.00
HMO - Merit	
Employer Contribution	\$1,615.00
Employee Contribution	\$217.00
Total	\$1,832.00

University of Northern Iowa

Health Insurance - Single	
UNI PPO	CY 2025
Employer Contribution	\$977.30
Employee Contribution	\$60.00
Total	\$1,037.30
UNI HMO	CY 2025
Employer Contribution	\$958.25
Employee Contribution	\$30.00
Total	\$988.25

Health Insurance - Family	
UNI PPO	CY 2025
Employer Contribution	\$1,902.46
Employee Contribution	\$475.65
Total	\$2,378.11
UNI HMO	CY 2025
Employer Contribution	\$1,902.46
Employee Contribution	\$251.10
Total	\$2,153.56

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 2025	Dental	CY 2025
Employer Contribution	\$50.00	Employer Contribution	\$118.40
Employee Contribution	\$0.00	Employee Contribution	\$29.60
Total	\$50.00	Total	\$148.00
Grad Dental ¹	AY 2025	Grad Dental ¹	AY 2025
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 2025	Dental	CY 2025
Employer Contribution	\$88.40	Employer Contribution	\$84.00
Employee Contribution	\$22.10	Employee Contribution	\$21.00
Total	\$110.50	Total	\$105.00
Grad Dental ¹	AY 2025	Grad Dental ¹	AY 2025
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

Beginning January 1, 2025, all dental insurance premium rates are uniform for each employee group.

Dental Insurance - Single		Dental Insurance - Family	
Basic - Faculty/Staff	CY 2025	Basic - Faculty/Staff	CY 2025
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$0.00	Employee Contribution	\$52.00
Total	\$25.00	Total	\$77.00
Comprehensive - Faculty/Staff		Comprehensive - Faculty/Staff	
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$19.00	Employee Contribution	\$110.00
Total	\$44.00	Total	\$135.00
Basic - Merit		Basic - Merit	
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$0.00	Employee Contribution	\$52.00
Total	\$25.00	Total	\$77.00
Comprehensive - Merit		Comprehensive - Merit	
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$19.00	Employee Contribution	\$110.00
Total	\$44.00	Total	\$135.00
Dental Insurance - Employee with Children		Dental Insurance - Employee with Spouse	
Basic - Faculty/Staff	CY 2025	Basic - Faculty/Staff	CY 2025
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$42.00	Employee Contribution	\$35.00
Total	\$67.00	Total	\$60.00
Comprehensive - Faculty/Staff		Comprehensive - Faculty/Staff	
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$94.00	Employee Contribution	\$88.00
Total	\$119.00	Total	\$113.00
Basic - Merit		Basic - Merit	
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$42.00	Employee Contribution	\$35.00
Total	\$67.00	Total	\$60.00
Comprehensive - Merit		Comprehensive - Merit	
Employer Contribution	\$25.00	Employer Contribution	\$25.00
Employee Contribution	\$94.00	Employee Contribution	\$88.00
Total	\$119.00	Total	\$113.00

University of Northern Iowa

Dental Insurance - Single		Dental Insurance - Family	
Dental II	CY 2025	Dental II	CY 2025
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 2024, the Board approved the [FY25 Salary Policies](#).

Average Salaries ^{1, 2}						
Faculty ³	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
SUI ⁴	\$113,206	\$115,164	\$116,581	\$121,818	\$123,989	\$126,126
ISU ⁴	\$97,153	\$98,142	\$101,765	\$105,102	\$105,164	\$107,634
UNI	\$80,436	\$77,317	\$76,740	\$77,472	\$77,755	\$79,611
Professional and Scientific	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
SUI ⁵	\$71,600	\$72,478	\$73,523	\$76,412	\$78,234	\$81,064
ISU	\$65,341	\$64,819	\$65,021	\$69,654	\$69,814	\$70,751
UNI	\$66,247	\$69,690	\$72,390	\$74,715	\$76,447	\$77,688
Service Employees International Union (SEIU)	\$69,723	\$70,476	\$71,829	\$77,417	\$79,902	\$84,174
Merit	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
SUI	\$41,147	\$41,221	\$42,041	\$43,313	\$44,819	
ISU	\$42,584	\$44,638	\$44,731	\$46,076	\$47,798	
UNI	\$46,426	\$47,267	\$47,167	\$47,366	\$49,070	

¹Excludes Benefits

²Faculty and Professional & Scientific numbers are as of July 1, 2024; Merit numbers are as of June 30, 2024 and allow for all mid-year changes (merit increases and other). FY2025 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 2021	FY 2022	FY 2023	FY 2024	FY 2025	Five-Year Period
SUI	1.4%	2.3%	2.7%	4.2%	3.2%	2.8%
ISU ²	0.0%	3.5%	4.1%	4.2%	3.1%	3.0%
UNI	2.1%	1.3%	1.3%	3.0%	3.0%	2.1%
Professional and Scientific	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Five-Year Period
SUI	1.5%	2.2%	3.0%	3.2%	2.8%	2.5%
ISU ²	0.0%	3.6%	3.7%	4.1%	3.0%	2.9%
UNI ³	2.4%	1.3%	3.2%	3.5%	3.2%	2.7%
Service Employees International Union (SEIU)	2.1%	2.1%	4.0%	3.0%	3.0%	2.8%
Merit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Five-Year Period
SUI ¹	2.1%	1.8%	2.5%	4.5%	3.8%	2.9%
ISU	2.1%	2.1%	2.7%	3.6%	3.7%	3.0%
UNI	2.1%	1.7%	2.4%	4.1%	3.0%	2.7%

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. Beginning in FY24, Faculty and P&S performance-based increases changed to January 1. For this population, salary increase data includes performance increases as of that date.

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 2020	FY 2021	FY 2022	FY 2023	FY 2024 ¹
Exceptional Performance Awards					
Eligible Employees	11,241	11,694	11,777	11,955	12,569
Number of Awards Presented	363	575	667	726	473
Dollar Range of Awards	\$250 - \$20,000	\$300 - \$100,000	\$345 - \$21,955	\$250 - \$30,172	\$500 - \$23,763
Average Dollars Awarded	\$5,147	\$4,415	\$4,343	\$5,021	\$5,037
Total Dollars Awarded	\$1,868,352	\$2,538,361	\$2,491,901	\$3,645,184	\$2,382,546
Spot Awards²					
Eligible Employees	15,952	16,303	16,303	16,256	19,846
Number of Awards Presented	7,363	8,070	17,483	5,118	5,941
Dollar Range of Awards	\$6 - \$300	\$8 - \$300	\$20 - \$300	\$25 - \$200	\$20 - \$200
Average Dollars Awarded	\$225	\$242	\$268	\$181	\$185
Total Dollars Awarded	\$1,655,940	\$3,036,729	\$7,292,539	\$1,443,989	\$1,713,667
Percentage of Exceptional Performance Awards					
Females	62.8%	58.8%	67.5%	65.0%	67.7%
Minorities	7.5%	9.7%	7.9%	9.2%	8.7%
Percentage of Spot Awards					
Females	61.2%	57.3%	72.3%	65.2%	64.9%
Minorities	11.3%	12.2%	18.2%	14.5%	10.5%
Awards Program Five-Year History					
Exceptional Performance Awards	363	575	667	726	473
Spot Awards	7,363	8,070	17,483	5,118	5,941

¹Of eligible P&S and SEIU staff members, females make up approximately 72.3% and minorities make up approximately 10.9%.

² Merit staff became eligible for spot awards beginning 10/1/2019 and Faculty/Institutional Officers became eligible on 7/1/2022 so the population includes Faculty, Institutional Officers, 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 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 2020	FY 2021	FY 2022	FY 2023	FY 2024 ¹
Exceptional Performance Awards					
Eligible Employees ²	3,244	2,896	2,846	3,115	3,254
Number of Awards Presented	114	266	197	202	148
Dollar Range of Awards	\$700-\$20,785	\$500-\$16,995	\$235-19,268	\$250-\$15,000	\$250-\$20,000
Average Dollars Awarded	\$3,162	\$2,288	\$3,583	\$2,827	\$3,856
Total Dollars Awarded	\$360,421	\$608,646	\$705,860	\$571,044	\$570,755
Spot Awards³					
Eligible Employees				3,606	3,577
Number of Awards Presented				54	298
Dollar Range of Awards				\$100-\$500	\$100-\$500
Average Dollars Awarded				\$394	\$390
Total Dollars Awarded				\$21,300	\$116,175
Percentage of Exceptional Performance Awards					
Females	52.6%	70.0%	60.4%	62.4%	63.5%
Minorities	7.0%	11.0%	5.1%	5.9%	13.5%
Percentage of Spot Awards					
Females				53.7%	64.4%
Minorities				7.4%	11.1%
Awards Program Five-Year History					
Exceptional Performance Awards	114	266	197	202	148
Spot Awards				54	298

¹Of eligible P&S staff members, females make up approximately 58% and minorities make up approximately 12%.

²The FY21 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.

History of the award programs is shown below.

University of Northern Iowa					
	FY 2020	FY 2021	FY 2022 ³	FY 2023 ⁴	FY 2024
Exceptional Performance Awards					
Eligible Employees			590	1,074	913
Number of Awards Presented			22	30	21
Dollar Range of Awards			\$1500-\$5000	\$500-\$10,935	\$750-\$5342
Average Dollars Awarded			\$3,409	\$3,770	\$3,543
Total Dollars Awarded			\$75,000	\$113,090	\$74,409
Spot Awards					
Eligible Employees			590	1,704	1,055
Number of Awards Presented			5	33	63
Dollar Range of Awards			\$100-\$200	\$250-\$250	\$50-\$250
Average Dollars Awarded			\$160	\$250	\$244
Total Dollars Awarded			\$800	\$8,250	\$15,350
Percentage of Exceptional Performance Awards					
Females ¹			86.4%	66.7%	81.0%
Minorities ²			31.8%	6.7%	0.0%
Percentage of Spot Awards					
Females ¹			40.0%	42.4%	36.5%
Minorities ²			40.0%	6.1%	6.3%
Awards Program Five-Year History					
Exceptional Performance Awards			22	52	95
Spot Awards			5	38	106

¹ Females make up approximately 58% of eligible staff members.

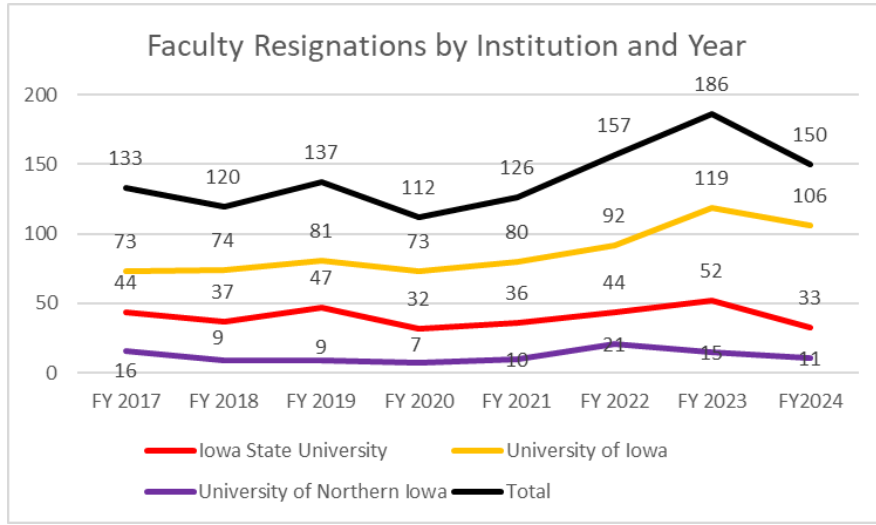
² Minorities make up approximately 12% of eligible staff members.

³ Award program launched 4/1/2022

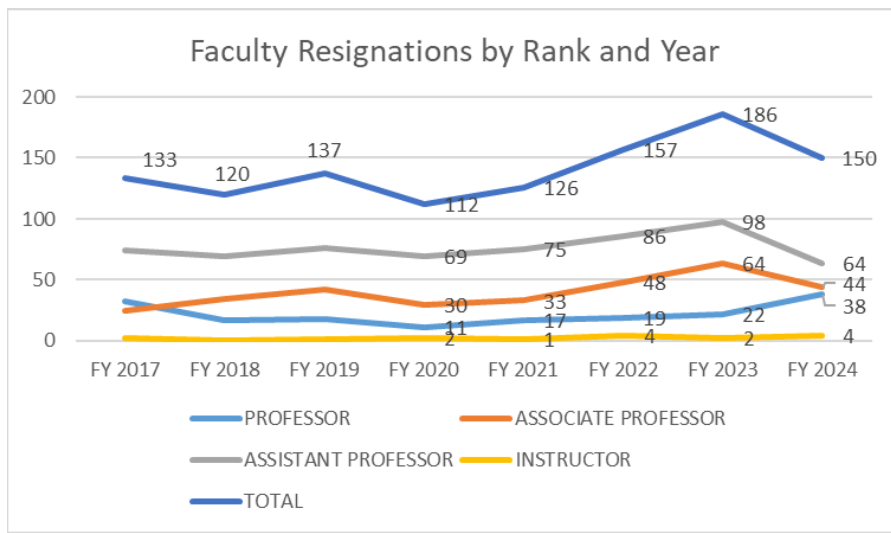
⁴ Merit added to program effective 11/1/2022

Faculty Resignations

The number of faculty resignations in FY24 was down from the prior two years to a total of 150. All three universities saw a decline from FY23 with 106 resignations at SUI, 33 resignations at ISU and 11 resignations at UNI.



The largest decline by rank was in assistant professors with a seven-year low in resignations. The only marked increase was at the rank of professor which increased from 22 resignations in FY23 to 38 in FY24. The faculty track with the largest decrease was clinical track (from 78 in FY23 to 59 in FY24).



Faculty Resignations by Faculty Track: Regent Total					
	TENURED	TENURE-TRACK	CLINICAL TRACK	OTHER	TOTAL
FY 2017	45	42	42	4	133
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
FY 2023	59	34	78	15	186
FY 2024	54	30	59	7	150