

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 (page 2);
- ▶ The cost for insurance and retirement programs (page 2);
- ▶ Average salaries for faculty, professional & scientific staff and merit employees (page 3);
- ▶ The number of faculty resignations at the Regent universities (page 3).

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 Workforce³				
	SUI	ISU⁴	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.

Insurance and Retirement Program Expenditures

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%	

Average Salaries

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.

Faculty Resignations

