

ANNUAL SPAN OF CONTROL REPORT**Committee Action Requested:**

1. Receive the report;
2. Approve the exclusion of departments with 28 or fewer FTEs from span of control calculations; and
3. 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 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 343 departments (pages 2-9); ISU – 146 departments (pages 10-13); and UNI – 91 departments (pages 14-15). These departments are consistent with those previously excluded by the Board.

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

	2021	2022	2023	2024	2025
University of Iowa	1/9.18	1/8.68	1/9.16	1/9.00	1/9.17
Iowa State University	1/10.85	1/10.52	1/10.63	1/10.53	1/10.37
University of Northern Iowa	1/10.26	1/10.40	1/10.79	1/11.64	1/12.10

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

Aerospace Studies/University College
Air & Mobile Critical Care/UIHC
Ambulatory Care Clinic/Psychiatric Hospital
Ambulatory Care Clinics/UIHC
American Studies/College of Liberal Arts & Sciences
Anatomy & Cell Biology/Carver College of Medicine
Anthropology/College of Liberal Arts & Sciences
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 and Molecular Biology/Carver College of Medicine
Biomedical Engineering/College of Engineering
BioVentures Center/Oakdale Campus
Branch Libraries/Library
Business Administration-Undergraduate/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
Cataloging/Library
CDD Scheduling/Center for Disabilities & Development
CEA/College of Education
Center for Intellectual Freedom/Office of the Provost
Center for Soc Sci Innovation/VP Research
Center for Teaching/Office of the Provost
Central Control Hygienic Lab/University Hygienic Lab
Central Iowa/Off-Campus Hospital Departments
Central Mail System/VP Finance & Operations
Centralized Transcription Services/UIHC
Chemical & Biochemical Engineering/College of Engineering
Chemistry/College of Liberal Arts & Sciences
Chief Medical Officer/UIHC
CHSC Per Patient per month/Spec Child Health Services-M&R

Cinematic Arts/College of Liberal Arts & Sciences
Circ-UE/Library
Civil-Environmental Engineering/College of Engineering
Classics/College of Liberal Arts & Sciences
Clinical Staff Office/UIHC
Clinics/Student Health and Wellness
Collection Fulfillment/Library
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
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
Counselor Education/College of Education
Creative Writing/College of Liberal Arts & Sciences
C-Stores/Student Life
CTR Health Effect of Environment/VP Research
Dance/College of Liberal Arts & Sciences
DCP-Downtown Campus Plaza/Off-Campus Hospital Departments
Dean of Students/Student Life
Dental Research/College of Dentistry
Dentistry Administration/College of Dentistry
Dentistry/UIHC
Dermatology/Carver College of Medicine
Des Moines Pgms/University College
Design & Fabrication/College of Engineering
Diabetes Research Center/Carver College of Medicine
Digital Studio/Library
Distance & Online Education/University College
Division of Performing Arts Prod Unit/College of Liberal Arts & Sciences
Driving Safety Research Institute (DSRI)/College of Engineering
DTH-Administration/UIHC Downtown Hospital
DTH-CMO Admin/UIHC Downtown Hospital
DTH-CVS Administration/UIHC Downtown Hospital
DTH-Downtown Offsite Clinics/UIHC
DTH-Emergency Medicine/UIHC Downtown Hospital
DTH-Engineering Services/UIHC Downtown Hospital
DTH-Food & Nutrition Admin/UIHC Downtown Hospital
DTH-Home Health Care/UIHC Downtown Hospital
DTH-Human Resources/UIHC Downtown Hospital
DTH-Infusion Center/UIHC Downtown Hospital
DTH-Maintenance/UIHC Downtown Hospital
DTH-Material Services/UIHC Downtown Hospital
DTH-ObGyn Admin/UIHC Downtown Hospital

DTH-Pastoral Care/UIHC Downtown Hospital
DTH-Pathology/UIHC Downtown Hospital
DTH-Periop Svcs Admin/UIHC Downtown Hospital
DTH-Pharmacy/UIHC Downtown Hospital
DTH-Radiology Admin/UIHC Downtown Hospital
DTH-Respiratory Care/UIHC Downtown Hospital
DTH-Safety & Security/UIHC Downtown Hospital
DTH-Sleep Lab/UIHC Downtown Hospital
DTH-Surg OP Care Unit/UIHC Downtown Hospital
DTH-Volunteer Services/UIHC Downtown Hospital
DTH-Wound Center/UIHC Downtown Hospital
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 Computer Network/College of Engineering
English/College of Liberal Arts & Sciences
Environmental Health and Safety/VP Research
Facilities Administration/Student Life
Facilities Management/VP Finance & Operations
Facility Services Admin/UIHC
Family Dentistry/College of Dentistry
Finance & University Services/VP Finance & Operations
Finance/Tippie College of Business
FM Utilities/VP Finance & Operations
Food & Nutrition Services/Psychiatric Hospital
General Counsel/Office of the General Counsel
General University Annual/University Related Organizations
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-info desk/UIHC
Hancher/Office of the Provost
Hardin Library/Library
Health Management & Policy/College of Public Health
Health Sport and Human Physiology/College of Liberal Arts & Sciences
History/College of Liberal Arts & Sciences
Honors Program/University College
Hospital Based Clinics Administration/Off-Campus Hospital Departments
Hospital Based Programs/Carver College of Medicine
Hospital Dentistry/College of Dentistry

Housekeeping & Grounds/Psychiatric Hospital
HSS-Scholarly Impact/Library
Human Subjects/IRB Office/VP Research
Hygienic Laboratory-Administration/University Hygienic Lab
IBBI Iowa Institute for Biomedical Imaging/College of Engineering
ICSMH/College of Education
ICTS - Administration/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 - IA Implementation Science Ctr/Inst for Clinical and Translational Science
ICTS - Informatics/Inst for Clinical and Translational Science
Industrial Engineering/College of Engineering
Inpatient Case Management/UIHC
Institute for Human Genetics/Carver College of Medicine
Institute for Public Health Practice (IPHPRP)/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 Memorial Union/Student Life
Iowa Reading Research Center/College of Education
Iowa Sciences Academy/College of Liberal Arts & Sciences
Iowa Testing Programs/College of Education
IRL-Anesthesia/Off-Campus Hospital Departments
IRL-Dermatology/Off-Campus Hospital Departments
IRL-Diabetes Management/Off-Campus Hospital Departments
IRL-East Neurology/Off-Campus Hospital Departments
IRL-Engineering Services/Off-Campus Hospital Departments
IRL-ESS & Guest Services/Off-Campus Hospital Departments
IRL-Family Medicine/Off-Campus Hospital Departments
IRL-Gastroenterology/Off-Campus Hospital Departments
IRL-General Internal Medicine/Off-Campus Hospital Departments
IRL-General Pediatrics/Off-Campus Hospital Departments
IRL-Material Services, Central Sterilizing/Off-Campus Hospital Departments
IRL-Materials Services/Off-Campus Hospital Departments
IRL-Ophthalmology/Off-Campus Hospital Departments
IRL-Orthopaedic Clinic/Off-Campus Hospital Departments
IRL-Otolaryngology/Off-Campus Hospital Departments
IRL-Pathology/Off-Campus Hospital Departments
IRL-Pediatrics Speciality/Off-Campus Hospital Departments
IRL-Pharmacy/Off-Campus Hospital Departments
IRL-Procedure Suite/Off-Campus Hospital Departments
IRL-Radiology/Off-Campus Hospital Departments
IRL-Urology/Off-Campus Hospital Departments
IRL-Women's Wellness/Off-Campus Hospital Departments

ITS-Research Services/Information Technology
ITS-Security Office/Information Technology
ITS-Teaching, Learning, & Technology/Information Technology
Journalism & Mass Communication/College of Liberal Arts & Sciences
Laboratory/Student Health and Wellness
Lakeside/University College
Languages, Literatures, Linguistics, and Cultures/College of Liberal Arts & Sciences
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 IT-Digital Initiatives/Library
Magid Center for Writing/College of Liberal Arts & Sciences
Mail Room/UIHC
Material Management/VP Finance & Operations
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
Neuroscience Institute/Carver College of Medicine
Neurosurgery HR/UIHC
Neurosurgery/Carver College of Medicine
NLH-Administration/North Liberty Hospital and Clinics
NLH-Anesthesia/North Liberty Hospital and Clinics
NLH-Central Sterilization/North Liberty Hospital and Clinics
NLH-Emergency Department/North Liberty Hospital and Clinics
NLH-Engineering Services/North Liberty Hospital and Clinics
NLH-Food and Nutrition Srvcs/North Liberty Hospital and Clinics
NLH-Guest Services/North Liberty Hospital and Clinics
NLH-Material Services/North Liberty Hospital and Clinics
NLH-Nursing Administration/North Liberty Hospital and Clinics
NLH-Pathology/North Liberty Hospital and Clinics
NLH-Pharmacy/North Liberty Hospital and Clinics
NLH-Radiology/North Liberty Hospital and Clinics

NLH-Rehabilitation Therapy/North Liberty Hospital and Clinics
NLH-Safety and Security/North Liberty Hospital and Clinics
NLH-Supply Chain/North Liberty Hospital and Clinics
Non-Hospital Units/UIHC
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
Office of Civil Rights Compliance/Office of the President
Office of Community Engagement/Office of the Provost
Office of Innovation/VP External Relations
Office of Management & Business Development/Tippie College of Business
Office of Student Services/College of Education
Office of the IACUC/VP Research
Office of Transparency/VP External Relations
Office of Undergrad Research/VP Research
Office of Writing & Communication/Office of the Provost
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
Outpatient Pharmacies/UIHC
Outreach Clinics/UIHC Affiliates
Pastoral Services/UIHC
Patient Library/UIHC
Payor Relations/VP Medical Affairs
Pediatric Dentistry/College of Dentistry
Pediatrics/UIHC
Pentacrest Museums/Office of the Provost
Performing Arts & Engagement/Office of the Provost
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
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
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
Purchasing/VP Finance & Operations
Quick Care Administration/UIHC
Radiation Oncology/Carver College of Medicine
Radiation Oncology/UIHC
Rehab Therapy/UIHC
Religion/College of Liberal Arts & Sciences
Research Administration/VP Research
Research Development/VP Research
Research Integrity & Security/VP Research
Residence Hall Maintenance/Student Life
Respiratory Care/UIHC
Retail Operations/Student Life
Rhetoric/College of Liberal Arts & Sciences
Risk Management Office/VP Finance & Operations
School of Art, Art History, and Design/College of Liberal Arts & Sciences
School of Earth, Environment, and Sustainability/College of Liberal Arts & Sciences
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
Stanley Museum of Art/Office of the Provost
State Archaeologist/VP Research
Statistics & Actuarial Science/College of Liberal Arts & Sciences
Stead Technology Services Group/Tippie College of Business
Student Disability Services/Office of the Provost
Student Organizations/Student Life
Surgery/UIHC
Surplus/VP Finance & Operations
Talent/Human Resources
Teaching and Learning/College of Education
Theatre Arts/College of Liberal Arts & Sciences
Training & Project Services/Center for Disabilities & Development
Transformation Office/VP Medical Affairs
Treasury Operations/VP Finance & Operations
UHC Clinics/Center for Disabilities & Development
UI Children's Hospital Outpt/UIHC
UI Children's Hospital/UIHC
UI Press Office Operations/Graduate College
UI REACH/College of Education
UI Research Park/Oakdale Campus

UI Technology Institute/College of Engineering
UI Ventures Operations/VP External Relations
UI WILD/College of Education
UIHC & FPP Outreach-Administration/UIHC Affiliates
UIHC Compliance Office/UIHC
UIHC Otolaryngology/UIHC
UIHC Urology/UIHC
UIRF Operations/VP Research
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
Women's Resource & Action Center/Student Life

IOWA STATE UNIVERSITY
Departments with 28 or Fewer FTEs

ACADEMIC SUCCESS CENTER
ACCOUNTING
AEROSPACE ENGINEERING
AGRICULTURAL EDUCATION & STUDIES
AIR FORCE AEROSPACE STUDIES
ALUMNI ASSOCIATION
APPAREL, EVENTS & HOSPITALITY MGMT
ARCHITECTURE
ASSISTANT VP FOR STUDENT HEALTH SERVICES
AVP ENROLLMENT MANAGEMENT
BIOCHEMISTRY, BIOPHYSICS & MOLEC BIOLOGY
BIOECONOMY INSTITUTE
BIOMEDICAL SCIENCES
BIOTECHNOLOGY
BOOKSTORE
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
CHEMICAL & BIOLOGICAL ENGINEERING
CHEMISTRY
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
EARTH ATMOSPHERE AND CLIMATE
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
ENGLISH
EQUAL OPPORTUNITY OFFICE
EXTENSION IT
EXTENSION OPERATIONS
EXTENSION PROFESSIONAL DEVELOPMENT
EXTENSION STORE & DISTRIBUTION CENTER
FARM, FOOD, AND ENTERPRISE DEVELOPMENT
FINANCE EXTENSION
FOOD SCIENCE & HUMAN NUTRITION
GENERAL COUNSEL
GENETICS, DEVELOPMENT & CELL BIOLOGY
GRADUATE COLLEGE
GRANTS HUB
GREENLEE SCHOOL JOURNALISM/COMMUNICATION
HISTORY
HIXSON OPPORTUNITY AWARDS OFFICE
HONORS PROGRAM-PRV
HORTICULTURE
HEALTH & HUMAN SCIENCES ADMINISTRATION
INDUSTRIAL & MANUFACTURING SYSTEMS ENGR
INDUSTRIAL DESIGN
INFORMATION SYSTEMS & BUSINESS ANALYTICS
INSTITUTE FOR DESIGN RESEARCH & OUTREACH
INSTITUTIONAL RESEARCH
INTERNATIONAL STUDENTS & SCHOLARS
IOWA SOYBEAN RESEARCH CENTER
IOWA STATE ONLINE
IOWA STATE RESEARCH FOUNDATION
IOWA STATE UNIV RESEARCH PARK
KINESIOLOGY
LABORATORY ANIMAL RESOURCES
LANDSCAPE ARCHITECTURE
LEARNING COMMUNITIES
LECTURES PROGRAM
MANAGEMENT
MANAGEMENT & ENTREPRENEURSHIP
MARGARET SLOSS CNTR WOMEN/GENDER EQUITY
MATERIALS SCIENCE & ENGINEERING
MATHEMATICS
MECHANICAL ENGINEERING
MICROELECTRONICS RESEARCH CTR
MILITARY SCIENCE & TACTICS
MUSIC AND THEATRE
MULTICULTURAL STUDENT AFFAIRS
NANOVACCINE INSTITUTE

NATL INST OF AMR RESEARCH & EDUCATION
NATURAL RESOURCE ECOLOGY AND MANAGEMENT
NAVAL SCIENCE
OFC INTELLECTUAL PROPERTY & TECH TRANSFR
OFFICE OF RESEARCH ETHICS
OFFICE OF STUDENT ASSISTANCE
OFFICE OF STUDENT INFORMATION
OFFICE OF STUDENT CONDUCT
OMBUDS OFFICE
PAYROLL, BENEFITS & TAX
PHILOSOPHY & RELIGIOUS STUDIES
PHYSICS & ASTRONOMY
PLANT SCIENCES INSTITUTE
POLITICAL SCIENCE
PRESIDENT
PRINTING SERVICES
PROCUREMENT SERVICES
PROG FOR WOMEN IN SCIENCE & ENGR
PSYCHOLOGY
RECEIVABLES OFFICE
REIMAN GARDENS
SCHOOL OF EDUCATION
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
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 OFFCE
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 STUDENT AFFAIRS
VIRTUAL REALITY APPLICATIONS CNTR
WATER RESOURCES RESEARCH INSTITUTE
WORLD LANGUAGES AND CULTURES

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

Academic Advising
Academic Affairs
Accounting
Applied Engineering
Art & Graphic Design
Biology
Board & Governmental Relations
Budget Office
Business Operations
Career Services
Center for Civic Education
Center for Early Developmental Education
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 Education
College of Education Academic Advising & Teacher Education Success
College of Education Graduate Programs
College of Graduate, Research & Online Education
College of Humanities, Arts & Sciences
College for Social & Behavioral Sciences
Communication & Media
Communication Sciences & Disorders
Community Engagement
Computer Science
Construction Management
Culture & Intensive English Program
Dean of Students
Earth & Environmental Sciences
Economics
Elementary and Middle Level Education
Environmental Health & Safety
Family, Aging & Counseling
Finance
Finance & Operations
Financial Accounting & Reporting Services
Financial Aid
Gallagher-Bluedorn Performing Arts Center
Geography
Graduate Studies
History
Honors & Scholars Programs
Human Resource Services
Individual Studies
Institutional Effectiveness & Planning

International Engagement
Jacobson Center for Comprehensive Literacy
Kinesiology & Athletic Training
Languages & Literatures
Learning, Leadership and Community
Literacy, Early Childhood, and Special Education
Management
Marketing & Entrepreneurship
Mathematics
Metal Casting Center
Military Science-ROTC
Music, School of
National Program for Playground Safety
Nursing & Public Health
Office of Civil Rights Compliance
Online Education and Individual Studies
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
Tallgrass Prairie Center
Teacher Placements
Theatre
Treasury
Undergraduate Studies
University Counsel
University Relations
Wilson College of Business
Wilson College of Business Professional Distinction Operations
Women's & Gender Studies