

REVISED

Contact: Tom Evans

FY 2007 PAY POLICIES

Action Requested: Hear presentations by institutional representatives of nonorganized faculty and staff groups.

Executive Summary: One of the highest priorities for budget planning at the five Regent institutions is to ensure that faculty and staff are compensated at levels that foster both recruitment and retention. The institutions have been unable to define specific salary policies given the uncertainty of action by the Iowa General Assembly. It is anticipated that the Board will be asked to consider final salary policies for the institutions and the Board Office at the June 21-22 meeting.

Based on the conceptual budget planning for FY 2007 with full funding for the Regent Transformation Plan, the salary policy aspirations of the institutions are summarized below. As noted above, the policies cannot be finalized until the legislative process concludes.

University of Iowa: The University is hoping to achieve a salary increase policy for faculty and nonorganized professional and scientific staff of 3% to 4.5%. Through aggressive reallocation, the University was able to provide faculty a 3.43% salary increment and professional staff a 4.5% salary increment on July 1, 2006. Again through reallocation, the University was able to provide faculty with an additional 2% salary increment on January 1, 2006. Based on preliminary data, these actions relative to faculty salaries will enable the University to move from 10th in the 11-member group to 9th as well as moving two positions from 9th to 7th within the Big Ten public institutions.

Iowa State University: The University noted great concern about maintaining competitive salaries for both faculty and professional and scientific staff. Faculty salaries are currently at the bottom of the University's peer group. It is also felt that P&S salaries have fallen below levels to be competitive in the marketplace. With full funding of the transformation plan, the University would be able to increase faculty and staff salaries of an average of 4%.

University of Northern Iowa: The United Faculty negotiated pay plan is a bifurcated plan calling for an average increase of 2% on July 1, 2006, and an additional 1.5% on January 1, 2007. Typically, the salary policy for nonorganized professional and scientific staff has followed that of the United Faculty. The University hopes to continue this practice in FY 2007.

Iowa School for the Deaf: With full funding, the school would be able to establish a salary policy of average increases for professional and scientific staff of 4.25% for meritorious performance. Increases to the faculty matrix would also allow for 4.25% average increases.

Iowa Braille and Sight Saving School: Traditionally, pay policies for faculty and P&S staff at IBSSS and ISD have been the same. Given the relationship IBSSS has with the AEAs, it is believed that the two schools should be separated and allowed to develop school-based salary policies based upon individual needs. Currently, 21 of the 36 teachers paid on the faculty matrix at IBSSS are dedicated to services through a designated AEA. The AEAs have been paying for the majority of those faculty salary increases without opportunity to discuss appropriate compensation levels for staff aligned with the AEAs. The average increases in the AEAs are tied to their 4% allowable growth. When final policies are considered, the Board will be asked to consider approving separate pay plans for the two schools. With full funding, IBSSS anticipates average faculty increases would be 4.2% and 4% for P&S.

Regent Merit System Supervisory and Confidential: Traditionally, the pay policy for employees in the Regent Merit System excluded from AFSCME bargaining units has been the same as that for those employees covered by the collective bargaining agreement. The FY 2007 pay policy for AFSCME staff is an across-the-board increase of 2% on July 1, 2006, and eligible employees will receive 4.5% step increases on their eligibility dates throughout the year.

Representatives of the following groups have been invited to make presentations to the Board on salary issues for the upcoming fiscal year.

University of Iowa Faculty Senate
University of Iowa Staff Council
Iowa State University Faculty Senate
Iowa State University Professional and Scientific Council
University of Northern Iowa Professional and Scientific Council
Iowa School for the Deaf Faculty
Iowa Braille and Sight Saving School Faculty
Regents Interinstitutional Supervisory and Confidential Council

Salary policies for other groups of faculty and staff have been determined through the collective bargaining process. These groups are UNI – United Faculty, Regent Merit System staff in AFSCME bargaining units, University of Iowa tertiary care unit (SEIU), and University of Iowa graduate students (COGS).