

**Human Resources Committee Memorandum**

Subject: Annual Salary Report -- FY 2005  
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Date: September 1, 2004

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**Recommended Action:**

Receive the annual salary report for FY 2005.

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**Executive Summary:**

This report is presented to the Board each fall after the salaries for the current fiscal year are established.

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**No state funding  
for salary  
increases**

The institutions governed by the Board of Regents received no state appropriations to cover salary increases for FY 2005.

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**Institutional  
Salary Policies**

Institutional salary policies were approved by the Board in April. At that time SUI tentatively planned salary increases in the range of 2%. ISU expected the average increases would be between 1.5% and 2.0%. UNI planned to provide non-organized faculty and P&S staff with the same increase, 3.75%, as was negotiated with the United Faculty. The SEIU contract with the tertiary care unit at the UIHC provided for a 2% across-the-board increase on July 1, 2004. Other increases provided in the SEIU agreement are detailed in Attachment A.

Both ISD and IBSSS proposed average increases of 4.5% for P&S and 4.0% and 5.17% respectively for faculty. Faculty increases include movement for length of service as well as attainment of additional education.

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**Faculty Increases**

Average increases for faculty for FY 2005 and the four previous years are shown below:

	2005	2004	2003	2002	2001
SUI	2.14%	2.02%	3.76%	3.8%	4.2%
ISU	2.3%	2.6%	3.1%	3.8%	3.8%
UNI	3.75%	3.5%	3.73%*	5.6%	4.0%
ISD	4.03%	3.9%	3.2%	5.1%	4.4%
IBSSS	4.96%	5.3%	3.7%	5.5%	5.5%

\*UNI United Faculty agreed to delay FY 2003 increase until November of 2002. The actual negotiated increase was 5.6%.

Average faculty increases for the five-year period are as follows:

SUI	3.2%
ISU	3.1%
UNI	4.1%
ISD	4.1%
IBSSS	5.0%

In comparing the five-year average faculty increases given by the Regent universities with those of the respective peer groups, SUI and ISU rank fourth and UNI is in first place.

**P&S Increases**

Average increases for professional and scientific staff for the last five years are shown below:

	2005	2004	2003	2002	2001
SUI**	2.23%	2.5%	4.0%	3.8%	3.9%
ISU	2.2%	2.5%	2.9%	3.9%	3.9%
UNI	3.8%	3.5%	3.73%*	5.6%	4.0%
ISD	4.45%	5.5%	2.5%	5.1%	4.2%
IBSSS	5.19%	6.25%	3.5%	3.0%	4.0%

\*FY 2003 increase delayed until November 2002. UNI salary policy provided for an increase of 5.6%.

\*\* (Members of the tertiary health care unit (SEIU) are not included in this average. The average increase for SEIU staff was 6.5% in FY 2004 and 4.6% in FY 2005).

Average P&S increases for the five-year period are as follows:

SUI	3.3% (excluding SEIU)
ISU	3.1%
UNI	4.1%
ISD	4.4%
IBSSS	4.4%

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**Regent Merit Staff**

The AFSCME agreement provided for a 2% across-the-board increase on January 1, 2005, and for step increases for eligible staff valued at 4.5%. Merit staff at the maximum of their pay grades will receive an additional 2% increase on January 1, 2005. Increases comparable to those given to AFSCME staff have been given to nonorganized merit staff. The value of all increases for merit staff at each institution for FY 2005 and the four previous years are shown below.

	2005	2004	2003	2002*	2001*
SUI	5.81%	6.1%	7.1%	3%	2.6%
ISU	3.4%	5.1%	5.8%	3%	2.6%
UNI	5.77%	5.1%	5.8%	3%	2.6%
ISD	3.99%	6.2%	5.2%	3%	2.6%
IBSSS	4.84%	6.2%	5.4%	3%	2.6%

\*plus step increases

Average Merit System increases for the five-year period are as follows:

SUI	5.0%
ISU	4.0%
UNI	4.5%
ISD	4.2%
IBSSS	4.4%

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**Teaching and  
Research  
Assistants**

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$15,490 which is an increase of 1%. Returning bargaining unit (COGS) employees will receive a minimum salary increase of \$160.

The minimum tuition scholarship provided by the COGS agreement will increase from \$375 for each semester to \$750 based on full-time enrollment. The minimum tuition scholarship is not intended to replace nor supplement the tuition scholarship awarded to students by the departments or other funding sources.

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$10,584 - \$22,500. The salary minimum was increased by 1.7% and the maximum by 14.5%.

Salaries of teaching assistants at the University of Northern Iowa increased by 3.77% to \$7,472.

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**Average Faculty  
Salaries  
(9-month  
equivalent)**

Excluding salaries for the professional colleges of Medicine, Dentistry, and Law at SUI and Veterinary Medicine and faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service at ISU, average nine-month equivalent salaries are:

	Overall Average	Male Average	Female Average
SUI	\$77,408	\$83,595	\$65,389
ISU	\$72,492	\$77,717	\$60,415
UNI	\$62,874	\$66,493	\$57,434

It should be noted that these averages are raw numbers and do not take into account rank, discipline and years of services.

In order to better compare salaries by rank and gender, Attachment B displays both nine and twelve-month faculty by gender at the Assistant Professor rank in each of the colleges at each of the universities.

**Universities --  
Average P&S  
Salaries**

Average P&S salaries for FY 2005 are shown below:

	Overall Average	Male Average	Female Average
SUI	\$50,238	\$54,898	\$46,858
ISU	\$50,645	\$54,837	\$46,554
UNI	\$51,316	\$55,392	\$47,644

**Special Schools  
Faculty – P&S**

Average salaries at the special schools are shown below.

	Faculty Salaries	P&S Salaries (annualized)
ISD	\$49,673	\$53,531
IBSSS	\$46,367	\$48,253

**Total  
Compensation**

Average estimated total compensation for FY 2005 is shown below. Total compensation includes salary, retirement including FICA, health and dental insurance, long-term disability and life insurance as well as unemployment and workers compensation costs. The averages do not take into account any health and dental insurance increases for the 2005 calendar year.

	Faculty by rank				P&S	Merit
	Professor	Associate	Assistant	Overall Avg.		
SUI	\$155,832	\$111,898	\$104,595	\$128,836	\$66,314	\$47,603
ISU	\$118,097	\$88,703	\$75,982	\$93,035	\$66,946	\$48,448
UNI	\$104,151	\$80,035	\$68,224	\$81,924	\$68,917	\$49,428
ISD*				\$65,283	\$59,537	\$38,754
IBSSS*				\$63,027	\$58,128	\$37,737

\*The majority of ISD and IBSSS merit employees are on nine-month appointments.

**Tertiary Health Care Bargaining Unit – SEIU**

The collective bargaining agreement contains the following salary guidelines:

1. Bargaining unit employees employed on or before April 30, 2004 will receive a two percent (2%) salary increase on the employee's base salary effective July 1, 2004.
2. In addition, all bargaining unit employees employed on or before April 30, 2004, will receive an additional recruitment and retention adjustment of two percent (2%) in their base salary effective July 1, 2004.
3. On July 1, 2004, staff members employees in the Staff Nurse I or II classifications in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will receive an additional \$1,000 increase to their base salary, based upon a full time equivalent. Those staff employed less than full time will receive a prorated increase.
4. Also effective July 1, 2004, selected classifications will receive market-based adjustments in starting salaries, with equity adjustments to some existing staff in the classifications affected.
5. The 2004-2005 salary ranges will be increased by four percent (4%) at the minimum and the maximum. Maximum salary ranges may be extended further for select classifications in order to meet critical staffing needs. If any increase outlined in items 1-4 above would cause an individual salary rate to exceed the top of the established salary range, the employee's base salary will be set at the top of the range and any amount exceeding this shall be paid to the employee as a one-time lump sum in December 2004.
6. Shift premiums for contract covered staff will also increase July 1, 2004, for those eligible. The premium for evening shifts will increase from \$2.00 to \$2.25 per hour, and the premium for night shifts will increase from \$2.50 to \$2.75 per hour.

**Assistant Professor -- Average Salaries FY 2005  
Non-Professional Colleges**

SUI	12 month				9 month			
	Male		Female		Male		Female	
	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Liberal Arts and Sciences	59,850	2.00	59,065	7.80	55,672	70.65	52,176	61.75
Business	118,547	1.00	-	0.00	97,341	15.00	107,059	7.00
Education	-	0.00	62,271	1.00	52,985	4.00	52,064	13.50
Engineering	-	0.00	-	0.00	71,357	11.60	72,784	2.50
Graduate	-	0.00	-	0.00	58,634	3.50	52,500	1.00
Nursing	57,400	1.00	62,284	3.00	59,740	1.00	50,501	14.00
Public Health	74,455	13.50	73,406	6.00	-	0.00	67,898	1.00

ISU	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Agriculture	69,022	4.24	63,688	1.20	57,963	4.50	61,683	4.10
Business	-	0.00	-	-	90,178	11.00	92,832	2.00
Design	-	0.00	-	-	52,369	16.92	48,212	12.00
Education	-	0.00	-	-	50,341	13.46	50,220	9.33
Engineering	70,592	0.61	-	-	72,551	36.25	70,276	7.25
Family and Consumer Science	-	0.00	64,239	1.25	56,603	2.75	55,255	13.17
Liberal Arts and Sciences	-	0.00	-	-	55,437	84.66	52,993	41.80

UNI	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Business	-	-	-	-	71,321	13.00	74,242	3.00
Social and Behavioral Sciences	-	-	-	-	48,195	17.00	49,726	23.00
Education	-	-	56,965	1.00	54,112	13.00	52,663	22.00
Humanities and Fine Arts	-	-	-	-	49,896	21.00	47,635	12.00
Natural Sciences	-	-	-	-	50,340	18.00	47,309	8.00